

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

Dispatcher Certification

This Memorandum of Understanding (MOU) is agreed to as a result of changes to job standards that require System Dispatcher and higher-classification dispatching staff to meet regulatory requirements. The agreements in this MOU apply to all dispatching staff and supersede all previous agreements and understandings regarding certification of dispatching staff.

This MOU describes the rights and responsibilities of both BPA and affected employees associated with obtaining and maintaining system operator certification or re-certification by examination and certification through continuing education. As of October 1, 2009, re-certification by examination will be discontinued, and regulatory requirements will be met through a Continuing Education Hour (CEH) program. The CEH program will provide for continued certification through accumulating a specified number of continuing education hours within a specified period of time. The program will allow system operators to maintain their credentials through continuing education rather than by retaking an examination.

Section A of this MOU describes rights and responsibilities for both BPA and affected employees with respect to training to prepare employees to take initial certification and re-certification exams (until no longer available); the timing and scheduling of such exams; the expenses of such exams; expenses and training for re-take exams (following a failure); and the time limits for passing exams and the consequences for failing to pass exams within such time limits.

Section B of this MOU describes the responsibilities of both BPA and affected employees with respect to continuing education training; expenses of such training; reimbursement of re-certification application fees; and consequences of failing to maintain certification.

A. Initial Certification and Re-Certification Examinations

1. Training to Prepare for Taking Initial Certification and Re-Certification Exams (i.e., for the first attempt to pass such examinations).
 - a) Official Time to Attend Training Course. BPA will provide up to 40 hours of official time to attend a training course to prepare for the exams.
 - b) Tuition Cost of Course. BPA will pay the enrollment or tuition cost of the training course.

- c) Travel Cost to Attend Training Course. BPA will pay authorized travel costs related to attending the training course.
 - d) Training Designation. Such training is considered required training.
2. Timing and Scheduling of Initial Certification and Re-Certification Exams.
- a) Assistant Dispatchers. Assistant Dispatchers must take the certification exams no later than 30 days after receiving preparatory training. (Note: Completion of the 1-year training program is required in order to be promoted to the System Dispatcher level, regardless of when the certification exams are passed.)
 - b) Current Non-Certified Employees. Any current employee at the System Dispatcher or higher classification, who is not currently certified, must take the certification exams within 45 days from the date of this MOU.
 - c) Re-Certification of Currently Certified Employees. Currently certified employees must take the certification exams not later than 6 months before their current certifications expire.
 - d) Scheduling. Employees will be scheduled for exams on a date that is mutually agreed to by the supervisor and the employee.
3. Expenses for Initial Certification and Re-Certification Exams (i.e., for the first attempt to pass such exams).
- a) Exam Fees. BPA will pay the exam fees.
 - b) Compensable Time for Taking Exams. BPA will either allow employees to take the exams either during regularly scheduled duty hours or provide employees with lieu time under Article 1-9.
4. Re-Take Exams – Assignment of Work, Expenses, and Training. A re-take exam is defined as any subsequent attempt to pass either an initial certification or a re-certification exam following a failure to pass the exam on the first attempt. Following a failure and pending a re-take exam, it is understood that management retains the discretion to assign an employee to whatever duties within the dispatch office that management deems appropriate. For re-take exams that are passed, management will pay any and all costs (including official time) that are associated with taking such exams, and paying any exam fees. For any re-take exam that is not passed, all such costs are absorbed by the employee.

5. Re-Take Exams – Time Limits for Passing Exams and Consequences of Failure to Pass the Exam Within the Time Limits.

- a) Assistant Dispatchers. The employee must pass the exams within 60 days of the initial failure. If the employee does not pass the re-take exams within this timeframe, management retains the right to take appropriate administrative action (i.e., assign the employee to other duties and/or initiate an adverse action).
- b) Current Non-Certified Employees. The employee must pass the exams within 60 days of the initial failure. If the employee does not pass the re-take exams within this timeframe, management retains the right to take administrative action (i.e., assign the employee to other duties and/or initiate an adverse action).
- c) Re-Certification of Currently Certified Employees. The employee may take up to 3 re-take exams but must do so prior to the time that his or her current certification expires. If the employee does not pass the re-take exams within this timeframe, management retains the right to take appropriate administrative action (i.e., assign the employee to other duties and/or initiate an adverse action).

B. Continuing Education Credit (CEH) Re-Certification Program

- 1. All dispatcher classifications shall maintain system operator certification once obtained by means of participation in the CEH program(s) established by governing regulatory authorities and applicable statutes.
- 2. BPA In-House Training – Expenses and Designation.
 - a) BPA In-House Training. BPA expects to provide sufficient in-house training to satisfy the hours needed for the highest level of regulatory authority certification (e.g., reliability operator [RC/RA]. BPA will utilize a full range of training methods including, but not limited to, web-based on-line modules, one-on-one training, and group training (e.g., DTF sessions) to deliver such training.
 - b) Required BPA Training. BPA will pay the authorized travel costs-related to attending training necessary to maintain certification. Such training is considered required training.
 - c) Non-Required BPA Training. BPA provided supplemental training (i.e., not required) or training in excess of the necessary hours required to maintain certification is considered authorized training.

3. External Training – Expenses and Designation.

a) *External Re-Certification Training.* External training attended that is necessary for purpose of obtaining sufficient CEH hours to avoid the loss of certification shall be designed as follows:

(i) When an employee must attend external training in order to avoid losing certification (i.e., there is insufficient time for BPA to provide the training prior to when the employee's current certification will expire), and such need is through no fault of the employee, the training shall be considered required training.

(ii) When an employee must attend external training in order to avoid losing certification (i.e., there is insufficient time for BPA to provide the training prior to when the employee's current certification will expire), and such need is due to the fault of the employee, the training shall be considered authorized training.

b) *External Supplemental Training.* BPA will pay the enrollment, registration, and/or tuition costs and travel expenses for employees who are offered the opportunity to attend additional training (i.e., the employee has a choice of whether to attend.) Such training (e.g. WECC sessions, Power System Dynamics, etc.) shall be considered authorized training.

4. *CEH Program Responsibilities.* The regulatory authority with oversight of the CEH re-certification program is responsible for administration and official record keeping of CEH hours. Each individual employee is responsible for the following:

a) *Tracking CEH Program Hours.* Each employee is solely responsible for monitoring CEH credit hours obtained and total hours accrued in the regulatory authority's tracking system; and

b) *CEH Hour Report.* Each employee shall provide BPA management with a written copy of his/her official CEH training record from the regulatory authority at intervals of 2 years, 1 year, 6 months, and 3 months prior to certification expiration, so BPA can monitor the number of CEH credits that are needed for re-certification.

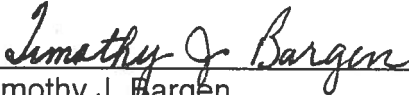
5. *Re-Certification Application Fees and Expenses.* BPA will pay or reimburse fees required by the regulatory authority to process an employee's initial re-certification application for each re-certification period.

6. *Re-Certification of Currently Certified Employees.* If the employee does not obtain sufficient CEH hours for re-certification and his/her certification expires management, retains the right to take appropriate action (i.e., assign the employee to other duties and/or initiate an adverse action.)


C. Notification of Certification. Employees are responsible for providing management with documentation (e.g., copy of certification, certification number and expiration date, etc.) for the regulatory authority demonstrating his/her level of system certification.

BPA's establishment of certification requirements, as a condition of employment, is associated with regulatory requirements. Certification requirements could be imposed on BPA in the future, either by regulatory action such as FERC rulemaking or by statute. Accordingly, the parties below agree that the rights and responsibilities listed in paragraphs above will continue to apply to future certification requirements imposed by such regulatory or legal action.

Agreed to this 27 day of November 2012:



Timothy J. Borgen
Labor Relations Officer
Bonneville Power Administration



Travis Eri
Executive Secretary
Columbia Power Trades Council