

AGREEMENT

By and Between

CALIFORNIA ISO

and

**INTERNATIONAL
BROTHERHOOD OF
ELECTRICAL WORKERS,
LOCAL 1245**

February 15, 2023 through February 14, 2026

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AGREEMENT

THIS AGREEMENT, originally made and entered into effective **February 15, 2023** by and between California ISO (CAISO), hereinafter called Company, and Local Union 1245 of the International Brotherhood of Electrical Workers, affiliated with the American Federation of Labor-Congress of Industrial Organizations, hereinafter called Union.

WITNESSETH that:

WHEREAS, the parties hereto desire to facilitate the peaceful adjustment of differences that may from time to time arise between them, to promote harmony and efficiency to the end that Company, Union and the general public may benefit therefrom, and to establish wages, hours and working conditions for certain hereinafter designated employees of Company.

NOW, THEREFORE, the parties hereto do agree as follows:

TITLE 1: RECOGNITION

For the purpose of collective bargaining with respect to rates of pay, wages, hours of employment and other conditions of employment, Company shall recognize Union as the exclusive representative of those employees defined in NLRB Case 20-RC-283094 defined as:

All full-time and regular part-time employees in the following classifications employed by the Company out of its facilities located at 250 Outcropping Way, Folsom, California and 500 Business Park Drive, Lincoln, California: Transmission Dispatchers; Lead Transmission Dispatchers; Generation Dispatchers; Lead Generation Dispatchers; Transmission Security; Lead Transmission Security, Market Operators; Lead Market Operators; Reliability Coordinators; and Lead Reliability Coordinators; excluding all other employees; all employees not employed by the Company; confidential employees; and managers; guards; and supervisors as defined in the Act.

Provisions of this Agreement shall be limited in their application to employees of Company as described in the NLRB description of the unit. When the words "employee" and "employees" are used in this Agreement they shall be construed to refer only to employees described in the NLRB definition of the unit (as cited) unless otherwise noted.

TITLE 2: LOYAL AND EFFICIENT WORK

2.1 Obligation of Service

Company is engaged in rendering services to the public and Union and Company recognize that there is an obligation on each party for the continuous rendition and availability of such services.

2.2

Employees shall perform loyal and efficient work and service and shall use their influence and best efforts to protect the properties of Company and its subsidiaries and its service to the public and shall cooperate in promoting and advancing the welfare of Company and its subsidiaries, and their lines of business and in preserving the continuity of its service to the public at all times. Employees, Company and Union representatives will treat each other with dignity, respect, courtesy and trust. The Company and Union shall cooperate in promoting harmony and efficiency among the Company's employees.

TITLE 3: NO STRIKE – NO LOCKOUT

The duties performed by employees of Company as part of their employment are essential to the reliability of the power grid and the welfare of the public and consumers dependent thereon. During the term of this Agreement, Union shall not call upon or authorize or permit employees individually or collectively to cease or abstain from the performance of their duties for the Company, including but not limited to any slowdown or sympathy strike and Company shall not cause any lockout. The Company will respect employees honoring a picket line of any employer in the event employees reasonably believe that crossing such picket line would cause them physical harm.

TITLE 4: MANAGEMENT RIGHTS

Except as expressly modified or restricted by a specific provision of this Agreement, all statutory and inherent managerial rights are retained and vested exclusively in the Company, including, but not limited to: the right of the Company in its sole judgment and discretion to establish rules, policies and regulations; manage the operation; direct the workforce; promote, transfer and/or assign employees; discipline (up to and including discharge) or demote employees for just cause; determine the number of employees to be employed; hire employees, determine their qualifications and assign and direct their work. The exercise of such rights shall not be the subject or basis for any grievance or arbitration under this Agreement. This Management Rights clause is not a waiver of the Union's NLRA bargaining rights.

TITLE 5: UNION ACTIVITY

5.1 Access

Unless mutually agreed, an authorized representative of the Union shall have access, if requested twenty-four (24) hours in advance, during business hours to the Company premises for purposes of conferring with members, provided such contacts do not interfere with the normal operations of the Company's business. The Union Representative must be continuously escorted by a bargaining unit employee (normally a Shop Steward) with control room access, to be designated by the Company. The Union representative shall notify the shift manager upon arrival and departure. Union business shall not be conducted in a manner that distracts employees from performing their duties while on shift or training.

5.2 Designation of Shop Stewards

The Union shall have the right to designate Shop Stewards and/or alternates at each location and shall notify the Company who the Shop Stewards and/or alternates are in all cases. Shop Stewards shall at all times be bargaining unit employees.

5.3 Shop Steward Grievance Related Activities

Shop Stewards at the locations will be authorized to investigate, process, and resolve grievances. Shop Stewards shall conduct themselves in such a manner as to cause no disruption of the Company's operation. The Company will endeavor to grant reasonable requests to investigate, process, and resolve grievances consistent with the needs of its business operations. The Company may, at its discretion, limit to one the number of Shop Stewards it grants Company time to investigate, process or resolve grievances. To the extent possible, Shop Stewards shall try to use non-work time (breaks, meal periods, and before and after shifts) to conduct their business.

5.4 Shop Stewards' Grievance Related Activity Compensation

When conducting such activity (as defined in Section 5.3), a Shop Steward at each location will not suffer any loss of pay.

5.5 Approval to Attend Union Business Meetings

When the Local Union requests a Shop Steward(s) or other union member(s) time away from work to attend Union business offered by the Union, the request will be granted provided that proper notification of at least seven (7) calendar days is given to management. The request may be denied if, in the Company's sole discretion, it would have an adverse impact on the Company's operation. The time off will be initially paid by the Company and granted with no loss of seniority. The Union shall reimburse the Company for the employee's salary plus fringe benefit costs while the employee is on excused time off for Union business.

5.6 Union Bulletin Board

The Company agrees to furnish a bulletin board at each facility which the Union shall have the right to use for posting Union notices or notices of special gatherings. The Union

bulletin board will be maintained by the Shop Stewards. Posted material shall not be obscene or inflammatory, nor shall it foreseeably undermine confidence in the service provided by the Company. All posted material will be neatly displayed and shall be removed when no longer timely.

TITLE 6: UNION SECURITY

6.1 Union Dues/Agency Shop Fees

All bargaining unit employees hired by Company shall after thirty (30) days of employment (1) become a member of the Union; or (2) in the alternative, an employee must tender a registration fee to the Union in such an amount as the Union may prescribe (but in no event to exceed the initiation fee required of Union members) and shall tender, monthly, an agency fee as established by the Union in an amount not to exceed the amount of the monthly dues and per capita fees required of Union members.

6.2 Dues Check-off

The Company agrees during the life of this Agreement to deduct from the net earnings due an employee on the first payday of each month, the monthly dues only as specified on the check-off form provided by the Union. The form of check off authorization shall be approved by Company and Union. Said authorization must be properly executed by the employee and presented to the Company not less than fourteen (14) calendar days before the first dues deduction is to be made by the Company. The Company agrees to remit such deductions via electronic transfer to the Financial Secretary of the Union not more than fourteen (14) calendar days after the first payday of each month.

6.3 Notice of Dues Increase

In the event the Union increases the monthly dues payable by employees, the Union shall give the Company not less than one (1) full calendar month's notice in writing.

6.4 Employer Indemnification from Union

The Union agrees to indemnify the Company against and hold it harmless from any and all damages, claims, and expenses (including, but not limited to, attorney's fees and all other litigation expenses) incurred by the Company as a result of the Company's compliance with this Article or as a result of the termination of any employee's employment for failing or refusing to authorize dues check-off.

TITLE 7: WAGES

7.1 Rates of Pay

The 2023 Wage Table will become effective the first full pay period following the date of ratification. Subsequent general wage increases will be effective the first day of the pay period closest to the date of the anniversary of the Agreement, in accordance with established payroll processes and timecards. See Wage Rate Schedules (Schedule A): 2023: 5%, 2024: 3.75%, and 2025: 3.50%.

Effective January 1, 2023, employees shall no longer be eligible for STPIP. The Company will pay bargaining unit employees a one-time STPIP termination payment equal to 12% of eligible compensation (i.e., W-2 wages excluding any incentive compensation and bonuses) for the first four full pay periods of 2023. The payment shall be made to employees as soon as practicable.

Effective the first full pay period following ratification of the Agreement, employees shall no longer be eligible for automatic Paid Meal Breaks and Night Premium.

7.2 Payment Upon Ratification

A payment, as described below in 7.2a, shall be made to employees as soon as practicable.

- a. 7% of the employee's eligible earnings (i.e., W-2 wages excluding any incentive compensation and bonuses) between June 6, 2022, through the last full pay period before the wage schedule takes effect.
- b. To be eligible for this payment, an employee must be in active status with the Company prior to September 1, 2022.

7.3 Employee Placement on Wage Rate Schedule

As of the first day of the pay period closest to the date of the anniversary of the Agreement, in accordance with established payroll processes and timecards, employees shall be initially placed at the step on the 2023 Wage Rate Schedule as follows:

- employees with less than 1 year in their classification shall be placed at step 1 of the salary schedule for their current classification.
- employees with more than 1 year but less than 2 years in their classification shall be placed at step 2 of the salary schedule for their current classification.
- employees with more than 2 years but less than 3 years in their classification shall be placed at step 3 of the salary schedule for their current classification.

- employees with more than 3 years but less than 4 years in their classification shall be placed at step 4 of the salary schedule for their current classification.
- employees with more than 4 years but less than 5 years in their current classification shall be placed at step 5 of the salary schedule for their current classification.
- If applicable, employees with more than 5 years but less than 6 years in their current classification shall be placed at step 6 of the salary schedule for their current classification.
- If applicable, employees with 6 or more years in their current classification shall be placed at step 7 of the salary schedule for their current classification.

For the purposes of placement in the wage rate Schedule, years in classification shall include time in Lead and base classification; however, the Company may place an employee at a higher step in the wage rate Schedule for the classification if the higher rate is commensurate with the employee's previous education and experience. No employee shall be placed at a wage step that has a pay rate that is less than their current hourly rate.

7.4 Pay Periods, Pay Days

All employees shall be paid bi-weekly on Fridays for a two-week payroll period. If a pay day falls on a holiday, the preceding workday shall be payday. The Company will provide direct deposit of paychecks if requested by the employee.

7.5 Wage Progression

An employee who has accumulated one full year (12 months) of continuous service in a classification shall advance to the next step on the applicable Wage Rate Schedule for their classification, until such employee receives the maximum rate thereof, provided the employee's work performance is deemed satisfactory by Management.

7.6 Additional Classifications

In the event the Company establishes a new classification during the term of this Agreement, the Company will meet and confer with the Union regarding wages with respect thereto. Pending negotiations with respect to such wage rates, the Company may establish reasonable and competitive temporary wage rates.

TITLE 8: TEMPORARY UPGRADE

8.1 Upgrade to a Higher Rated Job

Any employee temporarily relieving or substituting for another employee in a higher paid bargaining unit job shall be paid a 5% upgrade differential for actual hours worked after working in the higher rated job for two (2) consecutive hours or more at any given time. On-the-job training shall not qualify as an upgrade to a higher rated job.

8.2 Working a Lower Rated Job

When an employee temporarily relieves or substitutes for an employee in a lower rated bargaining unit job, they shall continue to receive the pay of their own job, at their current level.

8.3 Duration of Out of Unit Assignment

When a bargaining unit employee is temporarily assigned by management to work in another assignment outside of the bargaining unit, these temporary assignments will not exceed a maximum period of twelve months in a twenty-four-month period. While on temporary assignment, the Company will provide adequate time for the employee to maintain all required certifications and qualifications.

TITLE 9: BARGAINING UNIT WORK

9.1 Performance of Bargaining Unit Work

The Company agrees that, except as otherwise permitted by this Agreement, no persons other than bargaining unit employees shall perform bargaining unit work. Other Company employees may perform bargaining unit work without violating this Agreement during system emergencies, or abnormal system events, and otherwise to the same extent as they have previously performed such work, provided that the Company first exhaust all other reasonable options of utilizing bargaining unit employees. Notwithstanding the preceding, the Union and the Company acknowledge that the Company uses subject matter experts and outside vendors and providers, along with Trainers, to provide training and that the Company shall continue to do so. The Company shall endeavor to use Trainers to provide training consistent with their skills, knowledge, and abilities. Nevertheless, the Company shall retain the prerogative to make changes in the way training is provided so long as such changes are made for legitimate business purposes and not for arbitrary reasons.

9.2 Work Jurisdiction/Contracting Out Work

The Company shall not subcontract out work performed by employees in the bargaining unit if such work is intended to reduce or has the effect of reducing the regular work force by attrition, demotion, displacement or lay off. Vacancies that occur in job classifications (in which contractors are also being used) and which the Company is actively attempting to backfill shall not constitute "attrition, demotion, displacement or layoff" as defined in 9.2. That is, the Company may continue to use a contractor while filling the vacancy.

9.3 Externally Driven Changes

The Company shall notify the Union of any state, federal or NERC-mandated changes to the employee's functions prior to implementing said changes.

9.4 Company Driven Changes

If the Company decides to delete, change, modify, or add bargaining unit titles, or classifications as defined in Title 1 (NLRB Recognition Clause), the Company shall notify the Union and, upon request, negotiate with the Union the effects of any such deletions, changes, modifications, or additions.

TITLE 10: POSTING AND FILLING OF VACANCIES

10.1 Posting of Vacancy

If the Company determines to fill a new or existing position within the bargaining unit, the Company will send a position posting announcement via the appropriate Company system to all bargaining unit employees advising them of the open position(s) and may post, at its discretion, to the rest of the Company's employees. Nothing shall prevent the Company from posting the job externally at the same time. The Company shall keep the position open for at least five (5) calendar days before filling the position.

The position posting announcement and the attachment thereto shall contain at least the following information:

- a. The date the notice is posted
- b. The position to be filled
- c. Position duties and requirements

The Company reserves the right to rescind the posting at any time.

10.2 Applicant Selection

The Company reserves the right in its sole discretion to select the applicant it deems to be most qualified based on the requirements of the job posting. If the Company determines that two or more bargaining unit employees are equally qualified, then seniority will govern. An employee awarded the position must accept the award within five (5) calendar days of the offer. If an employee fails to do so, the Company shall offer the position to the next most senior qualified bidder in the final candidate pool for the posted position. The Company retains the right in its sole discretion to hire external applicants to fill bargaining unit positions when it determines that an external applicant is the most qualified individual for the position.

10.3 Union to Receive Notice of New Hires

The Company shall send the Union a list of new hires, if any, which shall contain the name, status (either part time or full time) and rate of pay of the newly hired employees, once per calendar month.

TITLE 11: TRAVEL

11.1

The Company will reimburse employees for reasonable business travel expenses incurred while on assignment away from the normal work location, as described in the Employee Reimbursement and Travel Guidelines.

11.2 Non-exempt bargaining unit employees will be paid for time spent when:

- a. Traveling between their home and an off-site business meeting or between their home and an alternate work location, but only to the extent that the travel time exceeds the employee's regular daily commute, rounded up to the quarter-hour (e.g., 1 - 15-minute difference = 0.25 reported, 16-30 minute difference = 0.5 reported, etc.);
- b. For the purposes of this section, the work location nearest home between Lincoln Operations Center and Folsom shall be designated as the primary work location and travel time is paid to the alternate work location;
- c. Example for traveling between home and an alternate work location as indicated in a., above:

To calculate *Regular Daily Commute*: Using Google or other map application, identify the commute time for the most direct route each way under normal conditions and at your normal commute time of day.

Home to primary work location for 6:00am start time	Primary work location to Home for 6:00pm end time
15 minutes	20 minutes

HOW TO CALCULATE COMPENSABLE TIME IF ASSIGNED TO A NON-PRIMARY LOCATION (i.e., Lincoln Operations Center (LOC)):

Step # 1: Using Google or other map application, identify the commute time each way under normal conditions and at normal commute time of day. This is the time you will use each time you report to LOC for the same work schedule.

Home to alternate work location for 6:00am start time	Alternate work location to Home for 6:00pm end time
25 minutes	35 minutes

Step #2: Calculate the difference between Regular Daily Commute and travel time to non-primary location.

Home to alternate work location	25 minutes	Alternate work location to Home	35 minutes
Home to primary work location	15 minutes	Primary work location to Home	20 minutes
Difference	10 additional minutes (record as 15 minutes minimum)	Difference	15 additional minutes

Step #3: Complete timecard.

Rounding up to the next 15-minute increment, and using the Hours Type *Travel*, enter 15 minutes both before and after your shift. This will reflect an additional 30 minutes of compensable travel time and should be included the same way each time you are assigned to the alternate work location. (Note: you would perform a similar calculation for other assigned shifts at that location such as a night shift.)

TITLE 12: WORKING HOURS

12.1

Nothing in this Title shall be construed as a guarantee or commitment by the Company to any employee of a minimum or maximum number of hours of work per day, per week, or per year.

12.2

The Workweek begins at 12:01 a.m. Monday and ends at midnight on Sunday. The workday begins at 12:01 a.m. and ends at midnight.

12.3

The normal shift under the current schedule shall consist of eleven and a half (11.5) hours of time worked, and eight (8) hour days for training or relief weeks, with unpaid meal periods.

12.4 Work Schedule

The regular work schedule shall normally consist of a repeating six (6) week rotating shift, with:

- a. A scheduled forty-hour (40) M-F Training Week, 7:30am - 4:00pm, which includes an unpaid half-hour meal period.
- b. A scheduled thirty-two-hour (32) M-Th Relief Week, 7:30am – 4:00pm, which includes an unpaid half-hour meal period. The relief week hours are intended to be used to cover open shifts. The default relief week schedule will be modified for those employees assigned to cover an open shift.
- c. Four (4) weeks, consisting of seven (7) twelve and one half (12.5) hour day shifts and seven (7) twelve and one-half (12.5) hour night shifts, which include two half-hour unpaid meal breaks:
 - 1) Day Shift, 0545 – 1815
 - 2) Night shift, 1745 – 0615

12.5 Schedule Changes

Nothing in this Title shall preclude the Company and Union from agreeing to a different schedule. Absent mutual agreement, the Company may change from the current 6 week rotation to a 5 week rotation with no relief week. Absent mutual agreement between the Company and Union, the implementation of schedule changes shall be limited to one (1) change from a six (6) week rotation to a five (5) week rotation in a rolling twelve (12) month period. At Company discretion, it may revert to the six (6) week schedule.

12.6 Notification to Employees of Schedule Change

In the event the schedule is changed by the Company, the Company shall provide

employees at least fourteen (14) calendar days' notice, except in cases of emergencies.

12.7 Availability of Work Schedule

The following year's work schedule shall be available no later than November 15th of the current year.

12.8 Individual Employee Crew Transfers

Employees may be transferred from one crew to another crew whenever a permanent vacancy occurs.

In making such transfers, the Company will first identify employees with the needed qualifications and then solicit volunteers from those employees identified with the needed qualifications to fill the vacancy. If there are more qualified volunteers than are required for the vacant position, volunteers will be considered in order of their Company seniority. The Company will endeavor to accommodate employee preference when making transfers. However, in the event there are insufficient qualified volunteers, the Company may nevertheless transfer employees from one crew to another in accordance with Company need, as determined by the Company.

Individual employees will not be subject to such involuntary transfer more than once in any rolling twelve-month (12) period.

When practicable, the Company will endeavor to make employee transfers effective at the beginning of the first full pay period of the new calendar year. Notice of such transfers will be provided in conjunction with the posting of the following year's work schedule as described in section 12.7 (Availability of Work Schedule).

In the application on this section, the Company shall not reduce the compensation of any employee so transferred, nor disallow the use of previously approved vacation periods.

12.9 Provisions Applicable to Crew Transfers

- a. When employees are transferred to a new crew, they will:
 - 1) Be given as much advance notice as possible, but not less than twenty four (24) hours' notice in advance of the new starting time;
 - 2) Be provided a minimum of twelve (12) hours off between shifts, and
 - 3) Be required to work no more than forty (40) hours at the straight-time rate of pay in the workweek.
- b. If employees do not receive twenty four (24) hours' notice or twelve (12) hours off between shifts, they will receive the applicable overtime pay rate for those hours worked which encroach upon the twenty four (24)-hour notice, or the twelve (12)-hours off between shifts, whichever is greater.

- c. Normal overtime, travel time, and rest period provisions will apply to the employee's new schedule.

12.10 Temporary Shift Vacancies

It is the intent of the parties that temporary shift vacancies will be filled utilizing employees on their scheduled relief week. In the event the Company has implemented a five (5) week rotation (i.e., eliminated the relief week) this section will operate per Section 14.4, subsections b. – d., or Section 14.5, subsections b. – c. of the Agreement.

12.11 Exchange of Shifts

With written notice to, and approval by, the Shift Manager or responsible authority of the Company, employees within the same classification may exchange shifts provided that any such exchange takes place within the respective workweeks of the employees involved and does not require the payment of overtime compensation.

12.12 Meeting Attendance

Employees who are required to attend Company meetings shall be paid in accordance with the terms of this Agreement including applicable overtime.

TITLE 13: OVERTIME

13.1 Overtime Requirements

When operating requirements or other Company needs cannot be met during regular working hours, employees may be required to work beyond their regular schedule and will become eligible for overtime pay subject to this Title.

13.2 Definitions of Overtime

- a. Overtime is defined as:
 - (1) time worked after eight (8) hours of continuous work.
 - (2) time worked after forty (40) hours worked in a workweek.
 - (3) time worked after thirty-two (32) hours worked in a relief workweek.
 - (4) time worked after twelve (12) hours of continuous work, which shall be paid at two (2) times regular rate of pay.
 - (5) all hours worked on the seventh (7th) consecutive day worked in a workweek will be compensated at one and one-half (1.5) times regular rate of pay for the first eight (8) hours, and at two (2) times regular rate of pay for all other hours worked after eight (8) hours.
- b. Unpaid meal breaks will not count as a break in time in the definition of continuous work as used in this section.
- c. Overtime shall be compensable at the rate of one and one-half (1.5) times the employee's regular hourly rate of pay except as noted in Subsections 13.2 a.(4), and 13.2. a.(5) of this section or elsewhere in the Agreement.

13.3 Overtime Computation

- a. Unit employees are required to accurately report actual time worked each week and all exception time taken, including but not limited to sick leave and vacation time.
- b. CAISO payroll systems may be modified during the term of this Agreement to allow for the computation of pay, including overtime, on a minute-to-minute basis. When those systems enhancements are made, the rounding computations in Section 13.3 c. (below) shall be null and void.
- c. Until those system modifications described in 13.3 b. (above) are implemented, pay, including overtime, will be recorded from in and out times that are rounded, either up for out times or down for in times, to the nearest quarter hour to the benefit of employees. Time worked includes all the time spent on the job performing assigned duties and on-the-job travel time, whether physically located at an ISO facility or at another location. Time spent performing work from digital devices or other remote locations must also be reported.

Example:

- Arrive at 8:14, round down and record time entry 8:00
 - Depart at 5:05, round up and record time entry 5:15
- d. Vacation, sick leave, holiday leave, jury duty leave, bereavement leave, Administrative Leave, and other paid leaves of absence, will not be considered as time worked towards the calculation of overtime pay.
- e. Work performed during normally unpaid meal breaks shall be compensated at the appropriate rate of pay and considered time worked.

13.4 Equitable Distribution of Overtime

The Company shall offer overtime and Call-Outs as equitably as practicable to all qualified employees in the affected classification. The Company shall maintain and post calendar year to date accumulated overtime worked (including Call-Outs), and overtime declined (including Call-Outs), on a bi-weekly basis. Overtime and Call-Outs shall normally be offered to the employee with the least amount of tracked overtime.

13.5 Improper Overtime Assignments

If employee(s) on the ranked overtime list are improperly bypassed for overtime, they will be offered the next overtime opportunity first. This overtime will not be recorded as hours worked or declined for overtime equalization purposes.

13.6 Forced Overtime

Should a situation arise where there are no volunteers or the number of volunteers for the overtime assignment are insufficient for the work that must be performed, the Company shall assign the work to the employee(s) in the needed classification who has the least number of actual overtime hours worked.

In a forced overtime assignment, where more than one (1) employee has the same number of overtime hours worked, the employee(s) with the least seniority shall be required to work.

If an employee has been notified that they are required to work as provided for above, and can thereafter locate a volunteer in the necessary classification to work in their place, such employee shall be excused. The employee must notify their Shift Manager or responsible authority of the substitution preceding the overtime assignment.

13.7

There shall be no duplication or pyramiding of overtime payments or Holiday pay.

13.8

Overtime must be authorized by a manager or responsible authority of the Company in advance.

13.9 Time off in Lieu of Overtime – Prohibited

The Company shall not require any employee to take equivalent time off during a workday in lieu of overtime compensation.

TITLE 14: CALL-OUT

14.1 STATEMENT OF NEED

The critical nature of the Company's business may require employees, subject to the terms of this Title, to be available for Call-Outs. Responding to Call-Outs is essential to the delivery of service by the Company to its customers.

14.2

An employee working a Call-Out shall be compensated at two (2) times their regular rate of pay for all hours worked.

14.3 DEFINITIONS:

a. A Call-Out is:

- 1) A shift worked on a regular day off or scheduled training day.
- 2) A shift worked on short notice during a Relief Week.
- 3) Any shift in a Relief Week that begins after thirty-two (32) hours have been worked.

b. A Call-Out is not:

- 1) Working a shift that had originally been scheduled as vacation unless vacation was cancelled by the Company.
- 2) Shift trades mutually arranged between employees.
- 3) Working overtime that is contiguous with the employee's regular workday.
- 4) Schedule changes initiated by the employee and not the Company.
- 5) A shift worked on Long Notice during the Relief Week, prior to the completion of thirty-two (32) hours worked.

14.4 Short Notice Call-Out

A Short Notice Call-Out is a Call-Out with less than twenty four (24) hours' notice.

The Company shall fill short notice vacancies utilizing operators within the same classification or its Lead classification with the least amount of total overtime hours (actually worked and declined) on the Overtime/Call-Out List as follows:

- a. Relief Week Operator
- b. Operator on RDO
- c. Operator on Training Week
- d. Splitting the shift, utilizing the Operator currently on shift and the Operator coming on shift

14.5 Long Notice Shift Coverage

A Long Notice Call-Out is a call-out with more than twenty four (24) hours' notice.

The Company shall fill vacant shifts utilizing operators within the same classification or its Lead classification with the least amount of total overtime hours on the Overtime/Call-Out List as follows:

- a. Relief Week Operator
- b. Operator on RDO
- c. Operator on Training Week

14.6 Call-Out Procedure

All communications will use the employee's primary number provided by the employee.

- a. Short Notice Call-Out Response Time: The Company will call the employee's primary number as provided by the employee. When the Company Calls-Out an employee, the Company will give the employee 10 minutes to respond before the Company goes to the next employee on the list.
- b. Long Notice Call-Out Response Time:
 - 1) Shift vacancies that start within fourteen (14) days – a Company manager or delegated authority shall send a group text message to eligible employees. Employees shall have a four (4) hour response time. At the end of the four (4) hours, the Company shall fill the vacancies utilizing the employee(s) that affirmatively responded based on the least amount of total overtime hours on the Overtime/Call-Out List.
 - 2) Shift vacancies that start at least fourteen (14) days in the future – a Company manager or delegated authority shall send a group text message to the eligible employees. At 5:00 p.m., two (2) business days after the notification of available shifts, excluding weekends and holidays, the employee with the least amount of total overtime that responds affirmatively at the end of the two business days shall be assigned the shifts for the first seven (7) day period. The Overtime/Call-Out List shall then be updated to include the overtime hours accepted or declined in the aforementioned seven (7) day period.
 - 3) The process shall be repeated for each subsequent seven (7) day period.
 - 4) If more than one shift is vacant, the employee with the least amount of total overtime on the Overtime/Call-Out List will be able to choose the shifts they accept within the seven (7) day period. If the employee does not accept all the shifts, the employees with the next least amount of total overtime on the Overtime/Call-Out List will be offered the remaining shifts within the seven (7) day period. The process will continue until all the shifts are filled.
 - 5) All employees in the classification with the shift vacancies will be notified by email of the accepted shift assignments.

If any shifts remain unfilled after asking for volunteers, the Forced Overtime process (Title 13, sections 13.4-13.6) will be followed.

14.7 Minimum Call-Out

An employee shall be compensated for a minimum of four (4) hours for a Call-Out.

TITLE 15: REST PERIODS

15.1

The company will comply with all applicable state and federal laws pertaining to rest periods.

15.2 Rest Period

Employees are entitled to a rest period of eight and one-half (8.5) consecutive hours prior to returning to work.

15.3 Compensation

- a. The rest period starts upon release from an employee's primary work location, or starts at the end of travel time from the alternate work location per Title 11-Travel. If any part of the rest period falls within an employee's regularly scheduled hours of work, they will be paid for those hours scheduled, but not worked, at the straight time hourly rate.
- b. If employees are required to report back to work prior to the end of their eight and one-half (8.5) hour rest period, they will be paid two (2) times their regular base rate for hours worked until an eight and one-half (8.5) hour rest period can be provided.
- c. If the rest period overlaps the employee's regularly scheduled hours of work, the employee may elect to use floating time, vacation, or leave without pay for the time between the expiration of their rest period and the end of the employee's regularly scheduled hours of work, with the approval of their manager or responsible authority of the Company.

TITLE 16: HOLIDAYS

16.1 Holidays and Floating Holidays

The Company provides employees thirteen (13) paid holidays for each full year worked. The Company distributes a calendar each year during Open Enrollment setting forth the dates on which nine (9) scheduled Company holidays will be observed. These nine (9) scheduled holidays include:

- New Year's Day
- Martin Luther King, Jr. Day
- Presidents' Day
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving Day
- Thanksgiving – Day After
- Christmas Day

16.2

In addition to the nine (9) scheduled holidays, eligible employees are entitled to twenty-four (24) hours of floating holiday time during each full calendar year of employment. The number of floating holiday hours is prorated for employees who work less than a full calendar year. These floating holidays must be scheduled with the prior approval of the employee's manager with no less than twenty-four (24) hour advance notification.

16.3

In addition, employees will be eligible for one (1) additional floating holiday known as an "Affinity Day" to give recognition to the many diverse holidays, significant dates and cultural events that CAISO employees celebrate throughout the year. This day will be a pure "floating" holiday in that an employee will have the one (1) day to use and it will not roll over to the next calendar year. The Affinity Day holiday will be paid consistent with CAISO's other nine (9) observed holidays. Also, similar to other observed holidays, the Affinity Day should be taken in full-day increments. Employees will not be required to submit substantiation to take the Affinity Day.

16.4

The Company will grant paid holiday time to all regular full-time and regular part-time employees. Holiday pay will be calculated based on the employee's hourly base rate (as of the date of the holiday).

16.5

If a scheduled holiday falls during an eligible employee's paid vacation the employee will receive the holiday benefit and will not be charged with vacation leave. Employees on a leave of absence will not receive holiday pay.

If an employee is sick on a workday that is also a holiday, the employee will receive pay equal to hours scheduled calculated at the hourly base rate.

16.6

If employees are scheduled to work or called in to work on a holiday, in addition to holiday pay for their scheduled hours they will also receive two (2) times their regular base rate for hours worked on the holiday.

Example 1: Employee works actual or observed holiday only. Pay for the hours worked will be as defined in 16.6, above.

Example 2: Employee works both actual and observed holiday day shifts. Employee will receive pay as defined in 16.6, above, for hours worked on the observed holiday and pay for hours worked on the actual holiday.

Example 3: Employee works a night shift occurring on both actual and observed holiday. Employee will receive pay as defined in 16.6, above, for hours worked on that shift.

Example 4: Employee does not work either actual or observed holiday. Employee will receive eight (8) hours of pay at the hourly base rate.

TITLE 17: VACATION

17.1

Vacation time off with pay is a benefit available to eligible employees to provide opportunities for rest, relaxation, and personal pursuits. All regular employees are eligible to accrue and use vacation benefits. Employees begin to accrue vacation benefits from their date of hire. Vacation benefits will accrue as set forth in the following sections.

17.2

Accrual Rates for Regular Full-time Employees:

0 through 5 years of service	4.62 hours per pay period
5+ through 15 years of service	6.16 hours per pay period
15+ years of service	7.70 hours per pay period

- a. Employees do not accrue vacation benefits while on a leave of absence that is unpaid by the Company.
- b. The Company shall have the discretion to grant a higher accrual band to new hires coming into the bargaining unit based on tenure and qualifications with prior employers.

17.3

In addition to any accrued vacation time, employees are permitted to take an advance on their annual vacation benefits. On the employee's first day with the Company, and on each annual anniversary thereafter, an employee may take an advance of up to forty (40) hours on his or her future expected accrual of vacation benefits before the next employment anniversary date, with management approval. However, if the employee separates from the Company, either voluntarily or involuntarily, before the vacation advanced has been fully accrued, the Company will make arrangements with the employee to recover the full amount advanced. If any portion of the advance remains unpaid, the employee must repay the balance within seven (7) days of the date of separation. Accrued vacation benefits that have not been used will be paid to an employee with the employee's final paycheck.

17.4

To take vacation, employees must request advance approval from their managers. Requests will be reviewed and then granted or denied based on a number of factors, including business needs and staffing requirements. Vacation time off is paid at the employee's hourly base rate at the time vacation is taken. It does not include overtime or any special forms of incentive or other compensation.

17.5

Employees may use vacation in minimum increments of one-quarter (.25) hour.

17.6

Unused accrued vacation time will carry over to the next benefit year. If the total amount of accrued vacation time reaches a "cap" of a maximum of five hundred four (504) hours, further vacation accrual will stop. When the employee uses paid vacation time and brings his or her accrued vacation below the cap, vacation accrual will begin again up to the cap but the Company will not retroactively grant missed accruals.

17.7 Vacation Cash-Out Program

The intent of vacation benefits is for qualified employees to enjoy paid time off away from work. However, we understand that some employees may desire to receive their vacation benefit as cash in lieu of paid time off. Employees who have a minimum balance of two hundred forty (240) hours of accrued vacation as of the last paycheck date in November of a given calendar year are eligible to elect to cash-out some or all of the vacation hours that will accrue in the following calendar year (the "accrual year"). For more information, please refer to the Vacation Cash-Out Program Policy.

TITLE 18: SICK LEAVE

18.1

All employees are granted available paid sick leave to use as needed on their first day of employment and on January 1 of every calendar year. Full-time employees who are employed as of January 1 receive ninety-six (96) hours. Full-time employees who are hired after January 1 receive a pro-rated amount of sick leave based on their date of hire. All employees, regardless of status, receive at least twenty-four (24) hours of sick leave in each calendar year.

18.2

Employees may use sick leave for the following reasons:

- a. The employee is sick.
- b. The diagnosis, care, treatment of, or preventative care for, the employee's own health condition or that of a qualifying family member. Qualifying family members include an employee's child, parent, spouse, registered domestic partner, grandparent, grandchild, or sibling.
- c. If the employee is a victim of domestic abuse, sexual assault, or stalking, for certain related absences.
- d. As otherwise stated in the Employee Handbook or as permitted by law.

Sick leave is intended to be used only when actually required for the reasons described above; it is not to be used for other "personal" absences.

18.3

Employees are expected to provide as much advance notice as possible of their need to take time off under this Title and may be required to provide appropriate medical documentation when permitted by law.

For absences due to an employee's own health condition, the employee may be required to provide a release from a health care provider prior to returning to work.

18.4

Payment for sick leave is calculated at the employee's base hourly rate when sick leave is taken. Maximum Sick Leave hours charged will be equivalent to the number of hours scheduled to be worked that day. Sick leave may be used in quarter (.25)-hour increments.

18.5

Unused sick leave has no cash value upon separation of employment or at any other time and does not roll forward from one (1) calendar year to the next.

18.6

If an employee is sick on a workday that is also a holiday, the employee will receive holiday pay equal to hours scheduled calculated at the hourly base rate.

18.7

If an employee's supervisor has cause to believe that the employee's absence is not for an authorized reason, the employee may be required to provide substantiating evidence. Improper use of sick leave is considered a work misconduct and/or an attendance problem that will be addressed through the progressive discipline process.

18.8

Nothing in the foregoing Title shall be interpreted to entitle the employee to sick leave while on vacations, temporary layoff status, upon severance of employment, or while receiving workers compensation benefits.

TITLE 19: HEALTH AND SAFETY

An important part of every employee's acceptance of employment with the Company is to commit to conduct his or her work in accordance with applicable health and safety regulations, policies and procedures and to cooperate with other employees with whom they work to implement health and safety best practices.

Therefore, every employee of this Company is pledged to know and understand the health and safety guidelines and put them into effect for every applicable situation in their daily activities.

Every employee must be familiar with the special safety policies/procedures or work practices and regulations pertaining to their particular classification, in addition to the general overall safety guidelines.

The Company shall make reasonable provisions for the health and safety of employees in the performance of their work. The Union shall cooperate in promoting and supporting the responsibility of each individual employee with regard to the prevention of accidents/incidents.

The Company will promptly notify the Union Business Representative of any accident resulting in serious injury or death to an employee.

Any Personal Protective Equipment required in compliance with OSHA regulations will be provided by the Company and must be worn by designated personnel who work within such regulations.

TITLE 20: SENIORITY

20.1

There shall be two types of seniority, Classification Seniority and Company Seniority.

Company Seniority shall be defined as total length of continuous service with the Company.

Classification Seniority shall be defined as the total length of service in one of the classifications shown in Schedule A.

The use of seniority and the type of seniority will be defined in the particular Titles of the Agreement where applicable. The parties agree that Company Seniority is the primary type of seniority and will be utilized unless there is specific agreement in writing to utilize Classification Seniority.

20.2

Depending on circumstances and the particular provisions of the Agreement, when the Classification Seniority is identical for two (2) or more employees, preferential consideration shall be given to the employee with the greatest Company Seniority.

When Classification Seniority and Company Seniority are identical for two (2) or more employees, a mutually agreed to method of chance shall decide which employee has more seniority for the purpose of the benefit being awarded.

20.3

The seniority rights of employees who are members of the armed forces shall accrue while they are absent on military duty or on approved military leave of absence.

TITLE 21: DISCIPLINE

21.1 The Right to Discipline and Discharge

The Company shall have the right to discipline or discharge employees for just cause. Any employee who fails to comply with the laws and regulations that apply to the Company, its Code of Conduct and Ethical Principles, including all principles, policies, or standards referenced therein, may be subject to disciplinary action.

21.2 Disciplinary Options

The Company will endeavor to use the principle of progressive discipline in a manner designed to correct the behavior or performance problem that resulted in a violation of any of the provisions of Section of 21.1 and in a manner commensurate with the wrongdoing. Progressive discipline shall include the following, as appropriate to the specific violation(s):

- a. Corrective training (coaching and counseling)
- b. Verbal warning
- c. Written warning
- d. Suspension without pay
- e. Termination

21.3 Disciplinary Investigations

If the Company conducts an investigation of an employee for an alleged violation of any of the principles, rules guidelines, etc., listed in Section 21.1, the Company will notify the employee that he or she is the subject of an investigation, unless doing so might jeopardize the integrity of the investigation. The employee may be placed on paid administrative leave, or, if the circumstances warrant, the employee may be placed on unpaid administrative leave pending the results of the investigation. All employees are expected to fully participate in any investigation. If an employee was placed on unpaid administrative leave and the investigation determines the employee did not violate any policies, procedures or rules (as contained in Section 21.1 above), or it is determined there is sufficient evidence to support disciplinary action, the appropriate step of progressive discipline will be administered, and the employee will be reinstated with back pay, but not including back pay for any time attributable to an unpaid suspension. If the investigation determines that termination is the appropriate level of discipline, the employee will be discharged without reinstatement and will not be entitled to back pay for the time spent on unpaid administrative leave.

21.4 Union Representation During Discipline

An employee may request an available Union representative to any investigatory hearing where the employee reasonably believes that the investigation could lead to disciplinary action.

TITLE 22: GRIEVANCE PROCEDURE

22.1 Definition of a Grievance

A grievance shall be defined as a dispute which may arise between Union or any of its members and the Company with respect to the interpretation or application of any of the specific terms of this Agreement, arbitrary discipline or discharge. Whether a dispute is a proper subject for the grievance procedure, shall be determined by the following procedure set forth in the following paragraphs of this Title.

22.2 Timeline

The time limitations set forth in this Title shall be adhered to unless extended by mutual written agreement. No grievance shall be accepted by the Company unless it is submitted within the time limits described in Section 22.4. If the grievance is not timely submitted at Step 1 or 2, it shall be deemed waived. If the grievance is not timely appealed at Step 3 or to Arbitration, it shall be deemed to have been settled with the Company's last answer at Step 2. If the Company fails to answer within the time limits set forth in this Title, the grievance shall automatically be advanced to the next step.

22.3 Right to Represent

Any employee shall have the right (as defined in Section 9 of the NLRA) to present and resolve a grievance directly with management as long as any adjustment of that grievance is not in violation of this Agreement and the bargaining representative has been given opportunity to be present at such adjustment. Prior to the filing of a formal grievance, it is in the best interests of all parties to resolve workplace disputes by meeting informally with the involved supervisor. If the workplace dispute cannot be resolved informally, the following process shall be used to resolve the matter.

22.4 Step 1:

As the initial step in the adjustment of a grievance of an employee, the employee or Shop Steward shall discuss same with the Shift Manager in charge, citing the article or articles of the agreement allegedly violated by the Company. This step shall be started within fourteen (14) calendar days of the date of the action complained of, or the date the Grievant became aware of the incident which is the basis for the grievance. The Company shall present its answer to the employee or Shop Steward as soon as possible but in no event more than ten (10) working days from the date of such discussion. This step may be taken during the working hours of the Grievant, the Shop Steward and the Shift Manager but shall be at such time and place as not to interfere with the work in progress.

22.5 Step 2:

If the Grievant, Shop Steward and the Shift Manager involved are not able to reach an agreement on the disposition of a grievance it may be referred by the Union in writing on

a mutually agreed to form and format, to the Director (or manager – depending), setting forth the following:

- a. A statement of the nature of the grievance and the facts upon which it is based.
- b. The Title or Titles of this agreement, if any, relied upon as being applicable thereto.
- c. The remedy or correction which is desired.

The second step shall be taken within ten (10) working days of the date of the answer in Step One. The Director shall then meet with the Shop Steward and/or Business Representative, and the employee, within five (5) working days after receipt of the written grievance. The Director shall reply in writing within ten (10) working days after such meeting, setting forth the Company's position on the grievance.

22.6 Step 3:

If no satisfactory settlement is arrived at under Step 2, the Union may, within five (5) working days after receipt of the Company's response in Step 2, request a conference with the next level Company designee to discuss the grievance. Such conference shall be held as soon as possible but not more than ten (10) working days following its request. The next level Company designee shall provide the Union with his or her decision regarding the grievance in writing within ten (10) working days after the conference.

22.7 Step 4:

Any grievance as defined above that has been properly and timely processed through the grievance procedure set forth above and that has not been resolved at the conclusion thereof, may be appealed to binding arbitration by the Union. All other matters are excluded from arbitration. The Union shall initiate such review by written notification to the Company's Human Resources Manager, within fifteen (15) working days from the date of the Step Three decision. The parties shall, within fifteen (15) working days, request the Federal Mediation and Conciliation Service to supply a list of at least five (5) qualified arbitrators and the parties shall alternately strike names from such list until the name of one arbitrator remains who shall be the arbitrator. The party to strike the first name shall be determined by coin toss. The arbitrator shall be notified immediately of his or her selection by letters from the Company and the Union requesting that a time and place for a hearing be set as soon as possible, subject to the availability of representatives of the Company and the Union, and the letters shall specify the issue or issues to be arbitrated. The parties shall make a good faith attempt to reach agreement on a statement stipulating the issue or issues to be arbitrated prior to the beginning of the arbitration hearing.

22.8 Arbitration

The arbitrator shall promptly establish a date, time and place to conduct an arbitration hearing. The arbitrator shall consider only the particular issue or issues presented by the written grievance and his or her recommendations shall be based solely upon his or her interpretation of the meaning or application of the terms of this Agreement. The arbitrator

shall have no authority or power to recommend addition to, deletion from, disregarding, or alteration of any of the written terms of this Agreement. The arbitrator's decision shall be in writing, unless otherwise mutually agreed to by the Company and the Union.

22.9 Expense

The fees and expenses of the arbitrator, and any expenses related to the hearing room, shall be borne equally by the Company and the Union. Either party may call any employee as a witness in any arbitration hearing, and, if the employee is on duty, the Company agrees to release such employee from duty so they may appear as a witness without loss of pay.

TITLE 23: CAISO HEALTH AND WELFARE PLANS

Effective **2/15/2023** and continuing for the term of this Agreement, the Company agrees, subject to the limitations described below, to allow employees covered by this Agreement to fully participate in the same CAISO Health and Welfare Plans that are applicable to non-represented employees of the Company. The components of the plan are as provided in the Summary Plan Descriptions.

For the duration of the Agreement the Company agrees to maintain the current or substantially similar medical plans, and employee cost share percentage at the rates applicable to each of the Company's separate healthcare plan offerings in effect as of the date of ratification.

TITLE 24: 401(k) PLAN - CAISO RETIREMENT SAVINGS BENEFITS PLAN

Effective **2/15/2023** and continuing for the term of this Agreement, the Company agrees, subject to the limitations described below, to allow employees covered by this Agreement to fully participate in the same CAISO Retirement Savings Benefits Plan that is applicable to non-represented employees of the Company. The components of the plan are as provided in the Summary Plan Descriptions.

Company retains the right to make such changes to the CAISO Retirement Savings Benefits Plan as may be required by the Internal Revenue Service or other government regulatory agencies, to satisfy any applicable state or federal statute, regulation, ruling or court decision or other laws applicable to said Retirement Savings Benefits Plan. Any such action taken by the Company with respect to the CAISO Retirement Savings Benefits Plan shall apply to all similarly situated employees of the Company in a uniform manner.

For the duration of the Agreement the Company will maintain the current plan schedules in effect as of the date of ratification, including vesting schedules, company match, and the total contributions based on years of service.

TITLE 25: CONFLICT OF LAW/SEVERABILITY

If any term or provision of this Agreement is, at any time during the life of this Agreement, adjudged by a court of law or administrative body of competent jurisdiction to be in conflict with any law, such term or provision shall become invalid and unenforceable, but such invalidity or unenforceability shall not impair or affect other terms or provision(s) of the Agreement.

In the event any provision of this Agreement becomes invalid and unenforceable by reason of the operation of this Section, the parties agree to meet promptly, and as necessary, to expeditiously renegotiate a substitute provision, if feasible, which will, as nearly as possible, reflect the intent of the suspended clause in a lawful manner.

TITLE 26: TERM OF AGREEMENT

26.1

This Agreement shall take effect upon ratification **2/15/2023** and shall continue in full force for three years until midnight **2/14/2026**, and thereafter from year to year unless written notice of change or termination shall be given by either party to the other at least sixty (60) days but no sooner than one hundred twenty (120) days prior to the expiration date of any contract year, unless by mutual agreement.

26.2

This Agreement may be amended or supplemented at any time by mutual consent of the Company and the Union. Such amendment or supplement agreement shall be reduced to writing and upon execution thereof by the Chief Executive Officer of the Company and the Business Manager of the Union or their authorized representatives shall constitute an amendment to this Agreement, as of the date specified in such amendment or supplement agreement.

SIGNATURES

IN WITNESS WHEREOF the parties hereto have executed this Agreement as of the day and year first above written, acting by and through their duly authorized officers.

CALIFORNIA INDEPENDENT SYSTEM
OPERATOR CORPORATION (CAISO)

LOCAL UNION NO. 1245
INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS,
AFL-CIO



Elliot Mainzer
President and Chief Executive Officer



Robert Dean
Business Manager

Negotiating Committee Members



CAISO
John Phipps, Chief Negotiator
Cameron Hutchison
Dave Sapenoff
Greg Fisher
Lisa Johnson
Martha Sedgley

IBEW 1245
Al Fortier, Chief Negotiator
Dave Sankey
Gerald Williams
Jacqueline Perlette
Gabe Roach
Brandon Russell
Eddie Williams

Schedule A

2023 – 2025 Wage Rate Schedule

2023 Wage Rate Schedule – GWI 5% Effective February 27, 2023							
Position Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Transmission Dispatcher	\$64.37	\$66.95	\$69.30	\$71.73	\$73.88		
Transmission Security	\$77.23	\$80.33	\$83.14	\$86.06	\$88.65	\$91.31	\$94.05
Lead Transmission Security	\$82.64	\$85.95	\$88.96	\$92.08	\$94.85	\$97.70	\$100.64
Generation Dispatcher	\$88.51	\$92.06	\$95.28	\$98.62	\$101.58		
Market Operator	\$88.51	\$92.06	\$95.28	\$98.62	\$101.58		
Lead Generation Dispatcher	\$94.71	\$98.51	\$101.96	\$105.53	\$108.70		
Lead Market Operator	\$94.71	\$98.51	\$101.96	\$105.53	\$108.70		
Reliability Coordinator	\$100.46	\$104.48	\$108.14	\$111.93	\$115.29		
Lead Reliability Coordinator	\$107.49	\$111.80	\$115.71	\$119.77	\$123.37		

2024 Wage Rate Schedule – GWI 3.75% Effective February 12, 2024							
Position Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Transmission Dispatcher	\$66.79	\$69.47	\$71.90	\$74.42	\$76.66		
Transmission Security	\$80.13	\$83.35	\$86.26	\$89.29	\$91.98	\$94.74	\$97.59
Lead Transmission Security	\$85.74	\$89.18	\$92.30	\$95.54	\$98.41	\$101.37	\$104.42
Generation Dispatcher	\$91.83	\$95.52	\$98.86	\$102.32	\$105.39		
Market Operator	\$91.83	\$95.52	\$98.86	\$102.32	\$105.39		
Lead Generation Dispatcher	\$98.27	\$102.21	\$105.79	\$109.49	\$112.78		
Lead Market Operator	\$98.27	\$102.21	\$105.79	\$109.49	\$112.78		
Reliability Coordinator	\$104.23	\$108.40	\$112.20	\$116.13	\$119.62		
Lead Reliability Coordinator	\$111.53	\$116.00	\$120.05	\$124.27	\$128.00		

Schedule A (continued)

2023 – 2025 Wage Rate Schedule

2025 Wage Rate Schedule – GWI 3.5% Effective February 10, 2025							
Position Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Transmission Dispatcher	\$69.13	\$71.91	\$74.42	\$77.03	\$79.35		
Transmission Security	\$82.94	\$86.27	\$89.28	\$92.42	\$95.20	\$98.06	\$101.01
Lead Transmission Security	\$88.75	\$92.31	\$95.54	\$98.89	\$101.86	\$104.92	\$108.07
Generation Dispatcher	\$95.05	\$98.87	\$102.33	\$105.91	\$109.08		
Market Operator	\$95.05	\$98.87	\$102.33	\$105.91	\$109.08		
Lead Generation Dispatcher	\$101.71	\$105.79	\$109.50	\$113.33	\$116.73		
Lead Market Operator	\$101.71	\$105.79	\$109.50	\$113.33	\$116.73		
Reliability Coordinator	\$107.88	\$112.20	\$116.13	\$120.20	\$123.81		
Lead Reliability Coordinator	\$115.44	\$120.06	\$124.26	\$128.62	\$132.48		

This is the 2022 wage table upon which the Company based its GWI proposal for 2023, 2024, and 2025 wage tables.

2022 Wage Rate Schedule							
Position Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Transmission Dispatcher	\$61.30	\$63.76	\$66.00	\$68.31	\$70.36		
Transmission Security	\$73.55	\$76.50	\$79.18	\$81.96	\$84.42	\$86.96	\$89.57
Lead Transmission Security	\$78.70	\$81.85	\$84.72	\$87.69	\$90.33	\$93.04	\$95.84
Generation Dispatcher	\$84.29	\$87.67	\$90.74	\$93.92	\$96.74		
Market Operator	\$84.29	\$87.67	\$90.74	\$93.92	\$96.74		
Lead Generation Dispatcher	\$90.20	\$93.81	\$97.10	\$100.50	\$103.52		
Lead Market Operator	\$90.20	\$93.81	\$97.10	\$100.50	\$103.52		
Reliability Coordinator	\$95.67	\$99.50	\$102.99	\$106.60	\$109.80		
Lead Reliability Coordinator	\$102.37	\$106.47	\$110.20	\$114.06	\$117.49		