JOINT COMMUNICATIONS
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IBEW LOCAL 659 AND PACIFICORP FOR MEMBERS
AND EMPLOYEES.

Pacific Power and IBEW Local 659
APRIL 29, 2011 NEGOTIATION COMMUNICATION

The company and union met April 26th to April 28th and discussions were held on the following proposals:

- **C-7 Overtime Callout/ Call crew concept. Section 15.6**
  The company and union reached tentative agreement, in conjunction with U-6 Summer Hours.

- **C-8 Apprentice Qualified Hiring. LOA dated 3/14/05**
  The union presented a counter proposal maintaining the role of the Apprentice Pool Committee (APC) in the hiring process. The company countered with very minor modifications to its original proposal, holding that the advisory role of the committee is an important one that will continue to be utilized; however, the hiring process is a responsibility of management. The company will review and respond based on the discussions.

- **C-16 Medical Plan Design and Cost Sharing. Section 20.4**
  The company and union agreed to appoint a sub-committee to discuss the company's proposal related to medical plan and cost sharing, and the union's counter proposal to explore a health and welfare trust option. The first sub-committee meetings are scheduled for May 2-4, 2011.

- **C-17 401k (Kplus) Savings Plan. Section 20.5**
  The company withdrew this proposal.

- **U-2 Vacation Accrual. Section 9.2**
  The union withdrew this proposal.

- **U-4 Sick Leave for Occupational Injury with Previous Employer Section 10.4.2**
  The company and union tentatively agreed to language allowing employees to use accrued sick leave for an occupational injury incurred with a previous employer.

- **U-6 Summer Hours. New Section**
  The company and union reached tentative agreement, in conjunction with C-7 Overtime Call Crew.

- **U-7 Minimum 2x Overtime Rate. Section 15.4.2**
  The union withdrew this proposal.

- **U-10, U-13, U-18 Journeyman Station Wireman. Section 16.17**
  The union withdrew these proposals.

- **U-11 Lead Meter Relay Technician. Section 16.9.2**
  The union withdrew this proposal.
• **U-12 Hydro Senior Operator Relief Shift. Section 17.1.3, 17.4.2**
The company and union reached tentative agreement amending language to accurately reflect the Senior Operator’s relief shift.

• **U-14 Hydro Plant Mechanic B. Section 17.6.2**
The company and union reached tentative agreement allowing Journeyman Plant Mechanic B to supervise skilled workers.

• **U-16 General Foreman Wage Rate. Article 22**
The union withdrew this proposal.

• **U-21 General Wage Increase. Article 22**
The union presented a proposal for 3% per year general wage increase for the term of the agreement. The company took under advisement.

• **U-22 Hiring Hall Letter of Agreement (LOA)**
The company and union reached tentative agreement updating the LOA to allow for up to one hundred sixty (160) hours of upgrade, and wage “adder” adjustment for Journeyman craft and above.

• **U-24 FR Clothing Policy**
The company and union tentatively agreed to replace the expired FR Clothing Policy with the current policy dated November 30, 2010.

• **U-25 Centralized Estimating Memorandum of Understanding (MOU)**
The company and union tentatively agreed to not renew the Centralized Estimating MOU dated February 26, 2007.

The parties used April 29th as a caucus day to work on language proposals, responses, and information requests resulting from the four days of bargaining. Additionally, the following future meeting dates were agreed to:

May 2-4, 2011 (sub-committee)
June 3, 2011
June 6-10, 2011
June 15-16, 2011

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For the Company

[Signature]

Aaron Gratias
Labor Relations, Pacific Power

For the Union

[Signature]

Ron Jones
Business Manager, IBEW Local 659
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