

**Memorandum of Understanding**  
**Bonneville Power Administration**  
**and**  
**International Brotherhood of Electrical Workers, Local 125**

**Subject:** BPA Late-Step Apprentice and Unassigned Journeyman Placement

The purpose of this memorandum of understanding is to clarify management's right to assign late-step apprentices and unassigned journeymen (i.e., graduated apprentices with journeyman status that have not yet been permanently placed) to their first permanent duty locations.

The Administration will first attempt to fill a vacant position with a qualified journeyman from the Bid List before placing late step apprentices or unassigned journeyman. As such, any qualified journeyman bidding on the permanent vacant position will have preference over the apprentice or unassigned journeyman for the position. (Exceptions to the aforementioned procedure may be used only with prior written mutual agreement by the affected CPTC union and BPA.)

- A. Apprentice Placement. The following conditions must be met before management will consider a late-step apprentice for permanent reassignment:
1. The Administration has the right to place lineman and electrician apprentices to their first permanent duty stations during the last 12 months of their apprenticeship program.
  2. The Administration has the right to place substation operator apprentices to their first permanent duty stations during the last 6 months of their apprenticeship program (i.e., entered Step 7 of the program).
  3. To be eligible for placement prior to completion of the apprenticeship program, the late-step apprentice's performance must be at successful level or higher (i.e., the employee does not have a notice of improvement (NIP) or performance counseling letter in place).
  4. Management will consult with the Craft Committee or Technical Training regarding the late-step apprentice's ability to complete the program successfully prior to effecting a permanent assignment.
- B. Unassigned Journeyman Placement. The Administration has the right to place unassigned journeymen to their first permanent duty stations. Unassigned journeyman shall have preference in placement over late-step apprentices who have not been permanently placed.

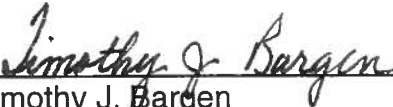
C. Bidding Eligibility

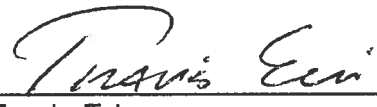
Following permanent placement by management of a late-step apprentice or unassigned journeyman into his/her first permanent duty station, the employee is eligible to bid journeyman positions at other duty stations.

D. Application of Paragraph 1-15.06 (Paid Moves)

1. When management assigns a late-step apprentice or unassigned journeyman into his/her first permanent duty station, any resulting permanent change of station (PSC) move will be considered a graduating apprentice assignment, and the Administration will reimburse moving expenses under paragraph 1-15.06, as provided by Federal government travel regulations.
2. If a late-step apprentice or unassigned journeyman, who has been placed by management in his/her first permanent duty station, subsequently bids and is selected for another journeyman position at a different duty station, the position change is treated as a lateral reassignment for purposes of paragraph 1-15.06.

Agreed to this 27 day of November 2012:

  
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Timothy J. Borgen  
Labor Relations Officer  
Bonneville Power Administration

  
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Travis Eri  
Executive Secretary  
Columbia Power Trades Council