WORKING AGREEMENT

April 26, 2011

between

PACIFIC POWER & LIGHT COMPANY

and

LOCAL UNION NO. 659

of the

INTERNATIONAL BROTHERHOOD
OF ELECTRICAL WORKERS

PACIFIC POWER
A DIVISION OF PACIFICORP
<table>
<thead>
<tr>
<th>Article</th>
<th>Title</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.0</td>
<td>Purpose and Scope of Agreement</td>
<td>3</td>
</tr>
<tr>
<td>2.0</td>
<td>Term of Agreement</td>
<td>4</td>
</tr>
<tr>
<td>3.0</td>
<td>Company and Union Security</td>
<td>5</td>
</tr>
<tr>
<td>4.0</td>
<td>Strikes and Lockouts</td>
<td>9</td>
</tr>
<tr>
<td>5.0</td>
<td>Union and Company Representatives</td>
<td>9</td>
</tr>
<tr>
<td>6.0</td>
<td>Grievance Procedures</td>
<td>10</td>
</tr>
<tr>
<td>7.0</td>
<td>Arbitration</td>
<td>12</td>
</tr>
<tr>
<td>8.0</td>
<td>Holidays</td>
<td>13</td>
</tr>
<tr>
<td>9.0</td>
<td>Vacations</td>
<td>15</td>
</tr>
<tr>
<td>10.0</td>
<td>Disability Benefit Plan</td>
<td>17</td>
</tr>
<tr>
<td>11.0</td>
<td>Occupational Disability Benefits</td>
<td>23</td>
</tr>
<tr>
<td>12.0</td>
<td>Apprentice Rules</td>
<td>24</td>
</tr>
<tr>
<td>13.0</td>
<td>Seniority Rules</td>
<td>29</td>
</tr>
<tr>
<td>14.0</td>
<td>Safety Rules</td>
<td>37</td>
</tr>
<tr>
<td>15.0</td>
<td>General Working Rules</td>
<td>39</td>
</tr>
<tr>
<td>16.0</td>
<td>Definitions and Working Rules for District Operations, Construction, Meter-Transformer and Garage Departments</td>
<td>53</td>
</tr>
<tr>
<td>Article</td>
<td>Title</td>
<td>Page</td>
</tr>
<tr>
<td>-----------</td>
<td>-------------------------------------------------</td>
<td>------</td>
</tr>
<tr>
<td>Article 17.0</td>
<td>Working Rules for Power/Hydro Departments</td>
<td>65</td>
</tr>
<tr>
<td>Article 18.0</td>
<td>Working Rules for Stores Department</td>
<td>73</td>
</tr>
<tr>
<td>Article 19.0</td>
<td>Meter Readers and Miscellaneous Classifications</td>
<td>74</td>
</tr>
<tr>
<td>Article 20.0</td>
<td>Retirement and Insurance Plans for Employees</td>
<td>74</td>
</tr>
<tr>
<td>Article 21.0</td>
<td>Definitions</td>
<td>79</td>
</tr>
<tr>
<td>Article 22.0</td>
<td>Job Classification and Wage Scale</td>
<td>82</td>
</tr>
<tr>
<td>Article 23.0</td>
<td>Letters of Agreement</td>
<td>94</td>
</tr>
<tr>
<td>Index</td>
<td></td>
<td>110</td>
</tr>
</tbody>
</table>
THIS WORKING AGREEMENT, dated April 26, 2011 by and between PACIFIC POWER & LIGHT COMPANY, hereinafter called the "Company," and LOCAL UNION NO. 659 of the INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, A.F.L.-C.I.O., hereinafter called the "Union", WITNESSETH:


WHEREAS, the said Working Agreement was to extend to April 25, 2016, and could be opened for modification or amendment by either party upon written notice to the other given at least ninety (90) days prior to said April 25, 2016.

WHEREAS, the Union has indicated its desire to modify the said Working Agreement; and

WHEREAS, the Company also desires to amend the said Agreement;

NOW THEREFORE, the Company and the Union do mutually agree to continue the terms and provisions of the said Agreement, amended to read henceforth as follows:

1.0 PURPOSE AND SCOPE OF AGREEMENT

1.1 The purpose of this Agreement is to facilitate the peaceful adjustment of the differences that may arise from time to time and to promote harmony and efficiency to the end that the Company, the Union and the general public may mutually benefit.

1.2 The Union agrees for its members that they will individually and collectively perform loyal and efficient work and service, that they will use their influence and best efforts to protect the property of the Company and its service to the public, and that they will cooperate in promoting and advancing the welfare of the Company and the protection of its service to the public at all times.

1.3 The Company agrees that it will cooperate with the Union in its efforts to promote harmony and efficiency among the Company's Employees and will further the Union interest wherever possible.
1.4 This Agreement applies to and covers all Employees of the Company employed in the Company's Southern Oregon - Northern California properties, (the boundaries of which are the same as those of the former California Oregon Power Company, to include those established by the Pacific Power Council split agreement) in those job classifications scheduled in Article 22.0 hereof. Should the Company construct or acquire any combustion turbine generating facilities within its regulated business, either simple cycle or combined, the parties will meet to discuss the issues associated with the creation of a new collective bargaining agreement or an appendix to this agreement that reflects the technology, staffing required, and operating methodologies for such units.

2.0 TERM OF AGREEMENT

2.1 This Agreement shall remain in full force and effect from the date of ratification up to and including April 25, 2016 and thereafter until terminated. Either party may terminate this Agreement on, or at any time after April 25, 2016, by giving at least ninety (90) days prior written notice to the other party. However, if the parties are negotiating a new Agreement at the time this Agreement would otherwise terminate, the terms and conditions hereof shall continue in effect so long as such negotiations voluntarily continue, and any new Agreement shall be made retroactive to the date the Agreement would otherwise have terminated.

2.2 Either party may propose amendment of this Agreement on, or at any time after April 25, 2016, by giving at least ninety (90) days' prior written notice to the other party specifying the particular modification or amendments desired. The party first notified shall, within ten (10) days after receipt of such notice, notify the other of any modifications or amendments it desires. Negotiations on the respective proposals shall begin within twenty (20) days of receipt of the first notice, unless such time shall be extended by mutual consent. Amendments agreed upon shall become effective as of April 26 following the notice first so served, and this Agreement shall continue in full force and effect unless and until terminated as provided in Section 2.1 hereof.

2.3 This Agreement may be changed at any time when necessary, and when mutually agreed upon by the Union and the Company.

2.4 If any part of this Agreement is, or is hereafter found to be, in contravention of the laws or regulations of the United States or of any state having jurisdiction, such part shall be superseded by the appropriate provisions of such law or regulation so long as the same is in effect, but all other provisions of this Agreement shall continue in full force and effect. Upon any such determination being made, the Company and the Union will promptly negotiate and endeavor to reach an agreement upon a suitable substitute thereof.

2.5 Successor Clause
This Agreement shall be binding upon the successors of the Employer and no provisions, terms or obligations contained herein shall be affected, modified, altered or changed in any respect whatsoever by the sale, conveyance, transfer,
assignment, consolidation or merger of the Employer's operations covered by this Agreement or affected, modified, altered or changed in any respect whatsoever by any change of any kind in the legal status, ownership or management of the Employer's operations covered by this Agreement or by change, geographical or otherwise, in the location or place of business of the Employer. In consideration of the Union's execution of this Agreement, the Employer promises that its operations covered by this Agreement shall not be sold, conveyed, transferred or assigned to, or consolidated or merged with any successor without first securing an enforceable agreement of the successor to assume the Employer's obligations under this Agreement.

3.0 COMPANY AND UNION SECURITY

3.1 The Company recognizes the Union as the exclusive Bargaining Agent for the Employees covered by this Agreement.

3.2 The Union recognizes that the full rights and authority of Management are vested in the Company, except as specifically limited by the terms and conditions of this Agreement.

3.3 It is the policy of the Company and the Union not to discriminate against any employee because of race, religion, color, sex, age, or national origin.

3.3.1 Use of the male or female gender in this Agreement shall include the opposite gender.

3.4 Nothing in this Agreement shall be construed as abridging the rights of the Company, the Union or individual Employees under the provisions of any applicable law, or as requiring the performance by any of the foregoing of any act in violation of any such law.

3.5 Employees who are members of the Union on the date hereof or who subsequently become members, shall remain members thereof by paying or tendering the dues and initiation fees normally and usually required by the Union of their members in the same classification.

3.6 Any Employee who is not a member of the Union on the date hereof, and any Employee subsequently employed by the Company for or transferred by the Company to a position covered by this Agreement, shall be required, as a condition of his continued employment, thirty (30) calendar days after the date of his employment or such transfer or the date of this Agreement, whichever date is the later, to become a member of the Union and remain a member thereof during the term of this Agreement, by paying or tendering the dues and initiation fees normally and usually required by the Union of its members.

3.7 In case any Employee shall become delinquent under the provisions of the foregoing Sections, or shall fail to become or to remain a member of the Union, the
Union will notify the Company's Labor Relations designee of such fact in writing; and the Company will notify the delinquent Employee within five (5) workdays that such Employee's employment will cease upon the expiration of five (5) workdays after delivery of such notice, unless in the meantime he shall exhibit to his Superintendent a receipt or certificate issued by the Union showing that such Employee has been placed in or restored to membership.

3.8 If any Employee shall take proper action to entitle him to such membership within five (5) workdays after delivery to him of such notice, his continuity of employment shall not be interrupted by such prior delinquency; but, if the delinquent Employee fails to take such action within such five (5) days' period, his employment will be terminated at the end of such period.

3.9 The Company will, during the term of this Agreement, deduct and remit, monthly, to the Financial Secretary of the Union the normal and usual dues uniformly required of its members by the Union of those Union members as shall voluntarily authorize the Company to do so. Such written authorization must be in lawful, mutually acceptable form, and shall be forwarded to the Company through the Business Manager of the Union.

3.10 The Financial Secretary of the Union will keep the Company currently advised of the monthly dues to be deducted from the wages of each Employee, who shall have filed the required Dues Deduction Authorization with the Union and the Company.

3.11 An Employee may revoke his dues deduction authorization by written notice directed to the Union by registered mail. The Union will provide timely notification to the Company. Such revocation will be effective in the payroll month following receipt of the notice.

3.12 The Company acknowledges receipt of copies of the Bylaws of Local 659 and the Constitution of the I.B.E.W.

3.13 It is recognized by the parties that the economic success of the Company will greatly enhance the job security of all Employees. To that end, the Company agrees they will not contract any work that is ordinarily done by its regular Employees covered under this agreement for the specific purpose of laying off or demoting such Employees. No regular Employee shall be laid off, terminated or discharged by the Employer as a result of the Employer subcontracting any work normally done by bargaining unit Employees. It is recognized that new technology has been injected into the workplace throughout our history and that with proper and proactive training, traditional bargaining unit work has and will remain within the unit. The Company, in contracting work, will use its best efforts to preserve the goodwill and harmonious relations existing between the Union and the Company. Upon request of the Union, the Company will make available for review any contract entered into involving work covered by this Agreement. Additionally, the Company agrees that individuals employed on the effective date of this Agreement and represented by the Union will be considered part of the Core Work Group (CWG).
Minus any unforeseen catastrophic events, members of the CWG will be ensured employment throughout the term of this Agreement with the following exceptions:

- Meter Reader positions will not be considered part of the CWG.

- Those individuals impacted by the implementation of new technologies related to the automated reading of the Company's electric meters.

- Those individuals impacted by changes to the Company's service territory or unanticipated facility closure as a result of the actions of a legal regulatory authority within the jurisdiction of Local 659.

Any of the above mentioned circumstances will be the subject of conversation at the regularly scheduled Labor/Management Committee. This Committee will be charged with exploring any and all alternatives to respond to the circumstances, which created the disruption of the normal operation of the Company's business. Any modifications to this Agreement resulting from these conversations would require approval of the affected membership. Nothing in this language is to be understood to infringe upon an Employee's rights in this or any other section of this Agreement.

It is recognized by the parties that the size of the CWG will fluctuate over time and it is not the intent of Schedule C of this Agreement to cause any loss of employment to members of the CWG on the date of this Agreement. As the term of this Agreement progresses, the effective use of Schedule C Employees will be monitored by the Labor/Management Committee with any dispute being resolved by the representatives of the Committee.

The parties acknowledge employees would receive the rate of pay commensurate with the classification held if demoted as a result of voluntary action by the employee.

Additionally, the Union recognizes that certain changes within customer service areas may require that certain rotations or reductions may need to be made to allow assignment of Employees within the overall jurisdiction to meet the needs for customer service without force reduction. Should it become necessary for the Company to make Employee work location adjustments to meet customer needs within the jurisdiction, they will meet with the Union and negotiate in good faith methods to meet those needs as they affect the classifications under the Agreement for alternate methods to maintain work opportunities prior to any downsizing of the overall Unit. Any such options negotiated will require the approval of the affected membership.

3.14 Charter Statement Labor-Management Committee

The purpose of the Labor-Management Committee, while representing the interests of constituents is:
• To improve communication and understanding between the Company and the Union.
• To enhance Employee job security through the ongoing success of the organization.
• To enhance and promote the cooperation and working relationships between the parties resulting in higher morale and increased trust.
• To address and resolve emerging problems.
• To identify and implement measures to enhance the Company’s and Local 659’s competitiveness in the industry.

Guiding Principles:

• Focus on interests not positions by developing options through active listening, constructive input and the sharing of information.
• One party’s problem is the Committee’s problem.
• Don’t turn disagreements into trust issues.
• Look for results that can be based on objective standards.
• Consider impacts on interested third parties such as customers.
• Observe attached meeting ground rules.
• In pursuing the above purposes, the Company will not use contracting as a reason for reduction of force.

Boundaries:

• Operate within the parameters of the current Collective Bargaining Agreement and comply with Federal and State laws and regulations.
• Strive for consensus in decision making with results adopted after approvals necessary to maintain accountability to constituencies.

Committee Structure:

The Committee shall consist of the Company’s representative and the Business Manager of the Union or their designated Representatives and three members appointed by the Company and three members appointed by the Union.

The Committee shall meet on call and at mutually acceptable times and dates. The Committee will select Co-Chairs, one each from among labor and management representatives, and a Secretary on a rotating basis as may be determined.

Duration:

This Charter Statement shall become effective upon ratification by both parties of the Collective Bargaining Agreement successor to the one expiring April 25, 1997 and shall continue in force and effect until at which time, unless otherwise agreed by the Union and the Company, the Charter Statement shall become null and void of any force or effect.
Labor-Management Committee Ground Rules:

1. Meetings will be co-chaired.
2. Start meetings on time.
3. Prepare agenda in advance and stick to it.
4. Be courteous; no personal attacks.
5. Be open and honest.
6. Listen as an ally.
8. Off-the-record discussions are okay.
9. Anyone can call a caucus; recess immediately.
10. Everyone participates. No one monopolizes.
11. Agreements to be returned to the Company and Union for approval.

4.0 STRIKES AND LOCKOUTS

4.1 No strike, work stoppage or slowdown will be authorized by the Union, and the Company will not engage in a lockout because of any proposed change in this Agreement or of any dispute over matters related to or covered by this Agreement. The Union will take every reasonable means within its power to induce Employees engaged in a strike, work stoppage or slowdown in violation of this Agreement to return to work; but the Union, its officers, representatives or affiliates shall not be held responsible for any strike, work stoppage or slowdown which the Union, its officers, representatives or affiliates shall have expressly forbidden or declared to be in violation hereof.

5.0 UNION AND COMPANY REPRESENTATIVES

5.1 The Union will at all times keep the Company's Manager of Labor Relations notified in writing of the name of each person designated by the Union to act as the Steward in each of the Company's Districts, Plants and other work locations, each such Steward to be engaged in work for the Company covered by this Agreement.

5.2 The Company will at all times keep the Union informed in writing of the names of the Company's Superintendents or other representatives in each District, Plant or other work location with whom grievances shall be processed in Step One of the Grievance Procedure described in the following Article 6.0.

5.3 The names of the respective Union and Company representatives designated to handle matters arising under this Agreement in each District, Plant or other work group shall be posted on the Company bulletin board in the appropriate District or Plant.

5.4 A Union Steward shall, upon request to his Superintendent, be given reasonable time off with pay at his regular rate, to process within his District any
grievance pertaining to the District, Plant or other work group in which he is then acting as the Union's representative.

5.5 Union officers, or other official representatives, upon request to the Company, shall be given reasonably sufficient time off without pay to transact Union business.

5.6 An Employee appointed or elected to represent the Union at any meeting with the Company called by or agreed to by the Company to discuss any matter covered by this Agreement, upon request to the Company, shall be allowed time off to attend such meeting with pay at his regular rate for the hours required for attendance at such meeting which otherwise would have been worked by him. The number of Union representatives so entitled to leave with pay shall be subject to mutual agreement between the Company and the Union.

5.7 The Company will make available space on its bulletin boards for the posting of Union bulletins and notices. Such notices shall be signed by the representatives designated as provided in Section 5.1 hereof.

5.8 On the date of hire before his actual work assignment begins, the Company will allow each new employee a minimum of thirty (30) minutes with the Local Shop Steward to meet and discuss the Union’s role and expectation in regard to Union membership, safety and professionalism.

Furthermore, within three (3) months of ratification of this agreement, the Local 659 Labor-Management Committee will meet and jointly author a formal new employee orientation program. Each new employee will complete this new orientation program.

6.0 GRIEVANCE PROCEDURE

6.1 The Company and the Union will promptly meet and deal with each other, through their respective representatives, with respect to any dispute involving the interpretation, application or alleged violation of any provision of this Agreement, or any alleged action of the Company or its supervisors which the Employee feels unjustly or unlawfully affects his job or any benefits arising out of his job.

All questions, disputes or controversies arising under this Agreement shall be determined and settled solely and exclusively by the Grievance and Arbitration procedures provided for herein.

6.1.2 Termination of an Employee during his probationary period shall not be subject to grievance under the provisions of this Agreement.
6.2 **Grievance Procedure:**

6.2.1 **Step One.** An Employee, or group of Employees, having a grievance shall first discuss the matter within fifteen (15) calendar days of its occurrence with their Supervisor. The Steward shall have the right to be present at all such discussions, or, if the aggrieved Employee or Employees desire, the Steward alone shall have such initial oral discussion with the Supervisor. The Supervisor will give a reply within ten (10) calendar days. Failure to reply within the time limit will place the grievance in Step Two unless the time therefore shall have been extended by mutual agreement. For purposes of this section, a grievance is not considered to exist until the grieving party knows or could reasonably be expected to know of the alleged violations. Under no circumstances will a grievance be accepted if not presented within sixty (60) calendar days after the time the alleged violation occurred. Every effort will be made to settle grievances at this Step One.

6.2.2 **Step Two.** If a grievance is not settled at the first step, the Steward shall thereupon prepare and present to the Company Supervisor in the District, Department, or Plant involved a written "Notice of Grievance," with copies to the Company's designated Labor Relations Contact and the Union's Business Manager, setting forth, so far as may be applicable:

(a) The nature of the grievance, and the circumstances out of which it arose
(b) The remedy or correction the Company is requested to make, and
(c) The section or sections of this Agreement, if any, relied upon or claimed to have been violated.

The Company and the Union will endeavor, wherever practicable, to settle any grievance at this point; such settlement agreement to be signed by both parties and copies thereof to be furnished to the Company's designated Labor Relations Contact or his/her designee and the Union's Business Manager, but if the Steward and the Company representative involved do not settle such grievance directly within fifteen (15) calendar days after its presentation by the Steward (unless the time therefor shall be extended by mutual agreement), then the Step 3 grievance process will apply.

6.2.3 **Step Three.** If a grievance is not settled under the foregoing Section 6.2.2 or Section 6.5, the Union's Business Manager or other authorized representative shall meet with the Company's authorized representative or representatives. Such meeting shall be arranged by and with the Company's Labor Relations Director after receipt by him of a written notice from the Union's Business Manager or his representative requesting the meeting and stating the grievance to be considered. No grievance of Employees, except for termination grievances, or by mutual agreement, shall be handled in this Step Three until it has first been processed as provided in Section 6.2.2.

The Union and the Company may each call and present witnesses to testify at such meeting, and each shall pay all costs of the appearance of any witness so called by it.
6.2.4 Any grievance concerning a discharge must be filed with the Company in writing on the approved grievance forms within fifteen (15) calendar days after such discharge or any claim to grieve shall be waived by the Grievant and Union.

The Company and the Union recognize that such a grievance should be addressed at the earliest possible time. Therefore, such grievance shall move directly to the provisions of Section 6.2.3.

6.3 Grievances asserted by the Company or the Union shall be initiated at Step Three.

6.4 The Company and the Union will endeavor to settle at Step Three, Section 6.2.3 and Section 6.2.4 hereof, any grievance not settled in the foregoing Steps and will meet to process such grievance within fifteen (15) calendar days after its presentation. All replies to grievances will be reduced to writing within fifteen (15) calendar days after meeting of Company and Union (unless the time therefore shall be extended by mutual agreement). Both parties are committed to timely resolution of all grievances. To this end, all pertinent information specific to a grievance should be presented to both parties at a reasonable time prior to arbitration.

6.5 In the event that any dispute involving the interpretation, application or alleged violation of any provisions of this agreement shall not be settled as provided in the foregoing section, such dispute shall be submitted at the request of either party to arbitration as provided in Section 7.0 hereof. If the dispute is not settled and is not submitted to arbitration in the sixty (60) calendar day period following delivery by the Company to the Union of the written settlement provided in Section 6.4, the grievance will be canceled without prejudice.

7.0 ARBITRATION

7.1 Any dispute or controversy arising out of or relating to this Agreement, or any grievance as herein defined, not settled in direct negotiations as provided for in the preceding sections shall be submitted to arbitration (upon the initiative of either party to this Agreement upon notice of the other party) under the Industrial Arbitration Rules, then obtaining, or the American Arbitration Association, unless the parties by mutual agreement obtain another service. The Company and the Union agree to take all steps necessary to facilitate the arbitration, and to abide by and perform the award made in such arbitration.

7.2 The arbitrator shall have no authority to amend, modify or supplement any provision of this Agreement.

7.3 Each party shall bear the expense of preparing and presenting its own case. Expenses of the arbitrator and any incidental expenses mutually agreed to in advance shall be borne equally by the parties hereto.
7.4 To expedite the arbitration of contested terminations, the Company and Union will refer such cases to an arbitrator selected from the parties’ designated panel comprised of ten (10) mutually selected arbitrators. Cases will be assigned to an arbitrator as follows:

(a) The first arbitrator on the panel list will be contacted immediately to set a hearing date.
(b) If the arbitrator selected cannot hold the hearing within sixty (60) calendar days, the next arbitrator will be contacted. This procedure will be followed until an arbitrator has been selected.
   In the event no arbitrator is able to hold the hearing within the sixty (60) calendar day period, the arbitrator with the earliest availability will be selected.
(c) Arbitrators hearing a case will go to the bottom of the list.
(d) The panel of arbitrators shall remain in force for the duration of this Agreement unless the parties mutually agree to the removal of an arbitrator. In such event the parties may select a replacement arbitrator.

8.0 HOLIDAYS

8.1 The following days shall be recognized as holidays: New Year’s Day, Martin Luther King Jr. Holiday, Memorial Day, Independence Day, Labor Day, Veteran’s Day, Thanksgiving Day, Friday after Thanksgiving Day, Christmas Day, two (2) floating holidays (to be scheduled per Section 8.5). Employees may use these floating holidays to observe the President’s Day holiday, Good Friday, their own birthday, or on any other day mutually agreed to with their supervisor. The Company will have the right to schedule not more than thirty percent (30%) of the Employees to observe the Friday before Labor Day as a holiday in lieu of the Friday after Thanksgiving and to work that Friday after Thanksgiving as a scheduled work day. Non-rotating, nonstandard shift workers in the Power Department may, upon thirty-five (35) days' notice and with the approval of their Superintendent, schedule some day other than the Friday after Thanksgiving as a holiday to provide consecutive days off. These changes will be effective September 1, 2011 and beyond. Floating holidays are available to use during the current year and cannot be carried over to the following year.

New regular employees will be allocated floating holidays according to the following schedule:

<table>
<thead>
<tr>
<th>Month of Hire</th>
<th>Number of Floating Holidays</th>
</tr>
</thead>
<tbody>
<tr>
<td>December 26th through April 25th</td>
<td>2</td>
</tr>
<tr>
<td>April 26th through August 25th</td>
<td>1</td>
</tr>
<tr>
<td>August 26th through December 25th</td>
<td>0</td>
</tr>
</tbody>
</table>

8.2 For Employees working a normal Monday through Friday five (5) day week, if the fixed holiday falls on a Saturday an additional floating holiday will be
allocated. If the fixed holiday falls on a Sunday the holiday will be observed on Monday.

8.2.1 For purposes of holiday observance with respect to Employees working non-rotating shifts on other than the normal Monday through Friday schedule, the first day off shall be treated as though it were Saturday, and the second day off as though it were Sunday, in accordance with Section 8.2.

8.2.2 For pay purposes only, the holiday allowance for holidays falling on the scheduled day off for a rotating shift worker will be paid on the day on which the holiday falls. Additionally, Employees may request to extend their normal days off during the pay period in which the holiday falls. This would be accomplished by designating a work day in conjunction with their scheduled days off to be observed as their holiday. This request will be subject to a minimum thirty-five (35) calendar days written notification and the ability to cover the shift without the payment of overtime premiums as the date of scheduling.

8.3 All regular, full-time Employees in classifications listed herein, shall receive holiday pay for the nine (9) calendar specific holidays, regardless of the days on which they fall in accordance with the provisions of this Article; provided, that payment is contingent upon work being performed upon the workday preceding and the workday following the holiday, unless prior approval for absence is granted, as in the case of illness or if the holiday falls within a vacation period. Holiday pay shall be for eight (8) hours’ time at the Employee’s regular rate of pay. Overtime compensation for time actually worked as set forth in Article 15 shall be in addition to holiday pay.

8.3.1 Regular part-time Employees will receive pro rata holidays, based upon their defined work schedule, as follows:

<table>
<thead>
<tr>
<th>Hours of Work Per Week</th>
<th>Holiday Pay for Regular Holidays</th>
<th>Allocation Rate for Floating Holidays</th>
</tr>
</thead>
<tbody>
<tr>
<td>Under 20</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>20-29</td>
<td>6 Hours</td>
<td>18 Hours</td>
</tr>
<tr>
<td>30-35</td>
<td>7 Hours</td>
<td>21 Hours</td>
</tr>
<tr>
<td>Over 35</td>
<td>8 Hours</td>
<td>24 Hours</td>
</tr>
</tbody>
</table>

If a regular part-time employee’s actual work schedule deviates from the defined work schedule identified above for an extended period of time, the local management and steward will meet to review the reasons for this deviation and determine if a new defined work schedule is appropriate. If a new defined work schedule is implemented, adjustments to the pro-rated benefit schedules would be warranted, beginning from the time the actual hours worked mirror the new defined work schedule.

8.4 If a holiday is observed under this Agreement during an Employee’s paid vacation, he shall receive holiday pay only for that day and he shall not have a day’s vacation deducted from his vacation allocation.
8.5 Floating holidays may be taken at any time during the payroll year upon supervisory approval. If an Employee takes a floating holiday during an assignment away from his headquarters, he shall furnish transportation incidental to such holiday. Floating holidays must be taken in the payroll year they are allocated and cannot, for any reason, be carried into the following payroll year.

9.0 VACATIONS

9.1 Eligibility. Each full-time employee in the classifications covered by this Agreement who shall have completed six (6) full payroll months of continuous service (1040 hours) shall receive vacation with pay.

9.2 (Effective December 26, 2003) Vacation Allowance. The number of hours of vacation to be allocated to an Employee in any Payroll Year and the amount of their vacation pay shall be based on the Employee’s total service with the Company and provided on a full pay period basis. Simply stated, the per pay period vacation allowance provides a paid vacation after a stated period of continuous service as follows:

<table>
<thead>
<tr>
<th>Length of Service in Years and Months</th>
<th>Hours Per Year</th>
<th>Hours Per Pay Period</th>
</tr>
</thead>
<tbody>
<tr>
<td>From 6 months through 4 years (7th through 48th month)</td>
<td>80</td>
<td>3.333</td>
</tr>
<tr>
<td>5th through 12th year (49th through 144th month)</td>
<td>120</td>
<td>5</td>
</tr>
<tr>
<td>13th through 20th year (145th through 240th month)</td>
<td>160</td>
<td>6.667</td>
</tr>
<tr>
<td>21st through 27th year (241st through 324th month)</td>
<td>200</td>
<td>8.333</td>
</tr>
<tr>
<td>28th year and beyond (325th month and beyond)</td>
<td>240</td>
<td>10</td>
</tr>
</tbody>
</table>

9.2.1 New hires will receive forty (40) hours of vacation (3.333 hours per pay period times 12 pay periods) upon completion of their first six (6) months of employment. New hires that do not reach six months of employment have no claim to vacation benefits.

9.2.2 Upon achieving 1040 hours worked, a regular part-time Employee shall receive a pro-rated vacation allowance on a per pay period basis based on the following table. This includes a pro-rated amount of the forty (40) hours for new hires identified above. This pro-rated benefit will be applied to the schedule in Section 9.2, based on the number of years of service as a regular part-time or regular employee.
<table>
<thead>
<tr>
<th>Hours of Work per Week</th>
<th>Accrual Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Under 20</td>
<td>0%</td>
</tr>
<tr>
<td>20-29</td>
<td>75%</td>
</tr>
<tr>
<td>30-35</td>
<td>88%</td>
</tr>
<tr>
<td>Over 35</td>
<td>100%</td>
</tr>
</tbody>
</table>

9.3 Vacations may be granted to begin at any time during the payroll year providing it does not unreasonably interfere with the operations of the Company. Employee vacation submitted prior to April 1 of each calendar year will be granted, vacation preference by seniority insofar as the needs of the Company will permit. Employee vacation requests received after April 1 will be granted subject to the business needs of the operation.

9.3.1 Vacations or portions of vacations shall be taken on a workweek basis, or when the operating requirements of the Company necessitate shorter vacation periods or employees’ desire shorter vacation periods and such scheduling is mutually agreeable to the Employee and his supervisor (this can allow vacation taken, upon agreement of Management, in hourly, daily or weekly increments).

9.3.2 An Employee shall be allowed to use a maximum of eighty (80) hours of his accrued vacation one (1) day at a time, providing his request does not create scheduling problems and no additional expense is caused the Company of such scheduling.

9.4 Employees will be allowed to carry a vacation bank into the following payroll year of up to three hundred twenty (320) hours. Should the Company cancel an employee’s scheduled vacation for operating purposes, and this vacation cannot be rescheduled before December 25th of that year and this cancellation causes the employee to have in excess of 320 hours of vacation on December 25th, the additional vacation hours will be carried into the next payroll year. Written authorization from the employee’s supervisor will be required, documenting the approved vacation that was cancelled and the operating reasons why such vacation could not be rescheduled. Any vacation hours in excess of 320 hours of vacation on December 25th, not covered by this operational exception, will be forfeited.

9.4.1 Rate of Pay. Vacation pay shall be at the Employee's regular straight-time rate as defined in Section 21.7.

9.5 Disability. In the event that disability as defined in Articles 10 and 11 of this Agreement occurs prior to and interferes with the scheduled vacation, the vacation will be rescheduled.

9.6 Holidays. If a holiday is observed under this Agreement during an Employee’s paid vacation, he shall receive only holiday pay for that day (the vacation being deferred per Section 8.4).

9.7 Vacation Pay Upon Termination. On termination of employment, a full-time Employee who has completed at least six (6) full payroll months of continuous
service or a Regular part-time Employee who has reached 1040 hours of service, shall receive pay for vacation hours earned but not taken.

9.8 Regular employees, who have worked for the Company, had a break in service and then returned to work with the Company, will be given credit for their entire time worked for the Company when calculating this allocation. This bridging of service will apply to all Company-provided benefit programs.

9.9 Time spent in military service shall be considered time worked for the purpose of determining the rate of vacation accrual under the preceding sections of this Agreement provided the Employee had left the employ of the Company to enter military service and returned to its employ within six (6) months of first becoming eligible for release from military service. Each Employee, upon leaving his job to enter military service, may receive pay for all vacation credits then accumulated, or they may leave their vacation bank to be used upon their return to work. Upon his resuming work for the Company, as provided above, he will receive, in the year of his reemployment, a vacation with pay allocation equivalent to what he would have received had he been continuously employed throughout the preceding payroll year, less any payments previously made to him on account of per pay period vacation allocations for the same prior year.

9.10 Time spent on personal leave per Company policy, in excess of four (4) continuous weeks for reasons other than disability (as defined in Articles 10 and 11), military service, and jury duty, shall not be considered time worked for purposes of vacation accrual, and per pay period vacation allocations will not occur during such leaves.

9.11 Time spent on Disability Leave shall be considered time worked for purposes of this vacation plan, provided that vacation credit shall not accrue while an Employee is receiving insurance benefits under the Company's Long-Term Disability Income Insurance Plan.

9.12 During vacation periods where the Company determines that substitutes are needed, the senior qualified Employee in the Department shall be given the opportunity to work the vacation shift of any advance position at the rate of pay established for the classification held by the Employee taking the vacation, but transfers from one point on the system to another in accordance with seniority shall not be compulsory nor shall there be rescheduling of the balance of the Employees in any Department under seniority rules.

10.0 DISABILITY BENEFIT PLAN

10.1 The Company agrees to provide the following Disability Benefit Plan(s), in order that eligible Employees may be insured against loss of pay when unable to work because of illness or injury. The Union pledges its cooperation with the Company in preventing abuse of the Plan(s) by its members and in the enforcement of Sections 10.11 and 10.12 hereof.
10.2  Cost of Plan. The entire cost of the Disability Benefit Plan shall be borne by the Company.

10.3  Definition of Disability. Any illness or injury which results in the inability of an Employee to perform the duties of his job shall be considered disability for the purpose of this Section 10.0, subject to the exclusions listed under the following Section 10.4.1. The Company may require medical verification of illness or injury.

10.4.1 Exclusions. No Employee shall receive benefits under this Plan for any disability which is caused by or is the result of the Employee's violation of criminal laws.

10.4.2 An occupational injury incurred by an Employee in the service of the Company is covered by Article 11.0 of this Agreement. **An employee may utilize accrued sick leave or vacation benefits to cover their shift if an occupational injury was incurred in the service of a previous employer;** however, an injury suffered by an Employee while representing the Company and while engaged in work of a civic or community improvement nature for no compensation or token compensation will be considered a non-occupational injury under the Plan(s) and benefits will be paid subject to the provisions of Articles 10 and 11.

10.5  Eligibility. Each regular full-time and part-time Employee who shall have completed six (6) months of continuous employment shall be eligible for benefits under the Sick Leave program. Eligibility for the Short Term and/or Long Term Disability Plan(s) is effective the first full month following hiring. Part time employees shall receive pro-rated hours as per the chart in 8.3.1.

10.6  Benefit Year. The benefit year is the payroll year as defined in Section 21.9. The term "payroll month" used in the following sections is defined in Section 21.8.

10.7  Disability Benefits. Disability benefits shall begin, subject to the provisions of Section 10.11, on the first scheduled work day of an Employee's absence on account of disability. Disability benefits are comprised of: (a) sick leave, (b) short-term disability benefits and (c) long-term disability benefits.

10.7.1 Sick Leave. Sick leave is awarded to the Employee's sick leave bank on December 26th and on the date of hire, in accordance with the schedule below.

<table>
<thead>
<tr>
<th>Month of Hire</th>
<th>Hours of Sick Leave Allocated</th>
</tr>
</thead>
<tbody>
<tr>
<td>December 26th through February</td>
<td>48</td>
</tr>
<tr>
<td>March or April</td>
<td>40</td>
</tr>
<tr>
<td>May or June</td>
<td>32</td>
</tr>
<tr>
<td>July or August</td>
<td>24</td>
</tr>
<tr>
<td>September or October</td>
<td>16</td>
</tr>
<tr>
<td>November or through December 25th</td>
<td>8</td>
</tr>
</tbody>
</table>
Regular employees in their first full calendar year, subsequent to the beginning of the payroll year of December 26th, will be entitled to sixty-four (64) hours of sick leave. In the second and subsequent years, the regular employee is entitled to eighty (80) hours of sick leave. Sick leave may be accumulated at the rate of eighty (80) hours per calendar year. The Union will work in cooperation with the Company to see that sick leave benefits are utilized for the purposes defined within this agreement.

A regular part-time Employee shall receive a pro-rated sick leave allowance based on the following table. This prorated benefit will be applied to the schedule above, based on the number of years of service as a regular part-time or regular employee.

<table>
<thead>
<tr>
<th>Hours of Work per Week</th>
<th>Accrual Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Under 20</td>
<td>0%</td>
</tr>
<tr>
<td>20-29</td>
<td>75%</td>
</tr>
<tr>
<td>30-35</td>
<td>88%</td>
</tr>
<tr>
<td>Over 35</td>
<td>100%</td>
</tr>
</tbody>
</table>

Sick leave benefits will be paid in the amount of 100% of an Employee's regular straight-time rate, beginning with the first scheduled workday of an Employee's absence on account of disability. Disability benefits are comprised of (a) sick leave, and (b) short term disability benefits.

Leave with full pay, not to exceed three (3) days per calendar year, may be authorized if the Employee's presence is required (a) at home to care for a family member (i.e., husband, wife, child, or parent) because of that member's serious illness, and/or; (b) at a medical facility because the family member is undergoing a serious medical procedure requiring general anesthesia or whose condition threatens a risk of death. Those three (3) days, if authorized, will be deducted from the Employee's accumulated sick leave bank.

10.7.2 Short-Term Disability. An Employee who has been on disability leave for five (5) consecutive workdays or forty (40) hours of scheduled work, pro-rated for part-time employees, shall be eligible for Short-Term Disability benefits which shall continue until the date of certification by a licensed physician that the Employee is capable of (a) returning to work in his regular job or (b) when the Employee applies for and receives insurance benefits under the Company's Long-Term Disability Income Insurance Plan, but in no case to exceed a period of six (6) months from the date the disability occurred or the date the Employee was no longer able to work, whichever is latest.

Short-term disability benefits shall be paid at an amount equal to seventy-five percent (75%) of the Employee's regular straight-time rate for the hours in his normal workday. To be eligible for short-term disability benefits, an Employee must be under the care and orders of a physician.

An Employee who has hours credited to and remaining in his sick leave bank may supplement the short-term disability compensation by subtracting hours from the bank which will increase the disability benefit provision to one hundred percent.
(100%) of the Employee's regular straight-time rate of pay. Each employee will be allowed to make a personal decision whether to use their sick leave or vacation to supplement their disability benefits (both occupational and non-occupational) to increase their compensation while off work. However, if an employee does choose to supplement their disability benefit, sick leave balances will be used for this purpose first, with vacation balances available after all sick leave benefits have been exhausted.

Any employee who does not report to work due to their own personal illness as described in this section of the agreement, must use their allocated sick leave to cover their absence. No Time Off Without Pay (TOWP) will be granted if an employee has sick leave or vacation hours available. This includes the 40-hour waiting period to qualify for short-term disability benefits and any leave under the Family Medical Leave Act.

If an employee has a scheduled vacation per Section 9.3 and has exhausted their vacation allocation due to these provisions, TOWP will be granted to cover the previously approved time off.

Employees may use their sick leave first, vacation second for family medical emergencies that qualify for coverage under the Family Medical Leave Act (FMLA). Extended absences for family medical emergencies must meet the qualifications dictated by FMLA. Additional TOWP for any reason after exhausting sick leave and vacation balances will be governed by the requirements within the FMLA.

Requests for extended TOWP that is not covered under the FMLA is addressed in the Leave of Absence Policy contained within this agreement.

An Employee who has been receiving short-term disability benefits and who is released to return to work, shall not have to meet another five (5) day or forty (40) hours of scheduled work, pro-rated for part-time employees requirement if he becomes unable to perform his duties and provides medical certification from a licensed physician substantiating a recurrence of the same injury or illness within fourteen (14) calendar days of his return to work. If the accumulated periods of disability exceed a total of six (6) months, the Long-Term Disability Plan will become effective.

10.7.3 All accrued and available sick leave hours from prior payroll years shall remain in an Employee's sick leave bank and will be available for use as sick leave or supplementing short-term disability benefit provisions.

10.7.4 Payment of available sick leave benefit credits will be made only as provided in Article 10.0 Disability Benefit Plan.

10.7.5 Disability benefits shall not accrue for any period during which the Employee is receiving insurance benefits under the Company's Long-Term Disability Income Insurance Plan. Any remaining sick leave credit an Employee has accrued prior to going on the Long-Term Disability Income Insurance Plan, shall be
retained for use in the event the Employee returns to regular employment status from the Long-Term Disability Income Insurance Plan. Employees who have exhausted their STD benefit and have not qualified for Long-Term disability benefits and are unable to return to work will be provided two additional months of unpaid leave in which to attempt to qualify for long-term disability benefits or return to work. At the end of this two months, if the employee has not returned to work or qualified for additional benefits, their employment may be terminated. If the employee subsequently qualifies for long-term disability benefits during the next four (4) months, (a total of six (6) months) they will be viewed as having qualified for such benefits and their rights will be restored.

10.7.6 Upon the termination of employment of an Employee for any cause other than retirement, all available and accrued sick leave hours will be canceled. Effective with the ratification of this agreement, any PacifiCorp employee represented by Local 659 on August 25, 2003, who retires will be credited with the value of any unused sick leave as follows: Sick Leave Hours times Current Hourly Rate times Sixty-five percent (65%). This value will be applied to a retiree medical benefit solution or to an increased credited service amount for a retirement benefit calculation, or to some other mutually agreeable solution. A final resolution to the options identified above will be accomplished during the 2004 calendar year.

10.7.7 An Employee who, following layoff or leave of absence, returns to active employment with the Company and whose date of beginning continuous service is retained in accordance with the provisions of Section 21.10, shall be entitled to restoration of his prior accumulated unused sick leave benefit credits upon returning to active service.

10.8 In the event that any non-occupational disability shall be covered by any state or federal disability benefit law, the disability benefits provided herein will be offset and not be superseded.

10.9 Holiday. No occupational or non-occupational disability benefits shall be paid for any day for which holiday pay is paid under this Agreement.

10.10 Vacations. An Employee who, while on paid vacation suffers a disability which requires his hospitalization or confinement at home may apply for disability leave by notifying the Company of such disability as promptly as available means of communication permits. Upon such prompt notice, the Employee will be placed on disability leave (a) on the date of his admission to the hospital, or (b) beginning on the first day of his next scheduled work week if the disability did not require hospitalization. Disability leave shall continue until the date of certification by a licensed physician that the Employee is capable of returning to work, (subject to requirements of Section 10.7). The Employee shall immediately apply for disability benefits as required by Section 10.11 The remaining unused portion of the vacation shall be rescheduled with due regard for the Company's operating requirements. Employees who are precluded from using vacation in the current payroll year due to a disability will move vacation hours into the next year or they will be paid for
unused vacation hours above 320 hours that are in their vacation account on December 25th at their regular hourly rate on that date.

10.11 Notice and Evidence of Disability. An Employee unable to report for work because of illness or injury shall notify the designated supervisor of his absence and the reason therefor in accordance with the reporting provisions of Article 15. No disability benefit shall be payable for any period of absence in which an Employee shall have failed, without good cause, to give prompt notice or re-certification of his/her condition.

In order to receive benefits under this plan, the Employee shall make application to the Company on forms to be provided by the Company. Medical evidence of disability may, at the discretion of the Company, be required for any absence. The expense of such medical evidence shall not be borne by the Company. The Company, at its option, may require an examination of an Employee absent because of claimed disability either during the period of such claimed disability or upon the Employee's return for work, by a physician to be designated and paid for by the Company. Medical evidence will be accepted from any practitioner accepted by the California State Industrial Accident Commission or the Oregon State Workers' Compensation Department.

10.12 Employee Responsibility. Misrepresentation by an Employee of the facts with respect to any disability for which benefits may be claimed by the Employee under this plan shall disqualify the Employee for such benefits, and shall be just cause of disciplinary action.

 Unscheduled Sick leave utilized the day before or the day after a paid holiday as defined in Article 8 has significant detrimental impact to the Company's operation. Employees desire approved paid time off in association with such holidays and the Company schedules the maximum number of employees off on such days in order to accommodate these requests. Employees who establish a pattern of unscheduled sick leave utilization in association with Company paid holidays will be provided notice of such pattern absences.

Likewise, unscheduled sick leave utilized repeatedly on days surrounding scheduled days off or unscheduled sick leave used heavily following a new allocation also has significant detrimental impact to the Company's operations. Employees who establish a pattern of unscheduled sick leave utilization in association with Company paid holidays, their scheduled days off or heavy usage following a new allocation of sick leave time will be provided notice of such pattern absences and continued absences in this regard will result in progressive discipline.

Sick leave benefits are not additional vacation days and are to be used for the reasons defined in this Article of the agreement. An Employee unable to report for work because of illness or injury shall notify the designated supervisor of their absence and the reason for their absence as promptly as their available means of communication permits. Sick leave benefits will not be paid for any period of absence in which an Employee fails, without good cause, to give prompt notice as
described above. Employees may be required to provide medical substantiation of their illness when requesting sick leave benefits. Such request will be at the discretion of the employee's immediate supervisor and will be associated with attendance management and the appropriate use of sick leave benefits.

10.13 All regular Employees shall continue to accumulate benefits (sick leave, vacation and pension) while receiving sick leave pay or while on Short Term Disability when off duty because of illness.

11.0 OCCUPATIONAL DISABILITY BENEFITS

11.1 In the case of any disability incurred by a regular Employee in the service of the Company which is covered by Workers' Compensation Insurance, the Company will pay to such disabled Employee an occupational disability allowance equal to the difference between eighty percent (80%) of his regular straight-time wages and the amount of Worker Compensation Insurance for such period as he may be receiving such compensation, for a maximum period of six (6) months for each continuous period of disability.

11.2 Occupational Illness or Injury. Benefits shall begin on the next scheduled work day following the date of injury or illness, which renders an Employee unable to report to work and shall continue until the date of certification by a licensed physician that the Employee is capable of (a) returning to work in his regular job or (b) when the Employee applies for and receives insurance benefits under the Company's Long-Term Disability Insurance Plan, but in no case to exceed a period of six (6) months to the day the disability occurred or the date the Employee was no longer able to work, whichever is latest.

An Employee on the day of injury will receive compensation at his regular straight-time rate as if he has worked a regular shift.

11.3 An Employee who has hours credited to and remaining in his sick leave bank may apply the required number of hours from his bank to bring his disability compensation provided under Sections 11.1 and 11.4 up to one hundred percent (100%) of his regular straight-time rate of pay.

11.4 An Employee released by the State Workers' Compensation Department for return to work within said six (6) months' period, but who is unable to perform any job made available to him by the Company, will continue to receive from the Company eighty percent (80%) of his regular straight-time wages for the balance of said six (6) months.

11.4.1 An Employee who has hours credited to and remaining in his vacation leave bank upon entering the Company's Long-Term Disability Insurance Plan, will have those hours cashed out at his/her regular rate of pay or continue to bank until the end of the payroll year.
Employees who have exhausted their LTD benefit and have not qualified for Social Security disability benefits and are unable to return to work will be provided two additional months of unpaid leave in which to attempt to qualify for such benefits or return to work. At the end of this two months, if the employee has not returned to work or qualified for additional benefits, their employment may be terminated. If the employee subsequently qualifies for Social Security disability benefits and additional long-term disability benefits during the next four months, (a total of six months) they will be viewed as having qualified for such benefits and their rights will be restored.

11.5 Payment of benefits under this Article 11.0 shall cease upon the Employee's retirement; discharge for just cause; when his employment would otherwise terminate because of reduction of force, or when insurance benefits under the Company's Long-Term Disability Insurance Plan begin, unless otherwise agreed to by the Company and the Union.

11.6 In order to receive benefits under this Plan, the Employee shall make application to the Company on forms to be provided by the Company. Medical evidence of disability may, at the discretion of the Company, be required for any absence. The expense of such medical evidence shall not be borne by the Company. The Company, at its option, may require an examination of an Employee absent because of claimed disability either during the period of such claimed disability or upon the Employee's return for work, by a physician to be designated and paid for by the Company. Medical evidence will be accepted from any practitioner accepted by the California State Industrial Accident Commission or the Oregon State Workmen's Compensation Department.

11.7 Payment of benefits under this Article 11.0 shall be subject to the reporting provisions of Section 15.12. Misrepresentation by an Employee of the facts with respect to any disability for which benefits may be claimed by the Employee under this Plan shall disqualify the Employee for such benefits and shall be just cause for disciplinary action.

12.0 APPRENTICE RULES

12.1 The Company and Union each shall designate four (4) representatives to a Joint Apprenticeship Training Committee (JATC), who shall serve until their successors are appointed. Both the Company and the Union may have an ex officio member present at all Committee meetings. A sub-committee consisting of equal numbers of Company and Union members may be formed to support the Apprentice/Apprentice Qualified selection and hiring process as needed. The number of apprentices to be trained shall be determined by the Company.

12.2 An Apprentice is an Employee who is regularly indentured under a recognized apprenticeship program to learn one of the branches of the trade, who works under the direct supervision of Journeyman in his respective classification except as otherwise provided in this Agreement.
All Apprentices shall be required to satisfactorily complete a minimum of six (6) months pre-qualifying experience and review as defined by the JATC before and/or during their training prior to being indentured.

12.3 Postings and selection

Apprentice/Apprentice Qualified openings will be handled through the Company’s posting and recruiting process. Notice of postings will be provided to the union.

Each applicant who obtains minimum test scores and who otherwise satisfies minimum qualifications shall be eligible to an interview including review of the applicant’s documented work history, training and certifications. The top candidates may be offered Apprentice or Apprentice Qualified positions based on the number of openings.

A. The most qualified applicant(s) will be considered.
B. Qualifications will be determined using criteria such as:
   1. Commitment to safety
   2. Work experience
   3. Knowledge of the craft
   4. Education and training
   5. Job performance
   6. NJATC test score of 6 or better for estimator or 5 or better for linemen, or equivalent test(s)
   7. Mechanical Skills/Ability evaluation of applicants may be required to determine the individual’s ability to perform activities associated with the respective branch of the trade.
   8. Minimum qualifications as applied to all company applicants
C. Where candidates are otherwise equal:
   1. Consideration will be extended to internal applicants
   2. Applicants who have completed an accredited climbing school, where applicable
   3. Obtained a Class A CDL, where applicable
   4. The applicant’s driving record will also be a factor

12.4 Apprentice Qualified Advancement to the Company’s Three-Year Apprenticeship Program

For individuals advancing from the Apprentice Qualified designation, the apprenticeship will be administered with the following understandings:

- If for any reason an individual fails to complete the Apprentice Qualified training or the apprenticeship, that individual will be terminated from PacifiCorp without recourse.
- There will be a five-year limit from the date of hire as an Apprentice Qualified employee to the date of completion of the apprenticeship.
This limit may be extended in extraordinary circumstances as determined by the JATC committee.

12.4.1 Rate of Pay for the Apprentice Qualified Position

Rate of pay for the Apprentice Qualified position will be 60% of the straight-time hourly journeyman rate of pay for the specific craft. No pay upgrades will be given for any duties performed by an Apprentice Qualified employee. Upon entering the Apprentice Qualified program, the employee's rate of pay will be frozen until it meets or exceeds the rate of pay for the apprentice progression as stated in the contract between IBEW Local 659 and PacifiCorp.

12.5 Apprentices will be assigned to a location in a District or Department. On recommendation or approval of the JATC, apprentices may be reassigned by the Company to provide proper job experience twice during their apprenticeship. After completion of his apprenticeship an Apprentice may be assigned to an existing Journeyman vacancy which results from bidding at any location and he shall have thirty (30) days following his notification to report to his new assignment. Should no vacancy exist, the graduated apprentice must bid on any vacancy in his classification that occurs including secondary bids, and accept any location on a secondary bid for which he becomes the successful bidder. Upon accepting the bid, his move shall be considered as a Company requested move for application of the moving expense allowance. In the event he declines such a location, he shall be afforded the rights in Section 13.3. (e). However, he shall not exercise his seniority to displace an existing Employee in his Journeyman classification.

12.6 An Apprentice whose apprenticeship is terminated by and at the initiation of the appropriate State Apprenticeship Council shall be terminated from employment. An Apprentice may voluntarily terminate his apprenticeship without prejudice. He may bid on any available vacancy. If no vacancy exists his employment will be terminated. Any Employee who terminates his apprenticeship shall not be eligible for reapplication in that branch of the trade.

12.7 Not more than one (1) Apprentice shall be assigned to a crew on maintenance or construction work, except that when one (1) Apprentice is in his fifth (5th) or sixth (6th) period, another Apprentice in the first (1st) or second (2nd) period may be assigned to a crew containing at least four (4) Journeyman Linemen. This ratio shall not be exceeded in the routine operation of any crew. During his first four (4) six-month's periods of apprenticeship, an Apprentice Meterman may be assigned to a District having less than two (2) Journeyman Metersmen, upon approval of the JATC. The prevailing concept of all apprentices is that they always work under the direct supervision of a Journeyman.

12.8 During the third (3rd) and fourth (4th) six-month periods of his apprenticeship, an Apprentice Lineman may be assigned to a Service crew with one (1) Journeyman.
12.9 An Apprentice may be assigned for training in the DEMC and work under the supervision of a Journeyman for a maximum accumulated period of up to six (6) months.

12.10 No Apprentice shall be permitted to work on live wires, apparatus and/or equipment energized at voltages in excess of 750 volts until the fourth (4th) six-months period of his apprenticeship and until he has been approved for hot line training by agreement of the JATC.

12.11 An Apprentice in his last six (6) months' period of training may bid to a Journeyman vacancy. If there is no qualified bidder for the vacancy and the Apprentice receives the approval of the JATC to receive the necessary training at that location for completion of his apprenticeship, he shall be given the position.

12.12 Any restriction for training may be waived by mutual agreement between the Company and the Union for the purpose of rehabilitating Employees who by reason of physical impairment are unable to fully perform the duties of their normal classification.

12.13 Employees who complete training in any program which uses a Joint Committee for evaluation of applicants shall remain in the classification assigned for a period equal to the standard training period before they are eligible to enter training in another craft, unless mutually agreed to by the Company and Union.

This provision will not apply to Journeymen who are awarded an Assistant Meter & Relay or Assistant Communications Technician position.

12.14 Employees, other than those in Journeyman classifications, awarded apprentice jobs shall receive their current wage rate until the percentage (%) apprentice rate exceeds that rate, unless the rate is less than the first step rate for that apprenticeship.

12.14.1 Journeymen will have one opportunity during their career to transfer into a training program for a different Journeyman classification as an unqualified bidder (per sections 13.5 and 13.7.4, with the understanding that the Company may choose to hire a qualified outside candidate rather than transfer an unqualified internal candidate). Internal unqualified candidates will be given an interview to establish their qualifications for the desired position. As a minimum, the unqualified candidates will be evaluated by the hiring manager and will receive the feedback on skill sets/educational needs for future considerations for transfer to a different Journeyman classification.

In the case of two or more unqualified internal candidates desiring transfer, the Company will evaluate the Employees’ qualifications and seniority in selecting an unqualified candidate. The best-qualified employee will be selected. A subcommittee of the Joint Labor/Management committee and/or JATC will create an individual training program specific to the employee concerned. Journeymen who exercise a transfer under this section will receive their current wage rate until they
successfully complete their training program and are reclassified to their new position. If the transferring Journeyman’s current base classification wage rate is higher than that of the base classification wage rate for his new Journeyman position, the transferring Journeyman will keep the higher wage rate.

12.15 Training Trust

The Union and the Company agree to establish a training trust fund to allow for training within the classifications covered by this Agreement. The parties further agree that the Company will continue to provide training as it has in the past. It may, however, utilize the trust to accomplish such training by contributing funds into the trust beyond those referred to below.

The parties shall each appoint three (3) representatives to the trust committee who will be responsible for the continuing administration of all training within the jurisdiction covered by the Agreement.

The parties agree to suspend any contribution(s) to the trust for the term of this Agreement, unless the parties agree to re-instate the contributions as defined above.

The trust shall be dissolved on or before the last day of this agreement, and funds distributed pursuant to Article 9, Section 5 Disposition of Funds as amended November 14, 2005.

12.16 The Company and Union recognize that the existing JATC and/or APC joint committees shall be utilized to evaluate and recommend training programs and training needs related to their specific craft.

12.17 The parties agree that the Company may designate vacant positions in the entry-level classifications of Helper, Utility Specialist Meter Reader as pre-apprentice positions. They shall be designated as Pre-Apprentice/(appropriate craft).

A position so designated will be filled by offering it to the senior Employee on the appropriate craft apprenticeship list, until that list is exhausted. Failure to accept an offered pre-apprenticeship shall result in the individual being removed from the apprenticeship list. Subsequently, a position so designated will be filled by offering it to the highest numerical candidate.

Apprenticeships, when available, shall be offered to pre-apprentices in the order in which they received their pre-apprenticeship position. Refusal to accept an Apprenticeship shall be considered voluntary resignation from employment with the Company. Upon such resignation, the Committee may review for reassignment.

The pre-apprentice will be reviewed periodically by the Joint Apprenticeship and Training Committee (JATC) to ensure appropriate training.
13.0 SENIORITY RULES

13.1 Seniority is defined as the length of continuous service worked by an Employee under this Agreement. Seniority shall apply hereunder with respect to advancement, transfer, layoff, and reemployment of Employees, provided that seniority credit for bidding of Journeyman classifications and above shall be limited to the time served in such classifications.

13.1.1 Employees who have entered into a regularly indentured apprentice training program after January 2, 2008 will be given a Journeyman seniority date upon satisfactory completion of the apprenticeship, which shall be the completion of his apprenticeship.

13.1.2 Overall seniority means the length of continuous service worked under this Agreement in any and all classifications.

13.2 When Acquired. A regular Employee shall first acquire seniority on the day following completion of six (6) months' continuous full-time service as defined in Section 21.10 hereof, whereupon it shall date back to his date of employment.

13.2.1 A temporary employee will achieve seniority status by meeting the provisions of Section 13.1, 13.2, and 21.11 of the Working Agreement.

A temporary Employee will be given credit, upon employment as a regular Employee, for his prior employment in establishing his seniority date. This adjustment will be made on the day following completion of six (6) months' (1040 hours) continuous regular service, as defined in Section 21.10.

13.3 An Employee’s seniority status shall not be affected and shall be retained during absence from work under any of the following circumstances:

(a) Illness under approved sick leave
(b) Injury in line of duty covered by Workers’ Compensation laws
(c) Time spent on approved leave of absence for service in the Armed Forces of the United States, provided he returns to the Company’s service following release from military service within the time provided by law upon first becoming eligible for release from military service
(d) Service as a regularly empanelled venireman or juror as required by a court
(e) Layoff, provided he is reemployed by the Company within a period of time following layoff equal to his length of prior service with the Company, but not to exceed two (2) years, and further provided that accumulated service credits under the Company’s Retirement Plan for Employees shall be retained for a maximum period of one (1) year following layoff
(f) A regularly approved leave of absence for reasons other than those specified above, provided such leave does not exceed one (1) year in length
(g) A regularly approved leave for full-time service as an officer or agent of the Union, provided such leave does not exceed three (3) years, subject to extension by mutual agreement between Company and Union

(h) Promotion to a position outside this Agreement for a maximum period of two (2) years

(i) An Employee who has been receiving benefits under the Company's Long-Term Disability Income Insurance Plan, and who subsequently recovers so that he can return to employment with the Company, shall have all seniority restored, including seniority credit for the time spent on LTDI.

13.4 Loss of Seniority. An Employee shall forfeit all accrued seniority and, if reemployed, subsequently, have only the status of a new Employee, under any of the following conditions:

(a) When he resigns his employment with the Company

(b) When he is discharged for cause

(c) When he is laid off for a period exceeding his length of service with the Company to a maximum of two (2) years

(d) When, following layoff, he fails to report for work within three (3) weeks after written notice from the Company of an offer of rehire in his regular job classification

(e) When he fails to return to work at the expiration of a leave of absence, or if he accepts employment elsewhere while on such leave of absence without the written approval of the Company.

13.5 The right to employ in accordance with the provisions of this Agreement, promote, discipline and discharge Employees, and management of the property are reserved by and shall be vested in the Company. It is agreed, however, subject to the foregoing, that vacancies shall be filled on the basis of seniority, ability and qualifications. Ability and qualifications being sufficient, seniority shall prevail.

13.6 In considering Employees for promotion to classifications, which require the direction of others, the ability to properly plan and direct the work and to promote harmony and efficiency within the crew shall be the basis of the determination of promotion. The Employee selected will be awarded the job for a mutually acceptable probationary period not to exceed six (6) months in which to demonstrate ability.

The minimum qualifications in Section 13.8 will be the criteria for evaluation in the probationary period. Consistent job performance expectations across the bargaining unit will prevail in evaluation. If the employee fails to meet the criteria, he/she may be removed from the job upon the successful bidding and filling of the position. The employee leaving the job will exercise his/her seniority under Section 13.12.3 (g) first, and then (c) or (h).

13.7 Job classifications in the Job Classification and Wage Schedule, Article 22.0 of this Agreement, are subject to posting and bidding as provided in the following sections.
13.7.1 The Company may assign an Employee to fill a temporary vacancy expected to last not more than three (3) months. The only exception will be the Labor Foreman classification which may be filled for a period of not to exceed six (6) months without bid. In making such temporary assignments, the senior qualified Employee at the headquarters in which the vacancy occurs shall be given preference if he indicates a desire to prove his qualifications for the job.

13.7.2 Notice of biddable vacancies in regular jobs, as defined in Section 21.11 shall be posted on the Company bulletin boards for seven (7) calendar days and shall be awarded following seven (7) calendar days after bids are closed. An Employee who bids a job and is awarded same must accept or reject the appointment when offered.

13.7.3 A notice of biddable vacancy as provided in Section 13.7.2 will be posted for the initial (primary) vacancy and a related (secondary) notice may be posted to fill the vacancies resulting from filling the primary vacancy. Interested Employees may bid on forms provided by the Company on the primary vacancy, the secondary vacancy or both indicating such location preferences as they desire. The primary and secondary vacancies will be filled in order of seniority from the list of bidders with the purpose of placing each successive senior bidder in the job of his preference where possible.

No vacancy above the level of the primary vacancy and no vacancy in a classification marked x* will be filled from a secondary bid list. When the last vacancy has been filled, the bid sequence shall be considered complete and no further vacancies will be filled from the bid list. The list of bidders and final bid awards will be posted on completion of the bidding sequence.

If the last vacancy cannot be filled from the bid list, the Company will fill the position by considering transfer of Employees, who could become qualified, by transfer of other Company personnel or by outside hire.

13.7.4 The Employee bidding who has six (6) months' experience in a regular assignment at related work and is senior in point of service, shall be given a fair opportunity to prove his fitness for the position.

If there is no qualified bidder with six (6) months' service in related work, the Company will extend preference to the senior Employee bidding, with at least one (1) year of regular employment with the Company under this Agreement, via the provision of Section 15.28, over an outside hire.

If there is no bidder who can qualify as provided in the preceding paragraphs of this section, the Company will give consideration and preference to the senior probationary Employee who has the ability to perform the work but who has been
employed less than one (1) year. The moving allowance provided in Section 13.9 will not be paid in such case.

13.7.5 In awarding temporary vacancies in biddable positions, preference shall be extended to the senior qualified Employee from within the District or location at which the vacancy exists.

13.7.6 Upon acceptance of a bid award of a job at his present location involving a higher pay rate, an Employee shall receive the higher rate within ten (10) days of such acceptance or the date specified by the job posting which must be less than six (6) months, unless such period is extended by mutual agreement between the Company and the Union.

13.7.7 Upon acceptance of a bid award of a job at a new location, an Employee must be available for transfer and placed on his new job within thirty (30) days of the bid award or the date specified by the job posting which must be less than six (6) months. If not so placed by the Company, he shall receive the rate of pay for the job he has been awarded and be reimbursed for any additional expenses he incurs as a result beginning on the thirty-first (31st) day following the award or the date specified by the award posting which must be less than six (6) months. Such expenses shall be limited to additional housing expense at the location of his former job, additional meal cost above his normal expected costs, or mileage allowance for driving between his new job location and his former and continuing job.

13.7.8 An Employee may, if he so requests, have a Union representative present when interviewed for a biddable job, or the Union, on its own motion, may elect to have a representative present.

13.7.9 A copy of the specifications of a job opened for bid and a list of the Employees bidding on the job shall be furnished the Union before the job is assigned.

13.7.10 Journeyman classifications will not be permanently awarded until the successful passage of examination before the Examining Board of the Company and the Union, or upon the presentation of mutually satisfactory evidence as to the ability and qualification to fill the classification. Normally, the duties of Journeyman will not be performed until qualifications have been so determined.

13.8 Vacancies in the Line Foreman, Substation Working Foreman, Senior Communication Tech and Senior Meter & Relay Tech classifications shall be filled as follows:

A. Minimum qualifications: Any Journeyman is eligible who has completed a minimum of one (1) year employment as a Journeyman in the appropriate classification under this Agreement. The minimum requirements for consideration are as follow:
   1. Must demonstrate basic management and leadership skills, which will include:
a. Working knowledge of the Foreman's Specifications Book;
b. Familiarity with the Specifications Book including the ability to locate and interpret all sections of the Specifications Book;
c. Ability to review job papers for complete understanding of the job, including the requirements for material and equipment to enable him to successfully complete the job without support;
d. Knowledge of the Accident Prevention Manual and the ability to carry out responsibilities outlined in the manual.
e. An understanding of work equipment and tools. This includes knowing their application and limitations.
f. The ability to properly report a job.
g. The ability to supervise a job and appropriately schedule work.
h. Knowledge of how to construct a job in accordance with instructions, drawings, and specifications.
i. Knowledge of the Working Agreement and the ability to administer the Agreement for his crew.
j. Knowledge of customer guarantees.
k. Demonstration of customer service skills.
l. Basic computer skills, as determined by the joint sub-committee.

2. The determination of these qualifications will be done by test, and/or joint interview as determined by the joint sub-committee. The joint sub-committee will work to find qualification and testing standards that will allow potential applicants to pre-qualify for Foreman positions.

B. Journeyman seniority in classification will prevail in the filling of Line Foreman, Substation Working Foreman, Senior Meter & Relay Tech and Senior Communication Tech vacancies out of those qualified per Section A above, subject to the provisions of Section 13.6.

C. Promotion moves shall be paid by the Company in accordance with Section 13.9.1.

13.9 Moving Expenses

13.9.1 An Employee who bids on a higher rated job, or a job involving specialized functions (e.g., Lineman bidding to Serviceman), or a Generation (Hydro) or Plant Operator who is awarded a position which will increase his operating experience and knowledge will be reimbursed for his moving expenses up to a maximum of one thousand dollars ($1,000).

13.9.2 An Employee who is awarded a job by bid in his present or a lower classification shall bear his own moving expenses.

13.9.3 An Employee affected by force reduction who can downgrade and remain at the same location, but who elects to transfer to another work location to avoid downgrading will be reimbursed for his moving expenses up to a maximum of one thousand dollars ($1000).
13.9.4 An Employee transferred at the request of the Company, or regular Employee forced to move to another work location because his job has been preempted by an Employee with greater seniority, or an employee accepting Apprentice Qualified positions or an apprenticeship, will have his moving expenses paid by the Company. In lieu of the Company-paid move, an Employee may also choose to move their own possessions after receiving a written estimate from the Company’s contracted moving company. The employee reimbursement for this self-move will be sixty percent (60%) of the written estimate from the Company’s moving vendor and is considered ordinary income for tax purposes.

13.9.5 Eligible moving expenses as defined by the IRS guidelines shall be limited to the expense of moving the Employee’s household goods, mileage allowance one (1) way for one (1) private automobile, and hotel and meals for the Employee and his dependents for a maximum of three (3) days.

13.10 Employees holding similar classifications may exchange positions when such voluntary request for transfer is satisfactory to the Employees involved and has been approved by the Company.

13.12 Layoffs and Rehires.

13.12.1 In the event of a force reduction, the Company and the Union shall promptly meet to determine the application of the rules in this section and Article 3.

13.12.2 It is the intent of this Section 13.12 that in force reductions, the Employees possessing the greatest overall seniority shall have the choice in transferring or downgrading, displacing those Employees affected having the least overall seniority.

13.12.3 An Employee affected by force reductions shall have the following options:

(a) Transferring to displace the Employee in his current classification having less and the least overall seniority (bargaining-unit wide).
(b) Downgrading at his present location to either the highest classification level that he is qualified in or his basic classification, displacing the Employee in that classification having less and the least overall seniority.
(c) Downgrading to replace the Employee having less and the least seniority in the force reduced Employee’s basic classification (bargaining-unit wide).
(d) Replacing the Employee who has less and the least seniority date in the in-hiring classifications (bargaining-unit wide).
(e) Transferring into Headquarters Geographic areas to displace the employee in his current classification, having the less and least overall seniority.
(f) Downgrade into Headquarters Geographic area to displace the highest classification level that he is qualified in, or his basic classification displacing the employee in that classification having the less and least overall seniority.

Headquarters Geographic area: Medford
satellite: Ruch, Ashland, Butte Falls, Prospect, Shady Cove
Headquarters Geographic area: Albany
satellite: Stayton, Dallas, Corvallis, Lincoln City, Sweet Home, Lebanon, Brownsville, Junction City, Cottage Grove, Independence, Mill City

Headquarters Geographic area: Grants Pass
satellite: Cave Junction, Glendale

Headquarters Geographic area: Roseburg
satellite: Glide, Canyonville

Headquarters Geographic area: Klamath Falls
satellite: Alturas, Lakeview, Merrill, Bly, Bonanza, Dorris, Chiloquin

Headquarters Geographic area: Yreka
satellite: Mt Shasta, Happy Camp/Sierr Valley, Weed/Big Springs, Ft. Jones/Scotts Valley

Headquarters Geographic area: Crescent City

This section is to be used in conjunction with Article 13 to identify the headquarters geographic area. The intent is to allow the affected an opportunity to transfer or downgrade into the Headquarters Geographic area first. All bidding will be done in accordance with Article 13.7.

(g) Bid open vacancy.
(h) Accepting layoff.

Basic classifications for defined work groups are:
Journeyman Operator Maintenance (JOM)
Journeyman Lineman
Utility Specialist
Journeyman Estimator
Journeyman Station Wireman
Journeyman Meterman
Garage Mechanic I/C
Logistic Specialist
Service Coordinator
Substation Journeyman
Hydro Helper
Meter Reader

An Operator Dispatcher who has no option to force reduce to the basic classification in the dispatch group can downgrade to the basic classification level in the hydro group to displace the Employee with less and the least seniority.

Employees in the Technician classifications will force reduce to the basic classification level of the Journeyman group they formerly held.
The in-hiring classifications shall include Meter Readers, Hydro Helper, Logistic and Trainee 1. For purposes of displacement, Apprentice Qualified positions are in the Journeymen progression and employees holding those positions can only be displaced by Journeymen classifications.

13.12.4 When layoffs are necessary which involve Journeymen, their respective Apprentices/Apprentice Qualified shall be laid off in the same ratio to Journeymen as they were employed, and the layoff of an Apprentice/Apprentice Qualified shall precede the layoff of Journeymen in such ratio.

13.12.5 Notice of Layoff: The Company will give Employees who have acquired seniority status two (2) weeks' written notice of layoff.

13.13 Rehire Following Layoff: An Employee who has acquired seniority status and who is laid off, shall, if vacancies occur in the classification in which he was laid off within the period of time in which his seniority is maintained under Section 13.3, be given an opportunity to return to a like job in order of his seniority. Such opportunity shall be by means of a registered letter sent by the Company to the Employee at his last known address. An Employee's reemployment privileges and seniority shall be lost if he fails, within one (1) week of delivery of the notice, to advise the Company of his intention to return to work, and to report for work within three (3) weeks of the delivery of the Company's letter.

13.13.1 A laid-off Employee may: bid on jobs for which he is qualified or accept temporary work in a lower classification at the lower wage scale.

When a vacancy results in a classification in which an Employee is on lay-off and for which he does not bid, he shall be inserted into the list of applicants in order of his seniority. If he becomes the senior applicant, the opening will be offered under Section 13.13.

13.14 If an Employee is granted a leave of absence and returns to his previous job, only the vacancies created by the leave of absence shall be affected, and in each case the Employees affected shall return to the jobs they left. Each case will be determined in accordance with the applicable sections of the working agreement and the Company’s Leave of Absence Policies and Guidelines.

13.15 An Employee who sustains an injury or illness shall be entitled, upon recovery, to his former position with full seniority rights, provided he is physically qualified to return to work within the Short Term Disability period, defined as the first 180 days of the disability.

13.16 When an Employee is unable to return to his former job 180 days after an injury or illness, he will be allowed to use his total overall seniority for bidding other jobs which he is physically, as well as otherwise, qualified to handle.
13.17 If an Employee is unable to perform the requirements of his regular job classification due to a medically certified limitation, he may be placed in a suitable job by mutual agreement between the Company and the Union at his regular rate of pay. This limitation shall not be the result of self-employment, or employment by others (except on Union business) for remuneration, or of disability resulting from service in the armed forces.

13.18 The placing of a disabled Employee in a different job shall not constitute an increase in the Company's normal working force.

13.19 An Employee who has been receiving benefits under the Company's Long-Term Disability Insurance Plan, upon certification by a licensed physician that he is capable of returning to work in the job classification that he held prior to the onset of disability, and who refuses reemployment in such classification, will be terminated as a voluntary resignation.

In addition, an Employee who has been receiving LTDI benefits, upon certification by a licensed physician that he can return to other bargaining unit work for which he is capable and qualified to perform, and who refuses such employment, will be terminated as voluntary resignation.

13.20 An Employee, who has been receiving benefits under the Company's Long-Term Disability Insurance Plan, and who is exhausting the initial twenty-four (24) monthly benefit payments under said Plan, upon certification by a licensed physician that he is capable of returning to productive employment shall, prior to the last benefit payment to which he is entitled, be offered reemployment by the Company in a job classification which is within his physical capabilities. If no suitable vacancy exists, his seniority rights shall apply under the provisions of Section 13.12. If such Employee refuses to accept the position offered, or exercise his/her rights under section 13.12, his/her employment will be terminated as a voluntary resignation.

13.21 Seniority lists shall be published at least once per year. The Seniority Joint Committee will meet in January each year to update the seniority list. All seniority change request forms must be received by U.S. mail, one (1) copy to the Company, one (1) copy to the Union by January 1 to be considered. Upon publication, the seniority list shall remain in effect as posted unless mutually agreed to by the Company and the Union.

14.0 SAFETY RULES

14.1 The Company and the Union shall each designate five (5) representatives to the Joint Safety Rules Committee who shall serve until their successors are appointed. The Committee shall meet annually, or at the request of either party to review issues affecting the safety of employees and the Accident Prevention Manual. If APM committee cannot resolve an issue the Labor/Management Committee will be responsible for timely resolution, subject to Articles 6 and 7.
14.2 The Accident Prevention Manual, as prepared, published and periodically reviewed by the Joint Safety Committee, shall, by this reference be a part of this Agreement as though set forth fully herein. The parties to this Agreement pledge strict adherence to the rules embodied in the manual and the rules and regulations of the states of Oregon and California.

14.3 The Company will maintain a current copy of the Accident Prevention Manual in each headquarters. The Company will provide each Employee covered by this Agreement with an Accident Prevention Manual and each such Employee shall furnish the Company with a written acknowledgment that he has received such manual and will observe the rules contained therein.

14.4 It shall be the practice to have either a Journeyman Lineman or an Apprentice Lineman who has been approved for hot line training assisting each Journeyman Lineman when working within reach of conductors that are energized in excess of 750 volts between phases. When an Apprentice is so assigned, the crew with which he is working shall have at least two (2) Journeymen.

14.5 The determination of the safety of any work being performed shall be the responsibility of the Foreman or workman in charge of the job. If additional workmen or equipment are required, this shall be reported to the Superintendent and the men shall be assigned to other work which can be done safely until the additional workmen or equipment are made available in accord with Sections 3.5 and 3.20 of the Accident Prevention Manual.

14.6 In the interest of safety, the Company and the Union may mutually agree upon the proper type of clothing to be worn by the Employees on the job, and observance of such regulations will be a condition of continued employment.

In the interest of safety and in order to insure continuity of electric service, the Employees should report promptly any unsafe conditions noted in connection with the Company's facilities.

14.7.1 The Company shall furnish rubber boots when required in connection with its operations to the Employees in Hydro Operations.

14.7.2 The Company shall furnish all necessary rubber protective devices to Employees working in the Electric Departments, and failure to properly use such protective equipment shall be considered a violation of this Agreement.

14.7.3 The Company shall furnish approved hard hats to Employees working in mutually agreed upon classifications or those engaged in certain types of work where the hazard of injury from falling objects exists, or where there may be accidental contact with energized circuits or overhead objects, and failure to wear hard hats as required by the Safety Codes of the states of Oregon and California and the Accident Prevention Manual shall be a violation of this Agreement.
14.7.4 The Company, in accordance with its established procedures, will furnish Employees safety glasses, or provide the following towards the purchase of one pair of prescription safety eyewear every two years:

- $70.00 for Single Vision lens
- $85.00 for Bifocal lens
- $95.00 for Trifocal lens
- $105.00 for Progressive lens

14.7.5 The Company, in accord with its established procedure, will reimburse non-journeymen employees for the cost of approved safety-toed shoes, subject to a maximum annual reimbursement of forty dollars ($40.00) which can be banked for a three year accrual of a maximum of one hundred twenty dollars ($120.00).

The Company will reimburse Journeymen, Apprentices, Apprentice Qualifieds, Logistics, and Hydro employees, with the exception of Hydro Control Operators and Service Coordinators for the cost of approved safety-toed footwear, subject to a maximum annual reimbursement of eighty dollars ($80.00), which can be banked for a three year accrual of a maximum of two hundred and forty dollars ($240.00). Journeymen, Apprentices, Apprentice Qualifieds and Hydro employees, with the exception of Hydro Control Operators and Service Coordinators, shall wear approved safety-toe footwear while “on the clock”.

15.0 GENERAL WORKING RULES

15.1 Eight (8) hours shall constitute a regular day’s work and five (5) days beginning Monday morning and terminating Friday evening shall constitute a regular week’s work, unless otherwise agreed to by the Company and the Union.

15.2 Hours of work shall normally be from 8:00 a.m. to 12:00 noon and from 1:00 p.m. to 5:00 p.m. except as otherwise provided in this Agreement. Employees who work more than sixty (60) minutes of their regular noon meal shall receive premium pay and straight time pay until relieved for a meal or the end of the regularly scheduled shift. Rotating and other regularly scheduled shifts may be instituted as may be required in the Company's operations. While such shifts will normally be continuously uniform with respect to days of the week and hours of the day, rotation of workdays and hours may be instituted by mutual consent of the parties hereto.

When conditions imposed upon the Company require that work be performed during the regular noon time lunch of mid-shift meal period, the Foreman or immediate supervisor may advance or delay the meal time one (1) hour without penalty. In the event an Employee is required to work during his lunch period, or his lunch period as adjusted, he shall be paid at the equivalent of the double time rate for the lunch period and until released for lunch or the end of the regularly scheduled shift.
15.2.1 Single-assignment Journeymen assigned to work with a crew will adopt the work hours of the crew to which assigned when notified by the end of their previous shift.

15.2.2 Summers Hours

Local work groups may move to Summer Hours by mutual agreement in accordance with the following criteria:

1. Summer Hours are from the day after Memorial weekend to the Friday before Labor Day weekend.
2. Hours of work shall be from 7:00 am to 3:30 pm.
3. All meals shall be adjusted ahead one (1) hour.
4. The work group agrees to the volunteer call-out list as prescribed in Section 15.6.3.
5. It is recognized that certain classifications may be required to work regular hours as determined by management in each work location to meet business needs. These classifications will be identified, in writing, prior to implementation.
6. Union Stewards will ensure at least an eighty percent (80%) majority of the eligible employees have agreed to the terms for summer hours. Such majority shall be documented on a mutually agreeable form.
7. Management may change back to regular hours for planned outages, training, general meetings, safety meetings, etc. with notice given at least by the end of the previous day.
8. Should either party wish to cancel Summer Hours they may do so by written notice to the other party at least five (5) working days prior to the change.
9. Conflicts arising as a result of the Summer Hours, that are not resolved within Step 2 of the grievance procedure, shall result in the cancellation of Summer Hours for the eligible work group and they will return to regular work hours, with notice as outlined above.
10. Modifications to these Summer Hours are allowed by mutual agreement only.

It is recognized that changes to Summer Hours must be cost neutral, as determined by the company. It is expected that employees maintain a timely overtime response. In the event overtime response becomes a problem, as determined by the company, they reserve the right to cancel Summer Hours, with notice as outlined above.

15.3 Employees working out of headquarters shall travel from headquarters to headquarters on Company time, and shall report to headquarters in the District in which they are regularly employed, unless otherwise provided herein.
By mutual agreement between the Company and Union, Employee crews may be assigned to report to work at a job location other than the regular headquarters. The conditions shall be dependent upon the nature of the specific project or assignment as may be established pursuant to this provision. In locations where there is no Company Service Center, the Company and Union will mutually agree to establish a job location or headquarters location for assigned employees.

15.4 Overtime

15.4.1 Overtime is defined as (a) time worked in excess of eight (8) hours per day, except as provided in Section 15.1, (b) time worked in excess of five (5) eight hour days or forty hours (40) in any work week, except that hours of work for which daily overtime is paid shall not be included in computing weekly overtime and (c) time worked on a non-workday.

Compensation will not be paid for the time required to eat a meal under this Section 15.4, except as otherwise provided under this Agreement.

15.4.2 All overtime compensation shall be paid as follows:

Regularly Scheduled Workdays:

<table>
<thead>
<tr>
<th>2.5x</th>
<th>2x</th>
<th>1x</th>
<th>2x</th>
<th>2.25x</th>
<th>2.5x</th>
</tr>
</thead>
<tbody>
<tr>
<td>2 hrs</td>
<td>Start of Shift</td>
<td>End of Shift</td>
<td>2 hrs</td>
<td>3 hrs</td>
<td></td>
</tr>
</tbody>
</table>

Saturday/Prescheduled First Day Off:

<table>
<thead>
<tr>
<th>2.5x</th>
<th>2x</th>
<th>2.5x</th>
</tr>
</thead>
<tbody>
<tr>
<td>6 am</td>
<td></td>
<td>6:30 pm</td>
</tr>
</tbody>
</table>

Regular Days Off and Holidays (call outs) all time paid at 2.5x, except Saturday/1st Regular Day Off prescheduled OT will be paid at 2.0x for up to a ten (10) hour day scheduled between 6 am and 6:30 pm.

Sunday/Second (and consecutive)/Holidays Day Off:

<table>
<thead>
<tr>
<th>2.5x</th>
</tr>
</thead>
</table>

Exceptions are as follows:
(a) For rotating shift workers, the holiday pay may be scheduled as a floating holiday with thirty five (35) days notice to their supervisor or department head prior to the holiday and the ability to cover the shift without the payment of overtime premiums, as of the date of scheduling. If scheduled as a floating holiday, the rate of pay will be straight time plus eight (8) hours of holiday pay to be scheduled after the holiday. Recognized holidays after November 1st cannot be rescheduled. For employees who have four (4) consecutive days off, the second and fourth days off shall be considered the scheduled seventh day of employees’ work week for purposes of overtime pay provisions.

(b) For Service Coordinators, Field Service Specialists and Meter Readers: two (2) total extended hours for non-emergency work attached to the eight (8) hour work day on Monday through Friday will be paid at time and one-half.

(c) For Service Coordinators, Field Service Specialists and Meter Readers: ten (10) total pre-scheduled hours on Saturday between 6:00 a.m. and 6:30 p.m. will be paid at time and one-half.

(d) Meter Readers, Field Services Specialists and Service Coordinators called out for emergency work will be paid at the call-out rate schedule above.

(e) Travel to and from training beyond an Employee’s normal work day will be paid at time and one-half (1 ½). Lay over days will constitute eight (8) hours paid at the Employee’s appropriate rate, not to exceed time and one-half (1 ½). Time over eight (8) hours will be paid at the time and one-half (1 ½) rate.

To apply the provisions above, it is recognized that these hours rotate with the clock to represent an Employee’s shift for overtime pay purposes.

15.4.3 Employees who have acquired seniority status shall be afforded equal opportunity for overtime work at their work location in accordance with Section 15.6, unless otherwise provided herein. No combination of overtime or premium pay under this Agreement shall result in a total rate of pay greater than two and one-half (2 1/2) times the regular straight-time rate, except as provided in Sections 8.3 and 15.35 hereof. Hours of overtime pay shall be posted regularly at each work location.

15.4.4 When an employee’s regular hours of work need to be changed to normal hours of work (as defined by 15.2) for training purposes, they shall be given at least three (3) calendar days notice. Failure to provide the employee with such notice will require any premium and/or overtime payments pursuant to the provisions of the Collective Bargaining Agreement.

15.5 Employees working after midnight (to rotate depending on shift hours) on the day before a regularly scheduled work day will receive 1 hour of paid rest at their straight-time rate for each hour worked after midnight until the start of his regular shift. At the discretion of the Manager, the employee may be instructed to take his paid rest during his regular shift or work his regular shift with the paid rest added to his straight time pay. The exception to this is for pre-scheduled work starting two (2) hours prior to the start of the employee’s regular shift.

For purposes of determining paid rest, the hour is broken into tenths.
15.6 Overtime work assignments

15.6.1 Overtime work assignments will normally be made from the overtime call out sheets for those individual Employees by classification who are low in overtime for the year to date unless the work requires the assignment of a crew or crews. Overtime assignments may be filled by qualified employees upgraded to Field Services Specialist or Utility Specialist for after hours metering work.

15.6.2 The Company will maintain the balance of overtime in hours of overtime worked during the year as nearly equal as possible, by classification, for the Employees at each established headquarters. A listing of accumulated overtime for the year by Employee shall be posted and maintained per pay period at each headquarters for the Employees assigned to that headquarters.

15.6.3 For line personnel in districts with more than one crew, or other departments as applicable, a volunteer sign-up call out list shall be established when Summer Hours are in effect, except for the July 4th Holiday or July 4th Holiday weekend. The list shall be maintained daily, allowing for individual lists for Saturday and Sunday. The Saturday/Sunday lists shall be set by close of business Friday. The list will be made up of volunteers by classification, who are readily available and prepared to work. These volunteers will be placed at the top of the list to receive first call, with preference given to those with the least number of OT hours worked. The expectation for these volunteers is to respond as called. Creation of this list does not excuse the remainder of the employees from their obligation to respond. By mutual agreement, a work group may expand voluntary call out list beyond Summer Hours.

15.7 Employees reporting for work on orders of the Company and not being assigned, shall be paid two (2) hours' time for so reporting. If the Employees under this provision report for work, and it is found that there is no work to be assigned, they shall not be required to stay for any more than a reasonable time in order to get the two (2) hours' pay, but shall be released immediately upon it being found that they will not be needed.

The travel time allowance is included in the two (2) hours' minimum call-out pay.

There may be instances when being paid to work from home, off Company premises make sense. These situations may require prior management approval and the following pay provisions will apply:

- Situations less than or equal to 15 (fifteen) minutes between the hours of 6:00 a.m. and 10:00 p.m. will not be compensated.
- Situations greater than 15 (fifteen) minutes through 60 (sixty) minutes between the hours of 6:00 a.m. and 10:00 p.m. will be compensated at 1 (one) hour at the appropriate overtime rate.
- Situations greater than 60 (sixty) minutes will be compensated at a minimum of two (2) hours at the appropriate overtime rate.
• Situations between the hours of 10:00 p.m. and 6:00 a.m. will be paid a minimum of one (1) hour at the appropriate overtime rate.

Mistakes or re-directing calls do not qualify as "work" for purposes of pay under this section.

15.7.1 A minimum of two (2) hours' pay at the overtime rate (including travel allowance as stipulated in Section 15.10) shall be allowed an Employee called back to work after having been released from the regular days' work, unless such call-out is within two (2) hours of the beginning of his next scheduled work shift.

15.7.2 Employees reporting to work on orders of the Company will be paid from time of call, recognizing the following:

• The Company and union recognize that in being an Electric Utility, emergencies arise and both parties have a responsibility to respond

• Employees are required to respond to emergency call-outs in a reasonable time period.

• If problems arise in regard to response time, the Company and the Union will meet to resolve the issues on a case-by-case basis.

• Transfers and new hires will be expected to respond to their new headquarters within one (1) hour from time of call.

15.8 Compensation for Employees required to be subject to call (stand by time) for emergency service work at any time outside of regular hours, is to be at twenty percent (20%) of the regular straight-time rate for the predetermined stand by period, with a minimum of two (2) hours' straight-time pay, and in addition shall be paid the regular overtime rate for any time worked during such stand by period.

If an ongoing problem exists concerning response to emergency work which may force the Company to institute mandatory stand by, the rate will be set at twelve and one-half percent (12.5%), rather than twenty percent (20%). Mandatory stand by can be instituted at the reduced rate, as follows:

1. If a problem is identified at a headquarters location, the Employees shall be put on notice that should there be a recurring problem, the Company may institute the reduced stand by for a period for up to three months during the Employees normal work week.

2. Selection for assignment of such stand by duty will be made from the overtime call out list, with the Employee who has the lowest accumulated overtime being offered first. This duty will be rotated weekly.

While on stand by, an Employee may be required to have a Company vehicle at home.
15.9.1 Customer Response Shift

The Customer Response Shift shall be established in January of each year. Such shifts shall be consistent for all weeks of the year. Journeyman Lineman (Serviceman, Foreman) will be assigned to the shift on a rotating basis and they may exchange or forgive a shift to another Journeyman at that work location. Individuals requesting to assign their response shift obligation should consider the current overtime hours of the members of the work group as outlined in Section 15.6 as far as practicable. Any adjustments to this schedule are the responsibility of the Employee assigned to cover the schedule and any changes made to this schedule does not create any liability for additional payments by the Company. When established, the shifts will be for seven (7) days. Each Journeyman assigned the shift shall receive 100 percent of the Journeyman Lineman rate of pay for each weekday they are assigned to this schedule. He shall receive 200 percent of the Journeyman Lineman rate of pay for each day which falls on a weekend or one of the designated holidays, other than a floating holiday. If however, the Company elects to initiate stand-by at the 20% rate of pay in a specific location, the CRS person in that location shall receive the 20% stand-by rate for each day it is in place. Overtime rates, including call out, will be in addition to this day rate. Employees on the Customer Response Shift will be provided with a communications device and a Company vehicle. These Employees will be charged with responding to calls as promptly as possible. The following will receive first call and are not normally eligible for compensation under this article:

- District Lineman in their area of responsibility
- Line Patrolman in their area of responsibility
- General Foreman in their area of responsibility
- District without assigned shift

By specific agreement between qualified employees working in the District, the CRS may also be traded to the General Foreman, Line Patrolman, District Lineman and/or other qualified personnel. The above classification(s) shall not be required to accept the CRS.

After the original schedule has been established for the work location, any Employees transferring into a unit will become responsible for the schedule of the individual who vacated that position.

Journeyman Lineman, Servicemen and Foremen will not be required to man the CRS more than one week in any four week period. When the CRS is vacant due to illness, injury, or workforce changes, the Union is responsible to ensure that the Customer Response Shift is fully manned or the Company has the right to assign the Customer Response Shift. The manager and steward are responsible for ensuring that the assignee has not, or will not be assigned to the CRS more than one time in any four week period. If there is no person available to fill the CRS voluntarily or by assignment, the Company may fill the shift at the stand-by rate or may suspend the CRS for that time period.
The Company may utilize this shift throughout the year in any or all of the ten (10) locations identified below. The Union may request that the Company agree to suspend the CRS at a location. If it is deemed necessary to implement the shift, the Company will need the following year’s schedule from the work group by December 15 so that it may be posted. The ten (10) locations are Albany, Lincoln City, Roseburg, Grants Pass, Crescent City, Medford, Yreka, Mt. Shasta, Klamath Falls, Lakeview/Alturas.

CRS person may call out crew personnel from the current overtime list when an outage situation exists or he may request the duty supervisor call out crew personnel.

15.9.2 Certain Employees may be required to take Company vehicles home in order to meet customer needs.

1. Journeyman assigned to customer response shift.
2. Line Patrolman.
3. Estimators permanently assigned to Transmission and Substation.
4. District Lineman.
5. Site Agent
6. General Foreman
7. Other employees as mutually agreed.

All other vehicles will be assigned from the regular headquarters.

15.10 Employees reporting for emergency or prearranged overtime work shall receive an allowance of twenty (20) minutes' pay at the regular overtime rate following release from work to permit return home, except as otherwise provided herein.

15.10.1 The travel time allowance will not be paid for prearranged work performed on a Saturday, Sunday or holiday during the regular schedule of work hours.

In the event a scheduled overtime period extends to the Employee's regularly scheduled work hour and/or overtime continues beyond such regularly scheduled hours, the travel time allowance will not be paid at either the beginning or end of the work period.

15.11 Paydays shall not be later than the fourth (4th) and the nineteenth (19th) day of each month and when paydays fall on Saturday, Sunday or holidays, the Employees shall receive their pay the preceding workday.

15.12 Employees, who of necessity, must be absent from work will notify the Assistant Manager, Manager, or the Foreman in their absence. In the event of an emergency such as sudden illness, accident, etc., such notice of absenteeism must be given not later than one-half (1/2) hour prior to the start of the regular work period. Such notification of absence is to be given each day that the Employee is to be absent unless prior notification has stated that the absence will be extended.
15.13 Journeymen and Apprentices in all classifications shall furnish hand tools of their trade. It shall be the primary responsibility of the individual Employee to maintain such tools in safe and workable condition. The Foreman is responsible for periodic inspections, and the Safety Director or Safety Coordinator will be required only to make occasional spot checks of tools during routine inspections of the property.

15.13.1 Effective April 2004, the Company will provide a tool and gear allowance of up to one hundred and forty-five dollars ($145.00) on an annual basis (fiscal year) for employees in the following classifications:

- Journeyman Operator Maintenance (JOM)
- Communications Technicians
- Linemen
- Plant Mechanics
- Estimators
- Site Agents
- Metermen
- Meter and Relay Journeymen
- Substation Journeymen
- Wiremen
- Utility Specialists (Equipment Operator qualified only)
- Crane Operator

15.13.2 The Company will provide leather work gloves to the appropriate job classifications. Employees in these classifications are required to wear the appropriate hand protections.

Employees shall choose gloves from the following options:

- Long Gauntlet
- Short Gauntlet with Finger Tabs
- Short Gauntlet Grunt Gloves

The following classifications shall receive six (6) pair of gloves per fiscal year:

- General Foreman
- Site Agents who were previously Linemen
- Foreman
- Lineman
- District Lineman
- Serviceman
- Line Patrolman
- Apprentices to all Journeymen Crafts listed in this section
- Metering Journeyman classifications
- Wireman Foreman
- Wireman Working Foreman
• Wireman
• Substation Journeyman
• Logistics General Foreman
• Logistic Workers
• Utility Specialists (non-metering)

New employees in the above-listed classification starting their employment during the fiscal year will be handled as follows:
• If employed prior to September 30th of the year, employee will receive six (6) pair.
• If employed on or after September 30th of the year, employee will receive three (3) pair.

The following classifications shall receive two (2) pair of gloves per fiscal year:
• Site Agent who were previously Estimators
• Mechanics
• Estimator classifications
• Apprentices to all Journeyman Crafts listed in this section
• Senior Meter & Relay Technician
• Meter & Relay Technician
• Assistant Meter & Relay Technician
• Senior Communications Technicians
• Communications Technicians
• Assistant Communications Technicians
• Journeyman Operator Maintenance (JOM)
• Field Service Specialists
• Utility Specialist (metering)
• Senior Operators

New employees in the above-listed classification starting their employment during the fiscal year will be handled as follows:

• If employed prior to September 30th of the year, employee will receive two (2) pair.
• If employed on or after September 30th of the year, employee will receive one (1) pair.

Any changes or adjustment to this section shall be referred to the Labor-Management committee.

15.13.3 One full set of Mechanics Tools will be provided for every garage. (An example of a tool set would be Snap-On; Catalogue #9400-GSB.)

15.14.1 The intent of this article is not to accommodate the undue delay of meal periods, as field Employees and their supervision are equally committed to safe work practices, excellent customer service and professional working conditions.
Meal Hours
6:00 a.m. - 7:00 a.m.
12 noon - 1:00 p.m.
6:00 p.m. - 7:00 p.m.
12 midnight - 1:00 a.m.

Where the work of crews or an individual is not influenced by other crews, individuals or customer service, they may take one-half (1/2) hour as optional choice with advance notice to the Superintendent.

Other Provisions:

1. At the discretion of the Employees, when working through their second designated overtime meal period, it is agreed that the Company will provide wholesome nutrition to the job site or at no cost to the Employees at the first safe and reasonable opportunity after working through the second meal period, field Employees not on rotating shifts, will be released to consume a hot meal at their expense.

2. It is recognized that the above mentioned release will be on the Employee's own time for up to one-half (1/2) hour. It is also recognized that there will be times when the time spent away from the work site may exceed the one-half (1/2) hour time frame and that both the Employees and supervision will act maturely in addressing such circumstances. With equal commitments to safety, customer service, economic efficiency and quality of work life, common sense and good judgment should be the guiding factors in this regard. Employees who abuse these provisions will be provided notice of such abuse and continued abuse in this regard will result in progressive discipline.

15.15 During the winter season or bad weather conditions, the Company shall provide adequate shelter or a place to eat for those who carry their lunches.

15.16 During extreme or inclement weather, rest periods for outside crews will be allowed. One such period only between established meal hours may be taken and such period should normally not exceed fifteen (15) minutes. The Foreman or Employee in charge must report to his immediate Supervisor prior to the start of the next regular work period such rest periods taken.

15.17.1 Except under overtime conditions, crews electing to take one-half (1/2) hour lunch periods for such time as that election is made shall be deemed by such election to have received permanent notification of work outside of headquarters area for purposes of furnishing their own lunch, and no travel time shall be allowed.

By mutual agreement between Management, the affected employees and the Business Manager, employees may be assigned to report to work at a work location other than the regular work location, provided the Employee is notified by
supervision before the end of the previous day's shift and the work location assigned is closer to the Employee's residence than the permanent work location.

15.17.2 Employees assigned to temporary headquarters requiring an overnight stay will be traveled between their regular headquarter and the temporary headquarters on Company time the first day and last day of the temporary assignment. This Section is subject to the provisions of Section 15.17.3.

15.17.3 An employee assigned to work out of temporary headquarters for a period exceeding two (2) weeks will be allowed to return to his regular headquarters on alternate weekends on Company time and with transportation to be arranged for by the Company.

When the employee is not assigned work on the interim weekend, the individual members of the crew shall have the option of remaining at the temporary headquarters on Company expense or returning to their headquarters on their own time with the Company paying mileage allowance (personal vehicle, if applicable) in accordance with the established mileage formula per mile each way for the shortest road mile distance between the temporary headquarters and their regular headquarters.

15.17.4 Employees assigned to temporary headquarters requiring an overnight stay will begin and end their workday at their temporary headquarters, except on days that they are traveling per sections 15.17.2 or 15.17.3.

15.18 When the Employees travel out of headquarters, their expenses shall be paid by the Company unless otherwise provided herein.

15.18.1 Employees traveling in their personal vehicles shall be reimbursed the IRS allowable rate.

15.18.2 When working within their established headquarters area, Employees shall furnish their own noon meals and there shall be no allowance of travel time from headquarters to go to and from homes or other eating places.

15.18.3 When working outside of established headquarters area, Employees shall furnish their own noon meals There shall be no allowance of travel time to obtain noon meals, unless Employees are not notified the previous day, in which case the location and conditions of the job shall determine any allowance for travel time and such determination shall be made by the Superintendent or his authorized representative in charge of the work.

15.19 Temporary assignment crews/personnel

15.19.1 The following rules shall apply to crews/personnel working on non-emergency temporary assignment within or outside their headquarters district.
1. Temporary headquarters shall be established in accordance with Section 15.3. The Company will provide proper sanitary facilities and adequate facilities for storing and drying tools, equipment and clothing.

2. Overtime work associated with temporary assignments shall be worked by the employees assigned under Section 15.19.1, and such work shall not obligate the Company to offer equivalent overtime to those employees within the headquarters where the temporary assignment is located.

3. If temp headquarters is motel, Section 15.17.4 shall apply.

4. If temp headquarters is local district service center, travel to/from motel or to obtain meals will be considered commute and not part of the workday.

5. Any issue(s) arising from this provision shall be referred to the Labor-Management committee.

15.20 A Line Working Foreman must be a qualified Journeyman Lineman.

When two (2) Journeymen are working together unsupervised on line or station maintenance or construction, one (1) of them shall be designated a Working Foreman.

15.21 Any Foreman shall not perform manual work if it interferes with his properly looking after his work as a Foreman and the safety of the Employees in his charge.

15.22 It shall be the duty of the Line Foreman and/or Superintendents to appoint Working Foremen to the heavy crews when it is necessary that the Line Foreman is temporarily absent or when crews are so spaced on the job that he cannot properly supervise their work.

15.23 A Labor Foreman shall be an Employee qualified by experience to supervise and direct unskilled or semiskilled Employees engaged in digging ditches or digging holes for new lines, including the use of explosives, the clearing and burning of rights-of-way, the construction of roads, trails and bridges, the loading and unloading of heavy equipment and materials, mixing and pouring of concrete. A Labor Foreman is not required to be a Journeyman Lineman. This classification becomes biddable after six (6) months' duration.

15.24 A Labor Foreman, General, shall have all the qualifications of a Labor Foreman and, in addition, shall be qualified to and shall direct the work of three (3) or more Journeymen.

15.25 Labor crews of more than three (3) Employees shall have a Labor Foreman in charge. Labor crews of more than three (3) Journeymen shall have a Labor Foreman, General, in charge.

15.26 A Journeyman is an Employee who shall have successfully completed the required number of years of on-the-job and related training as an indentured
Apprentice or the equivalent in practical experience in an apprenticable branch of the trade.

15.27 Journeymen of the various classifications may be assigned to work together on a crew if the nature of the work requires the special skills of various classifications. If pole work is required, this work shall be done by Journeymen Linemen and if such pole work involves energized lines, the Foreman of a mixed crew shall be qualified as a Journeyman Lineman.

15.28 An Employee shall be paid the wage stipulated in the Agreement for his primary classification for all work he performs. If he is assigned to perform the work of a higher paid classification, he shall receive the pay of that classification while assigned to such work. An Employee may be temporarily assigned to perform the work of any lesser paid classification which he is qualified to perform in the same branch of the trade, but in such event shall continue to be paid for such work at his regular primary rate. A reasonable break-in period will be provided an Employee advanced to a classification in which he has had no experience. Such Employee will continue to receive the pay for his previous classification until qualified for the new classification, provided that an Employee newly classified as an Apprentice shall receive the pay of the step to which he is assigned.

15.29 Where Employees are entitled to an increase in pay at the expiration of six (6) months or any other specified period from the date of employment or reclassification, the increase will become effective on the first day of the next payroll period.

15.30 In case of an Employee being employed in two (2) classifications and/or where there is a regular job in which two (2) classifications are involved, the Employee working at the higher classification shall receive pay at the higher rate for time worked in the classification. However, in the case of an Employee being employed in two (2) classifications, and where fifty percent (50%) or more of his pay is in the higher biddable classification for a period in excess of six (6) months and will continue in excess of fifty percent (50%) in the higher classification, the job shall be advertised for bids and awarded to the senior qualified Employee at the higher rate of pay.

15.31 The Company will furnish waterproof clothing to include a hat, coat or jumper and trousers to be worn during inclement weather for those Employees who regularly work on the outside in the Crescent City and Lincoln City Districts.

15.32 The Company will furnish its approved safety straps, hook straps and replaceable gaffs when such items are turned in for replacement.

15.33 The Company will arrange to have coverall rental service available for Garage Mechanics, Transformer Repairmen, Wiremen, Substation Journeymen and Power Plant maintenance Employees. Each such Employee who subscribes for coverall service will be reimbursed by the Company each month for fifty percent (50%) of his coverall service cost, except Garage Mechanics and Journeyman Plant
Mechanics will be reimbursed by the Company each month for one hundred percent (100%) of his coverall service cost.

15.34 The Company reserves the right to require examination of all Employees whose duties are such that physical impairments might result in injury to the individual, to other Employees, to the public, or which might result in damage to property or equipment. Failure to pass the examination will result in the assignment to such duties as the Employee is capable of performing, or to early retirement, if eligible therefor, as may be determined by mutual agreement.

15.35 An Employee shall receive in addition to his regular pay one (1) hour's premium pay at his regular straight-time rate for each hour worked at any of the following heights and conditions:

1. A building above eighty (80) feet above ground level, where an exceptional hazard exists;
2. Wood structures above eighty (80) feet;
3. Steel structures above one-hundred and fifty (150) feet;
4. Working above eighty (80) feet on any structure when performing energized (hot) work on voltages of 69 Kv or higher.

15.36 Switching performed in establishing a clearance shall be done by a qualified Journeyman.

15.37 Employees required to perform Equipment Operations will obtain the necessary licenses as required. The inability of an employee to hold a Commercial Drivers License shall not in and of itself jeopardize continued employment. All additional costs and training to obtain or maintain a CDL will be the responsibility of the Company.

16.0 DEFINITIONS AND WORKING RULES FOR DISTRICT OPERATIONS, METER-TRANSFORMER AND GARAGE DEPARTMENTS

16.1 Journeyman Linemen shall meet the qualifications as set forth in this Agreement and shall supply the Union and the Company with satisfactory proof of their experience and knowledge. Linemen will perform Equipment Operations duties as per Section 15.37.

16.2 A Line Foreman is a Working Foreman assigned to a Headquarters responsible on a continuing basis for the direct supervision of an assigned crew and the work they perform. The normal complement of a regularly established line crew of three (3) or more workers shall include at least one (1) Journeyman Lineman in addition to the Foreman and may include a Utility Specialist, or Apprentice, or Apprentice-Qualified or Helper classification. He shall:

(a) Be a qualified Journeyman Lineman;
(b) Supervise a crew when engaged in line or substation construction or maintenance work;
(c) Shall work with the men under his supervision to the extent that it does not interfere with his supervisory responsibilities;
(d) Be responsible for job planning, work methods, equipment application, construction standards and job reporting for the jobs assigned.

16.2.1 General Foreman is a supervising employee under the direction of management who: (a) is a qualified, experienced, Journeyman in the branch of the trade they are employed, (b) may perform site agent duties as assigned (these duties cannot be delegated), (c) manages the operations as assigned.

Selection of General Foreman will be made jointly by a sub-committee of the Labor/Management Committee consisting of three (3) Company representatives, one of which being the hiring supervisor.

General Rules:
• A Company vehicle will be provided to drive to and from work;
• May be assigned to assist management with weekend duty;
• Regular work schedule will be agreed to by the Company and Union, however it is understood he will be expected to work overtime as needed to fulfill the job responsibilities;
• Is required to engage in the manual work of his trade and placed at the bottom of the overtime list and called last;
• Is not required to hire, fire or discipline.

Temporary upgrades to General Foreman will be at Management's discretion. If management decides a temporary upgrade is needed, the Company may assign an employee as per 15.28 of the working agreement. In making such assignment, the provision of 13.7.1 in regards to the senior qualified employee given preference shall apply as follows: The Company shall provide reasonably equal opportunity among the three senior qualified employees at the headquarters who are interested, on a voluntary basis, in gaining experience and proving their qualification for the position. Lineman Site Agent shall be qualified for temporary upgrades to General Foreman.

16.3 A District Lineman is a Journeyman who is qualified as, and performs all the functions of a Journeyman, and is in charge of and resides in his service area apart from a local or district headquarters. His residence will serve as the headquarters and the headquarters area will be the service area at time of bid. He must be capable of reading meters, connecting services, repairing lines, collecting, load and voltage surveys, and handling the general Company affairs in the area assigned to him. He will be responsible directly to Management.

The area assigned to the control of a District Lineman will be one that is not of sufficient area or serving enough customers to justify establishing a District Office.
In the event that a District Lineman requires help in the performance of his duties, and not more than two (2) men are sent to assist him, the District Lineman shall serve as the Working Foreman. If a crew of three (3) or more men is sent to assist the District Lineman, the Working Foreman shall be in charge of the crew from the time that it is away from headquarters, and the District Lineman shall serve as a Lineman with the crew, or as a Lineman in performing other work within his District. The provisions of Sections 13.5 and 13.7.8 shall apply to any management review of the capabilities of an Employee to represent the Company in the area.

16.3.1 A Line Patrolman is an Employee who: (a) is a Journeyman Lineman familiar with transmission line work; (b) patrols transmission lines, inspects poles, stubs poles and clears rights-of-way; (c) is qualified to perform hot stick work on transmission lines, switching and related work; and (d) works with and is capable of directing the work of a line crew when required.

Transfers and new hires will be expected to reside in the headquarters district in which the position was bid, or within a reasonable distance from headquarters as approved by management.

16.4 A Journeyman Serviceman is a Journeyman Lineman who, with a minimum of supervision, performs the following work:

(a) Installs, maintains and removes customer services;
(b) Sets and removes meters, makes load and voltage surveys;
(c) Investigates service interruptions, sectionalizes and/or clears damaged equipment with maximum regard to public safety and to speedy restoration of essential service;
(d) Investigates customers' service calls and complaints, corrects, if Company equipment is at fault, or advises customer where to seek correction if his equipment is at fault;
(e) Operates line and substation switches and control equipment on routine or emergency work, and keeps himself familiar with lines and stations;
(f) Re-fuses transformers and line devices;
(g) Works as a Journeyman Lineman on line crew when necessary; and
(h)Makes field collections that involve or may involve connects or disconnects.

16.5 A Utility specialist is a qualified employee who shall perform work mutually agreed to by the Company and Union. Duties typically assigned to the Utility Specialist are Collections/Connects/Disconnects/Removal; Replacement or exchange of single-phase self-contained meters; locates; pole test and treat; Joint Use Coordination; Equipment Operation and others as agreed to by the Company and Union. The Utility Specialist may be required to hold a Commercial Driving license as dictated by the assigned duties and pass minimum qualification requirements as mutually agreed to by the Company and the Union. The Utility Specialist with proper training may be assigned to drive or operate equipment, as follows:

1. Pick-up, 6-man capacity;
2. Trucks, one and one-half (1 ½);
3. Line Trucks (Boom Trucks);
4. Trucks hauling poles, material or towing a trailer (except hot line tool trailer);
5. Trucks with hydraulic/electric personnel lift equipment;
6. Hole Digger;
7. Backhoe;
8. Track-type vehicles (snow-cats);
9. Truck or trailer mounted wire pullers;

Employees in lower classifications who are trained and qualified will be upgraded by seniority.

The following criteria shall be followed in awarding Utility Specialist jobs; First, by Journeymen qualified to perform the duties in need of placement due to physical limitations (disability placement). Second, by qualified bid. Management may assign or reassign the Utility Specialist position duties as necessary.

16.5.2 A Flagger is a temporary Employee whose regular work assignment is that of traffic control.

16.6 Heavy Equipment Man shall mean an Employee who is assigned to drive or operate equipment in one of the following categories:

(a) Tractor, wheel or crawler type;
(b) Truck type tractor with semi or low boy trailer;
(c) Fork lift five (5) ton capacity or greater;
(c) Crane;
(e) Steering trailer.

16.7 Lineman shall supervise the digging and back filling of holes under or adjacent to energized lines and the stubbing of poles under energized lines.

16.8 The framing, erection, installing of guys and raising of poles anc towers shall be done by Linemen assisted by Apprentice Linemen, Utility Specialist and Apprentice Qualified when required.

16.9 Wire stringing shall be done by Linemen assisted by Apprentice Linemen, Linemen, Utility Specialist, and Apprentice Qualified. Wire splicing shall be done by Linemen or supervised by Linemen.

16.10 Tree trimming shall be done by Linemen assisted by Utility Specialists, Apprentice Qualified or Apprentice Linemen.

16.11 Installation and maintenance of all direct burial underground electrical circuits, both primary and secondary, and of outdoor pad-mounted transformers used in this type of installation shall be done by regular line and station Construction and Maintenance crews.
16.11.1 Erection, installation and maintenance of electrical structures or equipment in substations shall be done by Journeyman Linemen, Electricians and/or Wiremen/ Substation Journeyman assisted by Utility Specialists, Apprentice Qualified, and Apprentices.

16.12 Gas envelope welding shall be done by Journeymen.

16.13 Service Coordinators are expected to progress to “A” level within twenty-four (24) months of accepting a Service Coordinator position.

Upgrades will not be made among Service Coordinators B/C/D. Any clerical assignment may be given to each level of clerk, including data entry, with training and evaluation segments used for advancement only. Open Service Coordinator A positions will first be filled by the senior Service Coordinator A bidder; second by the senior Service Coordinator B bidder; third by the senior Service Coordinator C bidder; fourth by the senior Service Coordinator D bidder before other employees. When no incumbent Service Coordinator bids on an open Service Coordinator position, the open position will be filled by the senior bidder that has met the qualifications developed by the joint Company and Union sub-committee.

Service Coordinator A: Has successfully performed at the Service Coordinator B level and completed the required training and evaluation segments in the B level position.

Service Coordinator B: Has successfully performed at the Service Coordinator C level and completed the required training and evaluation segments in the C level position.

Service Coordinator C: Has successfully performed at the Service Coordinator D level and completed the required training and evaluation segments in the D level position.

Service Coordinator D: Entry level position. Must demonstrate basic clerical skills which will include keyboard proficiency, office etiquette as well as oral and written communication skills, as determined by the joint sub-committee. The determination of these qualifications will be done by test, and/or joint interview as determined by the joint sub-committee.

The joint sub-committee will work to find qualification and testing standards that will allow potential applicants to pre-qualify for Service Coordinator positions. Qualifications standards for entry-level Service Coordinator positions will be regularly published on bid postings and on Company bulletin boards.

16.13.2 The classification of "Utility Clerk" will only be used in the following Districts: Myrtle Creek, Alturas, Lakeview, Cave Junction and Mt. Shasta where a combination of such duties is necessary. Such combination of duties may include part-time duties as Groundman, Estimator, Clerk, Storekeeper, Service Dispatcher
and Meter Reader. A Utility Clerk shall have had one (1) year prior experience in the Assistant Storekeeper progression.

16.14 A Senior Estimator is a Journeyman Estimator who through general experience shall have all of the qualifications of a Journeyman Estimator and who shall be qualified to direct the work of one or more estimators by bid. Future vacancies shall be filled by Journeyman Estimator.

16.14.1 A Journeyman Estimator is an Employee who shall have sufficient knowledge of the transmission, distribution and substation requirements of the District in which they are employed and have the ability to and should make all estimates for the building or rebuilding and maintenance of such installations as directed by the Site Agent, Senior Estimator or management, with the exception of those installations which, because of their complex nature, require special engineering knowledge and close supervision of the estimating work.

16.14.2 Apprentice Estimators shall work under the supervision of the Site Agent, Senior Estimators or Estimators and may assume the duties of Estimator for short periods after the second year of apprenticeship.

16.14.3 A District Estimator is a Journeyman Estimator in a location with only one permanently assigned estimating position, who through general experience shall have all of the qualifications of a Journeyman Estimator. The position shall provide scheduling and coordination of work requirements and assignments in addition to estimating duties.

16.14.4 Site Agent is an employee who is qualified as a Journeyman Estimator or Journeyman Lineman who can work flexible hours from 7:00AM to 7:00PM. A Site Agent manages Construction Operations and may do estimates as qualified and assigned. A Site Agent who previously held an Estimator position may be required to do estimates as qualified and assigned. A Site Agent who previously held a Journeyman Lineman classification may perform simple estimates to include:

- Install/replace anchor and down guy if no permits or R/W required
- Single pole replacement when no permits, R/W or Joint Use required
- Install/replace street lights
- Install/replace line cutouts including cutting in deadends
- Install/replace UG services
- Install/replace UG services including risers
- Install/replace overhead transformers
- Replace padmount transformers
- Replace Like for Like underground equipment
- Cross arm replacements

A Site Agent who previously held a Journeyman Lineman classification may be required to engage in the manual work of his trade and will be placed at the bottom of the overtime callout list and called last. When working in a Lineman
classification, the flexible work schedule does not apply for purposes of overtime. However, it is the intent that the Site Agent who had previously been a Lineman will be regularly assigned to perform Site Agent work.

It is further understood that estimating with pictures and field notes is the work of the bargaining unit.

The Site Agent shall be bid and filled by mutual selection by a Joint Committee.

16.15 Meter Foremen are defined as Employees capable of testing, repairing and calibrating all various types of instruments and apparatus pertaining to metering according to Company specifications. This classification shall apply to the Electrical Metermen in charge of the Central Meter Department in Medford.

16.15.1 A Meter Working Foreman is an Employee who:

(a) Supervises and plans the work of at least three (3) but not more than nine (9) other Journeyman Metermen, Electricians, Apprentice Metermen or Meter Testers in the Meter Department;
(b) Is qualified as a Journeyman in the particular work under his supervision; and
(c) Performs any work that may be assigned to the various job classifications listed in this paragraph.

16.15.2 A District Meterman is a Journeyman Meterman located at a District headquarters who (a) is responsible for meter supplies and equipment for his District; (b) works as a Journeyman Meterman; and (c) may direct the work of two (2) other Journeymen.

16.15.3 A Journeyman Meterman is an Employee who: (a) installs, tests and maintains all types and sizes of customers' meters, instruments and associated equipment and wiring; (b) does routine testing of all types and sizes of meters when assigned to such work; (c) makes load and voltage surveys; (d) reads demand meters and changes charts and tapes; (e) does instrument transformer testing and repairing; and (f) supervises Apprentice Metermen and Meter Testers. A Meterman does not climb, except by use of a ladder, in the normal performance of his duties. A Meterman does not do switching unless specifically trained in such procedures and designated by mutual agreement.

16.15.4 An Apprentice Meterman is an Employee who, depending upon his ability and training: (a) does routine testing of residential meters; (b) does instrument transformer and meter wiring in the shop; (c) reads demand meters and changes charts and tapes; and (d) performs any of the duties listed under Section 16.15.3 under the supervision of a Meter Foreman, Journeyman Meterman, Electrician or Electrician Foreman.

16.15.5 A Single-Phase Metering Specialist is an Apprentice Qualified or pre-apprentice classification as defined in Article 12.0 and Section 12.16. After completion of a JATC approved training course (minimum 6 weeks in length), a
Single-Phase Metering Specialist may (a) install, maintain and test single-phase direct connect 240V Class 200 residential meters; (b) investigate “high bill” complaints for the same class of meters; (c) perform sample and periodic meter tests on the same class of meters; (d) investigates unsealed meter conditions and simple meter tampering (i.e. upside down meters) and turns over complex tampering (i.e. current diversion) to Journeymen; and (e) works out of a Headquarters area in a bid location that also has a Journeyman Meterman.

Preference for this position shall be given to the qualified pre-apprentice applicants entering the Metering craft as outlined in Section 12.6. Pre-apprentice applicants entering other crafts may serve in this classification if there are no Metering pre-apprentice applicants.

This position will not work on the following installations or issues: by-pass meter bases, CL 320s, demand meters, CT installations, "hot" work, or 12s meters.

16.15.6 The Lead High Voltage and Safety Equipment Tester is a Journeyman who is qualified to test, repair and maintain all safety equipment used on Company property, such as rubber gloves, blankets, hoods, line hose, etc and shall supervise High Voltage and Safety Equipment Tester(s). He shall have had at least three (3) years' experience and shall be familiar with various types of testing equipment used. The lead will be paid 3% higher than the High Voltage and Safety Equipment Tester.

16.15.6.1 The High Voltage and Safety Equipment Tester is a Journeyman who is qualified to test, repair and maintain all safety equipment used on Company property, such as rubber gloves, blankets, hoods, line hose, etc.

The following criteria shall be followed in awarding the High Voltage and Safety Equipment Tester position:

First, by Journeymen needing placement due to physical limitations and qualified to perform the duties; and Second, by Journeymen or otherwise qualified employees bidding for the position.

16.15.7 A Transformer Repairman Foreman shall have all of the qualifications required of a Journeyman Transformer Repairman and shall have sufficient additional technical knowledge to direct Transformer Repairmen in the performance of their duties.

16.15.8 A Transformer Repairman is an electrically trained qualified Journeyman who is assigned to the Transformer Repair Shop who shall be capable of overhauling and repairing distribution and high tension transformers, regulators, capacitors, switches and insulators on the ground, both in the shop and in the field. He shall also do the testing of line insulators and other insulating apparatus as required by the Company.
The following criteria shall be followed in awarding Transformer Repairman jobs:

First, by Journeymen needing placement due to physical limitations and qualified to perform the duties; and Second, by Journeyman bidding and qualified for the position.

16.16 A Journeyman Radio Serviceman is an Employee possessing an FCC license and qualified to install and maintain mobile and base radio communication equipment and to test and locate radio and television interference on transmission and distribution systems.

16.17 A Wireman Foreman is an Employee who: (a) plans and supervises the work of crews consisting of more than three (3) Journeymen; (b) is qualified as a Journeyman Wireman; and (c) works with the men under his supervision.

16.17.1 A Wireman Working Foreman is an Employee who: (a) plans and directs the work of crews consisting of not to exceed three (3) Journeymen; (b) is qualified as a Journeyman Wireman; and (c) works with the men under his supervision.

16.17.2 A Journeyman Station Wireman is an Employee qualified as a Journeyman to install, maintain and repair generating station equipment, substation equipment, apparatus and wiring, such as capacitors, oil circuit breakers, power transformers, regulators, relays, and shall be proficient in all diagnostic testing and analysis of test results for equipment, apparatus and wiring relating to his trade. A Journeyman Wireman does not climb, except by use of a ladder or aerial equipment, in the normal performance of his duties.

16.17.3 A Substation Journeyman is an employee qualified as a Journeyman to install, construct, maintain, test and repair equipment, apparatus and wiring related to his trade at generating stations and substations. He shall not use climbers (hooks) in the performance of his duties.

16.17.4 A Substation Journeyman Working Foreman is an employee who plans and directs the work of a crew consisting of three or fewer Journeymen; is qualified as a Substation Journeyman; and works with the employees under his supervision.

16.17.5 A Substation Journeyman Foreman is an employee who plans and supervises the work of a crew consisting of more than three (3) Journeymen; is qualified as a Substation Journeyman.

16.18 A Garage Mechanic is a Journeyman Vehicle-Equipment Maintenance Mechanic who is, by training and experience, a qualified automotive or mechanized construction equipment mechanic who prior to employment has successfully completed the standard qualifying examination.

A Garage Mechanic is a Journeyman Mechanic who is qualified to and does overhaul, repair and maintain automotive and utility work equipment, including the hydraulic, electrical, and pneumatic components and equipment.
16.18.1 A Garage Mechanic in Charge is an experienced Garage Mechanic who:
   a. Is qualified to maintain all automotive and utility work equipment assigned to
      his headquarters;
   b. Is qualified to operate a headquarters’ shop and maintain equipment records,
      and;
   c. Instructs operating personnel in equipment operation and preventative
      maintenance procedures for the assigned equipment.

16.18.2 A Garage Mechanic Foreman shall be an experienced Garage Mechanic who:
   a. Is qualified to maintain all automotive and utility work equipment assigned to
      his headquarters;
   b. Is qualified to operate a headquarters shop and maintain equipment records;
   c. Instructs operating personnel in equipment operation and preventative
      maintenance procedures for the assigned equipment;
   d. Normally directs the work of at least one (1) Journeyman Mechanic.

16.18.3 At locations where more than one (1) Garage Mechanic is employed and
multiple shifts have been established, Garage Mechanics can rotate shifts if
mutually agreed upon by the Garage Mechanics and their Management. Whenever
a change in Garage Mechanic personnel occurs, the new employees must mutually
agree to the rotating shift.

16.19 A General Foreman (Substation) is a supervising employee working under
the direction of management who: (a) is a qualified experienced Journeyman of the
trade; (b) is capable of directing the work of all substation employees in the area,
which includes the direction of employees and any or all substation facilities, Meter
Relay shop, and Substation Journeyman Shop; (c) works in the branch of trade they
are employed; (d) is not required to hire, fire or discipline.

Selection of the successful candidate will be made jointly by a sub-committee of the
Labor/Management Committee consisting of three (3) union and three (3) Company
representatives, one of which being the hiring supervisor.

Temporary upgrades to Substation General Foreman will be at management's
discretion. If management decides a temporary upgrade is needed, the Company
may assign an employee as per 15.28 of the working agreement.

16.19.1 A Senior Station Meter and Relay Technician is a Journeyman qualified to
perform all the duties of a Station Meter and Relay Technician and, in addition, shall
be further qualified to perform all tests and adjustments and diagnose and correct
trouble on the most complex relay and control systems. He shall also be
responsible for a meter, relay and control equipment shop, including vehicles, tools,
test equipment, spare parts and supplies provided by the Company.
16.19.2 A Lead Station Meter and Relay Technician is a Journeyman qualified as a Station Meter and Relay Technician who works with and supervises the work of journeymen, technicians and helpers, if required. He shall be in direct charge of the work they are performing on joint substation projects. He shall be qualified to and will prepare reports and records incidental to the work and will be responsible for the transportation equipment, test equipment, tools and supplies provided by the Company for their use.

16.19.3 A Journeyman Station Meter and Relay Technician is a Journeyman qualified to install, maintain, adjust, test and repair all substation and generating station meters, relay and control equipment, such as meters, governors, solid state exciters, computerized controls systems, and may work on other apparatus within their qualifications involved with the operation and maintenance of the Company's facilities. He shall normally work under the direction of a Lead Station Meter and Relay Technician or Senior Station Meter and Relay Technician, however, when working in a single journeyman assignment, no upgrade to Lead Technician is warranted. He must have a working knowledge of all relay and control schemes sufficient to enable him to diagnose and correct troubles on station meter, relay and remote control equipment, including supervisory and telemetering. He shall be qualified to and will prepare reports and records incidental to the work. He shall also be responsible for meter, relay, and control equipment, and electrical control system, including vehicles, tools, test equipment, spare parts and supplies provided by the Company.

16.19.4 An Assistant Station Meter and Relay Technician is an employee qualified to train for the position of Station Meter and Relay Technician as determined in 16.21 of the working agreement. He shall work with and under the direction of a Journeyman Station Meter and Relay Technician and shall be allowed a maximum period established by the Joint Qualification committee to qualify as a Journeyman Technician. When so qualified, he shall be advanced to Journeyman Station Meter and Relay Technician without bid.

16.20 A Senior Communications Technician is a Journeyman with an FCC license or the equivalent to maintain microwave and radio equipment and the knowledge and ability to install, test and maintain all Company communication, supervisory control, telemetering and data acquisition equipment. He shall be responsible for a communications shop, including vehicles, tools, test equipment, spare parts and supplies provided by the Company. He shall prepare reports, records and equipment recommendations incidental to his work. He may be capable and qualified to tow and operate a Company furnished snow vehicle that would typically be pulled by a pickup when necessary to perform his duties. When the work requires, he shall supervise Communications Technician and Helpers and shall be in charge of the work being performed.

16.20.1 A Communications Technician is a Journeyman having an FCC license or the equivalent to maintain microwave and radio equipment and the knowledge and ability to install, test and maintain the communication equipment relating to the Company's facilities. He shall also be capable of installing, testing and maintaining
supervisory control, telemetering and data acquisition equipment. Normally, he will work alone or with a Senior Communications Technician as the work requires and will be responsible for a vehicle, tools and materials as supplied by the Company. He may be capable and qualified to tow and operate a Company furnished snow vehicle that would typically be pulled by a pickup when necessary to perform his duties.

16.20.2 An Assistant Communications Technician is an employee qualified to train for the position of Communication Technician as determined in 16.21 of the working agreement. They shall possess a valid FCC license or the equivalent and be qualified to train for the position of Communication Technician. He shall work with and under the direction of a Journeyman Communication Technician and shall be allowed a maximum period established by the Joint Qualification Committee to qualify as a Journeyman Technician. When so qualified, he shall be advanced to Journeyman Communication Technician without bid.

16.21 A Joint Qualification Committee consisting of equal representation from the Union and Company (minimum three (3) representatives from management and Union each), with the Company's Labor Relations Manager and the Union Business Manager as ex-officio members, shall meet as required to evaluate and select inside/outside candidates once the existing pool is exhausted. The Committee will also have the responsibility to establish qualification criteria, monitor the trainee's progress and set training requirements.

Applications will be accepted by the Manager of Labor Relations and referred to the Joint Qualification Committee for Assistant Station Meter & Relay Technician and Assistant Communications Technician from the internal and external candidates who meet the qualifications as determined by the Committee.

An Apprentice within six (6) months of his graduation date may apply and if certified by the Committee will be added to the list of qualified applicants no earlier than his graduation date.

Assistants will be chosen from the current pool list until depleted, first electrically trained journeyman, and then qualified employees. When no applicants are available, the Company may hire assistants who meet the criteria as established by the joint qualifications committee without applicant review by the committee.

It will be the sole responsibility of the Joint Qualifications Committee to determine training content and length of time per applicant to qualify as a Journeyman Technician.

Bidding of the Technician positions described above shall be done as follows:

1) Existing Local 659 Technicians at Hydro south or Technical Operations (Plant) who may wish to change locations will have first preference.
2) If no existing Local 659 Meter and Relay Technicians bids the position, Meter and Relay Technician from Local 125 would be selected.
3) If there are no fully internal qualified Meter and Relay Technicians bidding the position, the Company may elect to:
   A) to start an Assistant Technician who will be selected from the established pools until the pools are exhausted and then by the inside/outside process or;
   B) to hire a fully qualified external candidate as determined by the Company recognizing that this candidate may need additional, specific training for the position;

Upon depletion of the current pool, future training positions will be bid internally and posted externally, the successful candidate will be selected (inside/outside) by the Joint Qualification Committee based on qualifications. Preference will be given to electrical journeyman and those with advanced electrical training in determining qualifications for the position, if the Committee determines that candidates are equally qualified, preference shall be given to the internal candidate.

17.0 WORKING RULES FOR POWER SUPPLY

17.1 Work Schedules

17.1.1 Work schedules shall provide for two (2) regularly scheduled days off in succession and may provide at least one (1) weekend off per month. Work schedules, including shift change hours and days off for rotating shift workers, shall be determined by mutual agreement between the Superintendent and a majority of the men affected.

17.1.2 Changes in shifts shall require payment of straight-time plus premium time for the first rescheduled shift worked unless:
   (a) Sixteen (16) hours off duty shall have been provided and,
   (b) The employee is notified of the shift change prior to the end of their last shift.

However a change between a rotating day shift and a normal day shift, or vice versa, will not require the payment of overtime.

17.1.3 Changes in shifts for relief personnel, including Apprentice Operators available for relief assignment or Relief Operators, awarded as such, shall require payment of straight-time plus premium time for the first rescheduled shift worked unless at least eight (8) hours off duty shall have been provided. He cannot be held on the relief shift to avoid paying overtime more than four (4) days beyond his normal days off.

17.1.4 When a relief man is not available and the Area Operator or General Foreman is required to work a relief shift, he shall work the day shift, and the scheduled day shift Operator shall be reassigned to the required shift.

17.1.5 If an overtime shift is required in order for an Apprentice to fill a relief shift, the preference of working said overtime shift shall be given the regularly assigned
Shift Operators, except where a short change is required in order that the Apprentice may work a sequence of relief shifts.

17.1.6 Any operations overtime necessary at a given station, except short changes during sick or vacation relief, shall be worked by the regularly scheduled Operators of that station. Operators will work their scheduled shifts, when overtime is required to fill vacant shifts, it will be assigned to the regularly scheduled Operators as defined above. All overtime will be worked on the shift on which the vacancy exists.

17.1.7 A temporary shift for annual generator unit maintenance or unforeseen generator unit, failures or problems, may be established Monday through Friday.

Rules for assignment to the temporary shift at straight-time rate of pay are:
- Employees will receive at least seventeen-calendar days' notification of assignment to this temporary shift. If notice is not given, employees will be paid premium time in addition to straight-time for the first day worked on this temporary shift.
- Employees will receive at least three calendars days' notice of cancellation to begin the temporary shift. Failure to provide this cancellation notice will cause payment of eight hours of premium time.
- Once a temporary shift has begun, a change in shift will require notification of the shift change prior to the end of their last shift and seven and one-half hours off duty. Failure to provide this cancellation notice will cause payment of eight hours of premium time. Additional changes within a week will require payment of 8-hours of premium time for each change.
- The temporary shift will normally begin at 4 PM and include a 1/2-hour unpaid lunch mid-way in the shift. While the regular hours of this temporary shift are uniform, the starting time may be varied by mutual consent.
- Employees will receive a 4% shift differential for all straight-time hours worked on a temporary swing shift.
- However a change between a normal dayshift and a temporary dayshift shall only require notification of the change prior to the end of their last shift and is not subject to any of the previous requirements of this section.

17.1.8 The Operators in any station may exchange complete shifts within the same workweek and partial shifts within the same workday, providing all of the following conditions are met:

1. There is an eight (8) hours' rest period between shifts.
2. The hours worked are reported in the name of the Employee actually on duty.
3. Additional overtime payments do not result.
4. The exchange is approved in advance by the immediate supervisor.

17.1.9 Shift Differential for Toketee Control Operators will be as follows:

- Swing (1500-2300) – 3% of base rate
- Graveyard (2300-0700) – 5% of base rate
17.2 Vacations

17.2.1 The shift schedule at all stations shall be posted not later than January 15 for each year. The personnel at each station will then post their vacation into this shift schedule by not later than April 1. The immediate supervisor at each station will then schedule shifts and overtime to cover the vacations. An employee performing vacation relief will be given at least thirty (30) calendar days notice of their change in shift unless agreed otherwise by the employee performing relief.

17.3 Job Description, General Foreman

17.3.1 A General Foreman is a supervising employee under the direction of management who: (a) is a qualified, experienced Journeyman in the branch of the trade they are employed, (b) as assigned, manages the operations and maintenance of his operating area.

Selection of General Foreman will be made jointly by a sub-committee consisting of three (3) union and three (3) company representatives, which includes the hiring manager. Job postings will include the minimum qualifications needed to apply for the job.

General Rules:
• A Company vehicle will be provided to drive to and from work;
• May be assigned to assist management with weekend duty;
• Regular work schedule will be agreed to by the Company and Union, however it is understood he will be expected to work overtime as needed to fulfill the job responsibilities;
• Is required to engage in the manual work of his trade and placed at the bottom of the overtime list and called last;
• Is not required to hire, fire or discipline.

Temporary upgrades to General Foreman for vacation and sick relief are at management’s discretion.

17.4 Job Descriptions, Operations

17.4.1 An Area Operator Hydro is an experienced Journeyman Operator responsible to the Superintendent/s in charge of the operation and maintenance of the power plants, substations and related facilities in their operating area. They shall provide direction in establishing and issuing clearances, tag outs and all operational procedures. They shall be capable of directing the work of all Employees assigned and shall schedule the coverage of the operation of the power plants, substations, rotating shifts and related facilities of the assigned area of responsibility. They may be scheduled to cover the operation of power plants, substations, any day shifts and related facilities in his operating area with respect to proper notice and days off as covered by this Agreement.
17.4.2 A Senior Operator is the Operator at a rotating shift regularly scheduled Monday through Friday dayshift. He will be assigned departmental duties in his operating area within his classification and qualifications, including substation inspection, station and line switching and routine station checks. He may work the twelve (12) hour TCC day shift relief Monday through Friday (overtime paid as per 15.4.1), complete relief set of grave yards or day shift, regular and relief shifts at any of the stations in the area.

A Senior Operator may, as required, obtain a weed control applicator's license for the state(s) in which he is responsible. All costs and training will be provided by the Company.

Unless notified prior to the end of the last shift before the start of his scheduled days off, an unscheduled relief shift during such days off will be paid at the overtime rate, provided that scheduled days off may be shortened on either end of such period to accommodate a relief shift, and if a second such instance occurs during those days off, that shift will be paid at the overtime rate.

17.4.3 A Control Operator is a Journeyman who: (a) is the Control Operator on shift in charge of the station and the area/project dispatching duties; (b) is qualified as a Journeyman Operator; (c) performs and directs transmission switching and load regulation; and (d) will provide direction in establishing and issuing clearances on hydro facilities. He will also direct switching and issue clearances on transmission lines and apparatus; and (e) will maintain project records and an accurate log of all project operations on a current basis.

17.4.4 A Journeyman Operator Maintenance (JOM) is a Journeyman Operator assigned to a hydro operating area whose primary function is to operate the facilities. Additionally the employee will perform limited maintenance for which they have been trained.

The following is a list of typical tasks a JOM may perform with proper training, tools, and demonstrated proficiency:
1. Perform light vehicle maintenance, including tire change, battery charging and replacement, oil changing, air filter replacement and bulb replacement.
2. Use multimeter and clamp on ammeter test equipment.
3. Change shear devices on wicket gates.
4. Perform assigned P/M's as determined by a joint committee.
5. Troubleshoot and replace non-generating low voltage equipment (240 volts and less, single phase) Typical examples include lighting fixtures, light switches, electrical recepticles, hot water heater elements, extension cords and electrical hand tools.
6. Understands PID’s and electrical schematics.
7. Gather thermal data.
8. Perform exciter and collector ring brush maintenance on constant pressure rigging in generator equipment only.
9. Train for minor maintenance and ability to work under direction of the appropriate craft:
• Solenoids
• Limit switches
• Pressure switches
• Control switches
• Programmable Logic Controllers
10. Perform the tasks of a Hydro Repairman.

17.4.5 Operator Hydro is a Journeyman Operator assigned to a hydro generating project with two (2) or more hydro plants that they are responsible for operating. They should be knowledgeable of all power plants, water impoundments, water conduits and switching in their operating area, as prescribed by the Company. An Operator Hydro will operate power plants, write and perform switching orders, and issue clearances on equipment within his area of responsibility. This includes generators, pen stocks, and other associated equipment. An Operator Hydro will perform all the duties assigned that are the normal duties on a hydro project, within his classification and qualifications, including substation inspection, station and line switching, routine station checks, keeping a log and reporting activities to the Area Dispatcher, Lead Operator Hydro, the Area Operator, or supervisor.

17.5 Electrical Job Descriptions

17.5.1 A Wireman Foreman is an Employee who: (a) plans and supervises the work of crews consisting of more than three (3) Journeymen; (b) is qualified as a Journeyman Wireman; and (c) works with the men under his supervision.

17.5.2 A Wireman Working Foreman is an Employee who: (a) plans and directs the work of crews consisting of not to exceed three (3) Journeymen; (b) is qualified as a Journeyman Wireman; and (c) works with the men under his supervision.

17.5.3 A Journeyman Station Wireman is an Employee qualified as a Journeyman to install, maintain and repair generating station equipment, substation equipment, apparatus and wiring, such as capacitors, oil circuit breakers, power transformers, regulators, relays, and shall be proficient in all diagnostic testing and analysis of test results for equipment, apparatus and wiring relating to his trade. A Journeyman Wireman does not climb, except by use of a ladder or aerial equipment, in the normal performance of his duties. This is a grandfathered position.

17.6 Mechanical Job Descriptions

17.6.1 A Journeyman Plant Mechanic Hydro is an Employee qualified as a Journeyman Plant Mechanic B to plan and direct work, repair and maintain all types of mechanical equipment in a generating station, including installation in proper alignment and also in performing precision work with all types of machine tools to train mechanics and works as a foreman.

17.6.2 A Journeyman Plant Mechanic Hydro B is an Employee who (a) plans and directs the work of unskilled, semi-skilled, or skilled crews; and (b) works with the Employees under their supervision. When directly supervising three (3) or more
Employees engaged in plant mechanical maintenance, they will be paid 107 percent (107%) above their regular rate of pay. Also, the Journeymen Plant Mechanic Hydro B will be qualified to do the specialized work of a Welder with either acetylene or gas envelope welding equipment. In the hydro department, they shall be qualified to operate equipment, do minor construction, repair and maintenance of facilities used in the hydro department, construction of roads, trails and bridges, and mixing and pouring of concrete. They will arc and gas weld, operate equipment provided on the projects as required, repair turbines and governor oil systems, and add or replace packing as needed. They will repair and maintain water/oil cooling systems and do other maintenance tasks as required. They may work under the direction of a Journeymen Plant Mechanic Hydro as needed. This classification shall not apply to short period welding called for in the normal course of a Journeymen’s work.

17.6.3 A Plant Mechanic Hydro B Trainee shall work under the supervision of a Journeymen Plant Mechanic or Journeymen Plant Mechanic Hydro B.

17.6.3.1 A Joint Qualification Committee consisting of three (3) representatives from management and three (3) representatives from the Union, with the Company’s Labor Relations Director or designee and the Union Business Manager as ex-officio members, shall meet as to establish and maintain the requirements and review applicants.

Applications will be referred to the Joint Qualification Committee for Journeymen Plant Mechanic Hydro B from any Employee who meets the qualifications.

The Committee will post notice thirty (30) days in advance of examinations to be scheduled to review the qualifications of applicants, inform individual applicants of deficiencies, provide an opportunity for re-examination after an appropriate interval and post lists of qualified applicants from which the qualified applicant with the earliest seniority date will be selected to fill vacancies.

17.6.4 A Welder is an Employee who is an experienced Hydro Repairman qualified to do the specialized or Certified Welding with either, acetylene, or gas envelope welding equipment. This classification shall not apply to non-certified welding called for in the normal course of a Journeymen’s work. When three (3) or more welders are working as a crew on a project, one (1) Employee shall receive the Journeymen Plant Mechanic Hydro rate of pay.

17.6.5 A Crane Operator shall be an Employee qualified to operate a mobile crane. The classification shall also cover the Operator of the mobile truck or track type crane when used as a shovel, dragline or crane.

17.6.6 A Hydro Repairman in the hydro department shall be qualified to do minor construction, repair and maintenance of facilities used in the hydro department, construction of roads, trails and bridges, mixing and pouring of concrete and they will operate equipment as listed in Article 16, Section 16.5. They will normally work under the directions of a Journeymen. Hydro Repairmen supervising a crew of three
or more Employees will receive $1.00 per hour above the Hydro Repairman or incumbent rate.

A Hydro Repairman who is responsible for an assigned area as outlined Section 17.8.2 and is supervising will get $1.00 per hour above the incumbent or Hydro Repairman rate.

The following is a list of typical tasks a Hydro Repairman may perform with proper training, tools, and demonstrated proficiency:

1. Perform packing adjustments.
2. Perform lubrication and greasing.
3. Change lubrication as directed by the Area Operator or General Foreman.
4. Perform facility maintenance work that requires minor bolt or screw tightening on non-generating equipment. On equipment, which effects generation, appropriate communication should take place first.
5. Unplug non-pressurized drain lines.
6. Change or clean most types and styles of filter and strainers (Does not include governor oil system).
7. Perform all types of light bulb replacement.
8. Perform opening and closing of vessels, access doors.
9. Gather vibration data, thermal data on non-electrical equipment, and lubrication samples for analysis.
10. Inspect fire extinguisher, inspect and service fire hose stations.
11. Perform general plumbing on non-generating equipment.
12. Perform incidental tightening of air line fittings.

17.6.7 A Helper Hydro shall apply to Employees performing work of a semiskilled nature. A Helper Hydro shall work under the supervision of a Journeyman, Foreman, or a Hydro Repairman. It is the intent that the Helper Hydro position will not perform craft work, repairman work, equipment operator work, and they will not operate power tools except a standard lawn mower, hand held weedeater, light pickup type truck, power washer and snow/leaf blower up to garden type. However, Helpers are not precluded from performing Hydro Repairman duties for which they are qualified and upgraded. A Helper Hydro may work as assigned by a Journeyman or Journeyman Hydro Mechanic within a plant or station when Plant or Hydro Repairmen are not available to assist such Journeymen.

17.6.8 A Hydro Compliance Technician is an employee with the responsibilities as follows:

- Safety and Security: inspect, test operate, and maintain safety and security facilities and equipment as assigned;
- Environmental Management: coordinate waste management systems, conduct environmental inspections and facilitate environmental compliance as assigned;
- Handles miscellaneous duties as assigned
The pay provisions are as follows:
- First 6 (six) months – 75% of JOM rate
- Second 6 (six) months – 85% of JOM rate

Additionally, employees may progress through the step progression at the time qualifications are met per the November 2005 Memorandum of Understanding.

Successful bidders are selected by a joint selection committee.

17.7 Apprenticeships

17.7.1 Apprentice Operators will work under the direction of the Joint Apprenticeship Training Council (JATC) and be required to continue their related training during their apprenticeship period until qualified as a Journeyman Operator, and to transfer from location to location during their training period and until permanent assignment as a Journeyman.

17.7.2 Apprentice Operators may perform work for which they are qualified and approved by the JATC.

17.7.3 The JATC will develop a competency apprenticeship model for the Journeyman Operator Maintenance classification. Unresolved disputes will first be submitted to Labor Management and lastly to expedited interest arbitration for resolution.

17.7.4 An Apprentice Operator may take his journeyman examination upon approval of the JATC. Upon successful completion of the examination the employee will be advanced to Journeyman and shall bid a regular vacancy for an Operator in any station. In the event that no vacancy as an Operator exists upon completion of his apprenticeship, he shall be carried by the Company as an unassigned Operator and used for relief purposes in any station.

17.8 Working Rules

17.8.1 The Company will provide the first level of working supervision under the Agreement and the necessary manpower in each area, so that shifts within the plants and stations will be covered by personnel of the proper classification or qualified relief personnel to sufficiently man all such shifts, including scheduled vacations and normal absentee experience, as calculated to the nearest man. If the calculation results in a fraction, the fraction will be treated as a whole number.

17.8.2 An operating area is a geographic grouping of facilities such that administration as a unit is possible.

Operating Areas are Prospect, JC Boyle, Copco and North Umpqua.
17.8.3 At the beginning or end of the workday, employees may be assigned to report to a work location other than their regular headquarters with no premium pay provided the assigned work location is closer to the employee’s home.

17.8.4 Personnel residing at a Company project when called out for emergency overtime work shall be paid at the overtime rate from the time they are called until the time they return to the place from which they are called.

17.8.5 Employees may take assigned Company vehicles home upon mutual agreement of the Company and Union. This section does not imply the employees’ residence is their reporting headquarters as defined in Section 21.14.

17.8.6 When a Company house becomes available at a power station location, it shall be assigned to an Employee headquartered at that location on the basis of overall Company seniority of Employees eligible for housing, that have not been provided with housing. The Company shall determine eligibility for housing by Employee classification and relating to the operating requirements of the station. Employees provided housing may make arrangements to trade housing among themselves at that station to satisfy family requirements, providing such arrangements are approved by the Company.

18.0 WORKING RULES FOR STORES DEPARTMENT

18.1 A Logistics General Foreman is a supervisory employee under the direction of Management who: (a) was formerly a Logistics specialist, (b) manages the operations as assigned.

18.2 A Logistics Specialist is an employee who orders, receives, stores, transports, issues materials, prepares all necessary papers in connection therewith, and is thoroughly familiar with stores routine and account procedures. A Logistics Specialist is an employee who has successfully completed the Logistics Specialist training progression and is required to hold a valid CDL license.

18.3 Hours of the Logistics personnel may be changed to best serve the requirements of the operations. The proper schedule of hours for Logistics Personnel will be determined locally, and they should be so arranged that crews will not be delayed in leaving the warehouse promptly at the beginning of work hours.

18.4 A Logistics Trainee 2 is an employee who has successfully completed the Logistics Specialist training 1 progression.

18.5 Logistics Trainee 1 is an entry-level position, employees must successfully complete the Logistics Specialist training 1 progression.
19.0 METER READERS AND MISCELLANEOUS CLASSIFICATIONS

19.1 A Meter Reader is an Employee who reads customer meters as required. A Meter Reader may also call on customers whose accounts are delinquent to negotiate full or partial payment and to accept and receipt such payments, repair and maintain tools, materials and equipment such as commonly used by Electric Line crews, ordinary building and grounds maintenance and minor repairs in office building and grounds maintenance and minor repairs to office furniture. Employees entering this classification after July 1, 1968, must be capable of driving an automobile and possess and maintain a valid driver's license.

A temporary Meter Reader may be employed to perform necessary meter reading when regular Meter Readers are not available on a straight-time basis or used to perform a regular Meter Reader’s work in order to make the regular Meter Reader available for non-meter reading assignments.

19.2 A Helper's classification shall apply to Employees performing work of a general nature and not covered under regular classifications.

19.3 Field Services Specialist is a qualified non-journeyman employee who performs meter reading, collections/connect/disconnect/removal; replacement or exchange of residential single-phase self-contained meters less than or equal to 200 amps. Utility Specialists currently assigned to perform these duties shall be grandfathered at their present rate of pay and all future positions presently held by Metering Utility Specialist may be bid as Field Services Specialists.

Upgrade to Field Services Specialists will be made by qualified employees by seniority.

The following criteria shall be followed in awarding Field Services Specialist jobs; First, by Journeymen qualified to perform the duties in need of placement due to physical limitations (disability placement). Second, by qualified bid.

19.4 A Yard Helper is an Employee who performs work of a general nature, including garage and facilities maintenance, material recycling, sweeping, general cleanup, painting, washing vehicles, pulling weeds, mail delivery, general errands and manual inventory counts. This classification may be used to fill a temporary position, which may include flexible and/or staggered hours. Depending on the operational needs of the work location, it may also be filled as a regular part time or full time position.

20.0 RETIREMENT AND INSURANCE PLANS FOR EMPLOYEES

20.1 The provisions of the Company's Retirement Plan for Employees (approved by the stockholders on October 19, 1948) with respect to retirement of Employees
thereunder will govern and control in any case where conflict might otherwise arise or be claimed to exist between any provision of said Retirement Plan and any provision of this Working Agreement.

20.1(a) The Company will commence additional credits to the existing Savings Plan to transition Employees from the final average pay (FAP) formula defined benefit plan. All Employee interests in the FAP plan will be frozen effective December 31, 2007. Those Employees who have not vested, (five years of service) will continue to earn years of service to satisfy the vesting requirements, however, they will not accrue any additional benefits under the FAP plan.

The Parties agree to the creation of additional contributions, per pay period, to the existing Savings Plan or 401(k) as set forth below:

4.0% contribution on base wages for new hires and rehires on and after January 1, 2012

4.5% contribution on base wages for new hires on and after January 1, 2008

4.5% contribution on base wages for employees <30 years old as of January 1, 2008

5.5% contribution on base wages for employees 30 to 34 years old as of January 1, 2008

6.0% contribution on base wages for employees 35 years old and older as January 1, 2008.

Transition Credits for employees 40 years and older as of January 1, 2008:

4.5% contribution on base wages for 2011

20.2 The Pension Committee appointed under the Plan will give the Union timely notice of any difference of opinion or dispute which may arise between the Pension Committee and any member of the Union with respect to the administration of the Plan as it may affect such Employee, with opportunity for the Union to be heard by the Pension Committee with respect to the disposition of such difference of opinion or dispute. The Union may present proposals for amendment of the Plan for consideration of the Pension Committee.

20.3 The Company will give the Union timely notice of such changes in the Retirement Plan as may be authorized by the Company's Board of Directors.

20.4 The Company has established group accidental death and dismemberment insurance, life insurance tax free reimbursement accounts, and long-term disability income insurance plans. The Company will contribute to these plans in the amounts provided in Sections 20.4.1, 20.4.3, and 20.4.4. The Company will give the Union
timely notice of such changes as may be established in these benefit plans as may be authorized by the Company's Board of Directors and will meet annually with the Union to review the plans and the Union may submit items for consideration by the Company.

20.4 (a) Eligible employees shall be provided certain benefits as more fully set forth in their respective Medical, Dental, Vision, Long Term Disability, and Group Life Insurance or Summary Plan Descriptions.

The Company will provide one negotiated medical plan, which shall be the “HSA Plan” as offered to salaried employees in 2011 and shall not change during the term of this agreement. Additional plans may be offered by the Company. Eligible employees may participate in one of the non-negotiated plans offered by the Company under the same terms and conditions as set forth for all other participants in the particular plan.

Cost sharing for the HSA medical plan will be as follows:
   a. No change in plan design or cost sharing until December 31, 2011
   b. Effective January 1, 2012: 90% Company / 10% employee
   c. Effective June 1, 2012, and for the duration of this agreement: 80% Company / 20% employee

Employees participating in salaried (non-HSA) medical plans shall not experience a change in plan design or cost sharing until December 31, 2011, after which the terms and conditions shall be as set forth for all other participants in those particular plans.

20.4 (b) Health and Welfare Trust The Union and Company agree to establish a committee charged with performing due diligence relative to investigating and evaluating the viability of Local 659 represented employees of PacifiCorp becoming participants and beneficiaries of a health and welfare trust option. The committee shall consist of at least two union representatives and two company representatives, and shall commence its activities no later than January 1, 2012. As is the case in any matter the union desires the company to consider during the term of a labor agreement, the union is free to propose moving to a trust. Upon presentation of such a proposal, the company agrees to meet with the union to determine if it is willing to make a mid-term change or otherwise open up the agreement and if so under what terms and conditions. Should either party be disinclined to negotiate changes in medical benefits, this language creates no such requirement.

20.4 (c) The Union and Company agree to establish an Insurance committee, hereinafter referred to as the “Committee” consisting of an equal number of members that shall be appointed by the Union and the Company.

The purpose of the committee is to provide a forum for the free and open exchange of information and statistics on health plan data. The Committee will report to the
Internal Operations Committee of the Company, hereinafter referred to as the "IOC", and may make recommendations relating to health care issues and plan design.

Nothing relating to the establishment of the Committee shall be construed or interpreted as restricting or waiving any legal or contractual rights or obligations by either the Company or the Union.

20.4 (d) All decisions of the Committee shall be made by majority vote of the Committee members at the meeting at which such vote is taken.

20.4 (e) The parties agree that Committee decisions shall not restrict or bind the Company or Local Union in matters relating to the respective collective bargaining agreement. If decisions are intended to be binding, they must be executed with the Local Union pursuant to the collective bargaining agreement.

20.4 (f) Rules for the IOC or the Committee may be amended by majority vote of the Committee and may be terminated by either party giving the other party at least thirty (30) day written notice.

20.4.1 Life Insurance

Continuation of Flex Life as outlined in the summary plan description and open enrollment materials.

20.4.2 Dental and Vision Benefits

The Company shall provide for dental and vision benefit plans which employees shall have the right to participate in. The dental and vision coverage and employee contributions established for each plan shall be in accordance with the employee's election and the rates applied as established by the Company for the participants. The design of the dental and vision plans are not part of the collective bargaining agreement and may be modified by the company. However, the cost sharing formula of 60% company / 40% employee for the dental plan and 50% company / 50% employee for the vision plan shall be considered a part of the collective bargaining agreement.

20.4.3 In the event an active employee dies as a result of a workplace accident, the employees' spouse and Plan eligible dependents will continue to receive medical, vision and dental benefits at no cost to them for the first three (3) years after the accident. Following that time, these benefits will be available at the appropriate "monthly employee rate" for the selected coverage's until the employee would have reached age 55. At that time, the spouse and eligible dependents, if any, would receive retiree medical coverage with the Company subsidy calculated as if the employee had reached age 55 and retired.
20.4.4 Long-Term Disability Benefits

LTDI Plan policy with total cost paid by the Company.

20.5 K Plus Plan

The Company has established a 401-K Plan and ESOP for Employees per the plan document. In addition to the contributions set forth in section 20.1(a) the company shall make the following contributions:

- 50% match on the first 6% of employee contribution (gross pay)
- 2% of employee eligible compensation (gross pay)

For purposes of Section 20.5 gross pay or "eligible compensation" generally includes earnings reported on Form W-2 plus your pretax contributions and any salary reductions related to a flexible benefits plan. It does not include non-cash compensation (such as taxable income from stock options), expense reimbursements, fringe benefits, in-service lump-sum payments for awarded but unused personal time/vacation/sick leave, spot award recognition program awards, certain payments pursuant to collective bargaining, or any severance or other payments for termination of employment, such as retirement bonuses or certain disability benefits.

The vesting rules under the Savings Plan remain unchanged; five years at 20% vesting each year. New employees will be immediately eligible for the enhanced fixed contribution in section 20.1(a) above. The eligibility for the current matching and 2% fixed contribution will remain unchanged.

The Pension Committee will, in a timely manner, provide for a default allocation of funds into an industry recognized appropriate fund should the new employee fail to designate a fund.

20.6 The Company will make a contribution toward the monthly premium cost for each retired Employee who accepts coverage under the Hospital-Medical Coverage Plan provided for retired Employees.

Retiree Medical for New Hires (i.e. hired on or after January 1, 2012)
Employees hired on or after January 1, 2012 will not be eligible for subsidized retiree medical benefits upon reaching age 55 with 10 years of service. Subject to plan rules of eligibility, these employees will have unsubsidized access to such retiree benefits.

Retiree Medical for employees hired on or after January 1, 2008 but before January 1, 2012 will be eligible for subsidized retiree medical until age 65 or Medicare eligible whichever comes first, after attaining age 55 and ten years if service.

Retiree Medical for employees hired before January 1, 2008
Employees hired before 1/1/08 will be eligible for a subsidized retiree medical benefit after attaining age 55 and five years if service.

<table>
<thead>
<tr>
<th>Company Maximum Contribution</th>
<th>Age and Service</th>
<th>90</th>
<th>85</th>
<th>80</th>
<th>75</th>
<th>70</th>
<th>65</th>
<th>60</th>
</tr>
</thead>
<tbody>
<tr>
<td>• One Person</td>
<td>Company Subsidy</td>
<td>$450</td>
<td>$400</td>
<td>$350</td>
<td>$300</td>
<td>$250</td>
<td>$200</td>
<td>$0</td>
</tr>
<tr>
<td>• Two People</td>
<td></td>
<td>$900</td>
<td>$800</td>
<td>$700</td>
<td>$600</td>
<td>$500</td>
<td>$400</td>
<td>$0</td>
</tr>
<tr>
<td>• Three or More People</td>
<td></td>
<td>$1,350</td>
<td>$1,200</td>
<td>$1,050</td>
<td>$900</td>
<td>$750</td>
<td>$600</td>
<td>$0</td>
</tr>
</tbody>
</table>

20.7 The Company will provide accident insurance covering any Employee while a passenger in an aircraft on Company business.

20.8 The Company will pay the premium for Employees covered by California Unemployment Compensation Disability Benefit.

20.9 Leaves of Absence. Leaves of absence for such personal reasons as family illness, jury duty, and military service, will be granted as provided by the Company’s policies which will remain in effect for the term of this Agreement, unless modified by mutual agreement of the parties. Effective September 1, 2011, time off to attend to death in the family or attend a funeral will be taken from accrued vacation balances, subject to approval provisions of section 9.3.

20.10 All regular Employees serving in classifications listed herein and covered by this Agreement shall receive pay at the regular straight-time rate for all time during normal working hours required to be absent from duty in answer to a lawful summons to serve as a juror or witness. Any fees received for such service shall be retained by the employee.

21.0 DEFINITIONS

The following terms have the meaning stated wherever used in this Agreement:

21.1 The probationary period of an Employee is the first six (6) months of his regular employment.

21.2 A regular Employee is one hired for indefinite tenure, not limited at the time of hire by a stated term or for a specific project.

21.3 A temporary Employee is other than a regular Employee and is used as needed. Other than entry level classifications, (Groundman, Helper classifications,
Meter Reader) temporary Employees will be hired in positions subject to bidding only upon mutual consent between the Company and the Union.

21.4 A full-time Employee is one whose regular workweek is forty (40) hours.

21.5 A part-time Employee is one whose regular workweek is less than forty (40) hours.

21.6 A shift worker is an Employee whose daily hours of work rotate from one shift to another periodically and whose duties are continuous from start to end of his shift.

21.7 Regular straight-time rate is that rate payable to an Employee at his primary classification as established by the Company records, except that if an Employee has worked at higher rated classifications in more than one hundred sixty (160) of the last three hundred twenty (320) hours immediately preceding a vacation period, the predominant higher rate shall be considered the "regular straight-time rate" for purposes of vacation, sick leave or other pay.

21.8 A payroll month is a period beginning with the first day of the payroll period established by the Company (presently the twenty-sixth (26th) day of the calendar month) and ending with the last day of such payroll period (now the twenty-fifth (25th) day of the succeeding month).

21.9 A payroll year is the twelve (12) months' period ending with the last day of the final pay period in a year (now the twenty-fifth (25th) day of December).

21.10 Continuous service of an Employee is the period of continuous time worked by him for the Company, beginning with the first day of his most recent continuous employment by the Company. The date of beginning continuous service shall be retained and the term thereof shall remain unbroken in the event of layoff or leave of absence not exceeding his length of prior continuous service, subject to a maximum of two (2) years; provided that the Employee at time of layoff or commencing leave has completed six (6) months of continuous service, or, in the case of a regular, part-time Employee, the equivalent of six (6) months' service. Time spent on approved leave because of disability as defined in Article 10.0 and 11.0 hereof shall be considered as time worked for the purpose of this definition.

21.11 A regular job is a position the duration of which is not limited to a specific project or to a specific term.

21.12 A temporary job is a position which may be established for a specific project, a limited term, on call, or a combination thereof.

21.13 Immediate family shall include the Employee's spouse, children, step-children, parents, step-parents, foster parents, and grandparents of Employee or spouse and brother, sister, son-in-law, daughter-in-law, brother-in-law, or sister-in-law.
21.14 Headquarters is the permanent location where an Employee reports for duty as designated at time of employment or bid, except as provided in Sections 12.4 and 17.7.1 of this Agreement.

21.15 Headquarters area is the area within a five (5) mile radius of a permanent location designated as headquarters, unless specifically modified elsewhere in this Agreement.

21.16

In Domicile: Your current work headquarters
Out of Domicile: A location where you spend the night away from your work headquarters

The per diem for Out of Domicile is the current IRS Per Diem Rate (based on the M&IE allowance calculated by the high-low method) for full days Out of Domicile.

For days of travel, the Employee will be paid at 75% of the per diem rate.

For all days during which a Company provided meal is available, the Employee will be paid at 75% of the per diem rate. The current IRS Per Diem Rate will be posted on Company bulletin boards and electronically on the Company Intranet.

In lieu of company provided lodging, employees may elect to stay with family or friends, not the employees primary or secondary residence, for a business trip that requires an overnight stay, the Company will pay a lodging per diem of $35.00 per night, subject to written pre-approval of management.

Out of domicile expenses when on regular work assignment will be handled as follows:
1. Use company credit card for expenses, reconcile on expense account, or
2. Use company credit card to take cash advance at ATM and reconcile on expense account at end or assignment, or
3. Use personal cash to cover expenses and reconcile on expense account.

21.17 An emergency or emergency condition exists when a customer outage occurs, life or property is endangered and an insufficient number of qualified Employees holding classifications under this Agreement are available.

21.18 An operating area is a geographic grouping of Power Department facilities such that administration as a unit is possible.

21.19 A qualified Switchman is a Journeyman proficient in switching who has completed an apprenticeship or the equivalent that includes switching.
22.0 JOB CLASSIFICATION AND WAGE SCALE

22.0 Effective within thirty (30) days following ratification of this Collective Bargaining Agreement, the following increases are agreed:

Senior Meter Relay Technician  115% lineman rate  
Lead Meter Relay Technician  113% lineman rate  
Journeyman Meter Relay Technician  110% lineman rate  
Control Operator (Hydro)  4.9% spot increase  
Senior Operator (Hydro)  4.6% spot increase  

Effective as noted below, the following general wage increases are agreed:

Journeyman classifications:
   a. 1.85% Within thirty (30) days of ratification,  
b. 2.0% April 26, 2012 in the second year of this agreement  
c. 2.0% April 26, 2013 in the third year of this agreement  
d. 2.0% April 26, 2014 in the fourth year of this agreement, and  
e. 2.0% April 26, 2015 in the fifth year of this agreement

Non-Journeyman classifications:
   a. 1.25% Within thirty (30) days of ratification,  
b. 1.50% April 26, 2012 in the second year of this agreement  
c. 1.50% April 26, 2013 in the third year of this agreement  
d. 1.50% April 26, 2014 in the fourth year of this agreement, and  
e. 1.50% April 26, 2015 in the fifth year of this agreement
## Local 659, IBEW

### 22.0 Wage Schedule and Job Classifications

<table>
<thead>
<tr>
<th>Section</th>
<th>Job Classification</th>
<th>Standard Abbreviation</th>
<th>Job Code</th>
<th>PayScale Group</th>
<th>08/26/11</th>
<th>04/26/12</th>
<th>04/26/13</th>
<th>04/26/14</th>
<th>04/26/15</th>
</tr>
</thead>
<tbody>
<tr>
<td>22.1</td>
<td><strong>Line Maintenance &amp; Construction</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>General Foreman</td>
<td>GEN FMN</td>
<td>5001</td>
<td>9541</td>
<td>44.88</td>
<td>45.78</td>
<td>46.70</td>
<td>47.63</td>
<td>48.58</td>
</tr>
<tr>
<td></td>
<td>Line Foreman</td>
<td>LN FMN</td>
<td>4279</td>
<td>8436</td>
<td>44.03</td>
<td>44.91</td>
<td>45.81</td>
<td>46.73</td>
<td>47.66</td>
</tr>
<tr>
<td></td>
<td>District Line Foreman</td>
<td>DST LN FMN</td>
<td>4284</td>
<td>8437</td>
<td>43.59</td>
<td>44.46</td>
<td>45.35</td>
<td>46.26</td>
<td>47.19</td>
</tr>
<tr>
<td></td>
<td>Construction Line Foreman</td>
<td>CNST LN FMN</td>
<td>4332</td>
<td>8449</td>
<td>43.59</td>
<td>44.46</td>
<td>45.35</td>
<td>46.26</td>
<td>47.19</td>
</tr>
<tr>
<td></td>
<td>Line Working Foreman</td>
<td>LN WG FMN</td>
<td>4288</td>
<td>8438</td>
<td>42.34</td>
<td>43.19</td>
<td>44.05</td>
<td>44.93</td>
<td>45.83</td>
</tr>
<tr>
<td></td>
<td>Journeyman Lineman</td>
<td>LMN JMN</td>
<td>4222</td>
<td>8420</td>
<td>39.45</td>
<td>40.24</td>
<td>41.04</td>
<td>41.86</td>
<td>42.70</td>
</tr>
<tr>
<td></td>
<td>Journeyman Serviceman</td>
<td>SVC MN JMN</td>
<td>4255</td>
<td>8429</td>
<td>39.45</td>
<td>40.24</td>
<td>41.04</td>
<td>41.86</td>
<td>42.70</td>
</tr>
<tr>
<td></td>
<td>District Lineman</td>
<td>DST LMN</td>
<td>4275</td>
<td>8434</td>
<td>40.86</td>
<td>41.68</td>
<td>42.51</td>
<td>43.36</td>
<td>44.23</td>
</tr>
<tr>
<td></td>
<td>Line Patrolman</td>
<td>LN PTLMN</td>
<td>4519</td>
<td>8512</td>
<td>39.45</td>
<td>40.24</td>
<td>41.04</td>
<td>41.86</td>
<td>42.70</td>
</tr>
<tr>
<td></td>
<td>Journeyman Radio Serviceman</td>
<td>RADIO SVC MN JMN</td>
<td>4292</td>
<td>8439</td>
<td>38.19</td>
<td>38.95</td>
<td>39.73</td>
<td>40.52</td>
<td>41.33</td>
</tr>
<tr>
<td></td>
<td>Apprentice Lineman</td>
<td>LMN APTC</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>6th Six Months 90% of Jmn Lmn Rate</td>
<td>6/6 MOS</td>
<td>4246</td>
<td>8426</td>
<td>35.51</td>
<td>36.22</td>
<td>36.94</td>
<td>37.67</td>
<td>38.43</td>
</tr>
<tr>
<td></td>
<td>5th Six Months 84% of Jmn Lmn Rate</td>
<td>5/6 MOS</td>
<td>4242</td>
<td>8425</td>
<td>33.14</td>
<td>33.80</td>
<td>34.47</td>
<td>35.16</td>
<td>35.87</td>
</tr>
<tr>
<td></td>
<td>4th Six Months 80% of Jmn Lmn Rate</td>
<td>4/6 MOS</td>
<td>4238</td>
<td>8424</td>
<td>31.56</td>
<td>32.19</td>
<td>32.83</td>
<td>33.49</td>
<td>34.16</td>
</tr>
<tr>
<td></td>
<td>3rd Six Months 76% of Jmn Lmn Rate</td>
<td>3/6 MOS</td>
<td>4234</td>
<td>8423</td>
<td>29.98</td>
<td>30.58</td>
<td>31.19</td>
<td>31.81</td>
<td>32.45</td>
</tr>
<tr>
<td></td>
<td>2nd Six Months 73% of Jmn Lmn Rate</td>
<td>2/6 MOS</td>
<td>4230</td>
<td>8422</td>
<td>28.80</td>
<td>29.38</td>
<td>29.96</td>
<td>30.56</td>
<td>31.17</td>
</tr>
<tr>
<td></td>
<td>1st Six Months 70% of Jmn Lmn Rate</td>
<td>1/6 MOS</td>
<td>4226</td>
<td>8421</td>
<td>27.62</td>
<td>28.17</td>
<td>28.73</td>
<td>29.30</td>
<td>29.89</td>
</tr>
<tr>
<td></td>
<td>Equipment Man, Heavy</td>
<td>EQ MN HVY</td>
<td>4371</td>
<td>8459</td>
<td>30.38</td>
<td>30.84</td>
<td>31.30</td>
<td>31.77</td>
<td>32.25</td>
</tr>
<tr>
<td></td>
<td>Equipment Man, Line</td>
<td>EQ MN LN</td>
<td>4251</td>
<td>8428</td>
<td>28.18</td>
<td>28.60</td>
<td>29.03</td>
<td>29.47</td>
<td>29.91</td>
</tr>
<tr>
<td></td>
<td>Equipment Man, Light</td>
<td>EQ MN L T</td>
<td>4366</td>
<td>8458</td>
<td>25.67</td>
<td>26.06</td>
<td>26.45</td>
<td>26.85</td>
<td>27.23</td>
</tr>
<tr>
<td></td>
<td>Groundman</td>
<td>GNDMN</td>
<td>4259</td>
<td>8430</td>
<td>23.97</td>
<td>24.33</td>
<td>24.69</td>
<td>25.06</td>
<td>25.44</td>
</tr>
<tr>
<td></td>
<td>3rd Six Months</td>
<td>3/6 MOS</td>
<td>4271</td>
<td>8433</td>
<td>19.89</td>
<td>20.19</td>
<td>20.49</td>
<td>20.80</td>
<td>21.11</td>
</tr>
<tr>
<td></td>
<td>2nd Six Months</td>
<td>2/6 MOS</td>
<td>4267</td>
<td>8432</td>
<td>15.70</td>
<td>15.94</td>
<td>16.18</td>
<td>16.42</td>
<td>16.67</td>
</tr>
<tr>
<td></td>
<td>1st Six Months</td>
<td>1/6 MOS</td>
<td>4263</td>
<td>8431</td>
<td>12.53</td>
<td>12.72</td>
<td>12.91</td>
<td>13.10</td>
<td>13.30</td>
</tr>
</tbody>
</table>
## Line Maintenance & Construction (Cont.)

<table>
<thead>
<tr>
<th>Job Classification</th>
<th>Standard Abbreviation</th>
<th>Job Code</th>
<th>PayScale Group</th>
<th>08/26/11</th>
<th>04/26/12</th>
<th>04/26/13</th>
<th>04/26/14</th>
<th>04/26/15</th>
</tr>
</thead>
<tbody>
<tr>
<td>Utility Specialist</td>
<td>UTILITY SPCLST</td>
<td>7901</td>
<td></td>
<td>26.45</td>
<td>26.85</td>
<td>27.25</td>
<td>27.66</td>
<td>28.07</td>
</tr>
<tr>
<td>Site Agent</td>
<td>SITE AGNT</td>
<td>5867</td>
<td></td>
<td>40.24</td>
<td>41.04</td>
<td>41.86</td>
<td>42.70</td>
<td>43.55</td>
</tr>
<tr>
<td>102% of Journeyman Lineman Rate</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>District Estimator</td>
<td>DST ESTR</td>
<td>5942</td>
<td></td>
<td>39.06</td>
<td>39.84</td>
<td>40.63</td>
<td>41.44</td>
<td>42.27</td>
</tr>
<tr>
<td>99% of Journeyman Lineman Rate</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Estimator, Senior</td>
<td>ESTR SR</td>
<td>2404</td>
<td>8547</td>
<td>37.87</td>
<td>38.63</td>
<td>39.40</td>
<td>40.19</td>
<td>40.99</td>
</tr>
<tr>
<td>96% of Journeyman Lineman Rate</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Journeyman Estimator</td>
<td>ESTR JMN</td>
<td>2384</td>
<td>8540</td>
<td>37.48</td>
<td>38.23</td>
<td>38.99</td>
<td>39.77</td>
<td>40.57</td>
</tr>
<tr>
<td>95% of Journeyman Lineman Rate</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Estimator, Apprentice</td>
<td>ESTR APTC</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>6th Six Mos 90% of Jmn Estr Rate</td>
<td>6/6 MOS</td>
<td>2401</td>
<td>8546</td>
<td>33.73</td>
<td>34.41</td>
<td>35.09</td>
<td>35.79</td>
<td>36.51</td>
</tr>
<tr>
<td>5th Six Mos 84% of Jmn Estr Rate</td>
<td>5/6 MOS</td>
<td>2398</td>
<td>8545</td>
<td>31.48</td>
<td>32.11</td>
<td>32.75</td>
<td>33.41</td>
<td>34.08</td>
</tr>
<tr>
<td>4th Six Mos 80% of Jmn Estr Rate</td>
<td>4/6 MOS</td>
<td>2396</td>
<td>8544</td>
<td>29.98</td>
<td>30.58</td>
<td>31.19</td>
<td>31.82</td>
<td>32.46</td>
</tr>
<tr>
<td>3rd Six Mos 76% of Jmn Estr Rate</td>
<td>3/6 MOS</td>
<td>2393</td>
<td>8543</td>
<td>28.48</td>
<td>29.05</td>
<td>29.63</td>
<td>30.23</td>
<td>30.83</td>
</tr>
<tr>
<td>2nd Six Mos 73% of Jmn Estr Rate</td>
<td>2/6 MOS</td>
<td>2390</td>
<td>8542</td>
<td>27.36</td>
<td>27.91</td>
<td>28.46</td>
<td>29.03</td>
<td>29.62</td>
</tr>
<tr>
<td>1st Six Mos 70% of Jmn Estr Rate</td>
<td>1/6 MOS</td>
<td>2387</td>
<td>8541</td>
<td>26.24</td>
<td>26.76</td>
<td>27.29</td>
<td>27.84</td>
<td>28.40</td>
</tr>
<tr>
<td>Service Coordinator A</td>
<td>OPS CLK A</td>
<td>2448</td>
<td>9170</td>
<td>23.36</td>
<td>23.71</td>
<td>24.07</td>
<td>24.43</td>
<td>24.80</td>
</tr>
<tr>
<td>Service Coordinator B</td>
<td>OPS CLK B</td>
<td>2456</td>
<td>9172</td>
<td>21.40</td>
<td>21.72</td>
<td>22.05</td>
<td>22.38</td>
<td>22.72</td>
</tr>
<tr>
<td>Service Coordinator C</td>
<td>OPS CLK C</td>
<td>2464</td>
<td>9174</td>
<td>19.54</td>
<td>19.83</td>
<td>20.13</td>
<td>20.43</td>
<td>20.74</td>
</tr>
<tr>
<td>Service Coordinator D</td>
<td>OPS CLK D</td>
<td>2472</td>
<td>9176</td>
<td>17.70</td>
<td>17.97</td>
<td>18.24</td>
<td>18.51</td>
<td>18.79</td>
</tr>
<tr>
<td>Utility Clerk</td>
<td>UTLY CLK</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2nd Year and After</td>
<td>2/YR</td>
<td>2413</td>
<td>8550</td>
<td>26.69</td>
<td>27.09</td>
<td>27.50</td>
<td>27.91</td>
<td>28.33</td>
</tr>
<tr>
<td>1st Year</td>
<td>1/YR</td>
<td>2410</td>
<td>8549</td>
<td>25.21</td>
<td>25.59</td>
<td>25.97</td>
<td>26.36</td>
<td>26.76</td>
</tr>
<tr>
<td>Service Dispatcher</td>
<td>SVC DSPR</td>
<td>4321</td>
<td>8446</td>
<td>35.26</td>
<td>35.97</td>
<td>36.69</td>
<td>37.42</td>
<td>38.17</td>
</tr>
<tr>
<td>Service Dispatcher (Transmission)</td>
<td>SVC DSPR TRNSM</td>
<td>4325</td>
<td>8447</td>
<td>35.84</td>
<td>36.56</td>
<td>37.29</td>
<td>38.04</td>
<td>38.80</td>
</tr>
<tr>
<td>Area Operations Clerk</td>
<td>AREA OPS CLK</td>
<td>2564</td>
<td>9196</td>
<td>25.67</td>
<td>26.06</td>
<td>26.45</td>
<td>26.85</td>
<td>27.25</td>
</tr>
<tr>
<td>Section</td>
<td>Job Classification</td>
<td>Standard Abbreviation</td>
<td>Job Code</td>
<td>PayScale</td>
<td>08/26/11</td>
<td>04/26/12</td>
<td>04/26/13</td>
<td>04/26/14</td>
</tr>
<tr>
<td>---------------</td>
<td>----------------------------------</td>
<td>-----------------------</td>
<td>----------</td>
<td>---------</td>
<td>----------</td>
<td>----------</td>
<td>----------</td>
<td>----------</td>
</tr>
<tr>
<td><strong>22.2</strong></td>
<td><strong>Station Construction &amp; Maintenance</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>x Wireman Foreman</td>
<td>WMN FMN</td>
<td>4312</td>
<td>8444</td>
<td>44.03</td>
<td>44.91</td>
<td>45.81</td>
<td>46.73</td>
</tr>
<tr>
<td></td>
<td>x Wireman Working Foreman</td>
<td>WMN WG FMN</td>
<td>4317</td>
<td>8445</td>
<td>42.34</td>
<td>43.19</td>
<td>44.05</td>
<td>44.93</td>
</tr>
<tr>
<td></td>
<td>Journeyman Station Wireman</td>
<td>STA WMN JMN</td>
<td>4338</td>
<td>8450</td>
<td>39.45</td>
<td>40.24</td>
<td>41.04</td>
<td>41.86</td>
</tr>
<tr>
<td></td>
<td>Apprentice Station Wireman</td>
<td>STA WMN APTC</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>6th Six Months 90% of Jmn Sta Wmn Rate</td>
<td>6/6 MOS</td>
<td>4362</td>
<td>8456</td>
<td>35.51</td>
<td>36.22</td>
<td>36.94</td>
<td>37.67</td>
</tr>
<tr>
<td></td>
<td>5th Six Months 84% of Jmn Sta Wmn Rate</td>
<td>5/6 MOS</td>
<td>4358</td>
<td>8455</td>
<td>33.14</td>
<td>33.80</td>
<td>34.47</td>
<td>35.16</td>
</tr>
<tr>
<td></td>
<td>4th Six Months 80% of Jmn Sta Wmn Rate</td>
<td>4/6 MOS</td>
<td>4354</td>
<td>8454</td>
<td>31.56</td>
<td>32.19</td>
<td>32.83</td>
<td>33.49</td>
</tr>
<tr>
<td></td>
<td>3rd Six Months 76% of Jmn Sta Wmn Rate</td>
<td>3/6 MOS</td>
<td>4350</td>
<td>8453</td>
<td>29.98</td>
<td>30.58</td>
<td>31.19</td>
<td>31.81</td>
</tr>
<tr>
<td></td>
<td>2nd Six Months 73% of Jmn Sta Wmn Rate</td>
<td>2/6 MOS</td>
<td>4346</td>
<td>8452</td>
<td>28.80</td>
<td>29.38</td>
<td>29.96</td>
<td>30.56</td>
</tr>
<tr>
<td></td>
<td>1st Six Months 70% of Jmn Sta Wmn Rate</td>
<td>1/6 MOS</td>
<td>4341</td>
<td>8451</td>
<td>27.62</td>
<td>28.17</td>
<td>28.73</td>
<td>29.30</td>
</tr>
<tr>
<td></td>
<td>Journeyman Substation Foreman (upgrade)</td>
<td>SUB JMN FMN</td>
<td>8492</td>
<td>9549</td>
<td>44.02</td>
<td>44.90</td>
<td>45.80</td>
<td>46.72</td>
</tr>
<tr>
<td></td>
<td>Journeyman Substation Working Foreman</td>
<td>SUB JMN WKG-</td>
<td>2839</td>
<td>9297</td>
<td>42.95</td>
<td>43.81</td>
<td>44.69</td>
<td>45.58</td>
</tr>
<tr>
<td></td>
<td>107.35% of Journeyman Substation Rate</td>
<td>FMN</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Journeyman Substation</td>
<td>SUB JMN</td>
<td>2835</td>
<td>9296</td>
<td>40.01</td>
<td>40.81</td>
<td>41.63</td>
<td>42.46</td>
</tr>
<tr>
<td></td>
<td>Apprentice Substation</td>
<td>SUB APTC</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>6th Six Months 90% of Sub Jmn Rate</td>
<td>6/6 MOS</td>
<td>5247</td>
<td>4547</td>
<td>36.01</td>
<td>36.73</td>
<td>37.47</td>
<td>38.21</td>
</tr>
<tr>
<td></td>
<td>5th Six Months 84% of Sub Jmn Rate</td>
<td>5/6 MOS</td>
<td>5246</td>
<td>4546</td>
<td>33.61</td>
<td>34.28</td>
<td>34.97</td>
<td>35.67</td>
</tr>
<tr>
<td></td>
<td>4th Six Months 80% of Sub Jmn Rate</td>
<td>4/6 MOS</td>
<td>5245</td>
<td>4545</td>
<td>32.01</td>
<td>32.65</td>
<td>33.30</td>
<td>33.97</td>
</tr>
<tr>
<td></td>
<td>3rd Six Months 76% of Sub Jmn Rate</td>
<td>3/6 MOS</td>
<td>5244</td>
<td>4544</td>
<td>30.41</td>
<td>31.02</td>
<td>31.64</td>
<td>32.27</td>
</tr>
<tr>
<td></td>
<td>2nd Six Months 73% of Sub Jmn Rate</td>
<td>2/6 MOS</td>
<td>5243</td>
<td>4543</td>
<td>29.21</td>
<td>29.79</td>
<td>30.39</td>
<td>31.00</td>
</tr>
<tr>
<td></td>
<td>1st Six Months 70% of Sub Jmn Rate</td>
<td>1/6 MOS</td>
<td>5242</td>
<td>4542</td>
<td>28.01</td>
<td>28.57</td>
<td>29.14</td>
<td>29.72</td>
</tr>
<tr>
<td><strong>22.3</strong></td>
<td><strong>Meter and Transformer</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>x Meter Working Foreman</td>
<td>MTR WG FMN</td>
<td>4468</td>
<td>8495</td>
<td>42.34</td>
<td>43.19</td>
<td>44.05</td>
<td>44.93</td>
</tr>
<tr>
<td></td>
<td>x District Meter</td>
<td>DST MTRMN</td>
<td>4480</td>
<td>8499</td>
<td>40.88</td>
<td>41.70</td>
<td>42.53</td>
<td>43.38</td>
</tr>
<tr>
<td></td>
<td>Journeyman Meter</td>
<td>MTRMN JMN</td>
<td>4483</td>
<td>8500</td>
<td>39.45</td>
<td>40.24</td>
<td>41.04</td>
<td>41.86</td>
</tr>
<tr>
<td></td>
<td>Apprentice Meter</td>
<td>MTRMN APTC</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>6th Six Months 90% of Jmn Mtrmn Rate</td>
<td>6/6 MOS</td>
<td>4501</td>
<td>8506</td>
<td>35.51</td>
<td>36.22</td>
<td>36.94</td>
<td>37.67</td>
</tr>
<tr>
<td></td>
<td>5th Six Months 84% of Jmn Mtrmn Rate</td>
<td>5/6 MOS</td>
<td>4498</td>
<td>8505</td>
<td>33.14</td>
<td>33.80</td>
<td>34.47</td>
<td>35.16</td>
</tr>
<tr>
<td></td>
<td>4th Six Months 80% of Jmn Mtrmn Rate</td>
<td>4/6 MOS</td>
<td>4495</td>
<td>8504</td>
<td>31.56</td>
<td>32.19</td>
<td>32.83</td>
<td>33.49</td>
</tr>
<tr>
<td></td>
<td>3rd Six Months 76% of Jmn Mtrmn Rate</td>
<td>3/6 MOS</td>
<td>4492</td>
<td>8503</td>
<td>29.98</td>
<td>30.58</td>
<td>31.19</td>
<td>31.81</td>
</tr>
<tr>
<td></td>
<td>2nd Six Months 73% of Jmn Mtrmn Rate</td>
<td>2/6 MOS</td>
<td>4489</td>
<td>8502</td>
<td>28.80</td>
<td>29.38</td>
<td>29.96</td>
<td>30.56</td>
</tr>
<tr>
<td></td>
<td>1st Six Months 70% of Jmn Mtrmn Rate</td>
<td>1/6 MOS</td>
<td>4486</td>
<td>8501</td>
<td>27.62</td>
<td>28.17</td>
<td>28.73</td>
<td>29.30</td>
</tr>
<tr>
<td>Section</td>
<td>Job Classification</td>
<td>Standard Abbreviation</td>
<td>Job Code</td>
<td>PayScale Group</td>
<td>08/26/11</td>
<td>04/26/12</td>
<td>04/26/13</td>
<td>04/26/14</td>
</tr>
<tr>
<td>---------</td>
<td>-----------------------------------------------</td>
<td>-----------------------</td>
<td>----------</td>
<td>----------------</td>
<td>----------</td>
<td>----------</td>
<td>----------</td>
<td>----------</td>
</tr>
<tr>
<td>22.3</td>
<td><strong>Meter and Transformer (Cont.)</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Single Phase Metering Specialist</td>
<td>SPMS</td>
<td>1578</td>
<td>1578</td>
<td>28.80</td>
<td>29.38</td>
<td>29.96</td>
<td>30.56</td>
</tr>
<tr>
<td></td>
<td>73% of Jmn Mtrmn Rate</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>1st Six Months 70% of Jmn Mtrmn Rate</td>
<td>1/6 MOS</td>
<td>1579</td>
<td>1579</td>
<td>27.62</td>
<td>28.17</td>
<td>28.73</td>
<td>29.30</td>
</tr>
<tr>
<td></td>
<td>Transformer Repairman Foreman</td>
<td>TRSFMR RPMN FMN</td>
<td>4510</td>
<td>8509</td>
<td>43.25</td>
<td>44.12</td>
<td>45.00</td>
<td>45.90</td>
</tr>
<tr>
<td></td>
<td>Journeyman Transformer Repairman</td>
<td>TRSFMR RPMN JMN</td>
<td>4513</td>
<td>8510</td>
<td>39.45</td>
<td>40.24</td>
<td>41.04</td>
<td>41.86</td>
</tr>
<tr>
<td>22.4</td>
<td><strong>Equipment Maintenance</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Garage Mechanic Foreman</td>
<td>GAR MECH FMN</td>
<td>8867</td>
<td>8867</td>
<td>37.30</td>
<td>38.05</td>
<td>38.81</td>
<td>39.59</td>
</tr>
<tr>
<td></td>
<td>Garage Mechanic Foreman GF</td>
<td>GAR MECH FMN GF</td>
<td>2368</td>
<td>8533</td>
<td>40.28</td>
<td>41.09</td>
<td>41.91</td>
<td>42.75</td>
</tr>
<tr>
<td></td>
<td>Garage Mechanic 1/C in Chg A</td>
<td>GAR MECH IN CH A</td>
<td>2370</td>
<td>8534</td>
<td>36.65</td>
<td>37.38</td>
<td>38.13</td>
<td>38.89</td>
</tr>
<tr>
<td></td>
<td>Garage Mechanic 1/C in Chg</td>
<td>GAR MECH IN CH</td>
<td>2373</td>
<td>8535</td>
<td>35.69</td>
<td>36.40</td>
<td>37.13</td>
<td>37.87</td>
</tr>
<tr>
<td></td>
<td>Garage Mechanic 1/C</td>
<td>GAR MECH</td>
<td>2362</td>
<td>8530</td>
<td>34.00</td>
<td>34.68</td>
<td>35.37</td>
<td>36.08</td>
</tr>
<tr>
<td>18.0</td>
<td><strong>Logistics</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Logistics General Foreman</td>
<td>LOG. GEN FMN</td>
<td>8868</td>
<td>8868</td>
<td>34.94</td>
<td>35.46</td>
<td>35.99</td>
<td>36.53</td>
</tr>
<tr>
<td></td>
<td>Logistics Foreman</td>
<td>LOG. FMN</td>
<td>6418</td>
<td>6418</td>
<td>34.34</td>
<td>34.86</td>
<td>35.38</td>
<td>35.91</td>
</tr>
<tr>
<td></td>
<td>Logistics Specialist</td>
<td>LOG. SPCLST</td>
<td>6419</td>
<td>6419</td>
<td>29.85</td>
<td>30.30</td>
<td>30.75</td>
<td>31.21</td>
</tr>
<tr>
<td></td>
<td>Logistics Trainee 2</td>
<td>LOG. TRNEE 2</td>
<td>6421</td>
<td>6421</td>
<td>25.36</td>
<td>25.74</td>
<td>26.13</td>
<td>26.52</td>
</tr>
<tr>
<td></td>
<td>Logistics Trainee 1</td>
<td>LOG. TRNEE 1</td>
<td>6420</td>
<td>6420</td>
<td>22.39</td>
<td>22.73</td>
<td>23.07</td>
<td>23.42</td>
</tr>
<tr>
<td>22.6</td>
<td><strong>Power Operations/Hydro</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Stations</td>
<td>Hydro General Foreman</td>
<td>HY GEN FMN</td>
<td>7905</td>
<td>7905</td>
<td>44.88</td>
<td>45.78</td>
<td>46.70</td>
<td>47.63</td>
</tr>
<tr>
<td></td>
<td>Toketee Shift Differential 3% (Swing)</td>
<td>7905+s</td>
<td>46.23</td>
<td>47.15</td>
<td>48.09</td>
<td>49.05</td>
<td>50.03</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Toketee Shift Differential 5% (Graveyard)</td>
<td>7905+g</td>
<td>47.12</td>
<td>48.07</td>
<td>49.03</td>
<td>50.01</td>
<td>51.01</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Area Operator</td>
<td>OPR AREA</td>
<td>4432</td>
<td>8477</td>
<td>42.46</td>
<td>43.31</td>
<td>44.18</td>
<td>45.06</td>
</tr>
<tr>
<td></td>
<td>Lone Pine</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Toketee</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Prospect</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>K. Falls</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Copco</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Dixonville</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Section</td>
<td>Job Classification</td>
<td>Standard Abbreviation</td>
<td>Job Code</td>
<td>PayScale Group</td>
<td>08/26/11</td>
<td>04/26/12</td>
<td>04/26/13</td>
<td>04/26/14</td>
</tr>
<tr>
<td>-----------------</td>
<td>--------------------------------------------</td>
<td>-----------------------</td>
<td>----------</td>
<td>----------------</td>
<td>-----------</td>
<td>-----------</td>
<td>-----------</td>
<td>-----------</td>
</tr>
<tr>
<td>22.6</td>
<td>Power Operations/Hydro (cont.)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Toketee</td>
<td>x Area Operator Hydro</td>
<td>AREA OPR HYD</td>
<td>3424</td>
<td>9506</td>
<td>42.46</td>
<td>43.31</td>
<td>44.18</td>
<td>45.06</td>
</tr>
<tr>
<td>Prospect</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>JC Boyle</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Albany</td>
<td>x Lead Operator-Dispatcher</td>
<td>LD OPR DSPR</td>
<td>4465</td>
<td>8489</td>
<td>42.46</td>
<td>43.31</td>
<td>44.18</td>
<td>45.06</td>
</tr>
<tr>
<td>Lone Pine</td>
<td>Operator-Dispatcher, Area</td>
<td>OPR DSPR AREA</td>
<td>4411</td>
<td>8469</td>
<td>40.70</td>
<td>41.51</td>
<td>42.34</td>
<td>43.19</td>
</tr>
<tr>
<td>K. Falls</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Albany</td>
<td>Senior Operator</td>
<td>OPR SR</td>
<td>4435</td>
<td>8478</td>
<td>42.57</td>
<td>43.42</td>
<td>44.29</td>
<td>45.18</td>
</tr>
<tr>
<td>Copco 1 &amp; 2</td>
<td>Toketee Shift Differential 3% (Swing)</td>
<td>8478+s</td>
<td>8478</td>
<td>43.85</td>
<td>44.72</td>
<td>45.62</td>
<td>46.53</td>
<td>47.46</td>
</tr>
<tr>
<td>JC Boyle</td>
<td>Toketee Shift Differential 5% (Graveyard)</td>
<td>8478+g</td>
<td>8478</td>
<td>44.70</td>
<td>45.59</td>
<td>46.50</td>
<td>47.43</td>
<td>48.38</td>
</tr>
<tr>
<td>K. Falls</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Prospect (c)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Toketee</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Dixonville</td>
<td>Operator-Dispatcher, District</td>
<td>OPR DSPR DST</td>
<td>4415</td>
<td>8470</td>
<td>39.05</td>
<td>39.83</td>
<td>40.63</td>
<td>41.44</td>
</tr>
<tr>
<td>Copco 2</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>K. Falls</td>
<td>2nd Operator Short Change Relief</td>
<td>OPR SHR CHG RLF</td>
<td>4462</td>
<td>8488</td>
<td>41.66</td>
<td>42.49</td>
<td>43.34</td>
<td>44.21</td>
</tr>
<tr>
<td>Lone Pine</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Albany</td>
<td>Control Operator</td>
<td>CNTL OPR</td>
<td>4438</td>
<td>8479</td>
<td>40.16</td>
<td>40.96</td>
<td>41.78</td>
<td>42.62</td>
</tr>
<tr>
<td>Toketee</td>
<td>Toketee Shift Differential 3% (Swing)</td>
<td>8479+s</td>
<td>8479</td>
<td>41.36</td>
<td>42.19</td>
<td>43.03</td>
<td>43.89</td>
<td>44.77</td>
</tr>
<tr>
<td></td>
<td>Toketee Shift Differential 5% (Graveyard)</td>
<td>8479+g</td>
<td>8479</td>
<td>42.17</td>
<td>43.01</td>
<td>43.87</td>
<td>44.75</td>
<td>45.65</td>
</tr>
<tr>
<td>Section</td>
<td>Job Classification</td>
<td>Standard Abbreviation</td>
<td>Job Code</td>
<td>PayScale Group</td>
<td>08/26/11</td>
<td>04/26/12</td>
<td>04/26/13</td>
<td>04/26/14</td>
</tr>
<tr>
<td>--------------------------</td>
<td>--------------------</td>
<td>-----------------------</td>
<td>----------</td>
<td>----------------</td>
<td>----------</td>
<td>----------</td>
<td>----------</td>
<td>----------</td>
</tr>
<tr>
<td><strong>22.6</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>JC Boyle</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Copco</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Toketee</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Stations</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>JC Boyle</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Westside</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Copco 1</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Copco 2</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Irongate</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Prospect</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Lemolo 1</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Lemolo 2</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Toketee</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Clearwater 1</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Clearwater 2</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Soda Springs</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>All Stations</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Substation Operator</td>
<td>OPR SUB</td>
<td>4429</td>
<td>8475</td>
<td>38.28</td>
<td>39.05</td>
<td>39.83</td>
<td>40.63</td>
<td>41.44</td>
</tr>
<tr>
<td>Hydro Compliance Tech</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Step 3</td>
<td>9797</td>
<td>9797</td>
<td>35.38</td>
<td>36.09</td>
<td>36.81</td>
<td>37.55</td>
<td>38.30</td>
<td></td>
</tr>
<tr>
<td>Step 2</td>
<td>9796</td>
<td>9796</td>
<td>30.07</td>
<td>30.67</td>
<td>31.28</td>
<td>31.91</td>
<td>32.55</td>
<td></td>
</tr>
<tr>
<td>Step 1</td>
<td>9795</td>
<td>9795</td>
<td>26.53</td>
<td>27.06</td>
<td>27.60</td>
<td>28.15</td>
<td>28.71</td>
<td></td>
</tr>
<tr>
<td>Apprentice Operators</td>
<td>OPR APTC</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>5th Six Months 90% of Opr Hydro Rate</td>
<td>5/6 MOS</td>
<td>6069</td>
<td>6069</td>
<td>30.91</td>
<td>31.53</td>
<td>32.16</td>
<td>32.80</td>
<td>33.45</td>
</tr>
<tr>
<td>4th Six Months 84% of Opr Hydro Rate</td>
<td>4/6 MOS</td>
<td>4426</td>
<td>8474</td>
<td>28.85</td>
<td>29.43</td>
<td>30.01</td>
<td>30.61</td>
<td>31.22</td>
</tr>
<tr>
<td>3rd Six Months 80% of Opr Hydro Rate</td>
<td>3/6 MOS</td>
<td>4423</td>
<td>8473</td>
<td>27.47</td>
<td>28.02</td>
<td>28.58</td>
<td>29.15</td>
<td>29.74</td>
</tr>
<tr>
<td>2nd Six Months 76% of Opr Hydro Rate</td>
<td>2/6 MOS</td>
<td>4420</td>
<td>8472</td>
<td>25.10</td>
<td>26.62</td>
<td>27.15</td>
<td>27.69</td>
<td>28.25</td>
</tr>
<tr>
<td>1st Six Months 73% of Opr Hydro Rate</td>
<td>1/6 MOS</td>
<td>4417</td>
<td>8471</td>
<td>25.07</td>
<td>25.57</td>
<td>26.08</td>
<td>26.60</td>
<td>27.13</td>
</tr>
</tbody>
</table>

<p>| 88 |</p>
<table>
<thead>
<tr>
<th>Section</th>
<th>Job Classification</th>
<th>Standard Abbreviation</th>
<th>Job Code</th>
<th>PayScale Group</th>
<th>08/26/11</th>
<th>04/26/12</th>
<th>04/26/13</th>
<th>04/26/14</th>
<th>04/26/15</th>
</tr>
</thead>
<tbody>
<tr>
<td>22.6</td>
<td><strong>Power Operations/Hydro (cont.)</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Journeyman Operator Maintenance</td>
<td>JMN OPR MTC</td>
<td>7900</td>
<td>7900</td>
<td>35.38</td>
<td>36.09</td>
<td>36.81</td>
<td>37.55</td>
<td>38.30</td>
</tr>
<tr>
<td></td>
<td>Apprentice Operator Maintenance</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>6th six months 90% of JOM rate</td>
<td>OPR MTC APPR 6/6</td>
<td>9897</td>
<td>9897</td>
<td>31.84</td>
<td>32.48</td>
<td>33.13</td>
<td>33.80</td>
<td>34.47</td>
</tr>
<tr>
<td></td>
<td>5th six months 84% of JOM rate</td>
<td>OPR MTC APPR 5/6</td>
<td>9896</td>
<td>9897</td>
<td>29.72</td>
<td>30.32</td>
<td>30.92</td>
<td>31.54</td>
<td>32.17</td>
</tr>
<tr>
<td></td>
<td>4th six months 80% of JOM rate</td>
<td>OPR MTC APPR 4/6</td>
<td>7899</td>
<td>7899</td>
<td>28.30</td>
<td>28.87</td>
<td>29.45</td>
<td>30.04</td>
<td>30.64</td>
</tr>
<tr>
<td></td>
<td>3rd six months 76% of JOM rate</td>
<td>OPR MTC APPR 3/6</td>
<td>7898</td>
<td>7898</td>
<td>26.89</td>
<td>27.43</td>
<td>27.98</td>
<td>28.54</td>
<td>29.11</td>
</tr>
<tr>
<td></td>
<td>2nd six months 73% of JOM rate</td>
<td>OPR MTC APPR 2/6</td>
<td>7897</td>
<td>7897</td>
<td>25.83</td>
<td>26.35</td>
<td>26.87</td>
<td>27.41</td>
<td>27.96</td>
</tr>
<tr>
<td></td>
<td>1st six months 70% of JOM rate</td>
<td>OPR MTC APPR 1/6</td>
<td>7896</td>
<td>7896</td>
<td>24.77</td>
<td>25.26</td>
<td>25.77</td>
<td>26.29</td>
<td>26.81</td>
</tr>
<tr>
<td></td>
<td>Apprentice Qualified 60% of JOM rate</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>22.7</td>
<td><strong>Power Equipment Maintenance, Test &amp; Communications</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Substation General Foreman</td>
<td>GEN FMN (SUBST)</td>
<td>7902</td>
<td>7902</td>
<td>46.16</td>
<td>47.08</td>
<td>48.02</td>
<td>48.98</td>
<td>49.96</td>
</tr>
<tr>
<td></td>
<td>117% of Journeyman Lineman Rate</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>x Senior Station Meter &amp; Relay Technician</td>
<td>STA M&amp;R TECH SR</td>
<td>4444</td>
<td>8482</td>
<td>45.37</td>
<td>46.28</td>
<td>47.20</td>
<td>48.14</td>
<td>49.11</td>
</tr>
<tr>
<td></td>
<td>115% of Journeyman Lineman Rate</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Lead Station Meter &amp; Relay Technician</td>
<td>STA M&amp;R TECH LD</td>
<td>4447</td>
<td>8483</td>
<td>44.58</td>
<td>45.47</td>
<td>46.38</td>
<td>47.30</td>
<td>48.25</td>
</tr>
<tr>
<td></td>
<td>113% of Journeyman Lineman Rate</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Journeyman Station Meter &amp; Relay Technician</td>
<td>STA M&amp;R TECH JMN</td>
<td>4450</td>
<td>8484</td>
<td>43.40</td>
<td>44.26</td>
<td>45.14</td>
<td>46.05</td>
<td>46.97</td>
</tr>
<tr>
<td></td>
<td>110% of Journeyman Lineman Rate</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Assistant Station Meter &amp; Relay Technician</td>
<td>STA M&amp;R TECH ASST</td>
<td>4453</td>
<td>8485</td>
<td>39.45</td>
<td>40.24</td>
<td>41.04</td>
<td>41.86</td>
<td>42.70</td>
</tr>
<tr>
<td></td>
<td>100% of Journeyman Lineman Rate</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>x Senior Communications Technician</td>
<td>COM TECH SR</td>
<td>4456</td>
<td>8486</td>
<td>44.58</td>
<td>45.47</td>
<td>46.38</td>
<td>47.30</td>
<td>48.25</td>
</tr>
<tr>
<td></td>
<td>113% of Journeyman Lineman Rate</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Communications Technician</td>
<td>COM TECH</td>
<td>4459</td>
<td>8487</td>
<td>42.61</td>
<td>43.46</td>
<td>44.32</td>
<td>45.21</td>
<td>46.12</td>
</tr>
<tr>
<td></td>
<td>108% of Journeyman Lineman Rate</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Assistant Communications Technician</td>
<td>COM TECH ASST</td>
<td>3927</td>
<td>8339</td>
<td>39.45</td>
<td>40.24</td>
<td>41.04</td>
<td>41.86</td>
<td>42.70</td>
</tr>
</tbody>
</table>

Note: If an employee awarded a vacancy in an Assistant Technician classification has a pay rate higher than the Assistant Technician rate, he will continue to receive his prior rate, but in no case more than the Journeyman Lineman Wireman rate.
<table>
<thead>
<tr>
<th>Section</th>
<th>Job Classification</th>
<th>Standard Abbreviation</th>
<th>Job Code</th>
<th>PayScale Group</th>
<th>08/26/11</th>
<th>04/26/12</th>
<th>04/26/13</th>
<th>04/26/14</th>
<th>04/26/15</th>
</tr>
</thead>
<tbody>
<tr>
<td>22.7</td>
<td><strong>Power Equipment Maintenance, Test &amp; Communications (cont.)</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Electrician Foreman</td>
<td>ELCN FMN</td>
<td>4407</td>
<td>8468</td>
<td>43.25</td>
<td>44.12</td>
<td>45.00</td>
<td>45.90</td>
<td>46.82</td>
</tr>
<tr>
<td></td>
<td>Electrician Working Foreman</td>
<td>ELCN WG FMN</td>
<td>4403</td>
<td>8467</td>
<td>41.93</td>
<td>42.77</td>
<td>43.63</td>
<td>44.50</td>
<td>45.39</td>
</tr>
<tr>
<td></td>
<td>High Voltage and Safety Equipment Tester</td>
<td>ELCN JMN</td>
<td>2428</td>
<td>9164</td>
<td>38.19</td>
<td>38.95</td>
<td>39.73</td>
<td>40.52</td>
<td>41.33</td>
</tr>
<tr>
<td></td>
<td>Lead High Voltage and Safety Equipment Tester</td>
<td>LD HG VLTG SFTY</td>
<td>6917</td>
<td>6917</td>
<td>41.18</td>
<td>42.00</td>
<td>42.84</td>
<td>43.70</td>
<td>44.57</td>
</tr>
<tr>
<td>22.8</td>
<td><strong>Miscellaneous</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Journeyman Plant Mechanic Hydro</td>
<td>PLT MECH JMN HYD</td>
<td>4516</td>
<td>8511</td>
<td>40.84</td>
<td>41.66</td>
<td>42.49</td>
<td>43.34</td>
<td>44.21</td>
</tr>
<tr>
<td></td>
<td>Journeyman Plant Mechanic Hydro B</td>
<td>PLT MECH JMN HYD B</td>
<td>3844</td>
<td>8318</td>
<td>38.19</td>
<td>38.95</td>
<td>39.73</td>
<td>40.52</td>
<td>41.33</td>
</tr>
<tr>
<td></td>
<td>Plant Mechanic Hydro B Trainee</td>
<td>PLT MECH HYD B TRN</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>6th Six Months 90% of Jmn Plt Mech Rate</td>
<td>6/6 MOS</td>
<td>3840</td>
<td>8317</td>
<td>34.37</td>
<td>35.06</td>
<td>35.76</td>
<td>36.47</td>
<td>37.20</td>
</tr>
<tr>
<td></td>
<td>5th Six Months 84% of Jmn Plt Mech Rate</td>
<td>5/6 MOS</td>
<td>3836</td>
<td>8316</td>
<td>32.08</td>
<td>32.72</td>
<td>33.37</td>
<td>34.04</td>
<td>34.72</td>
</tr>
<tr>
<td></td>
<td>4th Six Months 80% of Jmn Plt Mech Rate</td>
<td>4/6 MOS</td>
<td>3832</td>
<td>8315</td>
<td>30.55</td>
<td>31.16</td>
<td>31.78</td>
<td>32.42</td>
<td>33.06</td>
</tr>
<tr>
<td></td>
<td>3rd Six Months 76% of Jmn Plt Mech Rate</td>
<td>3/6 MOS</td>
<td>3828</td>
<td>8314</td>
<td>29.02</td>
<td>29.60</td>
<td>30.19</td>
<td>30.80</td>
<td>31.41</td>
</tr>
<tr>
<td></td>
<td>2nd Six Months 73% of Jmn Plt Mech Rate</td>
<td>2/6 MOS</td>
<td>3824</td>
<td>8313</td>
<td>27.88</td>
<td>28.43</td>
<td>29.00</td>
<td>29.58</td>
<td>30.17</td>
</tr>
<tr>
<td></td>
<td>1st Six Months 70% of Jmn Plt Mech Rate</td>
<td>1/6 MOS</td>
<td>3820</td>
<td>8312</td>
<td>26.73</td>
<td>27.27</td>
<td>27.81</td>
<td>28.36</td>
<td>28.93</td>
</tr>
<tr>
<td></td>
<td>Plant Repairman Foreman</td>
<td>PLT RPMN FMN</td>
<td>2487</td>
<td>9180</td>
<td>33.00</td>
<td>33.66</td>
<td>34.33</td>
<td>35.02</td>
<td>35.72</td>
</tr>
<tr>
<td></td>
<td>Plant Repairman</td>
<td>PLT RPMN</td>
<td>4531</td>
<td>8516</td>
<td>30.56</td>
<td>31.17</td>
<td>31.79</td>
<td>32.43</td>
<td>33.08</td>
</tr>
<tr>
<td></td>
<td><strong>Asst Plant Repairman Thereafter</strong></td>
<td>PLT RPMN ASST</td>
<td>4537</td>
<td>8518</td>
<td>26.85</td>
<td>27.39</td>
<td>27.94</td>
<td>28.50</td>
<td>29.07</td>
</tr>
<tr>
<td></td>
<td>1st Year</td>
<td>IST YR</td>
<td>4534</td>
<td>8517</td>
<td>25.33</td>
<td>25.84</td>
<td>26.36</td>
<td>26.89</td>
<td>27.43</td>
</tr>
<tr>
<td></td>
<td>Canal Patrolman</td>
<td>CANAL PTLMN</td>
<td>4522</td>
<td>8513</td>
<td>23.95</td>
<td>24.31</td>
<td>24.67</td>
<td>25.04</td>
<td>25.42</td>
</tr>
<tr>
<td></td>
<td>Crane Operator</td>
<td>CRN OPR</td>
<td>2377</td>
<td>8537</td>
<td>30.56</td>
<td>31.17</td>
<td>31.79</td>
<td>32.43</td>
<td>33.08</td>
</tr>
<tr>
<td></td>
<td>Hoistman</td>
<td>HSTMN</td>
<td>2375</td>
<td>8536</td>
<td>28.06</td>
<td>28.48</td>
<td>28.91</td>
<td>29.34</td>
<td>29.78</td>
</tr>
<tr>
<td></td>
<td>Field Collection Representative</td>
<td>FLD COLL REP</td>
<td>2416</td>
<td>8553</td>
<td>27.27</td>
<td>27.68</td>
<td>28.10</td>
<td>28.52</td>
<td>28.95</td>
</tr>
<tr>
<td></td>
<td>Field Services Specialist</td>
<td>FLD SER SPEC</td>
<td>8869</td>
<td>8869</td>
<td>22.99</td>
<td>23.33</td>
<td>23.68</td>
<td>24.04</td>
<td>24.40</td>
</tr>
<tr>
<td>Section</td>
<td>Job Classification</td>
<td>Standard Abbreviation</td>
<td>Job Code</td>
<td>PayScale Group</td>
<td>08/26/11</td>
<td>04/26/12</td>
<td>04/26/13</td>
<td>04/26/14</td>
<td>04/26/15</td>
</tr>
<tr>
<td>---------</td>
<td>-------------------</td>
<td>-----------------------</td>
<td>----------</td>
<td>----------------</td>
<td>----------</td>
<td>----------</td>
<td>----------</td>
<td>----------</td>
<td>----------</td>
</tr>
<tr>
<td>22.8</td>
<td>Miscellaneous (cont.)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Meter Reader (A)</td>
<td>MTR RDR A</td>
<td>2492</td>
<td>9181</td>
<td>22.52</td>
<td>22.86</td>
<td>23.20</td>
<td>23.55</td>
<td>23.90</td>
</tr>
<tr>
<td></td>
<td>Meter Reader</td>
<td>MTR RDR</td>
<td>2495</td>
<td>9182</td>
<td>19.32</td>
<td>19.61</td>
<td>19.90</td>
<td>20.20</td>
<td>20.50</td>
</tr>
<tr>
<td></td>
<td>2nd Six Months</td>
<td>2/6 MOS</td>
<td>2505</td>
<td>9184</td>
<td>16.41</td>
<td>16.66</td>
<td>16.91</td>
<td>17.16</td>
<td>17.42</td>
</tr>
<tr>
<td></td>
<td>1st Six Months</td>
<td>1/6 MOS</td>
<td>2516</td>
<td>9186</td>
<td>12.53</td>
<td>12.72</td>
<td>12.91</td>
<td>13.10</td>
<td>13.30</td>
</tr>
<tr>
<td>x</td>
<td>General Labor Foreman</td>
<td>GEN LBR FMN</td>
<td>4528</td>
<td>8515</td>
<td>35.03</td>
<td>35.56</td>
<td>36.09</td>
<td>36.63</td>
<td>37.18</td>
</tr>
<tr>
<td>x</td>
<td>Labor Foreman</td>
<td>LBR FMN</td>
<td>4525</td>
<td>8514</td>
<td>32.81</td>
<td>33.30</td>
<td>33.80</td>
<td>34.31</td>
<td>34.82</td>
</tr>
<tr>
<td></td>
<td>Hydro Repairman (Supervising)</td>
<td>HYD RPMN SUPV</td>
<td>2941</td>
<td>7973</td>
<td>29.65</td>
<td>30.24</td>
<td>30.84</td>
<td>31.46</td>
<td>32.09</td>
</tr>
<tr>
<td></td>
<td>Hydro Repairman</td>
<td>HYD RPMN</td>
<td>3964</td>
<td>8350</td>
<td>28.34</td>
<td>28.91</td>
<td>29.49</td>
<td>30.08</td>
<td>30.68</td>
</tr>
<tr>
<td></td>
<td>Hydro Repairman Trainee</td>
<td>HYD RPMN TRN</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>3rd Six Months</td>
<td>3/6 MOS</td>
<td>3956</td>
<td>8348</td>
<td>21.82</td>
<td>22.26</td>
<td>22.71</td>
<td>23.16</td>
<td>23.62</td>
</tr>
<tr>
<td></td>
<td>2nd Six Months</td>
<td>2/6 MOS</td>
<td>3951</td>
<td>8347</td>
<td>18.69</td>
<td>19.06</td>
<td>19.44</td>
<td>19.83</td>
<td>20.23</td>
</tr>
<tr>
<td></td>
<td>1st Six Months</td>
<td>1/6 MOS</td>
<td>3947</td>
<td>8346</td>
<td>17.08</td>
<td>17.42</td>
<td>17.77</td>
<td>18.13</td>
<td>18.49</td>
</tr>
<tr>
<td></td>
<td>Helper Hydro</td>
<td>HLPR HYD</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Thereafter</td>
<td>THEREAFTER</td>
<td>4308</td>
<td>8443</td>
<td>16.98</td>
<td>17.23</td>
<td>17.49</td>
<td>17.75</td>
<td>18.02</td>
</tr>
<tr>
<td></td>
<td>2nd Six Months</td>
<td>2/6 MOS</td>
<td>4304</td>
<td>8442</td>
<td>16.28</td>
<td>16.52</td>
<td>16.77</td>
<td>17.02</td>
<td>17.28</td>
</tr>
<tr>
<td></td>
<td>1st Six Months</td>
<td>1/6 MOS</td>
<td>4300</td>
<td>8441</td>
<td>12.59</td>
<td>12.78</td>
<td>12.97</td>
<td>13.16</td>
<td>13.36</td>
</tr>
<tr>
<td></td>
<td>Welder</td>
<td>WLDR</td>
<td>4540</td>
<td>8519</td>
<td>34.10</td>
<td>34.61</td>
<td>35.13</td>
<td>35.66</td>
<td>36.19</td>
</tr>
<tr>
<td></td>
<td>Power Saw Operator</td>
<td>PWR SAW OPR</td>
<td>2381</td>
<td>8539</td>
<td>27.78</td>
<td>28.20</td>
<td>28.62</td>
<td>29.05</td>
<td>29.49</td>
</tr>
<tr>
<td></td>
<td>Powderman</td>
<td>PDRMN</td>
<td>4328</td>
<td>8448</td>
<td>28.51</td>
<td>28.94</td>
<td>29.37</td>
<td>29.81</td>
<td>30.26</td>
</tr>
<tr>
<td></td>
<td>Jackhammerman</td>
<td>JHMRMN</td>
<td>2379</td>
<td>8538</td>
<td>27.78</td>
<td>28.20</td>
<td>28.62</td>
<td>29.05</td>
<td>29.49</td>
</tr>
<tr>
<td></td>
<td>Flagger</td>
<td>FLGR</td>
<td>4156</td>
<td>8404</td>
<td>14.81</td>
<td>15.03</td>
<td>15.26</td>
<td>15.49</td>
<td>15.72</td>
</tr>
<tr>
<td></td>
<td>Apprentice Qualified 2nd Year and Thereafter</td>
<td>APTC QUAL 2ND YR/+</td>
<td>4168</td>
<td>8407</td>
<td>25.64</td>
<td>26.16</td>
<td>25.68</td>
<td>27.21</td>
<td>27.76</td>
</tr>
<tr>
<td></td>
<td>1st Year 60% of Jmn Lmn Rate</td>
<td>1ST YR</td>
<td>2847</td>
<td>9306</td>
<td>23.67</td>
<td>24.14</td>
<td>24.62</td>
<td>25.12</td>
<td>25.62</td>
</tr>
<tr>
<td></td>
<td>Yard Helper</td>
<td>YD HLPR</td>
<td>4092</td>
<td>8389</td>
<td>12.59</td>
<td>12.78</td>
<td>12.97</td>
<td>13.16</td>
<td>13.36</td>
</tr>
<tr>
<td>22.9</td>
<td>Tree Trimming and Maintenance</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Tree Trimmer Foreman</td>
<td>TR TRMR FMN</td>
<td>4395</td>
<td>8465</td>
<td>28.81</td>
<td>29.24</td>
<td>29.68</td>
<td>30.13</td>
<td>30.58</td>
</tr>
<tr>
<td></td>
<td>Tree Trimmer</td>
<td>TR TRMR</td>
<td>4375</td>
<td>8460</td>
<td>24.87</td>
<td>25.24</td>
<td>25.62</td>
<td>26.00</td>
<td>26.39</td>
</tr>
<tr>
<td></td>
<td>Tree Trimmer Trainee</td>
<td>TR TRMR TRN</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>4th Six Months</td>
<td>4/6 MOS</td>
<td>4391</td>
<td>8464</td>
<td>22.18</td>
<td>22.51</td>
<td>22.85</td>
<td>23.19</td>
<td>23.54</td>
</tr>
<tr>
<td></td>
<td>3rd Six Months</td>
<td>3/6 MOS</td>
<td>4387</td>
<td>8463</td>
<td>19.70</td>
<td>20.00</td>
<td>20.30</td>
<td>20.60</td>
<td>20.91</td>
</tr>
<tr>
<td></td>
<td>2nd Six Months</td>
<td>2/6 MOS</td>
<td>4383</td>
<td>8462</td>
<td>18.55</td>
<td>18.83</td>
<td>19.11</td>
<td>19.40</td>
<td>19.69</td>
</tr>
<tr>
<td></td>
<td>1st Six Months</td>
<td>1/6 MOS</td>
<td>4379</td>
<td>8461</td>
<td>14.81</td>
<td>15.03</td>
<td>15.26</td>
<td>15.49</td>
<td>15.72</td>
</tr>
<tr>
<td></td>
<td>Helper (Trimmer)</td>
<td>HLPR TRMR</td>
<td>4399</td>
<td>8466</td>
<td>14.81</td>
<td>15.03</td>
<td>15.26</td>
<td>15.49</td>
<td>15.72</td>
</tr>
</tbody>
</table>

(A) Employees in this rate had wages frozen in 1985.
Classifications may be bid as "unassigned".

Classifications may not be filled from secondary bid list as provided by Section 13.7.3.

Area Operations Clerk classification is incumbent Albany only.

Note: Each employee is normally paid the wage rate for his classification as shown in the Working Agreement. There are a few exceptions which, although they affect only a few employees, are listed here to avoid future misunderstandings.

Note: Each employee is normally paid the wage rate for his classification as shown in the Working Agreement. There are a few exceptions which, although they affect only a few employees, are listed here to avoid future misunderstandings.

A. An employee on disability leave or who is paid a special disability rate.

An employee who, upon entering a training program, is paid a frozen rate which will continue without change until the contract rate exceeds the frozen rate.

B. An employee who is hired for temporary summer work during his school vacation period will be paid the beginning rate for the classification in which he is hired for the full period of his summer employment.

D. An employee in a beginning classification (Groundman, Helper classifications, Meter Reader etc.) who bids to another such classification will transfer without loss of time in the progression step or reduction in pay rate, except that such employee must serve six (6) months in the new classification at the step preceding the terminal rate before advancing to the terminal rate. This provision shall not apply to an employee who is listed on the Apprentice Lineman training roster who transfers to the Groundman classification to obtain that required experience before starting his apprentice training. Temporary employees will spend the equivalent of six months (1,040 hours) in each wage progression step.

E. All incumbent Plant Repairmen Foremen, Plant Repairmen, Assistant Plant Repairmen, Crane Operators and General Labor Foremen will be grandfathered at their current rate and classification duties effective August 26, 1997. Should an incumbent Plant Repairman need to upgrade their skills to meet the present Plant Repairman responsibility, they will be given the opportunity to do so during the term of the Agreement (April 26, 1997 thru April 25, 2000). Those who do not wish to upgrade their skills will be redlined at their present rate going into the successor agreement until the Hydro Repairman rate exceeds the frozen rate.

(See #7 of agreement on method of change in Hydro department.)
IN TESTIMONY WHEREOF, the parties hereto have caused this Agreement to be executed by their authorized officers, respectively, as of the day and year first above written.

PACIFIC POWER & LIGHT COMPANY

By: [Signature]
Jeremy Courval
Director, Labor Relations

By: [Signature]
Aaron Gratias
Consultant, Labor Relations

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS,
LOCAL UNION 659

By: [Signature]
Ron Jones
Business Manager
Local 659 IBEW
Preface

to
Letters of Agreement
and
Memorandums of Understanding
Section
of the Labor Agreement

The Company and Union agree that the inclusion of the following Letters of Agreement and Memorandums of Understanding are placed in the Labor Agreement for convenience of the parties and ease of access to employees and managers in the field. These documents are not incorporated by reference into the Labor Agreement and stand on their own merit and terms and conditions.
LETTER OF AGREEMENT
Declared Emergency

The parties agree to create new parameters for working, compensation and employee rest during extended, major restorations efforts. Customer service, FMCSR and employee safety are the foundations for this initiative.

Process
The Director of Field Operations or a higher level of management will be responsible for announcing a Declared Emergency. Once announced, local management will inform each employee directly, if they are assigned to work under the terms of the Declared Emergency. Employees assigned to work on the Declared Emergency shall immediately be placed on the Declared Emergency rules of pay. Section 15.5 does not apply to these rules of pay and no there will be no compounding or “stacking” of paid rest premiums.

Declared Emergency rules apply also apply when employees covered by this agreement are involved in the mutual assistance of other entities (“mutual assistance”).

Employees shall not be required to work any longer than 24 continuous hours unless the restoration will be completed within 4-6 hours after the Declared Emergency has been announced. For every 24 hour period or major fraction thereof, the employee shall be provided eight-hours of paid rest at two times their regular rate. Once restoration is completed and the employees have completed their rest period, they shall return to the appropriate rate as per Article 15, Section 15.4.2 of this Agreement.

Declared Emergency pay begins either:

- Upon notification of the employee by management that he/she will be working under the pay provisions of the Declared Emergency.
- When an Employee is assigned to work on a Declared Emergency out of his/her headquarters pay starts at the time of assignment, including any travel time needed to reach the Declared Emergency location.

Declared Emergency pay ends:

- When the Company notifies an Employee that he/she is released from working the Declared Emergency.

The Employee completes his/her Declared Emergency pay with eight (8) hours paid rest at the Declared Emergency rate of pay (2x – double time). The Company designates when the last paid rest occurs. Employees will not be asked to or directed to exceed 16 hours of continuous duty after the initial declaration of the event.
Instances of excessive on-duty time will be addressed and any need for additional compensation resolved in a Labor/Management forum within 30 days of the Declared Emergency.

Examples:

The examples below are intended to clarify the process around when employees go on and come off the Declared Emergency rules of pay. These examples capture a large percentage of the possible scenarios under the Declared Emergencies.

1. Employees going on Declared Emergency

2. Employees going on Declared Emergency

3. Employees coming off Declared Emergency
4. Employees coming off Declared Emergency

<table>
<thead>
<tr>
<th>PR</th>
<th>2X</th>
<th>2X</th>
<th>2X</th>
<th>Released – No PR</th>
</tr>
</thead>
<tbody>
<tr>
<td>0000</td>
<td>0600</td>
<td>0800</td>
<td>1000</td>
<td>1630</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>End DE</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>15.4.2</td>
<td></td>
</tr>
</tbody>
</table>

5. Employees coming off Declared Emergency

<table>
<thead>
<tr>
<th>PR</th>
<th>2X</th>
<th>PR</th>
<th>2X</th>
<th>Work/Travel</th>
</tr>
</thead>
<tbody>
<tr>
<td>1000</td>
<td>2200</td>
<td>0000</td>
<td>0600</td>
<td>1230</td>
</tr>
<tr>
<td>Work</td>
<td></td>
<td></td>
<td></td>
<td>End DE</td>
</tr>
<tr>
<td>1900</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

6. Employees coming off Declared Emergency

<table>
<thead>
<tr>
<th>PR</th>
<th>1X</th>
<th>1X</th>
</tr>
</thead>
<tbody>
<tr>
<td>0800</td>
<td>0000</td>
<td>0800</td>
</tr>
<tr>
<td></td>
<td>End DE</td>
<td>15.4.2</td>
</tr>
<tr>
<td></td>
<td></td>
<td>1630</td>
</tr>
</tbody>
</table>

Agreed on this 1st day of January, 2008

For IBEW 659:

Ron Jones
Business Manager

For Pacific Power:

Richard G. Lovig
Director, Labor Relations
LETTER OF AGREEMENT

This LETTER OF AGREEMENT, dated April 26, 2011 by and between Pacific Power, hereinafter called the “Company”, and Local Union No. 659 of the International Brotherhood of Electrical Workers, hereinafter called the “Union”, do mutually agree to the terms and provisions of the said Letter of Agreement hereinafter set forth.

The Company and Union recognize a need to continue to utilize temporary employees to meet the interests of both parties. Some of the factors include: (1) to have qualified personnel perform work that is temporary in nature; (2) to have work performed in classifications that will be modified or eliminated as a result of technological advances; (3) to avoid the implementation of the demotion and layoff procedures as a result of adding employees to the regular work force for work that will not continue in the near future; (4) to provide employment security for the regular work force and to maintain the standard of living for such work force; and (5) to work together cooperatively to meet the objectives of both parties.

It is not the intent of the parties to have temporary employees replace permanent employees. Not withstanding any other understanding between the parties, the Company shall not involuntarily layoff any employee for lack of work or to avoid producing a full time work force, when needed, in a department or location where temporary employees are being utilized. No temporary employee working under the terms and conditions of this agreement shall exceed (6) six months of employment in a (12) twelve month period without prior written mutual agreement by and between the Company and the Union.

REQUEST FOR TEMPORARY EMPLOYMENT

When the Company needs temporary employees, Company shall initially request Local 659 refer applicants for such work pursuant to this agreement. The request shall include:

1. The classification needed;
2. Special skills or training required;
3. The work location;
4. The reporting date and who to report to;
5. The duration of the work if known;

CLASSIFICATIONS, QUALIFICATIONS AND PAY RATES

The classifications, qualifications and pay rates shall be those already negotiated by the parties as contained in the collective bargaining agreement unless otherwise specifically agreed to by the parties.

Pay rates shall be single rate with some exceptions identified by separate classification codes. Temporary employees hired will be paid at the top of rate for the classification being hired into if they meet the requirements of this agreement or have worked for 12 consecutive months in the classification.
PRIORITY OF REFERRALS

Applicants for temporary employment at Pacific Power shall be prioritized in the following groups:

1. Previous Pacific Power employees that worked in the same or higher classification in the previous 24 months.

2. Individuals which have worked under a Collective Bargaining Agreement with Local 659 for at least 1 of the previous 3-years; in an equivalent or higher classification and; meet Pacific Power’s qualifications.

3. Individuals which meet Pacific Power’s entry qualifications.

In administering this referral procedure Union will develop procedures to provide a consistent method of referring applicants and assuring that applicants are not discriminated against. This procedure will be consistent with the provisions of Section 3.6 of the Agreement.

REJECTION OF REFERRALS

The Company may reject any referral that is determined by the Company to be unsuitable for employment. The Company may terminate the employment of any temporary employee when determined by the Company that such individual is not suited for continued employment.

Company may also notify the Union in writing of any individual determined by the Company who should not be referred to Pacific Power for employment per the following:

1. Each notification must be in writing to the Union with a copy mailed to the last known address of the individual;

2. The notification will be in effect for one year from the date of receipt by the Union;

3. The notification must be specific as to what classifications an individual is not to be referred to.

Former Pacific Power employees who were discharged for cause and are not eligible for rehire shall not be referred to the Company for temporary employment provided the Union has been notified in writing.

Additionally, the Company shall furnish the Union written confirmation of all temporary hiring and terminations provided for under the provisions of this Agreement.
FAILURE TO COMPLY WITH THIS AGREEMENT

In the event it is determined that the Company failed to comply with the provisions of this agreement that causes any individual to lose any benefit or compensation, such individual will be made whole by the Company for the loss of benefits or compensation.

TEMPORARY STATUS

Temporary employees shall not attain regular status or any entitlements that regular employees have, unless otherwise agreed to by the parties. These temporary employees will not be entitled to Supplemental Benefits other than those agreed upon herein.

COMPENSATION & TERMS

1. Employment shall commence upon orientation or work at the location and time requested by the Company. Pay provisions are those provided for in the collective bargaining agreement between IBEW Local 659 and Pacific Power.

2. The Company may not downgrade employees from the classification requested; however, the Company may upgrade employees in accordance with the Agreement, for a period of time not to exceed a total of one hundred sixty (160) hours during any period of continuous employment. (No temporary employee shall receive an upgrade when a regular qualified employee is available.) Payment in lieu of benefits shall be paid for each hour worked in addition to the hourly wage according to the schedule below:

Journeyman Craft and Above
- An amount equal to 3% of the straight-time hourly rate plus;
- An amount equal to $12.85 per hour (2011).

Non-Journeyman Employees
- An amount equal to 10% of the straight-time rate.

3. Employees paid a straight-time hourly rate of fifteen dollars and one cent ($15.01) or more shall give the Company written authorization to deduct the normal and usual fees uniformly required by the Local Union of its members which includes one and three-quarters percent (1.75%) of gross hourly wages from their paychecks.

Employees paid a straight-time hourly rate of fifteen dollars ($15.00) or less shall give the Company written authorization to deduct the normal and usual fees uniformly required by the Local Union of its members which include one percent (1%) of gross hourly wages from their paychecks.
Fees will be forwarded to the Union at the same time the regular employees’
dues are mailed to Local 659.

4. Employees covered by the terms and conditions of this Agreement
shall not acquire seniority rights.

5. Overtime work shall be offered to regular employees who are qualified and
available prior to employees covered by this agreement.

6. It is the intent of the parties signatory to this agreement that no “regular”
employees covered by a Collective Bargaining Agreement by and between the
parties shall be adversely impacted as a result of this Agreement.

H. TERMINATION OF AGREEMENT

This agreement may be terminated at any time by either party giving the other (30) thirty
days advanced written notice.

I. EXCLUSIONS TO COLLECTIVE BARGAINING AGREEMENT

1) Article 8 Holidays shall be excluded.
2) Article 9 Vacations shall be excluded.
3) Article 10 Disability Benefit Plan shall be excluded.
4) Article 11 Occupational Disability Benefits shall be excluded except the employer
shall provide the full burden for all workers’ compensation premiums.
5) Article 12 Apprentice Rules shall be excluded.
6) Article 13 Seniority Rules shall be excluded.
7) Article 15, General Working Rules sections, 15.32 and 15.33 shall be excluded.
8) Article 20 Retirement and Insurance Plans for Employees shall be excluded.

IN TESTIMONY WHEREOF, the parties hereto have caused this Letter of Agreement to be
executed by the signatures of their authorized officers, respectively.

Pacific Power
By: /s/ Jeremy Courval
Jeremy Courval
Director, Labor Relations

Local Union 659 IBEW
By: /s/ Ron Jones
Ron Jones
Business Manager
PacifiCorp
Flame Resistant (FR) Clothing Policy

Purpose
To provide requirements for wearing approved FR clothing per OSHA 29 CFR 1910.269 and NFPA 70E (ATPV of 8.0 cal/cm² for shirt fabrics) where employees are potentially exposed to flames or electric arcs.

Scope
This policy covers all Pacific Power, Rocky Mountain Power and PacifiCorp Energy Hydro Resources employees within IBEW Local 659 who are potentially exposed to electrical arc or flash. This policy also covers all visitors, contractors and PacifiCorp employees who are potentially exposed to electrical arc or flash at work sites and apparatus. FR clothing for certain job classifications (see Appendix A) is considered PPE where the potential for ignition of clothing or thermal skin burns from exposure to flash exists. Failure to wear FR clothing during the prescribed conditions and activities as outlined in the applicable business unit FR clothing policy could result in disciplinary action. Employees not listed in Appendix A shall be supplied the appropriate FR clothing, by the Company, if their duties require potential exposure to electrical arc or flash.

Policy
Eligible employees are those classifications listed in the tables in Appendix A, and will receive an allocation as specified in the tables to purchase/replace FR clothing. The allocations will be in the form of credit accounts with company approved vendors, and employees will be responsible for the ordering of FR clothing directly from the company approved vendor(s). Such ordering will take place at appropriate times so as not to interfere with business operations. Any unused portion of an employee’s allocation will remain in their account up to the maximum allocation cap as specified in Appendix A. The employee may use their allocation to purchase any FR clothing articles offered in the respective vendor catalogues, recognizing that it is their responsibility to maintain an appropriate wardrobe to ensure compliance with FR clothing calorie requirements.

FR clothing must be worn at all times while employees are located or engaged in the following:
- Work in the proximity of potentially high energy electric arcs (i.e. rubber glove work, switching, hot stick work, on a pole with energized conductor, etc.).
- Confining of energized substations, vaults, switchgear, padmounted transformers, apparatus, etc.
- High voltage fuse/switch pulling
- Installing/maintaining/testing/removing meters
- Performing verifications on energized equipment
- Working on energized switchgear/bus compartments/transformers
- In accordance with arc flash labels affixed to electrical equipment
- Where required by PPE or applicable FR clothing policy

Note: Supervisors or qualified workers in charge can grant exceptions to the FR clothing requirements if it is determined that potential hazards to employees and/or visitors have been mitigated through other means. If exceptions are granted, it must be discussed and if appropriate, documented in the job tailboard review.

Application
- Employees must have their FR clothing readily available for use.
- FR clothing should be inspected periodically by the user for signs of damage.
- Employees are responsible for proper laundering of FR clothing which includes: Washing in cold or warm water only; tumble dry on low/permanent press; use a popular brand name detergent; do not use liquid chlorine bleach; do not use fabric softener; do not use detergent with fabric softener; dry cleanable; some items are dry clean only.
Policy with IBEW Local 659 – Updated 11/30/2010

- Laundering services currently provided by the Company for non-FR coveralls shall continue, and shall apply to FR coveralls only for those classifications to which this service is currently provided.

Wear
- Synthetic clothing shall NOT be worn when FR clothing is required. Synthetic clothing includes nylon, acetate, rayon and polyester.
- Clothing worn above the waist and beneath FR clothing is to be 100% natural fiber (cotton or wool). Bits can be worn over the FR shirt as long as they meet the natural fiber requirements (wool or cotton). No bits that are lined with any other fabric will be allowed.
- The outermost layer of below the waist clothing is to be 100% natural fiber pants that are 11 oz. or more (most denim jeans). Hydro employees issued 8 calorie FR pants shall be required to wear them in accordance with company policy, as PPE in circumstances that potentially expose them to electrical arc or flash.

Labels
- All PacifiCorp-approved FR clothing will be labeled with the FR designation.
- Unapproved modifications to FR clothing are prohibited, and existing labels shall not be removed, modified or covered.

Repair/Replacement
- Employees may repair buttons or small holes using vendor supplied FR-thread repair kits.
- FR clothing damaged or compromised during an on the job incident will be documented by the qualified worker in charge and immediately reported to their manager. Damaged clothing will be replaced by the company, and will not be charged against the employee’s allocation.
- When should a shirt be removed from service? As a rule of thumb, when the shirt begins to show discoloration on the main wear points (shoulders, elbows, and top of shoulders) it is beginning to thin and retirement/replacement should be considered. When it looks like a worn out shirt, retire it.
- What if a stain doesn’t wash out of my FR shirt? In the event of contamination of FR clothing with any accelerant, the clothing should be laundered as soon as possible to remove the contamination. Any residual staining should not compromise the FR Integrity of the clothing other than heat transfer based on color (negligible). If the stain is unacceptable from an image standpoint, it should be replaced. If a stain, requiring replacement as preduced above, occurred on the job and is properly documented and reported, the affected clothing will be replaced by the company and will not be charged against the employee’s allocation.

Conclusion
The FR clothing program will be reviewed on an ongoing basis to determine if conditions or processes have changed, and to update the procedures, if necessary, based on changes to federal, state, or industry standards. It is also understood that any price changes implemented by the FR clothing vendors will require this agreement be reviewed by the parties.

All updates will be coordinated through the APM committees.

All questions and concerns regarding the effectiveness of the FR clothing program should be directed to your local Safety Administrator, the Safety & Environmental Department, and/or the APM committee.

Agreed on this 30th day of November, 2010.

For IBEW Local 659:  For PacifiCorp:

[Signature] [Signature]  
Ken Jones, Business Manager  Jerome Courver, Director Labor Relations

Page 2 of 2
<table>
<thead>
<tr>
<th>Eligible Employees by classification</th>
<th>FR Clothing Allocations</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>T&amp;D Operations</strong></td>
<td><strong>Initial (new hire) Allocation</strong></td>
</tr>
<tr>
<td>General Foreman</td>
<td>$1,220</td>
</tr>
<tr>
<td>Line Foreman</td>
<td>$1,220</td>
</tr>
<tr>
<td>Journeyman Lineman (includes Apprentice)</td>
<td>$1,220</td>
</tr>
<tr>
<td>Journeyman Serviceman</td>
<td>$1,220</td>
</tr>
<tr>
<td>District Lineman</td>
<td>$1,220</td>
</tr>
<tr>
<td>Line Patrolman</td>
<td>$1,220</td>
</tr>
<tr>
<td>Site Agent - Estimator</td>
<td>$250</td>
</tr>
<tr>
<td>Site Agent - Lineman</td>
<td>$1,220</td>
</tr>
<tr>
<td>Journeyman Estimator (includes Apprentice)</td>
<td>$250</td>
</tr>
<tr>
<td>District and Senior Estimator</td>
<td>$250</td>
</tr>
<tr>
<td>Senior Meter &amp; Relay Technician</td>
<td>$1,120</td>
</tr>
<tr>
<td>Jmynn Meter &amp; Relay Tech (includes Assistant)</td>
<td>$1,120</td>
</tr>
<tr>
<td>Senior Communications Technician</td>
<td>$850</td>
</tr>
<tr>
<td>Communications Technician (includes Assistant)</td>
<td>$850</td>
</tr>
<tr>
<td>Senior Operator (Incumbent, Medford)</td>
<td>$1,220</td>
</tr>
<tr>
<td>Journeyman Substation Working Foreman</td>
<td>$1,220</td>
</tr>
<tr>
<td>Journeyman Substation (Includes Apprentice)</td>
<td>$1,220</td>
</tr>
<tr>
<td>Transformer Repairman Foreman</td>
<td>$250</td>
</tr>
<tr>
<td>Journeyman Transformer Repairman</td>
<td>$250</td>
</tr>
</tbody>
</table>

**Metering**

<table>
<thead>
<tr>
<th><strong>T&amp;D Operations</strong></th>
<th><strong>Initial (new hire) Allocation</strong></th>
<th><strong>Annual Allocation</strong></th>
<th><strong>Rollover Cap</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>Meter Working Foreman</td>
<td>$725</td>
<td>$300</td>
<td>$725</td>
</tr>
<tr>
<td>District Meterman</td>
<td>$725</td>
<td>$300</td>
<td>$725</td>
</tr>
<tr>
<td>Journeyman Meterman (includes Apprentice)</td>
<td>$725</td>
<td>$300</td>
<td>$725</td>
</tr>
<tr>
<td>Utility Specialist</td>
<td>$500</td>
<td>$250</td>
<td>$500</td>
</tr>
<tr>
<td>Single Phase Metering Specialist</td>
<td>$500</td>
<td>$250</td>
<td>$500</td>
</tr>
<tr>
<td>Field Services Specialist</td>
<td>$500</td>
<td>$250</td>
<td>$500</td>
</tr>
</tbody>
</table>

**Hydro**

<table>
<thead>
<tr>
<th><strong>T&amp;D Operations</strong></th>
<th><strong>Initial (new hire) Allocation</strong></th>
<th><strong>Annual Allocation</strong></th>
<th><strong>Rollover Cap</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>General Foreman</td>
<td>$850</td>
<td>$450</td>
<td>$850</td>
</tr>
<tr>
<td>Journeyman Operator Maint. (includes Apprentice)</td>
<td>$850</td>
<td>$450</td>
<td>$850</td>
</tr>
<tr>
<td>Senior Operator</td>
<td>$850</td>
<td>$450</td>
<td>$850</td>
</tr>
<tr>
<td>Control Operator</td>
<td>$300</td>
<td>$150</td>
<td>$300</td>
</tr>
<tr>
<td>Senior Meter &amp; Relay Technician</td>
<td>$850</td>
<td>$450</td>
<td>$850</td>
</tr>
<tr>
<td>Jmynn Meter &amp; Relay Tech (includes Assistant)</td>
<td>$850</td>
<td>$450</td>
<td>$850</td>
</tr>
<tr>
<td>Journeyman Station Wireman (includes Apprentice)</td>
<td>$850</td>
<td>$450</td>
<td>$850</td>
</tr>
<tr>
<td>Senior Communications Technician</td>
<td>$300</td>
<td>$150</td>
<td>$300</td>
</tr>
<tr>
<td>Jmynn Plant Mechanic (includes Hydro B &amp; Trainee)</td>
<td>$300</td>
<td>$150</td>
<td>$300</td>
</tr>
<tr>
<td>Crane Operator</td>
<td>$300</td>
<td>$150</td>
<td>$300</td>
</tr>
<tr>
<td>Compliance Technician</td>
<td>$300</td>
<td>$150</td>
<td>$300</td>
</tr>
</tbody>
</table>

**General Notes:** Annual allocations do not include raingeard, Company to provide as required
For typical clothing included in an Initial/New hire allocation, see Appendix B

**Metering Notes:** Allocations do not include FR logos/embroidery, Company to provide
Initial/New hire allocations do not include Raingeard, Company to provide as required

**Hydro Notes:** Allocations do not include 60 calorie FR suits, Company to provide as required
Initial/New hire allocations do not include Raingeard, Company to provide as required
## Eligible Employees

### FR Clothing - Initial/New hire Wardrobe (typical)

<table>
<thead>
<tr>
<th>T&amp;D Operations</th>
<th>Shirt</th>
<th>Light Jacket</th>
<th>Heavy Jacket</th>
<th>Sweatshirt</th>
<th>Raingear (set)</th>
<th>Coveralls</th>
<th>Pants</th>
<th>Lab Coat</th>
</tr>
</thead>
<tbody>
<tr>
<td>General Foreman</td>
<td>5</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Line Foreman</td>
<td>5</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Journeyman Lineman (includes Apprentice)</td>
<td>5</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Journeyman Service man</td>
<td>5</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>District Lineman</td>
<td>5</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Line Patrolman</td>
<td>5</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Site Agent - Estimator</td>
<td>2</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Site Agent - Lineman</td>
<td>2</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Journeyman Estimator (includes Apprentice)</td>
<td>2</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>District and Senior Estimator</td>
<td>2</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Senior Meter &amp; Relay Technician</td>
<td>5</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Jrmyzn Meter &amp; Relay Tech (includes Assistant)</td>
<td>5</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Senior Communications Technician</td>
<td>5</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Communications Technician (includes Assistant)</td>
<td>5</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Senior Operator (incumbent, Medford)</td>
<td>5</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Journeyman Substation Working Foreman</td>
<td>5</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Journeyman Substation (includes Apprentice)</td>
<td>5</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>2</td>
<td>2</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Transformer Repairman Foreman</td>
<td>5</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Journeyman Transformer Repairman</td>
<td>5</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Metering</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Meter Working Foreman</td>
<td>5</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>District Meterman</td>
<td>5</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Journeyman Meterman (includes Apprentice)</td>
<td>5</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Utility Specialist</td>
<td>5</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Single Phase Metering Specialist</td>
<td>5</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Field Services Specialist</td>
<td>5</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hydro</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>General Foreman</td>
<td>5</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>5</td>
<td>5</td>
</tr>
<tr>
<td>Journeyman Operator Maint. (includes Apprentice)</td>
<td>5</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>5</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Senior Operator</td>
<td>5</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>5</td>
<td>5</td>
</tr>
<tr>
<td>Control Operator</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>Senior Meter &amp; Relay Technician</td>
<td>5</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>5</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Jrmyzn Meter &amp; Relay Tech (includes Assistant)</td>
<td>5</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>5</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Journeyman Station Wireman (includes Apprentice)</td>
<td>5</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>5</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Senior Communications Technician</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Jrmyzn Plant Mechanic (includes Hycro B &amp; Trainee)</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Crane Operator</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td></td>
<td></td>
<td></td>
<td>1</td>
</tr>
<tr>
<td>Compliance Technician</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
October 3, 2007

Mr. Ron Jones
Business Manager
IBEW Local 659
4480 Rogue Valley Highway, Suite 3
Medford, Oregon 97502

Subject: Customer Response Shift; Use of vehicles

Dear Ron:

On August 18, 2007 I mailed you a copy of the revised vehicle policy. On September 13, 2007 Pat Reiten, president Pacific Power, issued an e-mail to all managers and supervisors to share the revised policy with their employees. The week of September 24, 2007 training on the revised policy commenced. Prior to the roll out we discussed the changes briefly and I reaffirmed the company's position that existing agreements would control where there was an inconsistency with the policy.

Monday October 1, 2007 you raised the point that some bargaining notes, specifically, a joint company and union IBEW Local 659 Bargaining 2001 Overtime Response Subcommittee report dated October 22, 2001 created a contract right as regards CRS personnel's personal use of company and or fleet vehicles. Specifically, you pointed to language found at paragraph number 8 on the second un-numbered page of the report which reads:

“8. REVIEW COMPANY VEHICLE USE
   √ The parties agreed that it is acceptable to transport family members as long as the CRS person can be immediately available to take an emergency call.
   √ A family member can not be in a vehicle or at the job site during an emergency.
   √ It will be acceptable to use the response vehicle for limited personal use i.e. to the store, movies, ball game, and dinner, driving home etc. as long as the CRS person can respond to a call out/customer need per 15.9.1 within 60 minutes.”
The company’s files contain some bargaining notes which indicate the term “respond” in the third point was stricken and replaced with the term “show up”.

Unfortunately, while some of the language contained in the subcommittee report made its way into the settlement agreement, the specific language in question, (paragraph 8), did not. That is not to say, one or more managers may have communicated the subcommittee’s report to employees. However, paragraph was never formally incorporated into the collective bargaining agreement.

I also understand it has been the practice of one or more employees manning the CRS shift to use the CRS vehicle for limited personal use over the past few years, in a manner consistent with paragraph 8 above.

In an effort to resolve the differences between the union and company over whether their exists a bargained for right for limited personal use or not, I propose the following terms and conditions in this Letter of Agreement, to run concurrent with the 2007 successor collective bargaining agreement.

CRS vehicles pursuant to Section 15.9.1 may be used by CRS personnel for limited personal use as follows:

1. The necessary transportation of family members to or from school, extracurricular activities, employment or day care on the way to and from work.
2. The transportation of any family member shall comply with all laws and regulations and shall be kept to a minimum.
3. Transportation of any family member is allowed only so long as the CRS person remains immediately available to take an emergency call.
4. Family members shall not be transported to nor be present at any job site.
5. The CRS person may, where necessary, use the CRS vehicle to transport family members to a family type activity after work, examples include; ballgames, movies, dinner; only so long as the CRS person immediately responds by driving to the emergency call job site per section 15.9.1.

If this Letter of Agreement is acceptable to you, please sign and return one original and we can proceed to confirm a tentative agreement has been reached by review of the final documentation.

Sincerely,

Richard G. Lovig
Director, Labor Relations

Agreed this 3rd day of October, 2007.

Ron Jones, Business Manager, IBEW Local Union 659

2

107
MEMORANDUM OF UNDERSTANDING
Between
IBEW Local 659
And
PACIFICORP

Out-of-Town Assignments

May 24, 2010

During the discussions on April 22, 2010, the company reviewed with the union some of the budgetary challenges it is facing in the near future. The reduction in scheduled overtime and other budget issues will require the assignment of crews out of their headquarters area on straight-time assignments.

The company recognizes the hardship that these out-of-town assignments have on employees and the restrictions that are in place due to the Company's Vehicle Use Policy.

Employees working out of town will begin and end their workday at the temporary headquarters (HQ) per section 15.17.4 of the agreement.

Given these issues the parties agreed during these discussions on the following terms for handling out-of-town assignments:

On "two-week turnaround" assignments - Monday (day 1) – following Friday (day 12):

- Crew (two or more EEs) may at their own option take one personal vehicle to the new temporary HQ/work location, provided employees are not needed to drive other company vehicles for the job assignment.
- The company will pay roundtrip mileage for one personal vehicle (out on day 1 and return trip on day 12) from regular HQ address to temporary HQ address.
- The employee driving the one personal vehicle will be traveling on company time on day 1 and day 12.

On the interim weekend, if employees are not working and stay in temporary HQ/work location:

- Regular per diem and expense policies apply
- Employees report to work, fit-for-duty at the agreed upon start time on Monday (day 8)

On the interim weekend, if the employees are not working and elect to return to their regular HQ/work location in the one personal vehicle:
• The company will pay roundtrip mileage for the one personal vehicle from regular HQ address to temporary HQ address.
• Employees must check-out of hotel for two (2) nights.
• Employees will not receive per diem or expenses on the interim weekend days (Saturday and Sunday).
• Employees will not travel on company time if they elect to return home on interim weekends.
• Employees will be eligible for overtime callouts in home district.
• Employees will report to work, fit-for-duty on Monday (day 8).

Agreed to on this 24th day of May, 2010.

For the Union:  
Ron Jones, Business Manager

For the Company:  
Jeremy J. Courval, Director
INDEX

Absence from Work (also see Leave of Absence)
  Court Witness..............................................................................................................  20.10
  Family Death .............................................................................................................  20.9
  Family Illness ...........................................................................................................  10.7.1, 20.9
  Jury Duty ..................................................................................................................  20.10
  Military Service ........................................................................................................  20.9
  Notification to Company .........................................................................................  15.12
  Occupational Illness or Injury .................................................................................  11.1
  Sick Leave ...............................................................................................................  10.3, 10.7.1
Accident Prevention Manual .....................................................................................  14.2, 14.3
Agreement Applies to ..................................................................................................  1.4
Agreement May be Changed at Any Time .................................................................  2.3
Agreement Superseded by Federal/State Laws ..........................................................  2.4
Apprentice Rules .......................................................................................................  12.0
  Applying for Apprenticeship ....................................................................................  12.3
  Apprentice ................................................................................................................  12.2
  Apprentice Estimators .............................................................................................  16.14.2
  Apprentice in Last Six Months of Training ...............................................................  12.11
  Apprentice Meterman ...............................................................................................  16.15.4
  Apprenticeship Selection ..........................................................................................  12.3
  Assistant Comm Tech/Meter & Relay Tech ..............................................................  12.13
  Eligibility to Enter Training in Another Craft ........................................................  12.13, 12.14.1
  Exams to Qualify for Pools ......................................................................................  12.3
  Ground Experience .................................................................................................  12.2
  Hydro ......................................................................................................................  17.0
  Involuntary Termination of Apprenticeship .............................................................  12.6
  Joint Apprenticeship Committee ..............................................................................  12.1
  Journeyman Seniority Credit ..................................................................................  13.1.1
  Journeyman Vacancy ...............................................................................................  12.11, 13.7.10
  Layoff ......................................................................................................................  13.12.4
  Moving Expenses ..................................................................................................  13.9.4

Mechanical Skills/Ability Evaluation ......................................................................  12.3
  Pre-apprentice Positions .........................................................................................  12.16
  Timeframe to Accept/Reject Apprentice Offer ......................................................  12.3
  Tools Allowance .....................................................................................................  15.13, 15.13.1
  Voluntary Termination of Apprenticeship ...............................................................  12.6
  Wage Rate to Awarded Apprentice .........................................................................  12.14

Arbitration ..................................................................................................................  7.0
  Authority of Arbitrator ...........................................................................................  7.2
  Expenses ................................................................................................................  7.3
  Request for ..............................................................................................................  7.1
  Selection of an Arbitrator .......................................................................................  7.4
  Bargaining Agent ...................................................................................................  3.1

Bidding .......................................................................................................................  13.7 - 13.8
  Accepting/Rejecting Bid Job ..................................................................................  13.7.2
Customer Response Shift
  Company Vehicles ............................................................ 15.9.2
  Establishing Shifts ........................................................... 15.9.1
  First Call ........................................................................ 15.9.1
  Locations ........................................................................... 15.9.1
  Pay .................................................................................... 15.9.1
Customer Service Area Changes ........................................... 3.13
Definitions ............................................................................. 21.0
  Continuous Service ............................................................ 21.10
  Core Work Group ............................................................... 3.13
  Disability ........................................................................... 10.3
  Emergency or Emergency Condition ..................................... 21.17
  Expenses ............................................................................ 21.16
  Full-Time Employee .............................................................. 21.4
  Headquarters Geographic Area ........................................... 13.12.3
  Headquarters Area ............................................................... 21.15
  Immediate Family ................................................................. 21.13
  In Domicile ......................................................................... 21.16
  Job Headquarters .................................................................. 21.15
  Journeyman ......................................................................... 15.26
Meal Guideline Explanation/Definitions .................................. 21.16
Operating Area ........................................................................ 21.18
Out of Domicile .................................................................... 21.16
Overall Seniority .................................................................. 13.1.2
Part-Time Employee ............................................................... 21.5
Payroll Month ...................................................................... 21.8
Payroll Year .......................................................................... 21.9
Probationary Period ............................................................... 13.6, 21.1
Qualified Switchman ............................................................... 21.19
Regular Employee .................................................................. 21.2
Regular Job ........................................................................... 21.11
Regular Straight-Time Rate .................................................. 21.7
Shift Worker .......................................................................... 21.6
Temporary Employee ............................................................. 21.3
Temporary Job ........................................................................ 21.12
Disability
  Placement ............................................................................. 13.17, 13.18
Disability Benefit Plan (Nonoccupational Illness/Injury) .......... 10.0
  Available Sick Leave Hours .................................................. 10.7.3
  Benefit Year ....................................................................... 10.6
  Benefits .............................................................................. 10.7
  Care for a Family Member .................................................... 10.7.1
  Comprised of ..................................................................... 10.7
  Cost of Plan ........................................................................ 10.2
  Definition of Disability ........................................................ 10.3
  Doctor’s Statement .............................................................. 10.10, 10.11, 10.12, 11.2, 11.6, 13.19, 13.20
  Eligibility ............................................................................ 10.5
  Employee Responsibility ...................................................... 10.12
Joint Resolution ................................................................. 6.5.1 - 6.5.3
Second Step .................................................................. 6.2.2
Strikes and Lockouts .................................................. 4.1
Termination During Probationary Period ...................... 6.1.2
Third Step .................................................................. 6.2.3, 6.3
Time Off with Pay to Process Grievance ................. 5.4
Union Asserted Grievance .......................................... 6.3

Headquarters
Area ........................................................................ 21.15
Assignment Other than Regular Headquarters .......... 15.3
Defined ..................................................................... 21.14
Prescheduled Overtime ............................................... 15.4.2
Work Outside of .......................................................... 15.18

High Time (Working Over 80 Feet Above the Ground) .... 15.35

Holidays ................................................................... 8.0
Birthday .................................................................... 8.1
During Vacation ....................................................... 8.4
Eligibility .................................................................. 8.3, 8.3.1
Floating Holiday ....................................................... 8.5
Observed .................................................................. 8.1, 8.2 - 8.2.2
Overtime ................................................................... 15.4.2
Pay Contingent Upon ............................................... 8.3
Pay for Dual Classifications ..................................... 8.3
Rotating Shift Extension of Normal Days Off .......... 8.2.2
Rotating Shift may Schedule a Floating Holiday ....... 15.4.2 (a)

Hours of Work ............................................................. 15.2
Overtime Posted ......................................................... 15.4.3, 15.7
Hydro Dept. Shift Workers .......................................... 17.1.1
Prescheduled 10 Total Hours on Sat ......................... 15.4.2 (c)
Logistics .................................................................. 18.3
Time Off Following Overtime Work ......................... 15.5
Two Total Extended Hrs Attached to 8 Hr Day .......... 15.4.2 (b)

In Domicile ................................................................ 21.16

In-hire Classifications
Layoff and ................................................................. 13.12.3
Pay when Awarded .................................................. 22.0 Wage Table Footnote (D) page 92

Insurance Committee ................................................ 20.4

Insurance Plans (see Retirement and Insurance Plans)

Job Descriptions ........................................................ 16.0
Communications Technician ..................................... 16.20.1
Communications Technician Assistant ..................... 16.20.2
Communications Technician Senior ......................... 16.20
Crane Operator ........................................................ 17.6.5
District Line Foreman .............................................. 13.8, 15.21, 16.2
District Lineman ....................................................... 16.3
Estimator Apprentice ................................................ 16.14.2
Estimator Journeyman ............................................. 16.14.1
Estimator Senior ...................................................... 16.14
<table>
<thead>
<tr>
<th>Position</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Field Services Specialist</td>
<td>19.3</td>
</tr>
<tr>
<td>Flagger</td>
<td>16.5.2</td>
</tr>
<tr>
<td>Foreman</td>
<td>15.21, 15.22</td>
</tr>
<tr>
<td>Garage Mechanic 1st Class</td>
<td>16.18</td>
</tr>
<tr>
<td>Garage Mechanic Foreman</td>
<td>16.18.2</td>
</tr>
<tr>
<td>Garage Mechanic in Charge</td>
<td>16.18.1</td>
</tr>
<tr>
<td><strong>General Foreman</strong></td>
<td>17.3.1</td>
</tr>
<tr>
<td>Heavy Equipment Man</td>
<td>16.6 (3)</td>
</tr>
<tr>
<td>Helper</td>
<td>19.4</td>
</tr>
<tr>
<td>Helper Hydro</td>
<td>17.6.7</td>
</tr>
<tr>
<td>High Voltage and Safety Equipment Tester</td>
<td><strong>16.15.6 – 16.15.6.1</strong></td>
</tr>
<tr>
<td>Hydro Compliance Technician</td>
<td>17.6.8</td>
</tr>
<tr>
<td>Hydro Repairman</td>
<td>17.6.6</td>
</tr>
<tr>
<td>Journeyman</td>
<td>15.26, 16.12</td>
</tr>
<tr>
<td>Journeyman Lineman</td>
<td>16.1, 16.7 - 16.11.1</td>
</tr>
<tr>
<td>Journeyman Operator Maintenance</td>
<td><strong>17.4.4</strong></td>
</tr>
<tr>
<td>Journeyman Radio Serviceman</td>
<td>16.16</td>
</tr>
<tr>
<td>Journeyman Serviceman</td>
<td>16.4</td>
</tr>
<tr>
<td>Journeyman Station Wireman</td>
<td><strong>16.17.2, 17.5.3</strong></td>
</tr>
<tr>
<td>Labor Foreman</td>
<td>15.23</td>
</tr>
<tr>
<td>Labor Foreman General</td>
<td>15.24</td>
</tr>
<tr>
<td>Line Foreman District</td>
<td>15.21, 16.2</td>
</tr>
<tr>
<td>Line Patrolman</td>
<td><strong>16.3.1</strong></td>
</tr>
<tr>
<td>Logistics Foreman</td>
<td>18.1</td>
</tr>
<tr>
<td>Logistics Specialist</td>
<td>18.2</td>
</tr>
<tr>
<td>Logistic Trainee 1,2</td>
<td><strong>18.5 &amp; 18.4</strong></td>
</tr>
<tr>
<td>Meter Foreman</td>
<td><strong>16.15</strong></td>
</tr>
<tr>
<td>Meter Reader</td>
<td><strong>19.1</strong></td>
</tr>
<tr>
<td>Meter Reader Temporary</td>
<td>19.1</td>
</tr>
<tr>
<td>Meter Working Foreman</td>
<td>16.15.1</td>
</tr>
<tr>
<td>Meterman Apprentice</td>
<td>16.15.4</td>
</tr>
<tr>
<td>Meterman District</td>
<td><strong>16.15.2</strong></td>
</tr>
<tr>
<td>Meterman Journeyman</td>
<td>16.15.3</td>
</tr>
<tr>
<td>Operator Area</td>
<td>17.4.1</td>
</tr>
<tr>
<td>Operator Control</td>
<td>17.4.3</td>
</tr>
<tr>
<td>Operator Hydro</td>
<td>17.4.5</td>
</tr>
<tr>
<td>Operator Senior</td>
<td>17.4.2</td>
</tr>
<tr>
<td>Plant Mechanic Hydro B Journeyman</td>
<td>17.6.2</td>
</tr>
<tr>
<td>Plant Mechanic Hydro B Trainee</td>
<td><strong>17.6.3</strong></td>
</tr>
<tr>
<td>Plant Mechanic Hydro Journeyman</td>
<td>17.6.1</td>
</tr>
<tr>
<td>Service Coordinator A/B/C/D</td>
<td>16.13</td>
</tr>
<tr>
<td>Service Dispatcher</td>
<td><strong>16.13.2</strong></td>
</tr>
<tr>
<td><strong>Single Phase Metering Specialist</strong></td>
<td><strong>16.15.5</strong></td>
</tr>
<tr>
<td>Station Meter and Relay Tech Assistant</td>
<td>16.19.4</td>
</tr>
<tr>
<td>Station Meter and Relay Tech Journeyman</td>
<td>16.19.3</td>
</tr>
<tr>
<td>Station Meter and Relay Tech Lead</td>
<td>16.19.2</td>
</tr>
<tr>
<td>Station Meter and Relay Tech Senior</td>
<td>16.19.1</td>
</tr>
</tbody>
</table>
Transformer Repairman ......................................................... 16.15.8
Transformer Repairman Foreman ........................................ 16.15.7
Utility Clerk .................................................................... 16.13.2
Welder ............................................................................ 17.6.4
Wireman Foreman ............................................................. 16.17, 17.5.1
Wireman Working Foreman .............................................. 16.17.1, 17.5.2
Yard Helper ....................................................................... 19.4

Journeyman Defined ........................................................... 15.26
Tools .............................................................................. 15.13
Various Classifications Working Together ............................ 15.27

Jury Duty
Company Policy ................................................................. 9.10, 20.9
Pay .................................................................................. 20.10

K Plan .............................................................................. 20.5

Labor Management Committee
Boundaries ....................................................................... 3.14
Committee Structure .......................................................... 3.14
Duration ........................................................................... 3.14
Ground Rules .................................................................... 3.14
Guiding Principles ............................................................. 3.14
Meetings ........................................................................... 3.14
Purpose ............................................................................ 3.14

Layoff ............................................................................ 13.12
Apprentices/Apprentice Qualifeds ....................................... 13.12.4
Bidding Jobs ...................................................................... 13.13.1
Contracting Work and ....................................................... 3.13
Core Work Group and ....................................................... 3.13
Customer Service Area Changes and ............................... 3.13
Disability Benefits (Occupational) and ............................... 11.5
Downgrading into Core Geog Areas ................................. 13.12.3 (e), p.165 (4)
Employee Work Location Adjustments and ....................... 3.13
In-Hire Classifications and ............................................... 13.12.3
Moving Expenses ............................................................... 13.9.3
Notice of ......................................................................... 13.12.5
Options ............................................................................ 13.12.3
Rehire Following ............................................................... 13.13, 13.13.1
Returning from Layoff and Sick Leave Credit ................... 10.7.7
Seniority and ................................................................. 13.3 (e), 13.12.2
Station Wiremen in Hydro and D.E.M.C .......................... 16.17.2,17.5.3

Leave of Absence
Court Witness ................................................................... 20.10
Family Death ...................................................................... 20.9
Family Illness ..................................................................... 10.7.1, 20.9
Jury Duty .......................................................................... 9.10, 20.9
Military Service .................................................................. 9.9, 20.9
Returning to Previous Job .................................................. 13.14
Sick Leave ................................................................. 10.3, 10.7
Vacancy Created ..................................................... 13.14

Line Crew
Helpers and ........................................................... 16.2
Line Foreman in Charge ........................................... 15.20
Various Classifications ............................................ 15.27
Working Foreman in Charge ..................................... 15.20

Lockouts and Strikes .............................................. 4.0

Long - Term Disability
Company Contribution ............................................. 20.4.4
Disability Eligibility ............................................... 10.5
Occupational Disability Benefits and ....................... 11.1
Released to Return to Work and .............................. 13.19, 13.20
Seniority and ........................................................ 13.3 (i)
Short -Term Disability Accumulation ......................... 10.7.2
Vacation Bank and .................................................. 11.4.1

Management Rights ................................................ 3.2, 13.5

Meals
Bad Weather and ..................................................... 15.16
Call Out for Overtime Before 6 am and ..................... 15.14.1
Company Provided ................................................ 15.14.1
Non-overtime out of domicile .................................. 21.16
Out of Domicile ...................................................... 21.16
Overtime & Meal Allowance .................................... 15.14.1
Overtime Pay Until Relieved for a Meal ..................... 15.2
Prescheduled Overtime Before 6 am and .................... 15.14.1
Prescheduled Overtime w/ no Meal Allowance ............ 15.14.1
Prescheduled Overtime with no Notice and ............... 15.17.1
Within Headquarters .............................................. 15.17.2
Work Outside of Headquarters Area ......................... 15.17.1 – 15.19.1

Mileage Formula .................................................... 15.18.1

Moving Expenses ................................................... 13.9
Apprentice ............................................................ 13.9.4
Bid Award Higher Rated Job and ......................... 13.9.1
Bid Award Present or Lower Classification and ........ 13.9.2
Force Reduction and ............................................ 13.9.3
Reimbursed ........................................................ 13.9.5

On the Job Injury
Permanent Disability Bidding Other Jobs .................. 13.15
Returning to Former Position .................................. 13.16

Out of Domicile Expenses ....................................... 21.16

Overtime
Call Back After Being Released ............................... 15.7.1
Call Out Sheets .................................................... 15.6.1
Compensation ....................................................... 15.4.3
Customer Response Shift ..................................... 15.9.1
Defined .............................................................. 15.4.1
Double Time Exceptions ....................................... 15.4.2
Emergency and Travel Pay .......................................................... 15.10
Equal Opportunity ................................................................. 15.4.3
Holiday .............................................................................. 15.4.2
Hours Posted ........................................................................ 15.4.3, 15.7
Meal Allowance ..................................................................... 15.14.1
Minimum 8 Hour Relief from Duty and ................................. 15.5
Pre-scheduled OT ................................................................... 15.4.2
One and One-Half Overtime .................................................. 15.4.2 (e)
Prescheduled Overtime and Travel Pay ......................... 15.10 - 15.10.1
Rotating Shift Workers Holiday and ................................. 15.4.2 (a)
Seniority and ....................................................................... 15.4.2
Stand by Time ........................................................................ 15.8
Sunday ................................................................................... 15.4.2
Time Off Following Overtime Work ................................... 15.5
Training and Travel ................................................................. 15.4.2 (e)
Travel Time Pay and ............................................................... 15.10 - 15.10.1
Unscheduled Overtime and Travel Time Pay ................ 15.10.1
Work Assignments ................................................................. 15.7
Working 60 Minutes or More of Noon Hour .................. 15.2

Paydays .................................................................................. 15.11
Per Diem ............................................................................... 21.16
Permanent Disability ............................................................. 13.16
Physical Examination ......................................................... 10.11, 11.6, 15.34
Physical Limitations ............................................................... 13.17
Probationary Period ............................................................... 13.6, 21.1
Purpose of Agreement .......................................................... 1.1 - 1.3
Rain Gear ............................................................................. 15.31
Rest Period ............................................................................ 15.16

Retirement and Insurance Plans ........................................... 20.0
Annual Review of Plans with Union .................................. 20.4
Company Contribution ......................................................... 20.4 - 20.9
Dental Benefits .................................................................... 20.4.3
401 K Plan ............................................................................ 20.5
Joint Mgmt and Union Insurance Committee .................. 20.4
Life Insurance ....................................................................... 20.4.1
Long -Term Disability ............................................................. 20.4
Medical Benefits ................................................................... 20.4.2
Presenting Proposals for Amendment of ......................... 20.2, 20.4
Retirement Committee ............................................................ 20.2
Retirement Premium ............................................................... 20.6
Timely Notice of Changes to ............................................... 20.4
Vision Benefits ...................................................................... 20.4.2

Safety
Accident Prevention Manual .................................................. 14.2
Clothing .............................................................................. 14.6
Foreman or Workman in Charge and .............................. 14.5
Glasses ............................................................................... 14.7.4
Hard Hats ............................................................................ 14.7.3
<table>
<thead>
<tr>
<th>Topic</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Protective Devices and Equipment</td>
<td>14.7.2</td>
</tr>
<tr>
<td>Reporting Unsafe Conditions</td>
<td>14.6</td>
</tr>
<tr>
<td>Responsibility of Foreman</td>
<td>14.5</td>
</tr>
<tr>
<td>Rubber Boots</td>
<td>14.7.1</td>
</tr>
<tr>
<td>Safety Toed Shoes</td>
<td>14.7.5</td>
</tr>
<tr>
<td>Tools and</td>
<td>15.13</td>
</tr>
<tr>
<td>Seniority</td>
<td></td>
</tr>
<tr>
<td>Applied</td>
<td>13.1</td>
</tr>
<tr>
<td>Company Housing and Defined</td>
<td>17.8.6</td>
</tr>
<tr>
<td>Journeyman Credit and</td>
<td>13.1</td>
</tr>
<tr>
<td>Layoff and</td>
<td>13.12.2</td>
</tr>
<tr>
<td>Lists</td>
<td>13.21</td>
</tr>
<tr>
<td>Long-Term Disability and</td>
<td>13.3 (i)</td>
</tr>
<tr>
<td>Loss of</td>
<td>13.4</td>
</tr>
<tr>
<td>On the Job Injury and</td>
<td>13.15</td>
</tr>
<tr>
<td>Overall Seniority</td>
<td>13.1.2</td>
</tr>
<tr>
<td>Overtime Work and</td>
<td>15.4.3</td>
</tr>
<tr>
<td>Permanent Disability Bidding Other Jobs</td>
<td>13.16</td>
</tr>
<tr>
<td>Return from Injury and</td>
<td>13.15</td>
</tr>
<tr>
<td>Temporary Employee and</td>
<td>13.2.1</td>
</tr>
<tr>
<td>Vacancies and</td>
<td>13.5</td>
</tr>
<tr>
<td>When Acquired</td>
<td>13.2</td>
</tr>
<tr>
<td>Short-Term Disability</td>
<td>10.7.2</td>
</tr>
<tr>
<td>Occupational Short-Term Disability Allowance</td>
<td>11.1</td>
</tr>
<tr>
<td>Supplementing with Sick Leave</td>
<td>10.7.3</td>
</tr>
<tr>
<td>Sick Leave (see Disability Benefit Plan Nonoccupational)</td>
<td></td>
</tr>
<tr>
<td>Six Month Increase</td>
<td>15.29</td>
</tr>
<tr>
<td>Stand by Time</td>
<td>15.8</td>
</tr>
<tr>
<td>Strikes and Lockouts</td>
<td>4.0</td>
</tr>
<tr>
<td>Substation Journeyman</td>
<td>16.17.3</td>
</tr>
<tr>
<td>Successor Clause</td>
<td>2.5</td>
</tr>
<tr>
<td>Supervisory Vacancy</td>
<td>13.6</td>
</tr>
<tr>
<td>Term of Agreement</td>
<td>2.1</td>
</tr>
<tr>
<td>Tools</td>
<td>15.13</td>
</tr>
<tr>
<td>Training and Travel</td>
<td>15.4.2 (e)</td>
</tr>
<tr>
<td>Training Trust</td>
<td>12.14</td>
</tr>
<tr>
<td>Travel Time</td>
<td></td>
</tr>
<tr>
<td>Prearranged Work Sat., Sun., Holiday and</td>
<td>15.10.1</td>
</tr>
<tr>
<td>Traveling out of Headquarters</td>
<td>15.18</td>
</tr>
<tr>
<td>Union and Company Representatives</td>
<td>5.1, 5.2</td>
</tr>
<tr>
<td>Union and Company Security</td>
<td>3.0</td>
</tr>
<tr>
<td>Union Dues</td>
<td>3.5</td>
</tr>
<tr>
<td>Cancellation</td>
<td>3.11</td>
</tr>
<tr>
<td>Collection</td>
<td>3.9</td>
</tr>
<tr>
<td>Condition of Employment</td>
<td>3.6</td>
</tr>
<tr>
<td>Delinquent</td>
<td>3.7, 3.8</td>
</tr>
<tr>
<td>Monthly Deductions</td>
<td>3.10</td>
</tr>
</tbody>
</table>
Upgrade
Assigned to a Higher Paid Classification ........................................ 15.28
Heavy Equipment Man ................................................................. 16.6
No Experience Break in Period ...................................................... 15.28
Service Coordinators ................................................................... 16.13.1
Pay ............................................................................................. 15.28
Vacation and ................................................................................. 9.10
Welding .......................................................................................... 17.6.4

Vacation
Accrual ......................................................................................... 9.2 – 9.2.2
Allowance ...................................................................................... 9.2.1
Canceled Because of an Emergency .............................................. 9.7
Carryover Conditions .................................................................... 9.4
Disability and ................................................................................. 9.5
Eligibility ......................................................................................... 9.1
Holiday During ............................................................................... 9.6
Leave of Absence Reduces ............................................................ 9.8
Long-Term Disability and ............................................................. 11.4.1
Military Service and ...................................................................... 9.9
Pay ................................................................................................ 9.4.1
Scheduling ..................................................................................... 9.3 – 9.3.2, 9.12
Termination and ............................................................................. 9.7

Wages
Apprentices .................................................................................. 12.13
Assigned Work of a Lesser Paid Classification ............................. 15.28
Awarded Inhire Classification ....................................................... 22.0 (D)
Call Back after Released ............................................................... 15.7.1
Customer Response Shift ............................................................. 15.9.1
Disability Rate of Pay .................................................................. 13.19
Dual Classifications ..................................................................... 15.30
General Increases ........................................................................ 22.0
High Time (Working Over 80 Feet Above the Ground) ............... 15.35
Holiday ......................................................................................... 8.3, 15.4.2 (a)
Journeymen Working Together Unsupervised ............................. 15.20
Minimum Call Out Pay .................................................................. 15.4.2, 15.7.1
On Day of Occupational Illness/Injury ........................................ 11.2
Primary Classification ................................................................... 15.28
Reporting for Work and not Assigned ........................................ 15.7
Stand by Time ............................................................................... 15.8
Training and Travel ..................................................................... 15.4.2 (e)
Union Representative at Company Meeting .............................. 5.6
Union Representative Conducting a Grievance .......................... 5.4
Union Representative Conducting Union Business .................... 5.5
Upgrade ........................................................................................ 15.28
Working in a Lesser Classification ............................................... 15.28

Waterproof Clothing .................................................................... 15.31

Work Location Other than Regular
Headquarters ................................................................................ 15.3, 15.17.1 – 15.19.1
Work Rules

District Operations, Meter-Transformer ........................................... 16.1 - 16.18.3
and Garage Departments ................................................................. 16.1 - 16.18.3
Hydro Departments ................................................................. 17.1 - 17.18
Logistics ........................................................................ 18.1 - 18.4
Work Day ........................................................................... 15.1
Work Week .......................................................................... 15.1
Workers' Compensation .............................................................. 11.1
Released to Return to Work ...................................................... 11.4
STAY ALERT

STAY ALIVE