

**Memorandum of Understanding
Between
Bonneville Power Administration
and
Columbia Power Trades Council (CPTC)**

Article 12.11 of the BPA-CPTC collective bargaining agreement provides that the Joint Grievance Board shall organize when necessary and will follow the procedures outlined below.

Purpose and Representatives

This forum is an opportunity for Management and the Aggrieved Employee to have their perspectives about the grievance considered by a neutral board. Joint Grievance Board Members are to make recommendations on the grievance based upon testimony and evidence presented, without regard to any sort of pre-set bias.

Management representatives selected as grievance board members must be from outside of the aggrieved party's direct line of supervision. In addition, Union representative board members must be chosen from outside of the aggrieved employee's craft. Board members must be neutral in their consideration of the grievance, and in any direct questioning they might do of either of the involved parties. The Board must strive to be consistent with past practices, where applicable, and their goal should be a jointly recommended settlement, if possible.

Protocol

Step 1 – Opening Statements

This step is optional for both parties. It involves Opening Statements, first by the Grievant, and then by Management (or their respective representatives). Both parties should be allowed to make these statements uninterrupted by the other, with appropriate questions for clarification of the issues from the Board.

Step 2 – Case Presentation

The Grievant states his/her case first, without interruption from Management. Appropriate questions for clarification of the issues from the Board maybe asked. Management may cross-examine each witness in turn. Management then states their case, without interruption from the other party, with appropriate clarifying questions from the Board. The Grievant may cross-examine each witness in turn. This process is followed by a recess.

Step 3 – Rebuttal

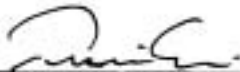
The Grievant rebuts Management's case first, without interruption or cross-examination from the other party. Management then rebuts the Grievant's case with the same conditions applying. In both cases, the Board may ask clarifying questions. Further comment must be reserved for Closing Statements.

Step 4 – Closing Statements

This step is optional for both parties. It involves Closing Statements, first by the Grievant, and then by Management. As with Opening Statements, both parties should be allowed to make these statements uninterrupted by the other. Although not normally required, clarifying questions from the Board may be asked.

Other requests for recess may be wanted as necessary, but may not be used to impede the process.

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