



SOUTH FEATHER WATER & POWER AGENCY

TO: Board of Directors

FROM: Michael Glaze, General Manager

DATE: February 1, 2007

RE: Amendment of Hydropower Generation Employees Unit MOU
Agenda Item for 2/27/07 Board of Directors Meeting

The present MOU with IBEW Local 1245 for the Hydropower Generation Employees Unit (HGEU) is for the four-year period ending December 31, 2007. Article 25.5, thereof, specifies that "annually negotiations shall reopen for one item."

IBEW shop steward Henry Reeson and business representative Jack Osburn initiated the meet-and-confer process for 2007 in October 2006. Their "opener" was a request to expand the "off season" during which employees are "entitled to one 'Bonus Day' per week of vacation taken", as specified in Article 16.8, copied below:

16.8 Any employee who is willing to schedule vacation during the "off season" (defined as May 1 through August 31) will be entitled to one "Bonus Day" per week of vacation taken. To qualify for the said Bonus Day, vacation time must be taken at the convenience of the Agency, and in full workweek increments (i.e. fractional bonus days will not be granted for vacations taken in increments less than full workweek increments.) An employee requesting a vacation schedule for the purpose of qualifying for a Bonus Day(s) shall advise their Division Manager of this at the time the request is submitted. [Added 1993, 2003]

After our third meeting yesterday (outages and schedules caused delays), the following amendment for Article 16.8, and a new Article 16.9 were tentatively agreed to.

16.8 An employee will be entitled to add one "Bonus Day" of vacation whenever a minimum of five vacation days are taken sequentially. An employee working a "9-80s" schedule will be entitled to add two Bonus Days of vacation whenever a minimum of nine vacation days are taken sequentially. Another Bonus Day of vacation may be taken for each five sequential days of vacation thereafter. Bonus Days may only be added to a vacation when such vacation and Bonus Day(s) are requested by the employee and subsequently approved in advance by the Division Manager. The Division Manager may approve said vacation and Bonus Day request when: (1) the request is received at least 30 days in advance of the commencement date of the vacation; and, (2) when such vacation is scheduled for a time that will not impact facility outages or other high-priority work requiring a maximum number of staff to be present

(e.g., during storm season, special projects, etc.). Fractional bonus days will not be granted for vacations taken in increments less than five successive work days. [Added 1993. Amended 2003, 2007]

- 16.9 *Approvals for vacations, including those with an added Bonus Day, may be rescinded by the Division Manager if conditions change that necessitate the employees involvement in outages, projects, or other high-priority work requiring a maximum number of staff to be present. In the event of a vacation approval being rescinded, the employee will be permitted to reschedule their vacation within a reasonable time and will not forfeit additional vacation accrual (see Article 16.5, above) when the maximum accrual is reached before the rescheduled vacation occurs. Decisions to rescind vacation approval will be made with reasonable consideration for the fiscal impact on the affected employee. [Added 2007]*

Amended Article 16.8 and new Article 16.9 expand the period in which the "Bonus Day" can be added to vacation, incorporates the "9-80s" schedule, and provides more specific guidelines for when vacations can be scheduled to ensure that outages and other emergency or high-priority projects have adequate staff to move them along efficiently.

Board approval for this proposed MOU amended is requested, as follows:

"I move approval of the amendment of Article 16.8 and addition of Article 16.9 to the Memorandum of Understanding with IBEW Local 1245 for the Hydropower Generation Employees Unit, in conclusion of negotiations for 2007."