

Memorandum of Understanding

Columbia Power Trades Council and Bonneville Power Administration

Subject: Protective Footwear Reimbursement

A. A permanent CPTC employee occupying a covered position (see attached list of positions) may be compensated up to \$150 for one pair of footwear, once per year, if the employee purchases protective footwear that meet or exceed BPA protective footwear requirements, except as provided for further below:

- (1) A BPA non-bargaining unit (e.g., annual) employee entering a CPTC covered position is not eligible for compensation for the purchase of protective footwear for one year, if BPA has compensated the employee for protective footwear within the prior 6-month period as measured from date of entry in the position.
- (2) CPTC employees in a non-covered position (e.g., dispatcher classifications, etc.) are eligible to be compensated for the purchase of one pair of protective footwear up to 100% of the negotiated amount when assigned by management to perform work requiring protective footwear, provided BPA has not reimbursed the employee for protective footwear within the last five-year period, as measured from the date of reimbursement.
- (3) An employee is ineligible for compensation for the purchase of protective footwear as a result of an employee-initiated temporary job assignment (e.g., employee requests a developmental related assignment such as a job shadowing another craft, etc.) in which protective footwear is required.

B. Payment of Compensation

- (1) BPA employees eligible for compensation in accordance with the provisions and limitations contained herein are eligible to be compensated for one pair of protective footwear up to 100% of the negotiated amount once per year (from the date of employee reimbursement), provided the employee provides a receipt evidencing the cost of such footwear and submits required documentation. If any portion of the negotiated amount is used in a year, the remaining portion may not be carried forward.
- (2) Carry-Over Option - In lieu of applying for compensation each year, an employee permanently occupying a position subject to a footwear requirement may carry-over the prior year's negotiated amount and apply for compensation up to 200% of the negotiated amount in the second year for the purchase of one pair of protective footwear. If only a portion of the

negotiated amount is used, the remaining portion may not be carried forward to subsequent years.

(For example, an employee is compensated in 2012, does not apply for compensation in 2013, employee carries over 2013 negotiated amount to 2014 – employee may apply for up to 200% of the negotiated amount in 2014).

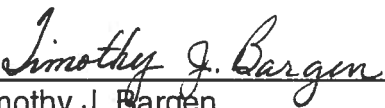
C. An employee reimbursed for the purchase of protective footwear in 2010 or 2011 under Section 2A of BPA/CPTC MOU of November 3, 2010 is not eligible for reimbursement for replacement footwear until January 3, 2013.

D. Covered Positions for Annual Reimbursement are listed in Appendix A


E. Upon ratification, a one-time reimbursement of up to \$80 will be allowed for employees who were not included in the original implementation agreement (i.e., Section 2 B (2) of protective footwear MOU of November 3, 2010), for the purchase of additional footwear to consist of PAC style insulated protective footwear. Employee will be allowed to submit for reimbursement within 60 days from ratification. Any reimbursement submitted beyond 60 days from ratification will not be compensated. The list of eligible crafts are as follows:

- Power System Control (excluding the Control Center)
- System Protection Control
- Facilities Maintenance Worker
- Heavy Mobile Equipment Mechanic
- Riggers
- Material Handler
- Sheet Metal Mechanic

Agreed to this 27 day of November 2012:



Timothy J. Borgen
Labor Relations Officer
Bonneville Power Administration



Travis Eri
Executive Secretary
Columbia Power Trades Council

Appendix A

Position Classifications	Position Level Coverage/Exclusions	Covered Position
Electrician Craft	All position levels, including helper & cable splicer	X
Electrical Rigger	All position levels within classification	X
Lineman	All position levels within classification	X
Aerial Patrol Observer		X
Ground man		X
Line Equipment Operator		X
Substation Operator	All position levels within craft, including DC class.	X
PSC Craftsman I and II	All position levels	X
PSC Craftsman Trainee	All included, <i>except trainees in Control Centers</i>	X
SPC Craftsman I & II	All position levels, including SPC Trainee levels	X
SPC Craftsman (LAB) I & II		X
SPC Craftsman (Lab) II		X
SPC (Lab) Trainee 1-10		X
EMT & D Craftsman I & II		X
EMT & D Craftsman Trainee I&II		X
Instr. Craftsman (LAB) I and II		X
Ass't. Instr. Craftsman (Lab)		X
Electronic Instrumentation Worker		X
Instr. Craftsman Trainee 1-10		X
Plumber & Pipefitter	All position levels	X
Welder	All position levels	X
Heavy Truck Driver	All position levels	X
Rigging Truck Driver	All position levels	X
EU Materials Handler	All position levels, including trainee	X
Machinist	All position levels	X
Facilities Maintenance Worker		X
General Tool & Equip. Mech.		X
Painter	All position levels	X
Sheet Metal Mechanic	All position levels	X
EU Carpenter	All position levels	X
Heavy Equipment Operator	All position levels	X
Crane Operator		X
Laborer	All position levels	X
Heavy Mobile Equip. Mechanic	All position levels	X
Aircraft Machinist	All position levels	X
Data System Craftsman I & II		X