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LETTER OF AGREEMENT REGARDING ALCOHOL AND DRUG PEER VOLUNTEER PROGRAM AND THE LOS ANGELES DEPARTMENT OF WATER AND POWER

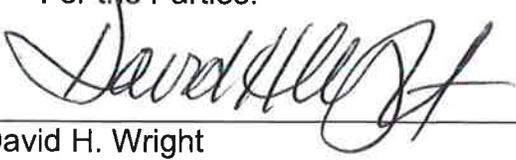
This Letter of Agreement (LOA), effective the date of this letter, is entered into among the Los Angeles Department of Water and Power (LADWP) and IBEW Local 18.

The Peer Volunteer Program is a joint program established with IBEW Local 18. It is a collaborative LADWP-IBEW Local 18 program of trained volunteers in alcohol/drug recovery or recovery as a family member of an alcoholic/addict. The peers make themselves available to LADWP employees with alcohol/drug problems or employees who have loved ones with alcohol/drug problems.

A volunteer may determine that an individual needs immediate transportation to a treatment facility, and as such, may find it necessary to leave his/her job. Unless there is an emergency, a volunteer will first seek his/her supervisor's approval prior to leaving the workplace and temporarily ceasing performing his/her regular work duties. If the supervisor is not available, the volunteer will leave a voicemail informing his/her supervisor of their departure from the workplace. The volunteer will call the supervisors direct report as a final attempt at notification. If unavailable, the volunteer will leave a voice mail message for the direct report as well.

The Joint Safety Institute (JSI) is the steering committee that oversees the program and its participant requirements. The JSI steering committee will review the program on a regular basis. Review of the program may lead to modifications as agreed to by the committee. Copies of the current peer participation requirements and peer agreement are attached.

For the Parties:



David H. Wright
General Manager
Los Angeles Department of Water and
Power

Date: 2/14/17



Brian D'Arcy, Business Manager
Local 18, International Brotherhood of
Electrical Workers, AFL-CIO

Date: 2/13/17



David H. Wright, Chairman
Trustees of the
Local 18, IBEW-DWP Joint Safety Institute

Date: 2/14/17



Brian D'Arcy, Secretary
Trustees of the
Local 18, IBEW-DWP Joint Safety Institute

Date: 2/13/17