

# Exhibit 1

## Promotional Sequence – Operating Department

Title	Comes From	Promotes To	Demotes or Transfers To
Utility Inspector (Operations) Utility Inspector (Asset Protection)	Companywide bidding (System Operations – not eligible) (Selection of Utility Inspector)	None	Demotes back to former job classification
Distribution Crew Leader* Construction Crew Leader*	Distribution Arc Welder Construction Arc Welder Distribution Technician	None	Distribution Arc Welder Construction Arc Welder Distribution Technician
Distribution Arc Welder Construction Arc Welder	Distribution Technician Distribution Plastic Operator Distribution Mechanic	Distribution Crew Leader Construction Crew Leader	Distribution Technician Distribution Plastic Operator Distribution Mechanic
Distribution Technician Operations Technician **	Distribution Mechanic Operations Mechanic Distribution Plastic Operator Watch and Protect Locator Sr. Operations Mechanic Sr. Operations Cross-Tie Mechanic Controller (S2) Fleet Mechanic	Distribution Crew Leader Construction Crew Leader Distribution Arc Welder Construction Arc Welder	Distribution Mechanic Operations Mechanic Distribution Plastic Operator Watch and Protect Locator Sr. Operations Mechanic Sr. Operations Cross-Tie Mechanic Mechanic Controller (S2) Fleet Mechanic

\* For Distribution/Construction Crew Leader promotions see Exhibit-B Section 12.

\*\* Upon ratification of the 2017-2020 CBA, Operations Technicians are only eligible for company bidding jobs (i.e., right of selection jobs, per the terms of the CBA). They are ineligible for any other promotional opportunities.

**Promotional Sequence – Operating Department (continued)**

<b>Title</b>	<b>Comes From</b>	<b>Promotes To</b>	<b>Demotes or Transfers To</b>
Semi-Truck Operator***	Material Handling Mechanic Distribution Mechanic Operations Mechanic Distribution Plastic Operator Watch and Protect Locator Sr. Operations Mechanic Sr. Operations Cross-Tie Mechanic Controller (S2) Fleet Mechanic	None	Material Handling Mechanic Distribution Mechanic Operations Mechanic Distribution Plastic Operator Watch and Protect Locator Sr. Operations Mechanic Sr. Operations Cross-Tie Mechanic Controller (S2) Fleet Mechanic
Watch and Protect Locator	Distribution Mechanic Operations Mechanic Fleet Mechanic Controller (S2) System Labor (S1) Distribution Plastic Laborer Leak Survey Specialist Utility Specialist	Distribution Technician Operations Technician Fleet Technician Material Handling Technician Sr. Controller	Distribution Mechanic Operations Mechanic Fleet Mechanic Controller (S2) System Labor (S1) Distribution Plastic Laborer Leak Survey Specialist Utility Specialist
Distribution Plastic Operator	Distribution Mechanic Operations Mechanic Controller (S2) Fleet Mechanic	Distribution Arc Welder Construction Arc Welder Distribution Technician Operations Technician Sr. Controller (S3) Fleet Technician Material Handling Technician Semi-Truck Operator	Distribution Mechanic Operations Mechanic Controller (S2) Fleet Mechanic
Sr. Operations Mechanic Sr. Operations Cross-Tie Mechanic	Distribution Mechanic Operations Mechanic Controller (S2) Fleet Mechanic	Distribution Technician Operations Technician Sr. Controller (S3) Fleet Technician Material Handling Technician Semi-Truck Operator	Distribution Mechanic Operations Mechanic Controller (S2) Fleet Mechanic

\*\*\* Semi-Truck Operator employees currently at the title as of 3/01/2014 are not eligible to promote.

**Promotional Sequence – Operating Department (continued)**

Title	Comes From	Promotes To	Demotes or Transfers To
<p>Distribution Mechanic Operations Mechanic</p>	<p>Distribution Plastic Laborer Leak Survey Specialist Utility Specialist Material Handling Mechanic Meter Reader Helper System Labor (S1)</p>	<p>Distribution Arc Welder Construction Arc Welder Distribution Technician Operations Technician Sr. Operations Mechanic Sr. Operations Cross-Tie Mechanic Distribution Plastic Operator Watch and Protect Locator Controller (S2) Sr. Controller (S3) Fleet Technician Material Handling Technician Semi-Truck Operator</p>	<p>Distribution Plastic Laborer Leak Survey Specialist Utility Specialist Material Handling Mechanic Meter Reader Helper System Labor (S1)</p>
<p>Distribution Plastic Laborer</p>	<p>Meter Reader Helper Leak Survey Specialist Utility Specialist</p>	<p>Distribution Mechanic Operations Mechanic Storage Mechanic Fleet Mechanic Controller (S2) System Labor (S1)</p>	<p>Meter Reader Helper Leak Survey Specialist Utility Specialist</p>

**Promotional Sequence – Operating Department (continued)**

Title	Comes From	Promotes To	Demotes or Transfers To
Leak Survey Specialist	Meter Reader Helper Outside Company	Distribution Mechanic Operations Mechanic Storage Mechanic Fleet Mechanic Material Handling Mechanic System Labor (S1) Distribution Plastic Laborer	Meter Reader Helper Outside Company
Utility Specialist	Meter Reader Helper Outside Company	Distribution Mechanic Operations Mechanic Storage Mechanic Fleet Mechanic Material Handling Mechanic System Labor (S1) Distribution Plastic Laborer	Meter Reader Helper Outside Company
Meter Reader**** Helper	Outside Company	Physical Bargaining Unit Positions above the Meter Reader/Helper Classification unless noted.	Outside Company

Individual job classifications part of Operating Department promotional series limited to laterals and promotions.

\*\*\*\* Upon ratification of the 2017-2020 CBA, Meter Reader employees are ineligible to lateral to the Material Handling Department.

### Promotional Sequence – System Operations Department

Title	Comes From	Promotes To	Demotes or Transfers To
Senior Specialist (S5)*	Specialist (S4)	None	Specialist (S4)
Specialist (S4)	Senior Controller (S3)	Senior Specialist (S5)	Senior Controller (S3)
Senior Controller (S3)	Controller (S2) Sr. Operations Mechanic Sr. Operations Cross-Tie Mechanic Distribution Mechanic Operations Mechanic Distribution Plastic Operator Fleet Mechanic Watch and Protect Locator	Specialist (S4)	Controller (S2) Sr. Operations Mechanic Sr. Operations Cross-Tie Mechanic Distribution Mechanic Operations Mechanic Distribution Plastic Operator Fleet Mechanic Watch and Protect Locator
Controller (S2)	System Laborer (S1) Distribution Plastic Labor	Senior Controller (S3) Sr. Operations Mechanic Sr. Operations Cross-Tie Mechanic Distribution Plastic Operator Watch and Protect Locator Semi-Truck Operator Distribution Technician Operations Technician Fleet Technician Material Handling Technician	System Laborer (S1) Distribution Plastic Labor
System Laborer (S1)	Meter Reader Helper Utility Specialist Distribution Plastic Labor	Controller (S2) Distribution Mechanic Operations Mechanic Storage Mechanic Fleet Mechanic	Meter Reader Helper Utility Specialist Distribution Plastic Labor

\* The Company will maintain a minimum of 10% of the (physical) System Operations Department workforce as Senior Specialist (S5) for the term of the current agreement.

**Promotional Sequence – Fleet Management Department**

<b>Title</b>	<b>Comes From</b>	<b>Promotes To</b>	<b>Demotes or Transfers To</b>
Fleet Management Crew Leader*	Fleet Management Technician	None	Fleet Management Technician
Fleet Management Technician	Fleet Management Mechanic Distribution Mechanic Operations Mechanic Sr. Operations Mechanic Sr. Operations Cross-Tie Mechanic Distribution Plastic Operator Watch and Protect Locator Controller (S2)	Fleet Management Crew Leader	Fleet Management Mechanic Fleet Management Mechanic Distribution Mechanic Operations Mechanic Sr. Operations Mechanic Sr. Operations Cross-Tie Mechanic Distribution Plastic Operator Watch and Protect Locator Controller (S2)
Fleet Management Mechanic	Helper Meter Reader Utility Specialist Distribution Plastic Labor System Labor (S1) Meter Handling Mechanic	Fleet Management Technician Distribution Technician Operations Technician Sr. Operations Mechanic Sr. Operations Cross-Tie Mechanic Distribution Plastic Operator Watch and Protect Locator Controller (S2) Sr. Controller (S3) Material Handling Technician Semi-Truck Operator	Helper Meter Reader Utility Specialist Distribution Plastic Labor System Labor (S1) Meter Handling Mechanic
Fleet Management Helper	Helper Meter Reader Outside Company	Physical Bargaining Unit Positions above the Meter Reader/Helper Classification unless noted.	Helper Meter Reader Outside Company

\* For Fleet Management Crew Leader promotions see Exhibit-B Section 12.

### Promotional Sequence – Storage Department

Title	Comes From	Promotes To	Demotes or Transfers To
Storage Crew Leader*	Storage Arc Welder Storage Technician	None	Storage Arc Welder Storage Technician
Storage Arc Welder	Storage Mechanic Storage Technician	Storage Crew Leader	Storage Mechanic Storage Technician
Storage Technician	Storage Mechanic	Storage Arc Welder Storage Crew Leader	Storage Mechanic
Storage Mechanic	Storage Helper Utility Specialist Distribution Plastic Labor System Labor (S1) Material Handling Mechanic	Storage Technician Storage Arc Welder	Storage Helper Utility Specialist Distribution Plastic Labor System Labor (S1) Material Handling Mechanic
Utility Specialist	Meter Reader Helper Outside Company	Physical Bargaining Unit Positions above the Meter Reader/Helper Classification unless noted.	Meter Reader Helper Outside Company

\* For Storage Crew Leader promotions see Exhibit-B Section 12.

**Promotional Sequence – Meter Shop Department\***

<b>Title</b>	<b>Comes From</b>	<b>Promotes To</b>	<b>Demotes or Transfers To</b>
Meter Shop Sr. Technician	Meter Shop Technician	None	Meter Shop Technician
Meter Shop Technician	Meter Shop Mechanic	Meter Shop Sr. Technician	Meter Shop Mechanic
Meter Shop Mechanic	Meter Shop Helper	Meter Shop Technician	Meter Shop Helper
Meter Shop Helper	Meter Reader Helper	Physical Bargaining Unit Positions above the Meter Reader/Helper Classification unless noted.	Meter Reader Helper

\*Effective upon ratification of the 2017-2020 CBA, the Measuring Department (Meter Shop) personnel will transition to non-bargaining unit positions per the terms of the Memorandum of Agreement Re: Measurement Department Personnel Transition to Non-Bargaining in Exhibit C of the CBA.



**Promotional Sequence – Material Handling Department**

<b>Title</b>	<b>Comes From</b>	<b>Promotes To</b>	<b>Demotes or Transfers To</b>
Material Handling Technician	Material Handling Mechanic	None	Material Handling Mechanic
Material Handling Mechanic	Meter Reader Helper Leak Survey Specialist Utility Specialist	Material Handling Technician Distribution Mechanic Operations Mechanic Storage Mechanic Fleet Mechanic Controller (S2) System Labor (S1)	Meter Reader Helper Leak Survey Specialist Utility Specialist
Material Handling Helper	Meter Reader* Helper Outside Company	Physical Bargaining Unit Positions above the Meter Reader/Helper Classification unless noted.	Meter Reader* Helper Outside Company

\* Upon ratification of the 2017-2020 CBA, Meter Reader employees are ineligible to lateral to the Material Handling Department.

**Promotional Sequence – Facility Services Department**

<b>Title</b>	<b>Comes From</b>	<b>Promotes To</b>	<b>Demotes or Transfers To</b>
G.O. Equipment Technician	Senior Facility/Property Mechanic	None	Senior Facility/Property Mechanic
Senior Facility/Property Mechanic	General Facility/Property Mechanic	G.O. Equipment Technician	General Facility/Property Mechanic
General Facility/Property Mechanic	Facility Service Helper	Senior Facility/Property Mechanic	Facility Service Helper
Facility Service Helper*	Meter Reader Helper	Physical Bargaining Unit Positions above the Meter Reader/Helper Classification unless noted.	Meter Reader Helper

\*Facility Service Helpers will have first consideration for promotion to General Facility/Property Mechanic

**Promotional Sequence – Corrosion Activities Department\***

<b>Title</b>	<b>Comes From</b>	<b>Promotes To</b>	<b>Demotes or Transfers To</b>
Corrosion Control Technician		Mechanic (Distribution) Mechanic (Operations)	Corrosion Control Field Technician
Corrosion Control Field Technician		Corrosion Control Technician Mechanic (Distribution) Mechanic (Operations)	Associate Corrosion Control Technician

\*The Corrosion Department transitioned to non-bargaining per the Company and the Union’s 2014 Memorandum of Agreement.