

**ARTICLE XVI**  
**Travel Time and Transportation**

1. Travel from the headquarters to the job and from the job to the headquarters shall be counted as work performed. All employees shall commence and finish their day's work at the designated headquarters. Consuming excess time, lingering or loitering in travel to and from the job shall be cause for discipline or deduction of time.
2. Travel time from the employee's home to headquarters will not be paid for when an employee is notified before her regular quitting time to report the following day or days in advance of her usual starting time to lengthen the work day, except as provided by Section 7, Article XI hereof.
3. Travel time from the employee's home to headquarters will not be paid when an employee is requested before quitting time on her last previous day of work to work on either or both of her days off.
4. When employees are required by the Company to operate their personal cars for any reason during periods when they are receiving their regular rate of pay either on straight or premium time, such employees shall be reimbursed for such operation at the maximum applicable government allowance per mile. Effective June 1, 1995, employees will be required to operate their personal vehicles.
5. Travel time from regularly designated headquarters and return shall be paid to an employee who is requested by the Company to report to another location, if such travel is outside the employee's regularly scheduled hours of work.
6. When employees other than those whose headquarters are in the LaPorte District are sent to the Training Center at LaPorte for schooling, local management shall dictate the mode of transportation to be used and shall reimburse the employee on the basis of the mode of transportation designated and used. When employees are required by the Company to operate their personal cars, they will be allowed the maximum applicable government allowance per mile. If public transportation is designated, the established fare will be allowed in each individual case. Effective June 1, 1995, employees will be required to operate their personal vehicles.

7. When employees other than those whose headquarters are in the LaPorte District are sent to the Training center at LaPorte for schooling, they shall receive a pay allowance at their regular rate of pay for travel to and from the school according to the following schedule when such travel is during regular working hours; otherwise the schedule below shall be converted to premium:

- A. L.N.G. Plant, Michigan City, Michigan City Generating Station -- 1/2 hour each way.
- B. Bailly Generating Station, and Valparaiso -- 3/4 hour each way.
- C. Construction-Aetna complex, Gary, Plymouth, R. M. Schahfer Generating Station, and South Bend -- 1 hour each way.
- D. Southlake Complex, Hammond, and Crown Point -- 1 1/4 hours each way.
- E. Goshen, and Monticello -- 1 1/2 hours each way.
- F. Peru -- 2 hours each way.
- G. Kokomo -- 2 1/4 hours each way
- H. Angola, Auburn, and Fort Wayne -- 2-1/2 hours each way.
- I. Sugar Creek Generating Station -- 3 hours each way.

8. In the event the training period starts after lunch one day and ends at lunch of a subsequent day, travel one way on the above schedules shall apply on the first and last day of the training period, except that employees who are housed at Company expense according to Section 9 of this Article shall not be entitled to any travel time on the above schedules. All employees will attend such schools without loss of base pay.

9. The Company reserves the right to house at Company expense employees in categories B to G inclusive of Section 7 of this Article in La Porte during the school period, in which event the employee will receive travel time allowance at the beginning and end of the school period unless otherwise provided by Section 8 of this Article. Such employees will be paid an expense allowance of forty one dollars ninety nine cents (\$41.99) for each full day of housing or thirteen dollars fifty five cents (\$13.55) for each two-third (2/3) and fourteen dollars and eighty-nine cents (\$14.89) for the last one-third (1/3) of a day of such housing, which sum shall be in addition to the cost of housing and the travel allowance specified in Section 7 of this Article, and shall cover local transportation, meals and all other expenses. Those traveling to and from their homes each day from any of the locations in the categories in Section 7 of this Article shall be paid expenses for one-third (1/3) of a day.

Employees in the La Porte District will receive one-third (1/3) day allowance of fourteen dollars and eighty-nine cents (\$14.89) while attending school at the Training Center.

10. When employees are required to travel outside of the Company's service territory, the Company will provide their housing and pay reasonable actual travel expenses to and from the airport. In addition, employees shall be paid the maximum IRS allowable per diem rate for the region in which she is travelling to cover all meal and miscellaneous expenses while outside the service territory. If employees travel to or from an assignment on Saturday or Sunday, they will receive \$85.00 per day compensation for such travel time. Travel during the week will be on Company time.