The company and union met February 21st to February 23rd for the opening session of bargaining. The parties exchanged proposals, and provided brief overviews of each one. In addition, general discussions were held on the following proposals over the three day session:

February 21, 2011
- C-1 Foreman Selection. Sections 13.8, 13.6 & 13.5.
- C-2 General Foreman Upgrades and Site Agent eligibility for GF upgrade. Sections 13.7.1, 13.7.5, 16.2.1, 16.14.4 & GF LOA.
- C-3 Glove Allowance. Section 15.13.2.
- C-4 Line Patrolman Selection and Residence. Section 16.3.1 & 13.5
- C-13 Jury Duty Fees retained by employees. Section 20.10.
  - Reached Tentative Agreement, (previously discussed at Labor Management on May 24, 2010)
- U-17 Line Patrolman Rate. Article 22.

February 22, 2011
- C-5 Construction Crew/Jobsite Reporting. Section 15.3, 15.4.3 & 15.17.1
- C-7 Overtime Callout/ Call crew concept. Section 15.6
- C-8 Apprentice Qualified Hiring Process. Section 12.3 & Apprentice Qualified Positions LOA.
- U-9 Utility Specialist duties when assigned to Metering. Section 16.5.

February 23, 2011
- U-1 Subcontracting/Work preservation. New Language and Section
- U-2 Vacation Accruals. Section 9.2
- U-3 Vacation Carryover – End of year cash-out. Section 9.4
- U-4 Sick Leave - previous employer Occupational Injury. Section 10.4.2
- C-20 Holidays. Section 8.1.

The parties used February 24th as a caucus day to work on language proposals and information requests resulting from the three days of discussions. Future bargaining sessions were scheduled for the weeks of March 28, April 4, April 11, April 18, and April 25, 2011.

For the Company

For the Union

[Signatures]

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Labor Relations, Pacific Power

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