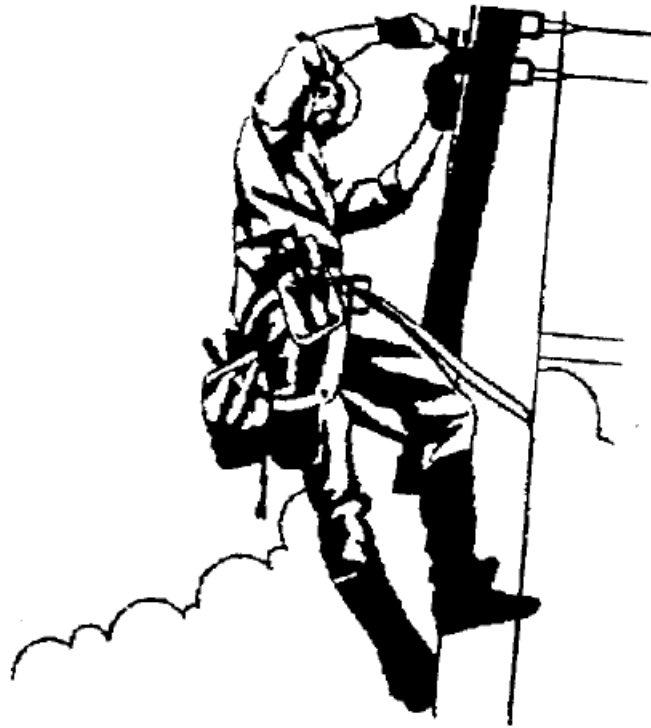


FR CLOTHING SURVEY RESULTS



2001



*International Brotherhood of Electrical Workers
2001 Utility Conference
Las Vegas, Nevada*

FR Clothing Survey Report

Cooperative Utilities – Total Responses 347		
	<i>FR Clothing Required by Employer</i>	<i>FR Clothing Part of Negotiations Process</i>
<i>Positive Responses</i>	236	100
<i>% of Total Responses</i>	68%	42%
Investor-Owned Utilities – Total Responses 191		
	<i>FR Clothing Required by Employer</i>	<i>FR Clothing Part of Negotiations Process</i>
<i>Positive Responses</i>	158	69
<i>% of Total Responses</i>	83%	44%
Government/Municipal Utilities – Total Responses 237		
	<i>FR Clothing Required by Employer</i>	<i>FR Clothing Part of Negotiations Process</i>
<i>Positive Responses</i>	132	57
<i>% of Total Responses</i>	56%	43%
All Utilities – Total Responses 775		
	<i>FR Clothing Required by Employer</i>	<i>FR Clothing Part of Negotiations Process</i>
<i>Positive Responses</i>	526	226
<i>% of Total Responses</i>	68%	43%

FR Clothing Survey Report

<i>Type of Clothing Required</i>

Cooperative Utilities – Total Responses 347				
	<i>100% Cotton</i>	<i>FR Treated Cotton</i>	<i>Nomex</i>	<i>PBI Kevlar</i>
<i>Positive Responses</i>	207	70	80	11
<i>% of Total Responses</i>	60%	20%	23%	3%
Investor-Owned Utilities – Total Responses 191				
	<i>100% Cotton</i>	<i>FR Treated Cotton</i>	<i>Nomex</i>	<i>PBI Kevlar</i>
<i>Positive Responses</i>	80	61	118	8
<i>% of Total Responses</i>	42%	32%	62%	4%
Government/Municipal Utilities – Total Responses 237				
	<i>100% Cotton</i>	<i>FR Treated Cotton</i>	<i>Nomex</i>	<i>PBI Kevlar</i>
<i>Positive Responses</i>	173	35	41	2
<i>% of Total Responses</i>	73%	15%	17%	<1%
All Utilities – Total Responses 775				
	<i>100% Cotton</i>	<i>FR Treated Cotton</i>	<i>Nomex</i>	<i>PBI Kevlar</i>
<i>Positive Responses</i>	460	166	239	21
<i>% of Total Responses</i>	59%	21%	31%	3%

NOTE: COMBINATIONS OF DIFFERENT TYPES OF CLOTHING ARE POSSIBLE

FR Clothing Survey Report

Funding for Clothing

Cooperative Utilities – Total Responses 236				
	<i>100% purchased by Employer</i>	<i>Split Employer/ Employee</i>	<i>100% purchased by Employee</i>	<i>Allowance Provided by Employer</i>
<i>Positive Responses</i>	137	32	18	49
<i>% of Total Responses</i>	58%	14%	8%	21%
Investor-Owned Utilities – Total Responses 158				
	<i>100% purchased by Employer</i>	<i>Split Employer/ Employee</i>	<i>100% purchased by Employee</i>	<i>Allowance Provided by Employer</i>
<i>Positive Responses</i>	68	12	12	66
<i>% of Total Responses</i>	43%	8%	8%	42%
Government/Municipal Utilities – Total Responses 132				
	<i>100% purchased by Employer</i>	<i>Split Employer/ Employee</i>	<i>100% purchased by Employee</i>	<i>Allowance Provided by Employer</i>
<i>Positive Responses</i>	89	8	16	19
<i>% of Total Responses</i>	67%	6%	12%	14%
All Utilities – Total Responses 526				
	<i>100% purchased by Employer</i>	<i>Split Employer/ Employee</i>	<i>100% purchased by Employee</i>	<i>Allowance Provided by Employer</i>
<i>Positive Responses</i>	294	52	46	134
<i>% of Total Responses</i>	56%	10%	9%	25%

FR Clothing Survey Report

Allowance Provisions

Cooperative Utilities – Total Responses 50					
	<i>Amount of Allowance</i>		<i>Frequency</i>		<i>One Time Amount</i>
<i>Average Allowance</i>	\$215.00	<i>Average Frequency/Mos.</i>	12	<i>Average Amount</i>	\$125.00
Investor-Owned Utilities – Total Responses 67					
<i>Average Allowance</i>	\$222.00	<i>Average Frequency/Mos.</i>	12	<i>Average Amount</i>	\$500.00
Government/Municipal Utilities – Total Responses 22					
<i>Average Allowance</i>	\$205.00	<i>Average Frequency/Mos.</i>	12	<i>Average Amount</i>	\$500.00
All Utilities – Total Responses 139					
<i>Average Allowance</i>	\$222.00	<i>Average Frequency/Mos.</i>	12	<i>Average Amount</i>	\$388.00

FR Clothing Survey Report

Articles of FR Clothing Required

Cooperative Utilities – Total Responses 236				
	<i>Shirt</i>	<i>Shirt & Pants</i>	<i>Coveralls</i>	<i>Rainwear</i>
<i>Positive Responses</i>	109	88	83	87
<i>% of Total Responses</i>	46%	37%	35%	37%
Investor-Owned Utilities – Total Responses 158				
	<i>Shirt</i>	<i>Shirt & Pants</i>	<i>Coveralls</i>	<i>Rainwear</i>
<i>Positive Responses</i>	71	31	91	66
<i>% of Total Responses</i>	45%	20%	58%	42%
Government/Municipal Utilities – Total Responses 132				
	<i>Shirt</i>	<i>Shirt & Pants</i>	<i>Coveralls</i>	<i>Rainwear</i>
<i>Positive Responses</i>	44	70	42	42
<i>% of Total Responses</i>	33%	53%	32%	32%
All Utilities – Total Responses 526				
	<i>Shirt</i>	<i>Shirt & Pants</i>	<i>Coveralls</i>	<i>Rainwear</i>
<i>Positive Responses</i>	224	189	216	195
<i>% of Total Responses</i>	43%	36%	41%	37%

NOTE: COMBINATIONS OF DIFFERENT ARTICLES OF CLOTHING ARE POSSIBLE

FR Clothing Survey Report

Requirements for Wearing FR Clothing

Cooperative Utilities – Total Responses 236		
	<i>100% of Time</i>	<i>When necessary</i>
<i>Positive Responses</i>	150	86
<i>% of Total Responses</i>	64%	36%
Investor-Owned Utilities – Total Responses 158		
	<i>100% of Time</i>	<i>When necessary</i>
<i>Positive Responses</i>	25	133
<i>% of Total Responses</i>	16%	84%
Government/Municipal Utilities – Total Responses 132		
	<i>100% of Time</i>	<i>When necessary</i>
<i>Positive Responses</i>	67	65
<i>% of Total Responses</i>	51%	49%
All Utilities – Total Responses 526		
	<i>100% of Time</i>	<i>When necessary</i>
<i>Positive Responses</i>	242	284
<i>% of Total Responses</i>	46%	54%

FR Clothing Survey Report

Characteristics of FR Clothing

Cooperative Utilities – Total Responses 236			
	<i>Part of Uniform (Company Logo)</i>	<i>Part of Uniform (Company & Union Logo)</i>	<i>Not Part of Uniform</i>
<i>Positive Responses</i>	187	6	43
<i>% of Total Responses</i>	79%	3%	18%
Investor-Owned Utilities – Total Responses 158			
	<i>Part of Uniform (Company Logo)</i>	<i>Part of Uniform (Company & Union Logo)</i>	<i>Not Part of Uniform</i>
<i>Positive Responses</i>	90	8	60
<i>% of Total Responses</i>	57%	5%	38%
Government/Municipal Utilities – Total Responses 132			
	<i>Part of Uniform (Company Logo)</i>	<i>Part of Uniform (Company & Union Logo)</i>	<i>Not Part of Uniform</i>
<i>Positive Responses</i>	90	2	40
<i>% of Total Responses</i>	68%	2%	30%
All Utilities – Total Responses 526			
	<i>Part of Uniform (Company Logo)</i>	<i>Part of Uniform (Company & Union Logo)</i>	<i>Not Part of Uniform</i>
<i>Positive Responses</i>	367	16	143
<i>% of Total Responses</i>	70%	3%	27%