

MEMORANDUM OF UNDERSTANDING
1-15.06
BPA/CPTC COLLECTIVE AGREEMENT

1. Under 1-15.06 of the BPA-CPTC Collective Agreement and consistent with the Government Travel Regulations which require an actual change in official duty station, an employee may be paid moving expenses for certain changes in jobs on a conditional basis. Employees covered by the BPA/CPTC bargaining agreement are eligible for a paid move if they meet the conditions set out in 1-15.06.
2. In addition, in order to explain how 1-15.06 is interpreted for external hires for BPA positions these examples are used to illustrate such handling. When an employee transfers into BPA from another Federal agency (e.g., Corps of Engineers Power Plant Operator to a BPA Substation Operator), or is selected from another DOE component (e.g., a WAPA Electrician to a BPA Electrician), such journeyman-to-journeyman moves are considered lateral reassignments even though there may be an adjustment in wage rates. An example of a paid move that would be counted as a promotion would be the transfer or selection of a journey-level employee into a dispatcher trainee position, assuming that it involved an increase in wage rates.
3. Also, questions have arisen in the past as to how the various job titles within the Substation Operator Craft should be treated for determining whether a voluntary move is treated as a lateral reassignment or a promotion under paragraph 1-15.06. The Substation Operator Craft has the following job titles:

- Assistant Substation Operator
- Substation Operator
- Senior Substation Operator
- DC Substation Operator
- Senior DC Substation Operator
- Senior DC Substation Operator (Relief)
- Chief III Substation Operator
- Assistant DC Substation Operator (I to VI)

For the purpose of interpretation of 1-15.06, a move between and among the job titles in the list below is considered a lateral reassignment, although the wage rates may be different. A move from any of these job titles to Chief Substation Operator is considered a promotion. A move from a Chief job back to any of these job titles is treated as a voluntary change to a lower-paid classification (as is a move from any of these job titles back to an Assistant Substation Operator job).

- Substation Operator
- Senior Substation Operator
- DC Substation Operator

Senior DC Substation Operator
Senior DC Substation Operator (Relief)
Assistant DC Substation Operator (I to VI)

4. With respect to moves between Dispatcher Relief and non-Relief job titles, any such move between corresponding job titles (e.g., from System Dispatcher to System Dispatcher (Relief) and vice versa, from Senior System Dispatcher to Senior System Dispatcher (Relief) and vice versa, etc) is considered a lateral reassignment.

Agreed to this 28th day of July 2008 as superseding Joint Interpretation, dated August 28, 1989:



Travis Eri
Executive Secretary
Columbia Power Trades Council



Dave Hart
Labor Relations Officer
Bonneville Power Administration