

MEMORANDUM OF UNDERSTANDING

BONNEVILLE POWER ADMINISTRATION AND COLUMBIA POWER TRADES COUNCIL

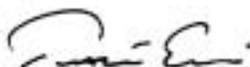
Temporary Upgrades for BPA Employees in Connection with Use of Mixed Crews

The use of mixed crews will result in BPA employees working together with contract employees as part of the same crew when the latter are added to a BPA crew. In all cases, BPA employees will be in charge of all such assigned work. This includes situations in which established crews are split up and assigned different tasks; in such cases, a BPA employee will be in charge of each task. When a BPA employee is in charge of such jointly-performed work in accordance with the provisions noted below, the BPA employee will temporarily receive a rate of pay that recognizes the employee's responsibility for the job (specifically, for the "job" responsibility rather than supervisory responsibility). In general, this will be accomplished by "counting" contract employees when applying temporary upgrade rules in Supplement 1 of the collective bargaining agreement and as shown below.

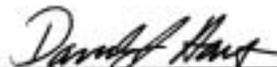
Accordingly, the parties agree to use the language below for the sole purpose of establishing entitlement to temporary Journeyman-in-Charge and temporary Foreman rates of pay when a BPA employee is in charge of a job assignment that includes performance of work by a contract employee.

- A. The "Journeyman-in-Charge" pay rate is intended to be used when a BPA journeyman worker is temporarily assigned the responsibility for a specific job that includes performance by at least one other BPA or contractor journeyman worker.
- B. The Journeyman-in-charge pay rate will apply only to a coordinated work activity where BPA and contractor employees are engaged in a task, project, or work assignment that requires those employees to work together on the task. It does not apply when engaged in separate tasks at the same location.
- C. In situations where a BPA journeyman and a contractor journeyman of different crafts are working together in a craft cooperation effort, and the craft of the BPA journeyman has jurisdiction over the work, JIC pay will be applicable if the following condition is met: The contractor journeyman from the other craft(s) must be performing journeyman-type work of the jurisdiction of the BPA employee, rather than just assisting in a helper-level capacity. All other existing JIC rules apply.

Agreed to this 28th day of July 2008:



Travis Eri
Executive Secretary
Columbia Power Trades Council



David J. Hart
Labor Relations Officer
Bonneville Power Administration