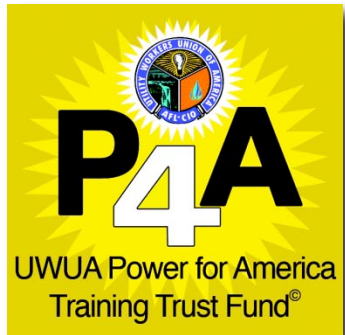


UWUA Power for America Training Trust Fund



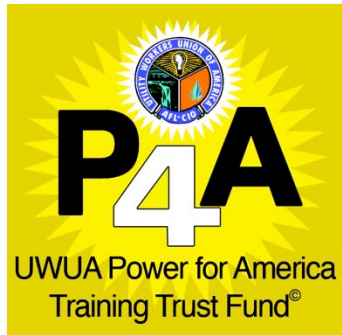
Examples of Contract Language for Trust Participation:

1. The Employer agrees to contribute a negotiated rate per hour per employee for all hours worked in each pay week to the UWUA Power for America Training Trust Fund, and to execute and be bound by all documents and trust agreements as required by that Fund.

The Employer also agrees to abide by the rules and regulations promulgated by the Trustees of the Training Trust and agrees to pay any cost of collection charges imposed by the Trustees for late payments or delinquent contributions.



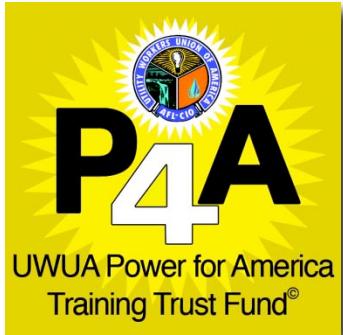
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Examples of Contract Language for Trust Participation:

2. The Employer and the Union are committed to working together to provide training to the workers covered by this Collective Bargaining Agreement. To that end, the Employer agrees to contribute _____ per hour for all hours worked by each worker covered by this Collective Bargaining Agreement to the UWUA Power for America Training Trust Fund ("Training Trust"), a jointly administered trust fund permitted by the Taft-Hartley Act. These contributions will be remitted to the Training Trust on a monthly basis to such depository and accompanied by such reports as may be designated by the Trustees of the Training Trust in accordance with the terms of the Agreement and Declaration of Trust, may be amended from time to time, which the Employer agrees to be bound by and which is incorporated herein by reference.

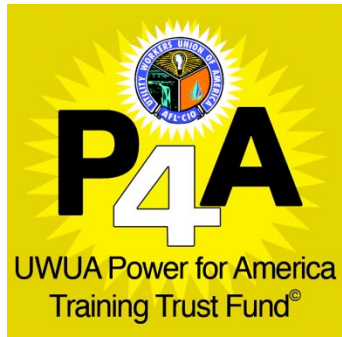
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Examples of Mid-term Contract M.O.U. Language:

- This Addendum is between the Employer and the Utility Workers Union of America, AFL-CIO and its Local _____. This Addendum supplements the current Collective Bargaining Agreement between the parties.
- The Employer and the Union recognize the necessity of providing employees with the highest quality training that meets the needs of our industry and the global marketplace. We have agreed to enter into a partnership through the UWUA Power for America Training Trust Fund in order to defray the cost of investing in the apprenticeship and training programs which are vital to our future.

UWUA Power for America Training Trust Fund



Examples of Mid-term Contract M.O.U. Language:

- The Employer will contribute _____ for each hour worked by employees covered by the CBA to the UWUA Power for America Training Trust Fund -- a labor-management Taft Hartley Trust which will be tax exempt under Section 501 of the Internal Revenue Code. Further, the Employer and the Union each agree to adopt and be bound by the provisions of the UWUA Power for America Agreement and Declaration of Trust dated April 6, 2009, including amendments and restatements, and other documents governing the administration of the Trust.

