

## Exhibit A

LEW	Descr	Job Code	Min/Hour	Midpt/Hour	Max/Hour
001	Traffic Control Tech - LE	807020	10.13	12.96	15.79
003	Maintenance Support Tech I*	8239	10.64	13.61	16.58
	Operations Support Tech I - LE	802520	10.64	13.61	16.58
008	Maintenance Support Tech II*	8240	12.01	15.38	18.74
	Materials Reclaimer I	7035	12.01	15.38	18.74
	Meter Reader	6049	12.01	15.38	18.74
	Operations Support Tech II - LE*		12.01	15.38	18.74
	Plant Helper	8050	12.01	15.38	18.74
010	Warehouse Op Tech I - LE	606920	12.61	16.14	19.67
	Traffic Control Foreman	8069	12.61	16.14	19.67
012	Multicraft Operator Apprn I	7106	13.25	16.96	20.66
	Industrial Coatings Specialist	7099	13.25	16.96	20.66
	Warehouse Op Tech II - LE	635820	13.25	16.96	20.66
	Operations Suppt Tech III - LE	803820	13.25	16.96	20.66
015	Materials Reclaimer II	7036	14.25	18.24	22.22
017	Chemical Process Tech I*	3158	14.97	19.15	23.33
	Meter Service Worker	7038	14.97	19.15	23.33
	Power Plant Operator I	3119	14.97	19.15	23.33
019	Plant Welder I	7054	15.72	20.11	24.50
	Energy Diversion Investigator	3041	15.72	20.11	24.50
	Special Equipment Operator	7059	15.72	20.11	24.50
	Lineman Apprentice	7030	15.72	20.11	24.50
020	Multicraft Operator Appr II	7107	16.10	20.61	25.11
021	Chemical Process Tech II*	3159	16.50	21.12	25.73
	Utility Line Inspector	3087	16.50	21.12	25.73
	Meter Technician I	7039	16.50	21.12	25.73
	Inventory Control Specialist	635620	16.50	21.12	25.73
	Power Plant Operator II	3120	16.50	21.12	25.73
024	Electrician Apprentice	7014	17.75	22.72	27.69
	Electronics/Relay Apprentice	3034	17.75	22.72	27.69
	Instrument And Control Tech I	3105	17.75	22.72	27.69
	Protective Equipment Spec I	7115	17.75	22.72	27.69
	Station Electrician Apprentice*		17.75	22.72	27.69
026	Chemical Process Tech III*	3160	18.64	23.86	29.07
	Power Plant Operator III	3121	18.64	23.86	29.07
	Power Plant Technician	3069	18.64	23.86	29.07
	Apparatus Repairer 1st Class	7093	18.64	23.86	29.07
	Meter Technician II	7040	18.64	23.86	29.07
	Multicraft Operator Appr III	7108	18.64	23.86	29.07
028	Plant Mechanic I	7050	19.57	25.05	30.53
031	Instrument And Control Tech II	3106	20.55	26.30	32.05
	Maintenance Coordinator	6041	20.55	26.30	32.05
033	Plant Welder II	7055	21.57	27.61	33.65
	Plant Mechanic II	7051	21.57	27.61	33.65
034	Instrument And Control Spec	3112	22.11	28.29	34.47
	Electrician 1st Class	7017	22.11	28.29	34.47
	Meter Technician III	7041	22.11	28.29	34.47
	Protective Equipment Spec II	7114	22.11	28.29	34.47
	Protective Relay Technician	3133	22.11	28.29	34.47
	Station Electrician	7063	22.11	28.29	34.47
	SCADA/EMS Technician	3134	22.11	28.29	34.47
	Control Center Operator	3020	22.11	28.29	34.47
34a	Lineman 1st Class**		24.32	29.40	34.47
036	Lineman Trainer	7113	23.22	29.71	36.19
	Troubleman	7109	23.22	29.71	36.19
	Multicraft Operator	7105	23.22	29.71	36.19
	Apparatus Repairer Foreman	7092	23.22	29.71	36.19
038	Electrician Foreman	7015	24.38	31.20	38.01
	Power Production Foreman	7052	24.38	31.20	38.01
	Lead Trans/Distrib Lineperson	7029	24.38	31.20	38.01
	* Added after discussion with UWUA Executive Committee on February 18, 2010				
	** Minimum increased 10% per Article 45 Wages, Section 7, effective February 23, 2010				