

# memorandum

REPLY TO  
ATTN OF: SPL

SUBJECT: Change in Job Standards-Revised Residency Requirements

to: All Hourly Employees

The purpose of this memorandum is to inform you of clarifications made to job standards for many of the hourly occupations at BPA. The changes affect residency requirements (that is, how close you must live to your permanent duty station). These changes have been agreed to by the Columbia Power Trades Council. The purpose of the changes is to better ensure an adequate level of emergency response capability to maintain the reliability of the transmission system.

The changes affect all occupations for which residency requirements already exist, as well as Power System Control and System Protection Maintenance Craftsman I and II positions, for which there previously were no residency requirements. Occupations covered by the following job standards are covered by the new residency requirements:

- Electrician (Maintenance only)
- Electrician Helper (Maintenance only)
- Electrician Foreman I, II, III, and IIIT (Maintenance only)
- Groundman
- Aircraft Patrol Observer
- Line Equipment Operator A and B
- Lineman
- Lineman Foreman I, II, III, and IIIT
- All Substation Operator Titles, including Relief, DC, Senior, Senior Relief, Assistant,  
And Chief Substation Operator III
- Data Systems Craftsman I and II
- Power System Control Craftsman I and II
- System Protection Maintenance Craftsman I and II
- Heavy Truck Driver

The language of the new residency requirement, rules for phasing in its application, and the impact on existing employees is contained below. Questions should be directed to your supervisor or union representative.

## **Residency Requirements**

For covered positions, employees are required to have a domicile that is within 1 hour or less commuting time, under normal weather and road conditions, to the employee's duty station headquarters.

The definition of "domicile" is the place where an employee has his/her permanent home or residence and whenever he/she is absent, has the intention of returning. Although an employee

can have many transient residences where he/she may temporarily be found, he/she has but one domicile that is the residence to which he/she intends to return. Where an employee's spouse or family resides shall have no bearing on whether the employee meets the domicile requirement. When a dispute arises between an employee and his/her supervisor over this issue, a joint labor/management committee shall advise management on whether the employee is meeting the intent of the requirement.

### **Implementation Procedures**

1. This residency requirement will apply to:
  - (A) All new employees hired on or after October 31, 1993:
  - (B) All Foreman I's, II's, III's, and Chief Operator III's selected on or after October 31, 1993; and
  - (C) All Journeyman or equivalent (not in category "B") currently on the BPA system in covered positions selected on or after October 31, 1995.

The term "hired" includes selection of non-BPA candidates and non-hourly BPA applicants. The term "selected" includes voluntary reassignment of existing hourly employees (involuntary reassignment is treated as a grandfathered situation), either within or between crafts.

Except for PSC and SPM Craftsman I and II positions filled before October 31, 1993, employees in current positions or new or vacant positions filled before October 31, 1995, are grandfathered from the clarified requirement for the time they remain in such positions and, instead, continue to be covered by the existing requirement. That is, they are required to "live within the local commuting area (1 hour or less commuting time)" in accordance with the terms of the 1992 BPA-CPTC arbitration decision regarding residency. However, such grandfathered employees who have established domiciles (as defined above) within 1 hour or less commuting time from their headquarters are expected to continue to maintain domiciles within the same commuting distance. With respect to PSC and SPM Craftsman I and II positions, those employees in current positions, or new or vacant positions filled before October 31, 1993, are not covered by a residency requirement.

2. Employees who meet the domicile requirements outlined in No. 1 will be required to sign a domicile agreement. The domicile agreement will stipulate that the employee agrees to establish a domicile within 1 hour or less commuting time to the duty station headquarters, within 1 year after moving into the position. In hardship cases, management may approve an employee's request to extend the time to a maximum of 2 years from the date of entering the position.
3. In the case of two BPA employees who are both in covered positions and are legally married to each other, but stationed in different duty locations, only one of these employees may be subject to the domicile rule.

4. Failure to adhere to this requirement,, as described in the employee's domicile agreement or this clarified policy, will subject the employee to disciplinary action, up to and including removal from Federal service.

Timothy J. Bargaen, Chief  
Labor/Management Relations and Pay Branch

**DOMICILE AGREEMENT**

I have read and understand the residency requirements contained in the attached memorandum, Subject: Change in Job Standards—Revised Residency Requirements. I agree to abide by the requirement to establish a domicile within one hour or less commuting time to duty station headquarters, within one year after moving into the position of

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Printed Name \_\_\_\_\_

Signed \_\_\_\_\_

Dated \_\_\_\_\_