

UGP Management and IBEW Local 1959 – Final FY2015 Wage Increase Agreement

August 28, 2014


The Parties met and reached agreement on August 28, 2014 @ 10:15 AM

Our final agreement consists of the following:

1. Utilizing the NWE Journeyman Linemen IBEW Local 44 (\$40.32/hr) and the Excel Energy Journeyman Lineman IBEW Local 160 (\$44.31/hr) as a best duty comparison matches for FY2015.
2. Based on our agreed comparables, UGP Management and IBEW Local 1959 agree to a 2.6 percent increase for FY2015.

For UGP Management purposes, this agreement equates to \$43.03 per hour rate which places UGP Wage at 68 percent of the "bookends" for the comparable companies. The parties agree to a 2.6 percent increase based on the flexibility of working within the "bookends". The parties recognize, the \$43.03 wage rate will go into effect the first full pay period in October 2014, or be retroactive back to October 5, 2014.

This agreement is executed to resolve the FY2015 wage opener for IBEW Local 1959 and is not precedent setting.

Accepted 
Scott Mallard – UGP Management

Date 8-28-14

Accepted 
Paul Eiler – IBEW Local 1959

Date Aug 28, 2014

SNR Management and IBEW Local 1245
FY15 Wage Increase Agreement
August 25, 2014

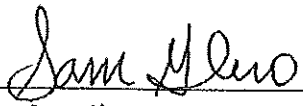
The parties met and reached agreement on August 25, 2014.

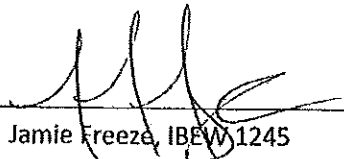
Our agreement consists of the following:

1. Utilizing the PG&E (T-Line) Lineman IBEW Local 1245 (\$54.24) and the SMUD Lineman IBEW Local 1245 (\$51.59) as the best company and duty comparison matches for FY 15.
2. Based on these agreed on comparisons, SNR Management and the IBEW Local 1245 agree to a 2.75 percent increase for FY15 which is 51% of the pay band between the PG&E and SMUD Lineman pay rates.
3. This equates to a \$52.94 per hour for the Lineman/ Electrician base rate in FY15.

This agreement is executed under the provisions of SLA #3 of the CBA. After the preliminary numbers are negotiated for each Region the wage package must still go to the Department of Energy for Agency head approval. If for any reason the wage increase cannot be implemented on the first official pay period in October 2014, the pay increase will be implemented retroactively to the first pay period in October 2014 after resolution of the reason for the delay.

Accepted  Date 8/25/2014
Arun K. Sethi, SNR Maintenance Manager

Accepted  Date 8/25/2014
Sam Glerio, IBEW 1245 Business Rep.

Accepted  Date 8/25/2014
Jamie Freeze, IBEW 1245

**RMR Management and IBEW Locals 1759 and 2159
FY15 Wage Increase Agreement
August 26, 2014**

The parties met and reached agreement on August 26, 2014.

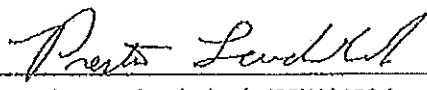
Our agreement consists of the following:

1. Utilized the Rocky Mountain Power Journeyman Lineman (RGQ) Local 127 (\$42.21 per hour), Xcel Energy Lineman (Transmission Line) Local 111 (\$42.38 per hour) and the Tri-State Lineman (Transmission) Local 111 (\$41.38 per hour) as the survey and wage comparison companies for FY15.
2. Based on these agreed upon comparisons, RMR Management and the IBEW Locals 1759 and 2159 agree to a 2.60 percent increase for FY15.
3. This equates to a \$ 42.16 per hour for the Lineman/ Electrician base rate in FY15.

This agreement is executed under the provisions of SLA #3 of the CBA. After the preliminary numbers are negotiated for each Region the wage package must still go to the Administrator of Western for approval. If for any reason the wage increase cannot be implemented on the first official pay period in October 2014, the pay increase will be implemented retroactively to the first pay period in October 2014 after resolution of the reason for the delay.

Accepted  Date 9/2/2014
Nicholas S. Klemm, RMR Maintenance Manager

Accepted  Date 8-28-2014
Brady Garner, IBEW 1759 Representative

Accepted  Date 08 28 2014
Preston Lauderbach, IBEW 2159 Representative

DSW Management and IBEW Local 640
FY15 Wage Increase Agreement
August 21, 2014

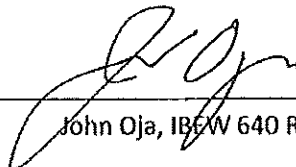
The parties met and reached agreement on August 21, 2014.

Our agreement consists of the following:

1. Utilizing the SRP Lineman 4221 Hot Stick/EHV Position (\$42.97 per hour) and the APS Lineman Hot Stick/EHV (\$44.69 per hour) as the best company and duty comparison matches for FY15.
2. Based on these agreed on comparisons, DSW Management and the IBEW Local 640 agree to a 2.25 percent increase for FY15 which is 64% of the pay band between the SRP and APS Lineman pay rates.
3. This equates to a \$ 44.07 per hour for the Lineman/ Electrician base rate in FY15.

This agreement is executed under the provisions of SLA #3 of the CBA. After the preliminary numbers are negotiated for each Region the wage package must still go to the Department of Energy for Agency head approval. If for any reason the wage increase cannot be implemented on the first official pay period in October 2014, the pay increase will be implemented retroactively to the first pay period in October 2014 after resolution of the reason for the delay.

Accepted  Date 9-2-14
Ricklan B. Hillis, DSW Maintenance Manager

Accepted  Date 9-2-14
John Oja, IBEW 640 Representative