

MEMORANDUM OF AGREEMENT
BETWEEN
PacifiCorp
AND
I.B.E.W., LOCAL 57
CRITERIA FOR TESTING NON-JOURNEYMAN
EMPLOYEES AND NEW HIRES

The Joint Power Supply Apprenticeship Committee approved the following requirements for testing non-journeyman employees and outside applicants for Journeyman Electrician positions:

Applicant must have at least 3 years of Journeyman Maintenance Electrician experience after completion of approved apprenticeship program or equivalent academic courses in the following:

- | | |
|-------------------------------------|--|
| • Electrical Theory & Applications | AC/DC & Solid State Theory |
| • Microprocessors, PMC, PLC Systems | Air Conditioning / Refrigeration / Heating |
| • Blueprint Reading | Test Equipment & Troubleshooting |
| • Motor Maintenance & Repair | Motor Control Centers |
| • National Electrical Code | Personal & Equipment Protection |
| • Switch Gear & Circuit Breakers | Transformer & Voltage Regulation |

Applicant must have the following academic requirements:

- | | |
|--|---------------------------------|
| • Mathematics – Algebra, Trig, Formulas | 6 semester hrs /9 quarter hrs |
| • Electricity – AC/DC Theory, Transformers | 16 semester hrs /24 quarter hrs |
| • Blueprint Reading – Drawings, Diagrams, Schematics | 6 semester hrs /9 quarter hrs |
| • Motor Control – AC/DC Motors, Repairs, Troubleshooting | 14 semester hrs /21 quarter hrs |
| • Electronics – Solid State, Microprocessors | 16 semester hrs /24 quarter hrs |

If questions arise regarding the above qualifications, the Joint Power Supply Apprenticeship Committee will review the application and make the final determination of eligibility.

Fred Dyer
Manager Labor Relations
PacifiCorp

Blaine A. Newman
Business Manager
I.B.E.W. Local 57

ATTACHMENTS

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The Joint Power Supply Apprentice Committee approved the following requirements for testing non-journeyman employees and outside applicants for Journeyman Instrument & Control Technician positions:

Applicant must have at least 3 years of Instrument & Control (Journeyman) experience in calibration, maintenance, and troubleshooting in the following areas:

- Analog & Digital Controls (electronics & pneumatic) pressure, level, temperature, flow.
- Environmental Measurement: NO, SO, Opacity, CO2.
- Microprocessor Based Instrumentation & PLC systems
- Water Chemistry, Monitoring: pH control, Silica, Conductivity, Density & Controls.
- AC / DC & Solid State Theory.
- Test Equipment & Troubleshooting.
- Personal & Equipment Protection.

Applicant must have the following academic requirements:

- | | |
|---|---------------------------------|
| • Mathematics: Algebra & Trig | 10 semester hrs /15 quarter hrs |
| • Electricity DC & AC Fundamentals | 10 semester hrs /15 quarter hrs |
| • Instrumentation Measurement | 18 semester hrs /27 quarter hrs |
| • Electronics: Solid State, Computer basics | 16 semester hrs /24 quarter hrs |

If questions arise regarding the above qualifications, the Joint Power Supply Apprentice Committee will review the application and make the final determination of eligibility.

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The Joint Power Supply Apprentice Committee approved the following requirements for testing non-journeyman employees and outside applicants for Journeyman Mechanic positions:

Applicant must have at least 3 years of Journeyman experience in the following areas:

- Machine Shop
- Pipe fitting
- Welding
- Hydraulics
- Pump repair
- Industrial mechanics

Applicant must have the following academic requirements:

- | | |
|-------------------------------------|---------------------------------|
| • Welding and related subjects | 18 semester hrs /27 quarter hrs |
| • Machine shop and related subjects | 18 semester hrs /27 quarter hrs |
| • Industrial mechanics | 6 semester hrs /9 quarter hrs |
| • Trade math or equivalent | 6 semester hrs /9 quarter hrs |

If questions arise regarding the above qualifications, the Joint Power Supply Apprentice Committee will review the application and make the final determination of eligibility.

Fred Dyer
Manager Labor Relations
PacifiCorp

Blaine A. Newman
Business Manager
I.B.E.W. Local 57

This correspondence is being issued in order to clarify the process required to hire individuals into Journeymen positions from outside the company. The reason for this correspondence is due to the need in the recent past to look outside the company in order to fill critical vacancies in some of our locations. It is also being issued in conjunction with current efforts to streamline the process and expedite the filling of positions. Please keep in mind that this document only covers the hiring of Journeymen in Power Supply.

The controlling document for this process is a Memorandum of Agreement between the Company and IBEW Local 57 dated 10/27/1999. This document is still in effect. A copy of the agreement is attached to this correspondence.

The filling of a vacancy in the Journeymen ranks is to proceed in the following manner:

1. Authorization to fill the position is obtained in the regular manner. i.e. the appropriate PIRF is completed with authorizing signatures.
2. The position is put up for bid for a period of 10 days. If qualified applicants bid on the vacancies the selection is based on seniority.
3. If no qualified bidders apply for the position the job posting is re-bid for an additional 10 days. Simultaneously during this second 10-day period the Company may initiate recruiting efforts through Horizons postings and outside recruiting efforts.
4. Outside applicants for Journeymen positions must meet the requirements in the attached Memorandum of Understanding. Applicants deemed to meet the requirements will be required to provide documentation to that effect to the Apprentice Committee. At this time this information should be sent to Kraig Christensen who will, in turn, forward the information to the proper individuals on the Apprentice Committee. Information required will consist of the following:
 - a. Transcripts from educational institutions verifying completion of courses and letter grade received.
 - b. Resume of work experience with name of company where the work experience occurred along with address and phone number where contact and verification of employment may be obtained.
5. Once the above information is complete, reviewed and approved, Labor Relations will send a letter to IBEW Local 57 requesting that a test be administered to the selected individual(s).
6. The Union designates the individual to administer the exam and represent the Union. The Company and the test administrator for the actual conducting of the test agree upon a date and location. The Company will designate its representative to participate in the testing process. At the time of this correspondence the authorized test administrators representing the Union are listed below:

Electrical Southern Utah
Electrical Northern Utah/Wyoming

Happy Riche
Joe Kalan

I & C Southern Utah	Richard Olsen
I & C Northern Utah/Wyoming	
Mechanical Southern Utah	Stanley Swanson
Mechanical Northern Utah/Wyoming	Albert Carollo

7. Upon successful completion of the testing process the hiring Superintendent will be notified of those individuals who have completed the procedure.
8. The hiring Superintendent then works with the appropriate personnel in Portland to complete the interviewing process and to issue letters of offer-of-employment.
9. Candidates who fail to pass the test may re-apply once the individual has demonstrated proactive efforts to improve in areas of deficiency.

Non Journeymen individuals who are currently employed by the Company who feel that they meet the criteria in the attached Memorandum may also apply for Journeymen positions if there are no qualified internal bidders. These individuals must provide the same information as listed above in item number 4.

Please keep in mind that Apprentices who are within 3 months of completing their apprenticeships may bid on Journeyman positions within their area. In these situations the Company will hold open the position until the apprentice in question completes the apprenticeship.

