

Memorandum of Understanding

Bonneville Power Administration and the Columbia Power Trades Council

Date: March 6, 2015

Subject: 2015 Interim Wage Adjustment

Article 14-1 of the BPA-CPTC collective bargaining agreement, which was approved December 16, 2012, provides that the 2015 wage adjustment shall be computed on the basis of the simple average of the journeyman Lineman/Electrician wage rates of six designated Northwest electric utilities. Specifically, the average of the 2015 wage rates for the six utilities is computed to establish the corresponding BPA 2015 wage rate. The resulting percentage wage adjustment needed to increase the 2014 BPA Lineman/Electrician wage rate to the 2015 wage rate is then computed to determine the across-the-board percentage adjustment.

Two of the six utilities (Pacific Power, Local 125, and Chelan) have not yet completed negotiations to establish their final wage rates for 2015. To establish a 2015 interim wage adjustment, the parties have agreed to use the 2014 wage rates of these two utilities in the survey average formula. The result is an interim 2015 BPA journeyman Lineman/Electrician wage rate of \$42.48 per hour, which is a 1.55 percent above the corresponding 2014 BPA wage rate.

The 1.55 percent interim wage adjustment shall be effective March 8, 2015, and will be applied across-the-board to all bargaining unit employees except where other provisions of the collective bargaining agreement apply involving some form of pay savings (e.g., Article 1-16).

This interim wage adjustment will be further adjusted, as needed, after the two utilities finalize their 2015 wage rates. The final BPA 2015 wage adjustment will be retroactive to the effective date of March 8, 2015.



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