Out of an abundance of caution, IBEW Local 659 is taking the CDC’s advice and will implement the practice of Social Distancing.

Social Distancing means staying out of crowded places, avoiding group gatherings, and maintaining distance (approximately 6 feet or 2 meters) from others when possible.

The Union Hall will remain open as always to serve our members and signatory contractors but our dispatch window will be closed, except by appointment. Every effort to conduct Business normally be done in person should be done by alternative means such as email, phone, fax or text message.

The requirement to sign the Out of Work Books in person has been temporarily waved through May 1, 2020, as long as request and required documentation can be provided by alternative means. Our office staff will provide confirmation when utilizing alternative means to sign the Out of Work books. If you have any questions or concerns, please call the Dispatcher at 541-664-0800 to determine how we can best serve you.

If you need to sign the Books or pay your dues, please call the Hall to find the best options.

Phone: 541-664-0800
Fax: 541-664-0806
Dispatch Email: kathy@ibew659.org
Texting: 541-227-8330

You will receive notice confirming your request to be placed on the Books when utilizing the requested alternative methods.

If you have any questions or concerns, please call the Dispatcher to determine how we can best serve you.

Thank you, and stay safe.
In Solidarity
IBEW Local 659
IBEW LOCAL UNION 659

REGISTRATION INSTRUCTIONS FOR BOOKS

Temporary changes to the Referral Policy until further notice

Applicants may register for the out-of-work books by phone **AND** documents may be submitted by fax, email or text.

You will receive confirmation of book placement.

Email: ibew@ibew659.org ▲ Fax: 541-664-0806 ▲ Text: 541-227-8330

Provide certifications along with the required dues deduction authorization

CDL 1st Aid/CPR Flagger Card
(front & back side)
LOCAL UNION # __________________________

UNION __________________________

IN ACCORD WITH THE PROVISION OF THE WORKING AGREEMENT IN EFFECT BETWEEN THE COMPANY AND THE UNION DESIGNATED ABOVE, I HEREBY VOLUNTARILY AUTHORIZE AND DIRECT THE COMPANY TO DEDUCT FROM MY WAGES, WHEN PAYABLE, AND REMIT TO SAID UNION, THE NORMAL AND USUAL DUES UNIFORMLY REQUIRED BY SAID LOCAL UNION AND ITS MEMBERS UNDER THE APPLICABLE PROVISIONS OF ITS BY-LAWS. SUCH DUE DEDUCTIONS TO BE MADE ON THE SECOND PAY-PERIOD OF EACH PAYROLL MONTH.

DUES, CONTRIBUTIONS OR GIFTS TO THE UNION ARE NOT DEDUCTIBLE AS CHARITABLE CONTRIBUTIONS FOR FEDERAL INCOME TAX PURPOSES. DUES PAID TO THE UNION, HOWEVER, MAY QUALIFY AS BUSINESS EXPENSES, AND MAY BE DEDUCTIBLE IN LIMITED CIRCUMSTANCES SUBJECT TO VARIOUS RESTRICTIONS IMPOSED BY THE INTERNAL REVENUE CODE.

THIS AUTHORIZATION SHALL ALLOW THE COMPANY AND UNION TO SHARE INFORMATION FOR THE PURPOSE OF DUES RECONCILIATION AND REPORTING. THIS AUTHORIZATION MAY BE REVOKED BY ME AT ANY TIME UPON FORMAL NOTICE TO THE BUSINESS MANAGER OF THE UNION.

DATED __________________________    DUES $ __________________________

SIGNED __________________________    EMPLOYEE __________________________

_____________________________    EMPLOYEE NUMBER __________________________
FEE DEDUCTION AUTHORIZATION
for
Pacific Power & Light Temporary Employees

In accord with the provision of the Letter of Agreement in effect between the Company and the Local 659 of the International Brotherhood of Electrical Workers regarding referral of Temporary Employees, I hereby authorize and direct the Company to deduct from my wages, when payable, and remit to the said Union, the normal and usual fees uniformly required by said Local Union of its members under the applicable provisions of its bylaws.

This authorization is made in order to pay my fair share of the Union’s cost of representing me for the purposes of collective bargaining, and this authorization is not conditioned on my present or future membership in the Union.

Fees, contributions or gifts to the Union are not deductible as charitable contributions for Federal tax purposes. Fees paid to the Union, however, may qualify as business expenses, and may be deductible in limited circumstances subject to various restrictions imposed by the Internal Revenue Code.

This authorization shall allow the Company and Union to share information for the purpose of fee reconciliation and reporting. This authorization will be valid without regard to whether I am a member of the Union during that period, and I agree this authorization will remain in effect unless revoked by written notice directed by registered mail to the Company and the Union or for the term of the Letter of Agreement, whichever occurs sooner.

Date_________________________Signed_________________________

Employee

PLEASE PRINT:

Name:________________________________________

Mailing Address:
________________________________________

________________________________________

Phone:_______________________________________

S.S.#:_______________________________________

Local Union #:________________________________

Card Number:________________________________

Classification:________________________________
AVAILABLE FOR WORK LISTS:

Applicants who are in compliance with the requirements of the Agreement between PP&L and IBEW Local 659 will be required to register required information on Books supplied by the Dispatcher.

RE-SIGN will be required in January of each year in the following manner:

On any workday in January of each year, Monday through Friday - 8:00 a.m. to 12:00 noon, and 1:00 p.m. to 5:00 p.m. in the Union office, 4480 Rogue Valley Hwy, Suite 3, Central Point, Oregon. Phone: 541/664-0800

REMOVAL from the available-for-work list will occur when:

1. Applicant fails to re-sign in January of each year.
2. Applicant has been dispatched.
3. Applicant has turned down or been unavailable for 3 job offers.
4. Applicant voluntarily removes himself/herself from the available list.

Applicants are responsible for keeping the Dispatcher informed, in writing, of any change of address and/or telephone number where they can be reached.

REGULAR DISPATCH HOURS:

All applicants can sign one (1) out-of-work list. IBEW MEMBERS MUST SHOW CURRENT DUES RECEIPT. This will require original registration in person at the union office, 4480 Rogue Valley Hwy, Suite 3, Central Point, Oregon. Hours are Monday through Friday - 8:00 a.m. to noon, and 1:00 p.m. to 5:00 p.m. Applicants, once registered, may re-sign by telephone or in person during the period prior to re-sign in January of each year.

When the Union Dispatcher is unable to contact the applicant whose name is first on the out-of-work list, after making a reasonable attempt to do so, she/he may proceed to refer the next eligible applicant(s) in order of their place on the list.

Any applicant accepting a work referral and, thereafter, not appearing at the time and place specified, shall notify the Union as soon as possible and shall be required to re-register with the Union.

All applicants must provide the necessary proof of qualification to be placed in their appropriate group.
LETTER OF AGREEMENT

This LETTER OF AGREEMENT dated January 13, 2015 by and between Pacific Power, hereinafter called the "Company" and Local Union No. 659 of the International Brotherhood of Electrical Workers, hereinafter called the "Union", do mutually agree to the terms and provisions of the said Letter of Agreement hereinafter set forth.

The Company and Union recognize a need to continue to utilize temporary employees to meet the interests of both parties. Some of the factors include: (1) to have qualified personnel perform work that is temporary in nature; (2) to have work performed in classifications that will be modified or eliminated as a result of technological advances; (3) to avoid the implementation of the demotion and layoff procedures as a result of adding employees to the regular work force for work that will not continue in the near future; (4) to provide employment security for the regular workforce and to maintain the standard of living for such work force; and (5) to work together cooperatively to meet the objectives of both parties.

It is not the intent of the parties to have temporary employees replace permanent employees. Notwithstanding any other understanding between the parties, the Company shall not involuntarily layoff any employee for lack of work or to avoid producing a full time work force, when needed, in a department or location where temporary employees are being utilized.

No temporary employee working under the terms and conditions of this agreement shall exceed 1040 hours in a rolling (12) twelve month period without prior written mutual agreement by and between the Company and the Union.

REQUEST FOR TEMPORARY EMPLOYMENT

When the Company needs temporary employees, Company shall initially request Local 659 refer applicants for such work pursuant to this agreement. The request shall include:

1. The classification needed
2. Special skills or training required
3. The work location
4. The reporting date and who to report to
5. The duration of the work if known

CLASSIFICATIONS, QUALIFICATIONS AND PAY RATES

The classifications, qualifications and pay rates shall be those already negotiated by the parties as contained in the collective bargaining agreement unless otherwise specifically agreed to by the parties.

Pay rates shall be single rate with some exceptions identified by separate classification codes. Temporary employees hired will be paid at the top of rate for
the classification being hired into if they meet the requirements of this agreement or have worked for 12 consecutive months in the classification.

**PRIORITY OF REFERRALS**

Applicants for temporary employment at Pacific Power shall be prioritized in the following groups:

1. Previous Pacific Power employees that worked in the same or higher classification in the previous 24 months.  
   ***Pacific Power retirees are not eligible for rehire under this agreement and will not be referred***

2. Individuals which have worked under a Collective Bargaining Agreement with Local 659 for at least 1 of the previous 3-years; in an equivalent or higher classification and; meet Pacific Power's qualifications.

3. Individuals which meet Pacific Power's entry qualifications.

In administering this referral procedure, the Union will develop procedures to provide a consistent method of referring applicants and assuring that applicants are not discriminated against. This procedure will be consistent with the provisions of Section 3.6 of the Agreement.

**REJECTION OF REFERRALS**

The Company may reject any referral that is determined by the Company to be unsuitable for employment. The Company may terminate the employment of any temporary employee when determined by the Company that such individual is not suited for continued employment.

Company may also notify the Union in writing of any individual determined by the Company who should not be referred to Pacific Power for employment per the following:

1. Each notification must be in writing to the Union with a copy mailed to the last known address of the individual;

2. The notification will be in effect for one year from the date of receipt by the Union;

3. The notification must be specific as to what classifications an individual is not to be referred to.

Former Pacific Power employees who were discharged for cause and are not eligible for rehire shall not be referred to the Company for temporary employment provided the Union has been notified in writing.
Additionally, the Company shall furnish the Union written confirmation of all temporary hiring and terminations provided for under the provisions of this Agreement.

**FAILURE TO COMPLY WITH THIS AGREEMENT**

In the event it is determined through the grievance and arbitration process, as outlined in the Collective Bargaining Agreement, the Company failed to comply with the provisions of this agreement that causes any individual to lose any benefit or compensation; such individual will be made whole by the Company for the loss of benefits or compensation.

**TEMPORARY STATUS**

Temporary employees shall not attain regular status or any entitlements that regular employees have, unless otherwise agreed to by the parties. These temporary employees will not be entitled to Supplemental Benefits other than those agreed upon herein.

**COMPENSATION & TERMS**

1. Employment shall commence upon orientation or work at the location and time requested by the Company. Pay provisions are those provided for in the collective bargaining agreement between IBEW Local 659 and Pacific Power.

2. The Company may not downgrade employees from the classification requested; however, the Company may upgrade employees in accordance with the Agreement, for a period of time not to exceed a total of one hundred sixty (160) hours during any period of continuous employment. (No temporary employee shall receive an upgrade when a regular qualified employee is available.) Payment in lieu of benefits shall be paid for each hour worked in addition to the hourly wage according to the schedule below:

   **Journeyman Craft and Above**
   - An amount equal to 3% of the straight-time hourly rate **plus**;
   - An amount equal to the benefit package as stated in the NW Line Collective Bargaining Agreement (the Union shall provide notice to the Company as those amounts change).

   **Non-Journeyman Employees**
   - An amount equal to 10% of the straight-time rate.

3. Employees paid a straight-time hourly rate of fifteen dollars and one cent ($15.01) or more shall give the Company written authorization to deduct the normal and usual fees uniformly required by the Local Union of its
members which includes one and three-quarters percent (1.75%) of gross hourly wages from their paychecks.

Employees paid a straight-time hourly rate of fifteen dollars ($15.00) or less shall give the Company written authorization to deduct the normal and usual fees uniformly required by the Local Union of its members which include one percent (1%) of gross hourly wages from their paychecks.

Fees will be forwarded to the Union at the same time the regular employees' dues are mailed to Local 659.

4. Employees covered by the terms and conditions of this Agreement shall not acquire seniority rights.

5. Overtime work shall be offered to regular employees who are qualified and available prior to employees covered by this agreement.

6. It is the intent of the parties signatory to this agreement that no "regular" employees covered by a Collective Bargaining Agreement by and between the parties shall be adversely impacted as a result of this Agreement.

H. TERMINATION OF AGREEMENT

This agreement may be terminated at any time by either party giving the other (30) thirty days advanced written notice.

I. EXCLUSIONS TO COLLECTIVE BARGAINING AGREEMENT

Employees referred under this agreement will be excluded from the following articles of the collective bargaining agreement:

1) Article 8 Holidays shall be excluded.

2) Article 9 Vacations shall be excluded.

3) Article 10 Disability Benefit Plan shall be excluded.

4) Article 11 Occupational Disability Benefits shall be excluded except the employer shall provide the full burden for all workers' compensation premiums.

5) Article 12 Apprentice Rules shall be excluded.

6) Article 13 Seniority Rules shall be excluded.

7) Article 15, General Working Rules sections, 15.32 and 15.33 shall be excluded.

8) Article 20 Retirement and Insurance Plans for Employees shall be excluded.
IN TESTIMONY WHEREOF, the parties hereto have caused this Letter of Agreement to be executed by the signatures of their authorized officers, respectively.

Pacific Power

By: Eric Wirfs
   Labor Relations

Local Union 659 IBEW

By: Lennie Ellis
   Business Manager