<table>
<thead>
<tr>
<th>IBEW 659 Journeymen</th>
<th>IBEW 659 Non-Journeymen</th>
</tr>
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<tbody>
<tr>
<td>Communications Tech Sr</td>
<td>Field Svcs Spclst</td>
</tr>
<tr>
<td>Communications Tech</td>
<td>Hydro Compliance Tech 1</td>
</tr>
<tr>
<td>Crane Opr</td>
<td>Hydro Compliance Tech 3</td>
</tr>
<tr>
<td>District Estimator</td>
<td>Hydro Helper</td>
</tr>
<tr>
<td>Estimator Apprentice 5</td>
<td>Logistics General Fmr</td>
</tr>
<tr>
<td>Journeyman Estimator</td>
<td>Logistics Specialist</td>
</tr>
<tr>
<td>Garage Mechanic Fmn</td>
<td>Logistics Trainee 2</td>
</tr>
<tr>
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<td>Meter Reader</td>
</tr>
<tr>
<td>Garage Mechanic</td>
<td>Meter Reader 2/6 Mos</td>
</tr>
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<td>General Foreman</td>
<td>Service Coordinator A</td>
</tr>
<tr>
<td>General Foreman Hydro</td>
<td>Service Coordinator C</td>
</tr>
<tr>
<td>High Voltage &amp; Sfty Equi</td>
<td>Service Coordinator D</td>
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<td>Single Phase Mtrng Spcls</td>
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<tr>
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<td>Jmn Plant Mech Hydro B</td>
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<tr>
<td>Jmn Plant Mechanic Hydro</td>
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<td>Line Fmn</td>
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<td>Lineman/Dst</td>
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<td>Substation Journeyman</td>
<td></td>
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<tr>
<td>Transformer Rpmn Fmn</td>
<td></td>
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<tr>
<td>Stat Wiremen Jmn</td>
<td></td>
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</tbody>
</table>
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:

- Fifty-(50) Meter Reader positions will not be considered part of the CWG. Meter Readers will be determined as part of the CWG-based on seniority.

- 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.
8. **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, three (3) one (1) floating holidays (to be scheduled per Section 8.5). **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.** Employees may use these floating holidays to observe the Presidents 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 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 workday. 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 December 26, 2003 **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 June 25th</td>
<td></td>
</tr>
<tr>
<td>April 26th through August 26th</td>
<td></td>
</tr>
<tr>
<td>June 26th through December 25th</td>
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</table>

<table>
<thead>
<tr>
<th>Month of Hire</th>
<th>Number of Floating Holidays</th>
</tr>
</thead>
<tbody>
<tr>
<td>December 26th</td>
<td>3-1</td>
</tr>
<tr>
<td>December 26th through June 25th</td>
<td></td>
</tr>
<tr>
<td>April 26th through August 26th</td>
<td>2</td>
</tr>
<tr>
<td>June 26th through December 25th</td>
<td>0</td>
</tr>
</tbody>
</table>
Sick Leave – Section 10.4.2

The Company and the Union have reviewed tentatively agree to the following changes:

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 occupational injury incurred in the service of any other employer is specifically excluded under both Article 10.0 and Article 11.0; 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.

Ron Jones
Business Manager
LU 659, IBEW

Rich Lovig
Director, Labor Relations
MEC and PacifiCorp
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. An Apprentice Pool sub-committee (APC) may be selected to support the Joint Apprenticeship Training Committee. This APC Committee shall be responsible for the continuing administration of the Apprentice Training Program provided by this Agreement, subject to applicable state and federal regulations. The JATC shall recommend the number of Apprentices to be trained in each Journeyman classification covered by this Agreement and shall determine the locations at which they are to be trained. The APC Committee will test, evaluate and interview candidates for admission to the apprenticeship pool, as hereinafter provided. 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 (a) the needs of the Electrical Utility Industry for trained workmen; (b) the needs of the Company for training additional skilled men.

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 have be required to satisfactorily completed complete a minimum of six (6) months Ground experience 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 When a vacancy occurs for an Apprentice in that branch of the trade, the Employee on that apprenticeship pool listing with the earliest overall seniority date will be offered the job in writing by Labor Relations with a copy of such offer to the Union. The Employee will be allowed eight (8) calendar days to accept or reject the offer. Upon accepting a job offer, the Employee will be removed from all apprenticeship listings. If an Employee on the apprenticeship pool listing rejects an offer for an apprenticeship, the Employee will be dropped from that list.

After the current apprenticeship pools are exhausted, apprenticeships will be opened as needed to the general population both inside and outside the company, regardless of an individual's current union membership or seniority.

12.3.1 Advertising and Recruiting for Positions Internal advertising and outreach for the Apprentice/Apprentice Qualified Pool openings will be handled through the Bid postings and the Company's internal Horizons posting and recruiting process. Externally, openings will be publicized
through avenues including but not limited to the following: Notice of postings will be provided to the union.

- Pacificorp Internet Site
- Various daily and weekly newspapers throughout the service area.
- State of Washington, California and Oregon Employment Division statewide posting processes.
- Outreach to institutions such as Northwest Linemen Vocational Outside Line Training Academy (VOLTA), Boise State, Spokane Community College, Perry Technical Institute, Oregon Institute of Technology, Benco-Tech, and others.
- Outreach to other agencies to provide access to a diverse work force.

Copies of the applicant list will be provided to the Union

42.3.2 Trade Orientation and Aptitude Testing for Applicants

An orientation and aptitude test will be conducted to determine the "best qualified" at locations determined by the parties. Applicants will be given a trade orientation prior to taking the aptitude test. This orientation will consist of general information including the job classifications, challenges, rewards, and hazards.

The National Joint Apprentice and Training Committee testing will be utilized to measure candidates' aptitude for the Apprentice position. The cost of the test will be the responsibility of the candidate. A score agreed to by the Joint Committee of not less than "4" for existing apprentice pool members and not less than "6" for future candidates on the nine-point scale will be considered a passing grade. The JATC will periodically review the passing scores to determine if the level for a passing grade is appropriate. Candidates will need to pass this testing to move on to the physical ability testing.

42.3.4 Interviewing and Rating of Candidates

APC Committee will interview each applicant candidate who obtains minimum test scores through the National Joint Apprentice and Training Committee and who otherwise satisfies minimum qualifications shall be eligible to an interview including review of the applicant's documented work history, training and certifications testing and physical testing. Following the interviews, each candidate will be rated numerically by the APC Committee and a composite score determined for each individual. The top candidates may will be offered Apprentice or Apprentice Qualified positions based on the number of openings.

Candidates not chosen for Apprentice positions will remain in the candidate pool for two successive pool openings or a period of two years, whatever comes first. Re-opening of the pool will be on an as-needed basis as determined by the company. Repeat candidates need not take the aptitude or physical ability testing unless they wish to
improve their scoring on these segments. A period of twelve months must elapse before a candidate will be allowed to repeat the aptitude or physical ability testing.

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

12.3.3 Physical Ability Testing of Applicants

Physical testing of applicants will measure the individual’s ability to perform activities associated with the respective branch of the trade. All costs for this training will be borne by the applicant.
Individuals who pass the physical ability testing will advance to the interview and rating phase.

12.3.34 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.
12.3.4.1 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.

Notes:
12.4 and 12.4.1 copied from March 14, 2005 Apprentice Qualified LOA (all other content of LOA deleted)
Renumber each following section in Article 12 accordingly
12.14 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.

Should the trust shall be dissolved on or before the last day of this agreement, and funds distributed the assets would be distributed to each contributing party pursuant to Article 9, Section 5 Disposition of Funds as amended November 14, 2005. The Company agrees to examine any method for pre-tax contributions by Employees and the Company.
15.3 No changes

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 15.76, 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.

15.17.1 No changes

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.

15.19 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 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. 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 issues arising from this provision shall be referred to the Labor-Management committee.

* This language moved from existing section 15.19
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 15.76, 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.

15.6 Overtime work assignments

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.
General Foreman upgrades – Section 16.2.1

The Union and the Company reviewed and tentatively agreed to the following language changes:

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.

Ron Jones
Business Manager
IBEW Local 659

Rich Lovig
Director, Labor Relations
MEC and PacifiCorp
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.
Senior Operator – Section 17.4.2

The Company and the Union reviewed and tentatively agreed to the following language changes:

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 twenty-ﬁrst (21st) shift, 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.

Ron Jones
Business Manager
LU 659, IBEW

Rich Lovig
Director Labor Relations
MEC and PacifiCorp
Plant Mechanic B – Section 17.6.2

The Company and the Union reviewed and tentatively agreed to the following language changes:

17.6.2 A Journeyman Plant Mechanic Hydro B is an Employee who (a) plans and directs the work of unskilled, or 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 Journeyman 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 Journeyman Plant Mechanic Hydro as needed. This classification shall not apply to short period welding called for in the normal course of a Journeyman’s work.

Ron Jones
Business Manager
LU 659, IBEW

Rich Lovig
Director Labor Relations
MEC and PacifiCorp
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 35 to 39 years old as of January 1, 2008:
   4 % contribution on base wages for 2008
   4 % contribution on base wages for 2009

Transition Credits for employees 40 years and older as of January 1, 2008:
   5.5% contribution on base wages for 2008
   5.5% contribution on base wages for 2009
   5.5% contribution on base wages for 2010
   4.5% contribution on base wages for 2011
20.6 The Company will make a contribution toward the monthly premium cost for each retired Employee who accepts coverage under the 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 New Hires (i.e. 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 January 1, 2008 will be eligible for a subsidized retiree medical benefit after attaining age 55 and five years if service.

<table>
<thead>
<tr>
<th>Age and Service</th>
<th>90</th>
<th>85</th>
<th>80</th>
<th>75</th>
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<th>65</th>
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<td>Company Maximum Contribution</td>
<td>Company Subsidy</td>
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<tr>
<td>* One Person</td>
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<td>$350</td>
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<td>$250</td>
<td>$200</td>
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<tr>
<td>* Two People</td>
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<td>$700</td>
<td>$600</td>
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<tr>
<td>* Three or More People</td>
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<td>$1,050</td>
<td>$900</td>
<td>$750</td>
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</tbody>
</table>
20.9 Leaves of Absence. Leaves of absence for such personal reasons as family illness, family death, 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 July 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.
Jury Duty – Section 20.10

The Union and the Company reviewed and tentatively agreed to the following language changes:

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. The Any fees received for such service shall be retained by endorsed to the Company employee.

Ron Jones
Business Manager
IBEW Local 659

Rich Lovig
Director, Labor Relations
MEC and PacifiCorp
In Lieu of Lodging – Section 21.16

The Union and the Company reviewed and tentatively agreed to the following language changes:

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.

Where 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 allowance 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.

Ron Jones
Business Manager
IBEW Local 659

Rich Lovig
Director, Labor Relations
MEC and PacifiCorp