Pacific Power and IBEW Local 659  
APRIL 22, 2011 NEGOTIATION COMMUNICATION

The company and union met April 18th to April 21st and discussions were held on the following proposals:

- **C-3 Glove Allowance. Section 15.13.2**  
The company withdrew this proposal.

- **C-6 APM. Section 14.2**  
The company withdrew this proposal.

- **C-15 Retiree Medical Subsidy Section 20.6**  
The company proposed that employees hired on or after July 1, 2011 will not be eligible for subsidized retiree medical benefits. The union will review and respond.

- **C-16 Medical Plan Design and Cost Sharing. Section 20.4**  
The company presented information and proposal related to medical plan and cost sharing, in response to which the union made several information requests. The union also presented a counter proposal to explore other insurance coverage options, such as transitioning to a “trust” plan. The parties will gather more information and discuss the issue further in future bargaining.

- **C-17 401k (Kplus) Savings Plan. Section 20.5**  
The company submitted a proposal requiring that employees contribute 8% in order to be eligible to receive the 50% on first 6% company match and 2% fixed contribution. The union will review and respond.

- **C-18 Enhanced Fixed Contribution for New Hires. Section 20.1(a)**  
The company proposed a 4.0% enhanced fixed contribution for new hires and rehires on and after January 1, 2012. The union will review and respond.

- **C-19 Bereavement Leave. Section 20.9**  
The company proposed language for employees to use accrued vacation for family death leave. The union will review and respond.

- **C-20 Holidays. Section 8.1**  
The company proposed language reducing the number of floating holidays per year to one (1). The union will review and respond.

- **U9 Utility Specialist duties when assigned to Metering. Section 16.5**  
The union withdrew this proposal.
• **U-15  401k Contributions.  Section 20.1(a)**
  The union proposed amending section 20.1(a) to reflect that all 401k contributions be calculated using the employees' regular pay, upgrade pay, and the applicable overtime rate for all overtime hours worked. The company took under advisement.

The parties will use April 25th as a caucus day to work on language proposals, responses, and information requests resulting from the four days of bargaining. The parties will meet again April 26-29th.

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**For the Company**

Aaron Gratias  
Labor Relations, Pacific Power

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**For the Union**

Ron Jones  
Business Manager, IBEW Local 659