

LETTER OF UNDERSTANDING NO. 17

SUBJECT: SUPPORTED EMPLOYMENT PROGRAM

~~The Company and the Union agree to maintain a Supported Employment Program in order to provide job opportunities for individuals with severe developmental disabilities who could not otherwise compete for employment with the Company. The Program will consist of an enclave established within the Wire Shops where the Company will hire individuals to work in the job classification of the Wire Shop Support General, Code 313 SP. This job will be used exclusively for the Supported Employment Program. Individuals hired into the Wire Shop Support General classification will be paid in a salary rate range of \$7.35 to \$18.74 per hour, plus applicable COLA, with steps provided within the rate range for increased productivity. Such employees will not be eligible for any overtime. The Union and the Company agree to expand the enclave employee concept to other organizations which are mutually agreed to between the parties. All provisions of the parties' Collective Bargaining Agreement and any successor agreement thereto, with the exception of Article 22, will apply to employees in the Supported Employment Program.~~

~~The IAM Center for Administering Rehabilitation and Employment Services (IAM CARES) will provide the following administrative support as required:~~

- ~~— Job evaluation and analysis;~~
- ~~— Identify and pre-screen enclave candidates from county social agency referral system and recommend candidates for selection by the Company;~~
- ~~— Provide public transportation training to enclave employees;~~
- ~~— Consult with supervisors on training and production matters;~~
- ~~— Act as focal point for Supported Employment enclave matters;~~
- ~~— Employ a job coach whose salary and benefits will be funded by King County Services Division;~~
- ~~— Train and provide technical assistance to leads and supervisors; and~~
- ~~— Provide long term follow-up services.~~

~~The job coach will have responsibility with respect to enclave employees for training and informal supervision, maintenance of daily production records, troubleshooting both within and outside the workplace and serving as a coordinator and facilitator between enclave employees and their supervisors, leads and co-workers. It is recognized that the job coach may from time-to-time perform productive work in order to train and otherwise assist enclave employees.~~

Best and Final Offer
August 28, 2008

~~Any modification of the Supported Employment Program will be subject to mutual agreement by the parties. Discontinuance of the Program will not be subject to the grievance/arbitration provision of Article 19 of the Collective Bargaining Agreement.~~

~~Dated: September 29, 2005~~

By

By

Date

Date