Sacramento Municipal Utility District

And

IBEW, Local Union 1245

MEMORANDUM

OF

UNDERSTANDING

January 1, 2026

-

December 31, 2028

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UNION RECOGNITION

Pursuant to the requirements of Government Code Section 3500, et seq, representatives of the Sacramento Municipal Utility District, hereinafter referred to as "SMUD", and the International Brotherhood of Electrical Workers Local Union 1245, hereinafter referred to as "the Union or IBEW", have met and conferred in good faith with the purpose of promoting harmonious labor relations and establishing and maintaining appropriate wages, hours, and other terms and conditions of employment.

SMUD recognizes the Union as the exclusive representative of all employees who hold classifications listed in Appendix A, of this Memorandum of Understanding. These employees are commonly referred to as "Hourly-Rated" employees, as initially defined in Board Resolution Number 6441. The provisions of this Memorandum of Understanding, hereinafter set forth, shall apply to those employees of SMUD for whom the Union is the established exclusive representative. ***(Revised 1/1/2026)***

ARTICLE 1

DEFINITIONS

1. INTRODUCTION

The following terms are defined here for use throughout this Agreement.

2. HEADQUARTERS DEFINITIONS

The following reporting "To and From" work locations are headquarters: Sacramento (which includes Customer Service Center, and Headquarters Campus), East Campus Operations Center, Elk Grove Yard, and Fresh Pond.

3. EMPLOYEE DEFINITIONS

A. Regular Employee

1. The term "regular employee" includes:

    a) Permanent, full-time Civil Service employees.

    b) The General Manager/CEO and full-time non-Civil Service employees appointed by the Board of Directors.

    c) Non-Civil Service employees appointed to permanent positions with the expectation they will qualify and receive Civil Service appointments to their positions.

    d) Permanent, part-time employees who are hired to work at least 20 hours per week on a fixed schedule.

    e) Full-time Limited Term or Temporary Construction employees (reference Public Utility Code Section 12055) hired for more than 6 consecutive months.

2. The term "regular employee" excludes:

    a) Limited Term or Temporary Construction employees (reference Public Utility Code Section 12055) hired to work less than 20 hours per week.

    b) Employees who are on-call or work on an as-needed basis.

    c) Employees who are on an unpaid leave of absence.

    d) Full-time Limited Term or Temporary Construction employees (reference Public Utility Code Section 12055) hired for 6 months or less.

B. Relief Shift Employee

The employee performs the duties of emergency relief and must be available for working revolving shifts on any day of the week. The employee can be assigned for the relief of any shift without advance notice.

C. Rotating Shift Employee

The employee's regular work schedule requires them to rotate between two or more shifts.

D. Service Employee

Employees are assigned to perform work that is directly related to providing utility service, including work on the electric facilities.

E. Shift Employee

The employee's regular work schedule is the second or third shift.

F. Special Shift Employee

The Special Shift Employees, **include** PSO, DSO, and Troubleshooters. ***(Revised 1/1/2026)***

4. OVERTIME DEFINITIONS

A. Change In Shift

The employee is permanently or temporarily transferred to a new work schedule or shift that will last one workweek or more.

B. Emergency Work

Overtime work which has not been prearranged.

C. Extended Work Schedule

The employee is required to work beyond their regular work hours.

D. Prearranged Overtime

The employee is notified before leaving work on a workday to work overtime, and they are given at least 12 hours off before the reporting time. *(Revised 1/1/2013)*

5. SHIFT DEFINITIONS

A. First Shift

Work periods regularly scheduled to begin between the hours of 4:00 a.m. and 11:55 a.m.

B. Second Shift

Work periods regularly scheduled to begin between the hours of 12:00 noon and 7:55 p.m.

C. Third Shift

Work periods regularly scheduled to begin between the hours of 8:00 p.m. and 3:55 a.m.

D. Special Shift

Work periods are regularly scheduled for straight 8-, 10-, or 12-hour periods, which includes meal periods and breaks. Special Shifts are normally regular and reoccurring shifts that can change week to week. Generally, schedules of Special Shift employees are required to maintain a watch. ***(Revised 1/1/2026)***

ARTICLE 2

UNION SECURITY

1. INTRODUCTION

The following Agency Shop provisions shall apply to all employees represented by the Union.

2. DUES/FEES

A. Any employee of SMUD in a classification represented by the Union who is not on leave of absence shall, within ninety days of his/her date of hire, (1) become a member of the Union and pay the membership fee, (2) pay the Union a service fee in an amount not to exceed periodic dues and general assessments of the Union, or (3) pay no fee. The Union shall obtain written authorization from any employee authorizing such fees and maintain such authorization until three years after the signing employee is no longer a member of a bargaining unit. The Union shall provide a list to SMUD of all the employees authorizing the fee deductions and SMUD shall deduct fees from the listed employees' paychecks each payday. The amount of any membership of service fees shall be determined by the Union and implemented by SMUD in the first payroll period which starts 30 days after written notice of the new amount is received by SMUD. Union fees will be split equally and deducted per pay period in the first two pay periods of the month. *(Revised 1/1/2022)*

3. UNION RESPONSIBILITIES

A. The Union shall keep an adequate itemized record of its financial transactions and shall, by April 1 of each year, make available to SMUD, and to all bargaining unit employees, a detailed written financial report for the fiscal year ending the preceding December 31, in the form of a balance sheet and an operating statement, certified as to its accuracy by its president and the treasurer or corresponding principal officer, or by a certified public accountant.

B. The Union certifies to SMUD that it has adopted, implemented, and will maintain procedures in accordance with applicable statutes, any decisions by a court of competent jurisdiction, and any other applicable legal authority.

C. Hold Harmless: The Union agrees to indemnify and hold SMUD harmless against any and all liability including but not limited to such items as wages, damages, awards, fines, court costs, and attorney fees which may arise by reason of the result of the operation of this Article.

4. CHANGE OF LAW

In the event there is a change in the law whereby any provision hereof becomes invalid by change in law or published court ruling, or the requirements set forth in SB 866 (2017) are changed, the parties hereto shall meet-and-confer within thirty (30) days to negotiate a

substitute provision which conforms to said law or court decision. *(Revised 1/1/2022)*

5. IBEW ACCESS TO NEW EMPLOYEE ORIENTATIONS

SMUD shall notify the IBEW of the time and location of all new employee orientation (NEO) meetings at least ten (10) working days prior to the meeting, unless an urgent and unforeseeable need for an orientation meeting precludes SMUD from providing such notice. If ten (10) working days advance notice cannot be provided, SMUD shall provide as much advance notice as possible. The IBEW shall be afforded thirty (30) minutes during the NEO to present information about the IBEW to new IBEW employees. **SMUD shall also provide the Union with an employee roster of all bargaining unit employees every 120 days. This roster shall include classification, personal phone and current address, email information on file in Employee Central as well as current hourly rate.** ***(Revised 1/1/2026)***

ARTICLE 3

WAGES AND CLASSIFICATION

1. PAYDAY

Pay periods cover 2 weeks. They begin at 12:01 a.m. Saturday and end at midnight Friday. Employees will be paid on the Friday following the end of the pay period. Area personnel normally distribute paychecks the preceding day. If the distribution date (Thursday) is a holiday, employees' checks will be distributed on Wednesday, and dated Friday. If the payday (Friday) is a holiday, employees' checks will be dated and distributed on Thursday.

2. ENTRY RATES - NEW EMPLOYEES

New employees normally receive the first step or entry rate for their classification. If an employee has exceptional qualifications, they may be considered for a starting rate above the first step. Approval of the Department Director, with the advice and concurrence of the Director, People Services & Strategies, is required. *(Revised 1/1/2022)*

Consideration in starting employees above the entry level will include:

A. Quality and quantity of their experience relevant to the classification.

B. Wage Rate level and qualification of other SMUD employees in the same classification. *(Revised 1/1/2022)*

C. The employee's Wage Rate demands (considering pay, benefits, and future adjustments). *(Revised 1/1/2022)*

D. The availability of other qualified applicants.

3. WAGE SCHEDULE PROGRESSION

A. When pay ranges are designated, movement to the next higher step is based on specified time in grade and satisfactory performance.

B. Apprentices must demonstrate progressive skill and achievement toward journey level proficiency before advancement to the next step in an apprentice range.

4. MERIT INCREASES

All current employees in a classification with an established pay range are eligible for merit increases at 6-month intervals until they reach the top of the range. Merit increases are granted for effective performance. *(Revised 1/1/2013)*

Effective 1/1/2013 all newly hired personnel in a classification with an established pay range are eligible for the first merit increase after 12 months and at six-month intervals thereafter until they reach the top of the range. Merit increases are granted for effective performance.

This change does not affect current employees transferring into new classifications. *(Revised 1/1/2013)*

All employees that are in an apprenticeship will be eligible to receive their merit increases at six-month intervals. *(Revised 1/1/2022)*

A. Eligibility

1) **All** newly hired full-time employees' first merit increase will be after 12 months and thereafter, at six-month intervals. This change will not affect current employees transferring into new classifications. ***(Revised 1/1/2026)***

2) **All** newly hired part-time employees are considered for a merit increase when they have worked the equivalent number of hours (2,080) needed for a full-time employee to be eligible for a merit increase. ***(Revised 1/1/2026)***

3) Probationary Period*****-- Absences during the probationary period may extend the merit increase eligibility date. Probationary periods interrupted by absences exceeding 10 consecutive working days may be extended by 10 working days for each 10 days of absence. Time off charged to jury duty, holidays or military leave of less than four weeks will not be considered as absences when computing probationary period extensions. ***(Revised 1/1/2026)***

   *** See Apprentice Agreements for Probationary Period details**

4) Leave Without Pay - When employees are absent without pay (except military service) for more than 90 calendar days, the absence may result in merit increase eligibility dates being adjusted to reflect the time absent.

B. Temporary Appointments

Temporary appointments to a higher classification may affect merit increase eligibility.

1) When employees are temporarily appointed to a higher or different classification, they retain eligibility for merit increases in their original classification.

2) When employees are on a timecard upgrade, they do not accrue time toward a merit increase in the higher classification.

3) When temporarily appointed to a higher classification by an ESN, the employee will not accrue time for merit increase in the higher classification unless appointed for more than 6 consecutive months.

C. Effective Date

Merit increases are effective on the first day of the pay period closest to the date of the original appointment, promotion, or transfer to a different classification.

D. Granting Merit Increases

1) The normal merit increase is one step for satisfactory performance. Merit increases of 2 or more steps (specials) may be given for exceptional performance.

E. 2) Justification for granting or withholding a merit increase must accompany the authorizing Merit Wage Rate Review. *(Revised 1/1/2022)*

E. Withholding Merit Increases

1) A merit increase may be withheld **for cause**. A factual statement is required to document unsatisfactory progress or performance. It must be discussed with the employee at least 5 days prior to the effective date of the merit increase. ***(Revised 1/1/2026)***

2) The decision to withhold a merit increase is subject to appeal in the same manner as other grievances.

F. Reinstating Withheld Merit Increases

1) A withheld merit increase may be reinstated after the employee has corrected the deficiencies.

2) A withheld merit increase normally will not be considered for reinstatement for at least 6 months.

3) When a withheld merit increase is reinstated, the date of reinstatement establishes the next merit increase eligibility date.

5. TEMPORARY UPGRADES

A. Pay Rates

If employees are temporarily assigned to work in a higher classification, they are paid at the higher base pay rate for the time worked. If the base pay rates overlap, employees will be paid the rate for the higher classification that is a minimum of 5% above their current rate. If the base pay rates do not overlap, employees will be paid the entry rate of that class.

For example, a Lineman/woman with an hourly rate of $78.56 is temporarily upgraded to a Light Foreman/women who's hourly rate is $90.41. The Lineman/woman temporary upgraded rate of pay will be $90.41.

Scope: Full-time and part-time bargaining unit employees listed in Appendix A may be eligible for this pay if they meet certification requirements and minimum qualifications. ***(Revised 1/1/2026)***

B. Minimum Time Worked

The daily accumulated time at the higher classification must equal 2 hours or more. (Time may be accumulated in increments of not less than 1/2 hour.)

C. When an ESN is Required

Assignments to higher classifications for a period in excess of 15 working days require an approved ESN.

D. Certification Requirements for Upgrade

F. Employees may not be upgraded to a journey level classification in which a SMUD apprenticeship is a prerequisite unless they have been certified by their department Director as having comparable training and experience. The Director, People Service & Strategies, will review the certification. *(Revised 1/1/2022)*

E. Temporary Vacancies

1) Temporary vacancies may be filled by a temporary upgrade. An individual from the work area will be upgraded if the individual and at least 2 other people within the work area are on a current eligibility list. This may be done without certification. If less than 3 people from the work area are on the list, or if no eligible list exists, the vacancy may be filled from any source available. Temporary upgrades will not be made for more than 12 consecutive months.

2) SMUD agrees to upgrade a journey level to subforeman-woman if he/she is asked to supervise another journey level or someone in a lower classification for more than 2 hours. (Not applicable for journey level helper and trainer-trainee situations.)

3) Employees temporarily promoted or transferred to PAS or OSE represented classifications will retain the benefits and working conditions of hourly-rated employees.

6. WAGE RATE - ASSIGNED LOWER CLASSIFICATION

When a position is reclassed to a lower pay rate, the incumbent shall be entitled to transfer to a vacant position in the same or a comparable class for which they are qualified. If the incumbent elects to remain in the reclassed position, the employee's Wage Rate will be protected for 2 years. An employee remaining in a reclassed position shall not be required to serve a probationary period. *(Revised 1/1/2022)*

7. APPRENTICE WAGE RATES

When employees voluntarily move into an apprenticeship program or other similar training program, their starting Wage Rate in the new classification is individually determined. The employee's specific Wage Rate is determined by the department Director with the review of the Director, People Services & Strategies, after considering the following: *(Revised 1/1/2022)*

A. The value of the employee's experience as it relates to the minimum and desirable qualifications of the new position.

B. The experience and pay steps of other employees in the new classification.

C. Pay Scales for apprenticeships will be as follows: *(Revised 1/1/2022)*

1. The starting Wage Rate is equal to 65% of the Journey Level Wage Rate for the Classification, and

2. The Top Step Wage Rate is equal to 95% of the Journey Level Wage Rate for the Classification

3. Wage Rates for interim steps shall be set based on the number of steps established for the apprentice classification.

8. PAYMENT FOR TIME NOT WORKED

Payment for time not worked (i.e., personal leave, jury duty, sick leave, military leave, etc.) is made at the employee's regular rate of pay unless they are temporarily promoted by ESN. The fact that the employee was receiving a shift differential, or had been temporarily upgraded before and/or after paid leave time, is not relevant.

9. WAGES

Effective pay period **one of 2026**, all wage increases shall be reflected in IBEW appendix A. ***(Revised 1/1/2026)***

A. Equity Adjustments

Effective pay period **one of 2026,** and prior to any general wage increase, employees in the following job classifications will be eligible for an equity adjustment as specified below. ***(Revised 1/1/2026)***

Classifications	2026	2027	2028	Total
Cable Locator Series	**4.25%**			**4.25%**
Cable Splicer Series	**15.00%**			**15.00%**
Crafts Helper	**4.50%**			**4.50%**
DSO Series	**4.00%**	**3.00%**	**2.70%**	**9.70%**

Electrical Technician Series	**4.00%**	**3.00%**	**2.70%**	**9.70%**
Gas Control Technician Series	**5%**			**5%**
Gas Pipeline Fieldperson	**2.50%**			**2.50%**
Hazardous Waste Technician Series	**3.25%**			**3.25%**
Heavy Duty/Line Equipment Operator Series	**2.50%**			**2.50%**
High Voltage Electrician Series	**4.00%**	**3.00%**	**2.70%**	**9.70%**
Hydro Operator Series*	**5.00%**	**2.75%**		**7.75%**
Line Series	**4.00%**	**3.00%**	**2.70%**	**9.70%**
Material Specialist II/Open Class	**2.00%**			**2.00%**
Meter Technician Series	**3.20%**	**2.40%**	**2.20%**	**7.80%**
Plant Mechanic Series	**2.70%**	**2.05%**	**1.85%**	**6.60%**
Telecommunications Technician Series	**2.00%**			**2.00%**
Utility Compliance Specialist Series	**5.00%**			**5.00%**
Vehicle Attendant	**6.25%**			**6.25%**
Vehicle Maintenance Aide	**9.25%**			**9.25%**
Vehicle Mechanic Series	**1.25%**			**1.25%**

*** The Hydro Operator Series agrees to a modification of the job description to include responsibility for writing switching orders, including transformer clearances.** ***(Revised 1/1/2026)***

Electrical Test & Repair Specialist (IBEW939A) shall now be paid 1.9% above Substation Light Foreman/woman (IBEW940A*) ***(Revised 1/1/2026)***

If mutually agreeable to both SMUD and the Union, a wage re-opener may be requested by either party as needed (no more than once per calendar year) to meet and confer over any equity adjustments that may be needed due to a change in market conditions in an effort to address demonstrated issues with effectively attracting and/or retaining employees in these job classes.

B. Two – Tier Classifications
Elimination of Two-Tier Wage Structure:

Effective pay period 1 of 2026:
The parties agree to eliminate the two-tier wage system for the classifications listed below during the term of this Agreement as shown in the chart below.

- **Vehicle Mechanic pay rate of 2026 will occur in the following order: closing of two-tier system, then equity adjustment, then general wage increase for 2026. In addition they will receive the General Wage Increase in 2027 and 2028.**
- **Employees in the closed tier will receive the negotiated General Wage Increase (GWI) each year.** ***(Revised 1/1/2026)***

Classification	2025 Wage Rate	
	Open Class	Closed Class (1/)
LINE EQUIPMENT OPERATOR ASSISTANT w/CLASS A	$38.60	$45.82
MAINTENANCE CARPENTER	$53.05	$62.42
MAINTENANCE CARPENTER FOREMAN/WOMAN LIGHT	$59.66	$71.40
MAINTENANCE CARPENTER SUBFOREMAN/WOMAN	$56.13	$67.21
MAINTENANCE CARPENTER W/CLASS A	$54.20	$63.57
REVENUE PROTECTION REPRESENTATIVE	$54.34	$61.19
LEAD VEHICLE MECHANIC	$56.43	$61.53
LEAD VEHICLE MECHANIC W/CLASS A	$57.58	$62.68
LEAD VEHICLE MECHANIC W/HAZ	$57.70	$62.80
LEAD VEHICLE MECHANIC W/HAZ FP	$61.53	$67.11
SENIOR VEHICLE MECHANIC	$52.91	$57.76
SENIOR VEHICLE MECHANIC W/CLASS A	$54.06	$58.91
SENIOR VEHICLE MECHANIC W/HAZ	$54.18	$59.03
VEHICLE MECHANIC	$49.68	$54.28
VEHICLE MECHANIC W/CLASS A	$50.83	$55.42
VEHICLE MECHANIC W/HAZ	$50.95	$55.55
VEHICLE MECHANIC WELDER APPRENTICE WITH CLASS A	$50.53	$55.27
VEHICLE MECHANIC WELDER APPRENTICE WITH HAZMAT	$50.56	$55.31
VEHICLE MECHANIC WELDER WITH CLASS A	$53.12	$58.10
VEHICLE MECHANIC WELDER WITH HAZMAT	$53.24	$58.20

C. General Wage Increase

Effective pay period **one** of each year, SMUD shall provide a general wage increase for all IBEW represented employees as follows:
(Revised 1/1/2026)

2026	2027	2028
4.0%	3.85%	3.85%

ARTICLE 4

WAGE PREMIUMS

1. INTRODUCTION

SMUD pays wage premiums and/or incentives for commercial driver's license, shift differential, asbestos certification, Class C driver's license with Hazmat endorsement, crane certification, automotive service excellence, **and** helicopter premium, as outlined below. ***(Revised 1/1/2026)***

2. SHIFT DIFFERENTIAL

A. Shift Differential Eligibility

This pay is available to employees in the following classifications: DSO series, PSO series, Troubleshooter series, Body Fender Mechanic, Lead Vehicle Mechanic, Senior Vehicle Mechanic, Vehicle Attendant, Vehicle Maintenance Aid, Vehicle Mechanic and Vehicle Mechanic Welder, or any classification that is assigned a second or third shift that is temporary or permanent. ***(Revised 1/1/2026)***

G. Shift premiums are not paid to part-time employees. Shift premiums are paid to full-time employees based on which shift they start in per the following: *(Revised 1/1/2022)*

1) First Shift (4:00 a.m. and 11:55 a.m.)

This shift does not carry a shift differential.

2) Second Shift (12:00 noon and 7:55 p.m.)

Beginning pay period 1 2026, this shift carries a differential of 6 percent of the **employee's base** wage**.** ***(Revised 1/1/2026)***

3) Third Shift (8:00 p.m. and 3:55 a.m.)

Beginning pay period 1 2026, this shift carries a differential of 8 percent of **employee's base** wage**.** ***(Revised 1/1/2026)***

4) 12-Hour Shift
No shift premium is paid for the 12-hour day shift. The night shift premium for employees on the 12-hour rotating shift schedule is the third shift differential.

B. Shift Differential Pay

1) Any shift differential payable for an employee's regularly scheduled hours of work is also paid for any time worked immediately before or following their regular hours of work.

Example: An employee's regularly scheduled work hours are 3:30 p.m. to 11:30 p.m. They are asked to work from 3:30 p.m. to 1:30 a.m. on a certain day. They are paid the second-shift differential for the entire work period.

2) When employees are required to work a shift that does not start just before or after their own regularly scheduled shift, they are paid the shift differential applicable to the shift in progress at the start of such work.
Example: An employee's regularly scheduled work hours are 3:30 p.m. to 11:30 p.m. With 24 hours' notice they are asked to change shifts for five days or more to the established 1:00 a.m. to 9:00 a.m. shift. They are paid the third shift differential for the entire work period.

C. Overtime Rate

The appropriate overtime rate is applied to the shift differential when working overtime on the second or third shift.

D. Non-Work Time

1) Shift differentials are paid only for hours actually worked. They are not paid for non-work time such as holidays, sick leave, personal leave, etc.

2) Shift employees working on a non-workday (a day not scheduled as a workday) receive a shift differential only when working a full, regularly established shift. Working any other 8-hour period on a non-workday does not qualify for the shift differential.

Example 1: An employee is a shift employee regularly scheduled to work from Monday through Friday. They are asked to work on a Saturday from 4:30 p.m. to 12:30 a.m., which is not a regularly established shift. The time worked would not qualify for a shift differential.

Example 2: An employee is a shift employee regularly scheduled to work from Monday through Friday. They are asked to work Saturday on a regularly established shift (4:00 p.m. to 12 p.m.). The time worked would qualify for a shift differential.

3. COMMERCIAL (CLASS A OR B) DRIVER'S LICENSE

A. The provisions of this section do not apply to employees whose job classifications require them to possess a Commercial Driver's License as a condition of employment. (See Appendix B for job classification applicability)

B. Employees within designated classes who possess a valid Commercial license in order to meet threshold requirements shall be placed on a pay range which is $1.15/hour higher than the regular straight time hourly rate of pay for their classification as full consideration for such licensure and willingness to operate SMUD vehicles requiring this license. Employees who are required to obtain a "Hazmat" endorsement shall be placed on a pay range which is

H. $1.27/hour higher than the regular straight time hourly rate of pay for their classification as full consideration for such licensure and willingness to operate SMUD vehicles requiring this license and endorsement. *(Revised 1/1/2022)*

C. Area Heads, Directors or Supervisors will meet with representatives of the Union to develop a minimum threshold for each work area. Thresholds will be based on operational need and not just preference.

D. Work area threshold levels as determined are added to this agreement as Appendix C.

E. SMUD prefers to meet its need for drivers with a Commercial license on a voluntary basis. However, should the number of valid Commercial Driver's licenses fall below the threshold established for a work area; additional volunteers will be solicited among the work group. If sufficient volunteers are still not obtained, SMUD may require the least senior person in the class series at the work area to obtain and maintain a valid Commercial license (and endorsements where appropriate).

F. Any employee who becomes ineligible for the Commercial license must immediately notify their supervisor in writing. The Commercial license wage premium will be suspended until proof of renewed eligibility is provided. The employee who becomes ineligible for the Commercial license will (where possible) be reassigned duties within the same classification, not requiring a Commercial license.

G. Subject to the provisions of Section E above, any employee who desires to surrender their Commercial license voluntarily may do so provided they give SMUD at least 30 days written notice.

H. It is the intention of SMUD and the Union to work together to resolve any unforeseen problems that may be encountered.

4. CERTIFIED ASBESTOS WORKERS

Employees who are certified Asbestos Workers through SMUD provided (or authorized) training programs will receive a lump sum payment of $150 upon successful completion of the training and certification/recertification and a wage premium of **$1.25** per hour for the hours worked on permitted asbestos abatement or removal jobs. ***(Revised 1/1/2026)***

5. CLASS C DRIVER'S LICENSE WITH HAZMAT ENDORSEMENT

Employees within designated classes who possess a valid Class C License with Hazmat Endorsement shall be placed on a pay range which is $0.75/hour higher than the regular straight time hourly rate of pay for their classification as full consideration for such licensure and willingness to perform work requiring this licensure and endorsement. *(Revised 1/1/2022 per LR 17-020)*

6. CRANE CERTIFICATION

This pay is available for employees in the following classifications: Heavy Equipment Operators, Line Equipment Operator, Material Specialists, Vehicle Mechanics Series or any other classifications required to maintain a crane certification as listed in Appendix A. ***(Revised 1/1/2026)***

All employees required to maintain a crane certification and be eligible to receive the crane premium will be at management's discretion. The pay range for employees who are certified crane operators shall be **$1.00**/hour higher than the regular straight time hourly rate of pay for their classification**.** ***(Revised 1/1/2026)***

- **Certified employees assigned Swing Cab Telescopic Crane work in the field/offsite, shall be paid $1.50/hour higher than the regular straight time hourly rate of pay for their classification.** ***(Revised 1/1/2026)***

- Employees who obtain a *Swing Cab Telescopic Crane* certification/recertification will receive a wage premium and lump sum payment of $1,500*. Employees must provide a certificate of completion in order to receive the lump sum payment.

- Employees who obtain an *Articulating Boom Crane* certification/recertification are not eligible for lump sum payment, only the wage premium.

- All employees with crane certification are required to maintain a Class A driver's license. The above crane premium will be paid in conjunction with the CDL premium listed in 3A and 3B to all employees that obtain a crane certification.

SMUD prefers to meet its need for crane operators on a voluntary basis. However, should the number of certified crane operators fall below operational needs, additional volunteers will be solicited among the work group. If sufficient volunteers are still not obtained, SMUD may require the least senior person in the class series at the work area to obtain and maintain a crane certificate (and endorsements where appropriate).

* Will be paid out effective with implementation of MOU for existing employees based on their most recent and active certificate.

7. NATIONAL INSTITUTE FOR AUTOMOTIVE SERVICE EXCELLENCE (ASE) CERTIFICATIONS *(Revised 1/1/2026)*

A. This pay is available for employees in the following classifications: Lead Vehicle Mechanic, Senior Vehicle Mechanic, Vehicle Mechanic, Vehicle Attendant, Vehicle Maintenance Aid, Vehicle Mechanic Welder, Body Fender Mechanic, Vehicle Mechanic Apprentice. ***(Revised 1/1/2026)***

B. Fleet employees who have passed probation and obtain a certification, or re-certification, from one of the following certification series will be eligible for a lump sum payment of $150 upon completion of the initial certification, or re-certification. Employees will be eligible to receive another $150 per certification if all certifications in the series are

completed for a Master Certified status. Employees must provide a certificate of completion for each certification and for the Master Certified status in order to receive the lump sum payments. All lump payments for initial and re-certifications listed below shall apply. *(Revised 1/1/2022 per LR 18-004)*

Certification Series eligible for the lump sum payments:

- Automobile and Light Truck Certification (A1-A9 Series)
  - $150 lump sum payment for each A1-A9 certification examination
  - $1,350 additional lump sum payment once A1-A9 series certification is completed for Master Certified status
- Medium-Heavy Truck Certification (T1-T8 Series)
  - $150 lump sum payment for each T1-T8 certification examination
  - $1,200 additional lump sum payment once T1-T8 series certification is completed for Master Certified status
- Collision Repair & Refinish Certification (B2-B5 Series)
  - $150 lump sum payment for each B2-B5 certification examination
  - $600 additional lump sum payment once B2-B5 series certification is completed for Master Certified status
- Advanced Engine Performance Specialist Certification (L1, L2, L3,**L4**)
  - $150 lump sum payment for each L1, L2, L3, **L4** certification examination
  - While this certification does not have a Master Certified status, SMUD recognizes the benefits of having employees obtain all three certifications and will still provide an additional **$600** lump sum payment if all three L certifications are obtained

Fleet employees will be reimbursed for the test fees they pay for tests they successfully pass in accordance with SMUD's Reimbursement Policy, Management Procedure 03.02.02.101. Fleet employees are eligible for the Master Certified status lump sum upon completion then upon renewal.

The parties agree to meet and confer by December 31, 2026, to discuss the future of Electric Vehicles, impacts to Fleet personnel, and any training or certification required with respect to vehicle maintenance on electric vehicles. ***(Revised 1/1/2026)***

8. HELICOPTER PREMIUM PAY *(Revised 1/1/2026)*

A. This pay is available for employees in the following classifications: Lineman/woman Series.

Qualified personnel doing helicopter line work will short haul from a helicopter to perform maintenance and construction work on towers, structures, and/or related conductors or hardware. This work may be performed on both energized and de-energized circuits.

To be qualified for helicopter line work, employees must have successfully completed a training class specific to the task being performed and meet appropriate FAA regulation weight

limitation requirements. This work would not include helicopter inspections or patrols of SMUD facilities.

SMUD will pay a premium to linemen/women who perform helicopter line work. The premium will be **7%** per hour above the current wage rate in the Lineworker Series. The premium will be paid from the start of the day's assignment to the end of the day's assignment. These employees will continue to be eligible for other appropriate premiums while they are performing such work. ***(Revised 1/1/2026)***

Employees who are in the lineworker series are eligible to volunteer for helicopter line work. Helicopter line work assignments will be made based upon previous tower work experience and on seniority. The list for volunteers will be updated every two years or as needed.

B. Helicopter operations that do not involve line work as identified above, SMUD will pay a premium. The premium will be 2.5% per hour above the current wage rate for any employee that is involved in or associated with any work that requires the use of a helicopter. If the work involved requires the employee to be "human external cargo" they will receive a 7% premium.

This pay is available for employees in the following classifications: Heavy/Line Equipment Operators and Assistants, Hydrography Field Techs Series, Hydro Stationary Engineers Series, Hydro Mechanic Series, Hydro Operators Series, Hydro Electricians Series and Telecom Tech Series.

The premium will be paid from the start of the day's assignment to the end of the day's assignment. These employees will continue to be eligible for other appropriate premiums while they are performing such work. ***(Revised 1/1/2026)***

ARTICLE 5

BASIC AND ALTERNATIVE WORK SCHEDULES

1. INTRODUCTION

The normal workweek for full-time employees is 40 hours. Part-time employees normally work less than 40 hours per week on a regular or services-as-needed schedule.

2. BASIC WORK SCHEDULES

A. Normal Work Schedule

Employees' normal work schedule is an 8-hour workday, Monday through Friday, with a scheduled lunch period approximately midway through the regular workday.

B. Established Work Schedule

An employee's established work schedule is consistent with the normal operation of their division or department. An employee's schedule may be changed to:

1) Provide better service to customers or other work units.

2) Stagger working hours to alleviate traffic congestion.

3) Reflect seasonal changes in daylight hours or temperature conditions

4) Provide extended coverage for maintenance, testing, and operating activities.

5) Reflect the desires of employees in a work unit (with supervisory approval).

Established work schedules will not be changed arbitrarily.

C. Special Work Schedules

Special work schedules are different from the normal work schedules. They include, but are not limited to, the following:

1) Tuesday through Saturday schedules (may be assigned to employees in rotation).

2) Schedules that require working one-half day on Saturday with an equivalent number of hours off during the same week.

3) Schedules of special shift employees to maintain a watch. This includes such employees as Power System Operators, Distribution System Operators, Troubleshooters.

Other special schedules may be established when employees are assigned work, which cannot be performed with a normal work schedule.

D. Emergency Relief Schedule

If an employee is classified to perform the duties of emergency relief as Power System Operator, Distribution System Operator, Extra/Relief Troubleshooter, or other similar position, or if they are assigned as a relief operator, they will be available for duty in revolving shifts on any day of the week. They can be assigned for the relief of any shift without advance notice.

E. Change In Schedule

Hours of work may be changed by mutual agreement of SMUD and the particular employees involved. When done for the convenience of the employees, overtime policies would not apply.

Nothing in SMUD policy prohibits an employee from being assigned to work outside of their work schedule or from being transferred from one schedule to another, provided they are paid in accordance with SMUD's applicable overtime policies.

3. ALTERNATIVE WORK SCHEDULES

A. 9/80 Shifts

1) Work Schedule

The bi-weekly work schedule will consist of 8 days at 9 hours per day and one day at 8 hours per day and will be paid at the straight-time rate.

Normal "off days" under the 9/80 schedule will be either Monday or Friday. A workweek that allows the day off to fall on a day other than a Monday or Friday may be arranged as an exception with the concurrence of the employee, the Union and the Department Director.

Employee requests for changes from one work schedule or pattern to another must be approved by the appropriate Department Director and can only be done during the semi-annual open enrollment period (either in the month of February to be effective the first pay period in April, or in July to be effective the first pay period in September). Open enrollment months may only be changed by mutual agreement between the Union and SMUD. Where special circumstances warrant an exception, an employee's schedule may be changed outside of the open enrollment period with the approval of the Department Director.

Shift changes are to be minimized. Shift changes for less than full workweeks are not considered an official change in shift, and the provisions of this Article regarding shift changes will apply.

a) All IBEW represented employees *(Revised 1/1/2013)*
Any weekday will be considered the employee's normal shift day (i.e., 9 or 10 hour). Saturday and Sunday will be considered an 8-hour shift day.

2) Lunch Period

A minimum one-half hour unpaid lunch period will be scheduled approximately midway through the workday, and on an employee's split day, the unpaid lunch period shall be taken after at least halfway through the shift. *(Revised 1/1/2022)*

3) Participation

a) Eligibility for participation will be determined by the appropriate Department Director based on the operational requirements of the department.

b) Participation in the 9/80 work schedule is voluntary.

4) Continuation of 9/80 Schedule

The 9/80 Schedule will only be continued with mutual agreement between SMUD and the Union. The 9/80 Schedule may be discontinued upon the request of either SMUD or the Union. After an official request has been made in writing to discontinue the 9/80 Schedule, a 30-day cooling-off period will be observed prior to the actual termination date of the schedule. It is the intention of SMUD and the Union to work together to resolve any unforeseen problems that may arise in administering the 9/80 Schedule. It is recognized that some departments have established unique guidelines for policy interpretation in crew situations. These guidelines must be reviewed and modified as appropriate jointly by the Union and Department Director.

B. 4/10 Shifts

1) Work Schedule

The work schedule will consist of 4 days at 10 hours per day and will be paid at the straight-time rate. *(Revised 1/1/2022)*

The normal work schedule will be Monday through Thursday, or Tuesday through Friday, with either Mondays or Fridays as the off day. A workweek that allows the day off to fall on a day other than Monday or Friday may be arranged as an exception with the concurrence of the employee, the Union, and the Department Director. *(Revised 1/1/2022)*

Employee requests for changes from one work schedule or pattern to another must be approved by the appropriate Department Director and can only be done during the semi-annual open enrollment period (either in the month of February to be effective the first pay period in April, or in July to be effective the first pay period in September). Open enrollment months may only be changed by mutual agreement between the Union and SMUD. Where special circumstances warrant an exception, an employee's schedule

may be changed outside of the open enrollment period with the approval of the Department Director.
Shift changes are to be minimized. Shift changes for less than full workweeks are not considered an official change in shift, and the provisions of this Article regarding shift changes will apply.

a) All IBEW Represented Employees *(Revised 1/1/2013)*

Any weekday will be considered the employee's normal shift day (i.e., 9 or 10 hour). Saturday and Sunday will be considered an 8-hour shift day.

2) Lunch Period

A minimum one-half hour unpaid lunch period will be scheduled approximately midway through the workday.

3) Participation

a) Eligibility for participation will be determined by the appropriate Department Director based on the operational requirements of the department.

b) Participation in the 4/10 work schedule is voluntary.

4) Continuation of 4/10 Schedule

The 4/10 Schedule will only be continued with mutual agreement between SMUD and the Union. The 4/10 Schedule may be discontinued upon the request of either SMUD or the Union. After an official request has been made in writing to discontinue the 4/10 Schedule, a 30-day cooling-off period will be observed prior to the actual termination date of the schedule. It is the intention of SMUD and the Union to work together to resolve any unforeseen problems that may arise in administering the 4/10 Schedule. It is recognized that some departments have established unique guidelines for policy interpretation in crew situations. These guidelines must be reviewed and modified as appropriate jointly by the Union and Department Director.

C. <u>12-Hour Shift</u>

1) Each group that has rotating 12-hour shift requirements will prepare and post in the work area an annual shift schedule. This schedule will be posted prior to January first of each year. **The current 12-hour rotating shift is memorialized in 10 below.** ***(Revised 1/1/2026)***

2) Shift schedules shall be designed such that no employee shall be regularly required to work more than 5 consecutive 12-hour days during any one workweek.

When business circumstances dictate the need for additional consecutive days, SMUD will ask for volunteers prior to making the additional days mandatory.

3) "Workweek" shall be defined as a 7 consecutive day period starting at midnight on Friday unless otherwise established in writing by the meet and confer process. *(Revised 1/1/2022)*

4) During an outage, overhaul or when scheduled for training, an employee may be temporarily assigned to another schedule (e.g., 4/10, 9/80, 5/40) to meet that business requirement.

5) Personnel on 12-hour shifts and relief shifts will not observe a lunch period, but will eat their meal on SMUD time.

   a) Training shifts will observe a one-half hour unpaid lunch period.

6) **Shift Changes**

   Shift changes are to be minimized. Shift changes for less than full workweeks are not considered an official change in shift, and the provisions of this Article regarding shift changes will apply.

7) **Benefits**

   All benefits that are currently based on an employee's base rate of pay will continue to be based on a 40-hour workweek rate. Benefits that are currently based on an employee's actual earnings will be so determined.

8) **Relief Crew**

   If scheduled to work as part of a relief crew, employees will be guaranteed 40 hours pay for that workweek.

   Employees on the relief crew will be given a minimum of 12 hours off between shifts. If employees do not receive 12 hours off between shifts, they will be paid the applicable overtime pay rate for those hours worked that encroach upon the 12-hour shift requirements.

9) **Continuation of the 12-Hour Shift**

   The 12-hour shift schedule will be reviewed on a regular basis. Either SMUD or the Union may request to return to an 8-hour shift schedule at any individual location or all work locations by giving 60 days written notice should, in the opinion of either party, the 12-hour shift program adversely affect the operation of SMUD or the employees. It is the intention of SMUD and the Union to work together to resolve any difficulties or problems that may be encountered on the 12-hour shift rotation.

10) **Examples of a current rotation 12- hour Shift DSO, Lead DSO, Sr DSO and PSO Apprentice, Shift PSO, Shift Senior PSO**

PSO Apprentice, Shift PSO, Shift Senior PSO: Five pay period cycle consisting of two, five-week rotations with a relief shift occurring every 5th week. Rotation will consist of one week of three, 12-hour nights and one, 12-hour day, one week of three, 12-hour days, one week of three, 12-hour days, one week of four, 12-hour nights, and one relief week of four, 10-hour days (see example). ***(Revised 1/1/2026)***

PSO APPRENTICE, SHIFT PSO, SHIFT SENIOR PSO 5 WEEK ROTATING SCHEDULE								
Pay Period / Wk	**Rotation Cycle (Hrs)**	**SAT**	**SUN**	**MON**	**TUE**	**WED**	**THU**	**FRI***
PP 1, WK 1	**Sat - Mon NIGHTS, Fri DAY (12)**	**12**	**12**	**12**				***12****
PP 1, WK 2	**Sat - Mon DAYS (12)**	**12**	**12**	**12**				
PP 2, WK 1	**Tues - Thurs DAYS (12)**				**12**	**12**	**12**	
PP 2, WK 2	**Tues - Fri NIGHTS (12)**				**12**	**12**	**12**	***12****
PP 3, WK 1	**Mon - Thur DAY Relief (10)**			**10**	**10**	**10**	**10**	
PP 3, WK 2	**Sat - Mon NIGHTS, Fri DAY (12)**	**12**	**12**	**12**				***12****
PP 4, WK 1	**Sat - Mon DAYS (12)**	**12**	**12**	**12**				
PP 4, WK 2	**Tues - Thurs DAYS (12)**				**12**	**12**	**12**	
PP 5, WK 1	**Tues - Fri NIGHTS (12)**				**12**	**12**	**12**	***12****
PP 5, WK 2	**Mon - Thur DAY Relief (10)**			**10**	**10**	**10**	**10**	

Senior DSO: Bi-weekly rotation including one week of four, 10-hour days and one week of four, 12-hour days (see example).

SENIOR DSO Bi- Weekly Rotation								
Pay Period / Wk	**Rotation Cycle (Hrs)**	**SAT**	**SUN**	**MON**	**TUE**	**WED**	**THU***	**FRI***
PP 1 - Wk 1	**M-TH (10hr)**			**10**	**10**	**10**	**10**	
PP 1 - Wk 2	**M-Th (12hr)**			**12**	**12**	**12**	***12****	
PP 1 - Wk 1	**M-Th (12hr)**			**12**	**12**	**12**	***12****	
PP 1 - Wk 2	**M-TH (10hr)**			**10**	**10**	**10**	**10**	
PP 1 - Wk 1	**T-FRI (10hr)**				**10**	**10**	**10**	**10**
PP 1 - Wk 2	**T-FRI (12hr)**				**12**	**12**	**12**	***12****
PP 1 - Wk 1	**T-FRI (12hr)**				**12**	**12**	**12**	***12****
PP 1 - Wk 2	**T-FRI (10hr)**				**10**	**10**	**10**	**10**

Lead DSO: Five pay period cycle consisting of two, five-week rotations with a relief shift occurring every fifth week. Rotation will consist of one week of three, 12-hour days, one week of four, 12-hour days, one week of three, 12-hour nights, one week of four, 12-hour nights, and one relief week of five, 8-hour days (see example).

LEAD DSO 5 Week Rotation								
Pay Period / Wk	Rotation Cycle (Hrs)	SAT	SUN	MON	TUE	WED	THU*	FRI
PP 1, WK 1	M, T, F (12) DAYS			12	12			12
PP 1, WK 2	Sat, Sun, W, TH DAYS (12)	12	12			12	*12**	
PP 2, WK 1	M, T, F (12) NIGHTS (12)			12	12			12
PP 2, WK 2	Sat, Sun, W, TH NIGHTS (12)	12	12			12	*12**	
PP 3, WK 1	Relief M-F DAYS (8)			8	8	8	8	8
PP 3, WK 2	M, T, F (12) DAYS			12	12			12
PP 4, WK 1	Sat, Sun, W, TH DAYS (12)	12	12			12	*12**	
PP 4, WK 2	M, T, F (12) NIGHTS (12)			12	12			12
PP 5, WK 1	Sat, Sun, W, TH NIGHTS (12)	12	12			12	*12**	
PP 5, WK 2	Relief M-F DAYS (8)			8	8	8	8	8

DSO I/II: A nine pay period cycle consisting of two, nine-week rotations with a relief shift occurring every ninth week. Rotation will consist of two weeks of three, 12-hour days, two weeks of four, 12-hour days, two weeks of three 12-hour nights, two weeks of four, 12-hour nights, and one relief week of five, 8-hour days (see example).

DSO I/II 9 Week Rotation								
Pay Period / Wk	Rotation Cycle (Hrs)	SAT	SUN	MON	TUE	WED	THU*	FRI
PP 1, WK 1	M, T, F (12) DAYS			12	12			12
PP 1, WK 2	Sat, Sun, W, TH DAYS (12)	12	12			12	*12**	
PP 2, WK 1	M, T, F (12) NIGHTS (12)			12	12			12
PP 2, WK 2	Sat, Sun, W, TH NIGHTS (12)	12	12			12	*12**	
PP 3, WK 1	M, T, F (12) DAYS			12	12			12
PP 3, WK 2	Sat, Sun, W, TH DAYS (12)	12	12			12	*12**	
PP 4, WK 1	M, T, F (12) NIGHTS (12)			12	12			12
PP 4, WK 2	Sat, Sun, W, TH NIGHTS (12)	12	12			12	*12**	
PP 5, WK 1	Relief M-F DAYS (8)			8	8	8	8	8
PP 5, WK 2	M, T, F (12) DAYS			12	12			12
PP 6, WK 1	Sat, Sun, W, TH DAYS (12)	12	12			12	*12**	
PP 6, WK 2	M, T, F (12) NIGHTS (12)			12	12			12
PP 7, WK 1	Sat, Sun, W, TH NIGHTS (12)	12	12			12	*12**	
PP 7, WK 2	M, T, F (12) DAYS			12	12			12
PP 8, WK 1	Sat, Sun, W, TH DAYS (12)	12	12			12	*12**	
PP 8, WK 2	M, T, F (12) NIGHTS (12)			12	12			12
PP 9, WK 1	Sat, Sun, W, TH NIGHTS (12)	12	12			12	*12**	
PP 9, WK 2	Relief M-F DAYS (8)			8	8	8	8	8

Note: DSO I on training schedules will be assigned a 9/80 schedule as defined in Section 3.

***Regularly scheduled overtime shift**

This provision applies exclusively to employees in the PSO and DSO classifications who have regularly scheduled overtime incorporated into their shifts, and only on the specific days when those hours are designated as part of the regular schedule. ***(Revised 1/1/2026)***

4. CHANGE IN SHIFT

Work schedules and shifts may be changed based on SMUD requirements. An official change in shift occurs if employees are permanently or temporarily transferred to a new work schedule or shift for one workweek or more. Exception: See Subsection B below.

A change in shift does not occur if an employee's work hours are extended by an early call in, or they are asked to work beyond their regular work hours.

A change in shift does not occur if an employee's work hours are changed at the employee's request or for the employee's convenience.

A. Shift Change For One Workweek Or More

1) If employees are transferred to a new work schedule or shift for one workweek or more, they will:

   a) Be given at least 24 hours' notice in advance of the new starting time, and

   b) Have a minimum of 12 hours off between shifts, and

   c) Be required to work no more than 40 hours at the straight-time rate of pay in the calendar week. *(Revised 1/1/2022)*

2) If employees do not receive 24 hours' notice or 12 hours off between shifts, they will receive the applicable overtime pay rate for those hours worked which encroach upon the 24-hour notice or the 12-hour shift requirements, whichever is greater.

3) Normal overtime, overtime meals, travel time, and rest period provisions will apply to the employee's newly scheduled shift as if it was their regular working hours.

B. Shift Change For Less Than One Workweek

Shift changes for less than full workweeks are not considered an official change in shift. Employees will be compensated at the applicable overtime rate for all hours worked outside their regular work hours. Exception: Shift changes for less than full workweeks for static swing and night shift employees will be considered an official change in shift and will not be compensated at the applicable overtime rate for all hours worked outside their regular work hours if the following provisions are met:

1. Management provides at least two weeks' notice of the shift changes;

2. Management does not exceed three different shift changes for less than one workweek in a quarter.

For example, Fleet management can change their static night shift employees' shifts for less than one workweek on three different occasions within a quarter without compensating employees at the applicable overtime rate if the provisions noted above are met. This flexibility will assist management in scheduling SMUD and vendor training, and work group events. *(Revised 1/1/2018 per LOA)*

5. RETURN TO REGULAR WORK SCHEDULE

When employees return to their regularly scheduled work hours, they will be compensated at their straight-time rate of pay for work performed during their regular work hours. Employees will also have a minimum of 12 hours off between shifts.

If employees do not receive 12 hours off between shifts, they will be paid the applicable overtime pay rate for those hours worked that encroach upon the 12-hour shift requirements.

6. LUNCH PERIODS

A. Regular Lunch Period

Unless employees are special shift employees, they have a scheduled lunch period approximately midway through their established work schedule.

Special shift employees are permitted to eat their meal on SMUD time during regularly scheduled work hours.

B. Change In Lunch Period

1) An employee's regular lunch period may be advanced or delayed one hour or less, without the payment of overtime, for any of the following reasons:

   a) When work on facilities serving a customer can most conveniently be performed during the employee's lunch period.

   b) When work must be performed because of an interruption of utility service or other emergency.

   c) When work must be performed to eliminate a hazard to life or property.

   d) When the foreman/woman and the employees involved mutually establish a different lunch period or agree to a temporary change in the regular lunch period.

2) If an employee's lunch period is advanced or delayed more than one hour due to any of the first 3 reasons above, they will be paid at the applicable overtime rate for the time worked during their normal lunch period. The employee will be provided reasonable time to eat their lunch on SMUD time.

ARTICLE 6

ON-CALL PAY

1. INTRODUCTION

Employees in classifications addressed in this article are required to be on-call for emergency response. Employees in classifications not addressed in this article are not required to be on-call.

2. GENERAL ON-CALL PROVISIONS

The following provisions are applicable to all classifications that are required to be on-call. Classification specific provisions are addressed in separate sections or Side Letters of Agreement; **however, where side letter agreements are silent, general on call provisions will apply.** ***(Revised 1/1/2026)***

A. Normally on-call will span a period of 7 consecutive days.

B. The appropriate supervisor is responsible for calling employees.

C. Employees will be allowed to trade assignments at any time up until the on-call period has begun. Once the on-call period has begun, employees may have another employee cover a portion of the assignment with supervisory approval.

D. Employees on-call will be compensated at the rate of two (2) hours of their regular, straight- time base rate of pay for each weekday on-call.

Employees on-call will be compensated at the rate of four (4) hours of their regular, straight-time base rate of pay for each Saturday and Sunday. *(Revised 1/1/2022)*

Employees on-call will be compensated at the rate of six (6) hours of their regular, straight-time base rate of pay for SMUD paid holiday on-call. *(Revised 1/1/2022)*

E. Employees on-call are required to be fit for duty and available to report to work in a reasonable amount of time.

F. All applicable overtime provisions will apply if the on-call employee is required to respond.

G. Employees on-call will be provided with a cell phone, at the request of the employees. *(Revised 1/1/2022)*

H. **If Short Notice on-call is requested and accepted less than 24 hours from start of the employee's regular on call shift, an additional 2 hours of on-call pay shall be granted for the duration of the short-notice on-call period.**

1. **Employees on short notice on-call will be compensated at the rate of two (2) hours of pay at the regular straight time rate for each weekday assigned on call.**

2. **Employees on short notice on-call will be compensated at the rate of four (4) hours of pay at the regular straight time rate for each Saturday and Sunday**

3. **Employees on short notice on-call will be compensated at the rate of six (6) hours of pay at the regular straight time rate for each SMUD paid holiday so assigned.**

4. **Such assignments will be for one day and be defined by the employee's classification and departments regularly worked on call hours.** ***(Revised 1/1/2026)***

3. DISTRIBUTION SYSTEM OPERATORS

See Side Letter of Agreement LR 16-032

4. TELECOMMUNICATIONS TECHNICIANS

A. Employees in the following classifications in the Telecommunications Unit and the Telephone Services Unit may be subject to on-call:
- Senior Telecommunications Technician
- Telecommunications Technician

B. On-call will span a period of 7 consecutive days, from 0730 hours Tuesday through 0730 hours the following Tuesday.

C. SMUD will seek volunteers for on-call assignments. Assignments will be made on the basis of employee preference.

D. If there are insufficient volunteers for an on-call period, employees will be appointed. An employee who has been on-call without volunteering cannot be appointed again until all employees have served a required on-call period.

E. Volunteers may be called to work alongside the on-call employee for on the job training purposes. In the event the on-call employee cannot solve a service call problem alone, other employees may be called to assist. Assisting employees will be sought from the volunteer list first unless specific expertise is required.

F. In addition to being provided a cell phone and pager, employees in the Telephone Services Unit should be provided with a laptop computer furnished with a modem and appropriate software to access the supported systems.

5. LINE CONSTRUCTION CLASSIFICATIONS

A. Foreman/woman, Fault Locator, and Line Equipment Operator Regular On-call

Employees in the following classifications will be subject to the following regular on-call provisions:

- Line Construction Foreman-woman
- Line Foreman-woman, Light
- Line Sub foreman-woman
- Fault Locator
- Line Equipment Operator

1) An on-call schedule will be established that rotates assignments among employees in the above classifications.

   a. At the end of each calendar year the schedule will be rotated so that the same crews don't have on-call on the same holidays every year.

   b. For crew stability, the on-call crew will consist of the Foreman's regular assigned crew. *(Revised 1/1/2013)*

   c. The start of the on-call assignment will be effective at the start of shift on Monday and end the start of shift on the following Monday.

2) The two on-call line foremen/women will alternate trouble calls during their respective week starting with the first foreman/woman listed on the schedule. However, if the on-call supervisor determines that the crew already out can handle a subsequent trouble call, the foreman/woman and crew will not be called.

   When additional personnel are needed when both the "A" and "B" crews are either already working and/or are on a rest period, the On-call Supervisor will call the next on-call foreman on the on-call rotation sheet. If the next foreman on the on-call rotation sheet is unable to respond, the supervisor will continue calling the next foreman in line.

   Example: "C" foreman unavailable, "D" foreman gets the next call and so forth.

   The foreman/woman informs supervisor of regular crew members called out. If additional line hands are needed due to the size of the job and/or not all regular crew members are able to respond, then the supervisor will check the emergency signup sheet to fill vacancies. If the supervisor is unable to fill the crew from the emergency signup sheet, then the supervisor will go to the emergency hours list and fill the crew starting with personnel in the classification required with the least amount of total overtime hours. *(Revised 1/1/2018 per LOA)*

   When emergency work slows down, crews not on call will be released first.

3) In addition to being provided a cell phone, Foremen will be provided with a SMUD vehicle equipped with a radio. *(Revised 1/1/2013)*

4) When the on-call employee has made arrangements for another employee to take their calls, both the scheduled and the replacement employee are responsible for notifying the on-call Foreman about the substitution arrangements. The substitute foreman/woman will utilize the crew assigned to the scheduled on-call foreman/woman for all overtime work. The Foreman is responsible for notifying the on-call Supervisor of the change in employee. *(Revised 1/1/2013)*

5) The dispatcher is responsible for keeping the on-call supervisor informed of all after-hours activity including changes in location, and the need for additional tools, equipment, or personnel. The on-call supervisor is responsible for providing the necessary support personnel.

6) The on-call Supervisor shall call out the on-call Foreman(s) when emergency work is required. The on-call Foreman(s) shall call out their crew. *(Revised 1/1/2013)*

7) Employees who are on-call must notify the on-call supervisor if they are unable to meet their on-call responsibilities because of a personal emergency. Once notified, the on-call supervisor must decide if they need to fill behind the absent employee.

   If so, they will contact employees on the schedule (in appropriate order) seeking a volunteer to cover the remainder of the on-call assignment. The volunteer replacement will maintain their position on the schedule.

8) On-call crews are eligible for Prearranged Overtime work on their ADO and on Saturdays as a crew, as long as, customer service is not hindered or impacted.

9) Employees can volunteer to be placed on a weekly volunteer roster. This roster will be ranked from the ranked overtime list.

B. <u>Lineman-woman, Apprentice and Pre- Apprentice Regular On-call</u>

Employees in the following classifications will be subject to the following regular on-call provisions:

- Lineman-woman
- Apprentice Lineman-woman
- Pre-Apprentice Lineman-woman

1) An on-call schedule will be established that rotates on-call assignments among employees in the above classifications. The crew assignments will be to the employees' normal on-call foreman/woman's assigned crew.

   a. At the end of each calendar year the schedule will be rotated so that the same crews don’t have on-call on the same holidays every year.
   b. For Crew stability, the on-call crew will consist of the crew’s core group of five (5).

c. The start of the on-call assignment will be effective at the start of shift on Monday and end the start of shift on the following Monday.
d. When additional personnel are needed when both the "A" and "B" crews are either already working and/or are on a rest period, the On-call Supervisor will call the next on-call foreman on the on-call rotation sheet. If the next foreman on the on-call rotation sheet is unable to respond, the supervisor will continue calling the next foreman in line.

   Example: "C" foreman unavailable, "D" foreman gets the next call and so forth.

   The foreman/woman informs supervisor of regular crew members called out.

e. If additional line hands are needed due to the size of the job and/or not all regular crew members are able to respond, then the supervisor will check the emergency signup sheet to fill vacancies. If the supervisor is unable to fill the crew from the emergency signup sheet, then the supervisor will go to the emergency hours list and fill the crew starting with personnel in the classification required with the least amount of total overtime hours. *(Revised 1/1/2013)*

f. When emergency work slows down, crews not on call will be released first.

2) Employees can volunteer to be placed on a weekly volunteer roster. This roster will be ranked from the ranked overtime list.

3) Employees who volunteer and are not assigned to an on-call crew remain on the weekly volunteer roster, but the General On-call Provisions do not apply.

4) Employees will be allowed to trade or arrange for a qualified, equivalent substitute to take their calls. Apprentices hired after May 31, 2005, will be required to serve their on-call during the regular rotation unless excused by their supervisor in coordination with the Training Coordinator. Both the scheduled and the replacement employee are responsible for notifying the on-call supervisor about the substitution arrangements. The on-call supervisor is responsible for notifying the on-call foreman/woman concerning the substitution.

5) If the job requires staffing above the normal on-call crew, the on-call supervisor will call necessary employees from the weekly volunteer roster in appropriate order.

6) Additional crew members beyond the normal crew size will be assigned by the on-call supervisors from the appropriate list. After the voluntary list has been exhausted, the on-call supervisor may elect to call any qualified employee to respond. *(Revised 1/1/2013)*

7) On-call crews are eligible for Prearranged Overtime work on their ADO and on Saturdays as a crew, as long as, customer service is not hindered or impacted

C. Short Notice On-call

During storms, earthquakes, and other emergency situations when management has determined that the regular on-call staffing is inadequate to meet the operational (power restoration) needs of SMUD, employees working in Distribution Services, Line, will be subject to the following short notice on-call provisions:

1) To this end, employees who have volunteered for short notice shall be offered on a crew basis to the next on-call crew in rotation. If a full crew is not available, the crew shall find their own replacements according to the rules for emergency on-call replacement. If the crew is not available to work, the next crew up in the rotation will be offered the short notice on-call. *(Revised 1/1/2013)*

2) **If Short Notice on-call is requested and accepted less than 24 hours from start of the employee's regularly worked on call shift, an additional 2 hours of on-call pay shall be granted for the duration of the short-notice on-call period.** ***(Revised 1/1/2026)***

   Such assignments will be for one day **and be defined by the employee's classification and departments regularly worked on call hours.** ***(Revised 1/1/2026)***

3) Employees assigned will be provided with a cell phone, at the request of the employees. *(Revised 1/1/2022)*

4) Short notice on-call employees are required to remain fit for duty, be reachable by phone, and be available to report to work in a reasonable amount of time.

5) Short notice on-call assignments are intended to meet a short-term staffing need, and as such, they are not expected to last for more than 6 consecutive days.

6) Employees on short notice on-call will receive two (2) hours of pay at the regular straight time rate for each weekday so assigned.

   Employees on short notice on-call will receive four (4) hours of pay at the regular straight time rate for each Saturday and Sunday. *(Revised 1/1/2022)*

   Employees on short notice on-call will receive six (6) hours of pay at the regular straight time rate for each SMUD paid holiday so assigned.

7) All applicable overtime provisions will apply if the on-call employee is required to respond.

6. GAS OPERATIONS CLASSIFICATIONS

A. Employees in the following classifications in Gas Operations will be subject to on-call:

- Gas Foreman/woman, Light
- Gas Pipeline Fieldperson

- Gas Control Technician *(Revised 1/1/2013)*

B. On-call will be rotated among appropriate employees to assure equitableness. In the event a scheduled on-call employee is unable to perform his/her duties, the on-call assignment will first be assigned to an appropriate employee with the lowest overtime hours actually worked over the previous 12-month period. *(Revised 1/1/2013)*

C. In addition to being provided a cell phone, employees will be provided with a SMUD vehicle and radio. The SMUD vehicle will be provided for the on-call period only. *(Revised 1/1/2013)*

D. Typically, employees who are on-call will be dispatched by the Power System Operator (PSO) or the GPO On-Call supervisor to report to the site of the indicated problem and assess the nature of the problem. After safely securing the site, the on-call employee will notify the PSO of the status of the situation. In the event that additional resources may be needed to resolve the situation, the on-call employee will make those recommendations to the PSO. *(Revised 1/1/2013)*

7. HAZARDOUS WASTE CREW

A. Employees in the following classifications may be subject to on-call:
- Hazardous Waste Foreman-woman, Light
- Hazardous Waste Technician

B. On-call assignments will be limited to one employee during any on-call period. During an on-call period, Hazardous Waste Technician employees will be temporarily upgraded to the Hazardous Waste Foreman-woman, Light classification for the duration of any call out response required. Additionally, the compensation paid for being on-call, will be paid at the Hazardous Waste Foreman-woman, Light rate.

C. In addition to being provided a cell phone, employees will be provided with a SMUD vehicle equipped with a radio. SMUD vehicle will be provided for the on-call period only.

8. WAREHOUSE OPERATIONS

A. Employees in the classification of Material Specialist in Warehouse Operations assigned to East Campus Operations Center will be subject to on-call.

- All Material Specialists
- All Material Specialists/Crane certified

B. Two separate On-call Rosters will be established that rotates assignments among employees, one for Material Specialists and one for Material Specialist with Crane certification, who have volunteered for On-call. The assignments will be rotated to assure equitableness.

C. On-call will span a period of 7 calendar days beginning at the start of shift on Monday and end the start of shift the following Monday.

D. Only one employee will be on call on any on-call period. If additional staffing is required, the on-call supervisor will call out the next person on the schedule until the appropriate help is secured, i.e., crane operator, class "A" driver, etc.

E. On-call personnel will be provided a cell phone.

F. Volunteers shall be allowed to temporarily remove themselves from the on-call list under the following conditions.

- Regular scheduled attendance for educational purposes with advanced notice.
- Participation in civic or religious activities with advanced notice.

G. Employees will be allowed to trade or arrange for a qualified, equivalent substitute to take their calls. Both the scheduled and the replacement employee are responsible for notifying the On-call Supervisor about the substitution arrangements.

H. Employees who are on-call must notify the On-call Supervisor if they are unable to meet their on-call responsibilities because of a personal emergency. Once notified, the On-call Supervisor will assign an appropriate replacement from the on-call roster.

I. On-call employees will not be available to work off site Pre-arranged Overtime.

J. All applicable overtime provisions will apply if the on-call employee is required to respond.

K. If the employee is called out, they should call the On-Call Supervisor after they have worked four (4) hours for further instructions.

Short Notice On-Call

During storms, earthquakes, and other emergency situations when management has determined that the regular on-call staffing is inadequate to meet the operational (power restoration) needs of SMUD, Material Specialists will be subject to the following short notice on-call provisions:

- Employees that have signed up for volunteer overtime will be requested first. Then remaining employees will be asked.
- If the short notice on-call requirements cannot be filled from volunteers then employees will be appointed starting with those who have the least amount of total overtime hours worked.
- Due to the severity of the emergency, SMUD may require 24 hour coverage at the Warehouse. In this event, volunteers with the lowest combined total overtime may be sent home and asked to report back at specific times. The on-call employee will have first choice of shift day or night.
- Employees assigned will be provided with a Cell Phone.
- Short notice on-call employees are required to remain fit for duty, be reachable by cell phone, and be available to report to work in a reasonable amount of time.
- **If Short Notice on-call is requested and accepted less than 24 hours from start of the employee's regularly worked on call shift, an additional 2 hours of on-call pay shall be**

granted for the duration of the short-notice on-call period. Employees are also entitled to the hours under Article 6.2.D. Such assignments will be for one day and be defined by the employee's classification and departments regularly worked on call hours. ***(Revised 1/1/2026)***

- Employees will not work longer than 15 consecutive hours at any given time including straight time and overtime hours combined.

Continuation of Shift

If continuation of shift is required, the on-call Employee will be asked to stay.

Exception

- Not qualified (Class A or Crane Operator)
- Work is being performed in the field by Warehouse staff. Example: A Warehouse delivery crew is out in the field and will not return by their scheduled end of shift the on-call employee will not be called out to finish this work. *(Revised 1/1/2022 per LR 15-014)*

9. CABLE LOCATORS

A. Employees in the following classifications are subject to on-call: Cable Locators

B. An on-call schedule has been established and will be updated using SMUD seniority.

C. Scheduled on-call employees may offer their call to other qualified personnel on the schedule. The call shall be offered to each employee in the order that they are scheduled, until accepted. If no eligible employee accepts the call, then the scheduled Cable Locator must fulfill his or her on-call obligations.

D. On-call personnel must report to the location of the emergency work within 2 hours of the call. The on-call Cable Locator will be assigned a SMUD vehicle to take home for the duration of the on-call assignment. *(Revised 1/1/2018 per LOA)*

E. On-call overtime begins when the Cable Locator receives the call and ends when the locating work has been performed, and the Cable Locator returns directly home, and reports complete to the on-call Supervisor. *(Revised 1/1/2018 per LOA)*

10. SUBSTATION ELECTRICIANS

A. Employees in the following classifications will be subject to on-call:
   - Substation Foreman-woman, Const
   - Substation Foreman-woman, Light
   - Substation Sub-foreman-woman
   - Electrician Journey Level
   - Electrician Apprentice

B. On-call will span a period of seven (7) consecutive days from 0630 hours Tuesday through 0630 hours the following Tuesday.

C. SMUD will seek volunteers for on-call assignments, for 1 foreman, 1 journeyman, and 1 apprentice/journeyman.
   - One volunteer list will be prepared that encompasses all overtime, i.e., prearranged, emergency, and continuation.
   - The overtime list will use the year-to-date hours for ranking purposes.
   - Assignments will be made on the basis of employee preference.
   - If not enough volunteers are signed up for foreman; management may elect to accept a qualified volunteer journey level as a replacement instead of a mandatory assignment for a foreman.

D. Volunteers will be requested in advance for a 12 week period. If more volunteers than are required sign up, personnel in each classification (Foreman, Electrician, and Apprentice) with the least Overtime hours worked will be chosen first.

E. If there are insufficient volunteers for an on-call period, employees will be appointed. The employee with the least amount of WROC work hours will be mandated. An employee who has been on-call without volunteering cannot be appointed again until all employees in that classification have served an on-call period. To monitor this Mandated On-Call and Voluntary On-Call will be tracked separately.

F. Volunteers may be called to work alongside the on-call employee for on the job training purposes. In the event the on-call employee cannot solve a service call problem alone, other employees may be called to assist. Assisting employees will be sought from the current ranked overtime list first unless specific expertise is required.

G. On-call Electricians may be provided cell phones.

H. During the week of on call, foreman will have the option to take home their assigned SMUD vehicles.

I. The straight time hours of on-call pay shall not be included in the overtime work hours accrued on the Substation/Network Overtime Report.

J. Volunteers shall be allowed to temporarily remove themselves from the on-call list under the following conditions.
   - Regular scheduled attendance for educational purposes with advanced notice.
   - Participation in civic or religious activities with advanced notice.

K. Personnel on-call shall be allowed to work pre-arranged overtime on Saturday, Sunday and their Alternate Day Off (ADO).

L. When response to an emergency is necessary during normal business hours, the provisions of Article 8.3.A of the MOU will guide management's actions.

M. Normal response to an emergency call-out will require the services of the entire on-call crew, consisting of a 1-Foreman/wn, 1-Journey level Electrician, and 1-Apprentice or journey level Electrician. However, the following circumstances require the response of

only one on-call crew member, either a foreman/wn or journey level Electrician, although an Apprentice may be required to participate in the call for training purposes:

- RTU monitoring
- Substation monitoring
- Checking breakers in non-RTU package substations
- Manually control switching of non-RTU capacitors in package substations
- Switching transformer fans on "manual" for summer time max cooling

The employee with the least amount of overtime hours on the ranked overtime list will be selected on a rotating basis.

N. During Storms, earthquakes, and other emergency situations when management has determined that the regular on-call Distribution Services Substation Electricians staffing is inadequate to meet the operational (power restoration) needs of the SMUD, Distribution Services Substation Electricians will be subject to the following short notice on-call provisions:

- It is the intent of the SMUD to satisfy the short notice on-call requirements by seeking volunteers. If the on-call requirements cannot be filled by volunteers, then employees will be appointed to be on-call in order of the employee's position on the ranked overtime list.
- **If Short Notice on-call is requested and accepted less than 24 hours from start of the employee's regularly worked on call shift, an additional 2 hours of on-call pay shall be granted for the duration of the short-notice on-call period. Employees are also entitled to the hours under Article 6.2.D.** ***(Revised 1/1/2026)***
- Such assignments will be for one day **and be defined by the employee's classification and departments regularly worked on call hours.** ***(Revised 1/1/2026)***
- Employees assigned may be provided with a cell phone. *(Revised 1/1/2022 per LR 07-038)*

11. ELECTRICAL TECHNICIAN

A. Employees in the following classifications are subject to on-call:

- Light Foreman
- Senior Electrical Technicians
- Journey Level Electrical Technicians
- Apprentice Electrical Technicians with the Foreman and/or Supervisor approval.

B. On-call will span a period of seven (7) consecutive days from 0630 hours Tuesday through 0630 hours the following Tuesday.

C. SMUD will seek volunteers for on-call assignments. Assignments will be made on the basis of employee preference.

D. If there are insufficient volunteers for an on-call period, employees will be appointed. An employee who has been on-call without volunteering cannot be appointed again until all

employees have served a required on-call period. To monitor this process, two (2) lists will be used to track MANDATED ON-CALL and VOLUNTARY ON-CALL.

E. Volunteers may be called to work alongside the on-call employee for on the job training purposes. This will require prior approval from the On-Call Supervisor and/or Electrical Technician Foreman.

F. In the event the on-call employee cannot solve a service call problem alone, other employees may be called to assist. Assisting employees shall have the necessary expertise to assist with solving the problem.

G. Electrical Technicians may be provided a cell phone with hands free speaker capability.

H. During the week of on call, employees will have the option to take home their assigned SMUD vehicles

I. The straight time hours of on-call pay shall not be included in the overtime work hours accrued on the Substation/Network Overtime Report.

J. Volunteers shall be allowed to temporarily remove themselves from the on-call list under the following conditions.
- Regular scheduled attendance for educational purposes *with advanced notice*.
- Participation in civic or religious activities *with advanced notice.*

K. If the total number of qualified Electrical Technicians for on-call drops below six (6) supporting personnel for an extended period of more than 1 month or a permanent leave condition, the on-call program *can no longer be supported*. At this time, On-Call for the Electrical Technician's Group will terminate immediately, until such time as the support exceeds six (6) qualified Electrical Technician's.

L. Personnel on-call shall be allowed to work pre-arranged overtime on Saturday, Sunday and their Alternate Day Off (ADO).

M. Utilize a rolling three (3) to six (6) month schedule.

N. When response to an emergency is necessary during normal business hours, the provisions of Article 8.3 of the MOU will guide management's actions.

O. Electrical Technician's will share work responsibility with the Electrician's for the following On-Call assignments:
- RTU Monitoring
- Substation Monitoring
- Verifying breaker status in non – RTU substations.

Lead role for RTU watch will be determined by the Substation Overtime Document. If the Electrical Technician On-Call has the lesser hours, he/she will be contacted initially to verify their RTU watch availability.

In the event that an Electrical Technician is performing RTU watch and another SMUD emergency call occurs requiring his/her services, the On-Call Supervisor shall contact a member of the Substations On-call Electrician group to replace the Electrical Technician.

If the Electrical Technician is in the early stages of his/her RTU watch shift and the other SMUD emergency calls can be reconciled expediently, then the Electrical Technician shall be allowed to return to continue his/her RTU watch shift.

P. During Storms, earthquakes and other emergency situations when management has determined that the regular on-call Grid Assets Substation Electrical Technician staffing is inadequate to meet the operation needs of SMUD, Electrical Technicians will be subject to the following short notice on-call provisions:
   - It is the intent of SMUD to satisfy the short notice on-call requirements by seeking volunteers. If volunteers cannot fill the on-call requirements, then employees will be appointed to be on-call in order of the employee's position on the ranked overtime list.
   - **If Short Notice on-call is requested and accepted less than 24 hours from start of the employee's regularly worked on call shift, an additional 2 hours of on-call pay shall be granted for the duration of the short-notice on-call period. Employees are also entitled to the hours under Article 6.2.D.** ***(Revised 1/1/2026)***
   - Such assignments will be for one day **and be defined by the employee's classification and departments regularly worked on call hours.** *(Revised 1/1/2022 per LR 14-021)* ***(Revised 1/1/2026)***

12. NETWORK CABLE SPLICER/ELECTRICIAN

A. Employees in the following classifications will be subject to on-call:

   A. Any Network Cable Splicer/Electrician Foreman
   B. Network Cable Splicer/Electrician Journey Level
   C. Network Cable Splicer/Electrician Apprentice

B. On-call will span a period of seven (7) consecutive days from 0630 hours Tuesday through 0630 hours the following Tuesday.

C. An On-Call schedule will be established that rotates On-Call crew assignments so that the On-Call responsibilities are shared as equally as possible. A crew shall consist of no less than 1-Light Foreman, 1-Journeyman, and 1-Apprentice or 1- Journeyman. The crew shall consist of the same employees assigned to the crew during regular hours. For training purposes, management may assign additional personnel to the On-Call crew.

D. At the end of each calendar year the crew assignments will be rotated so that the same crews do not have On-Call on the same holidays each year.

E. The On-Call schedule will generally be established by seniority. The most senior foreman will select their first week of On-Call responsibility that will be followed by On-Call responsibility each 5th consecutive week. By seniority, each remaining foreman will select their respective 5 week rotation until all On-Call weeks have been scheduled. The following

year the 2nd most senior foreman will select first and the most senior foreman will select last.

F. Employees will be allowed to trade or arrange for a qualified substitute to take their calls. Apprentices will be required to serve their on call during the regular rotation unless excused by their supervisor. Both the scheduled and replacement employee are responsible for submitting their request to the Network Asset Supervisor or the Manager, Substation Maintenance and Construction using the On-Call Replacement Form, SMUD Form 2637. The Network Asset Supervisor or the Manager, Substation Maintenance and Construction shall notify the On Call supervisor and On Call Foreman of any substitutions.

G. If the scheduled On-Call crew does not have a full crew; volunteers will be solicited from the bi-weekly ranked overtime list.

H. If the work requires staffing above the normal On-Call crew, the On-Call Supervisor will call the necessary employees from the bi-weekly ranked overtime list.

I. In the event the On-Call crew cannot solve an emergency problem alone, other employees may be called to assist. Assisting employees will be sought from the current ranked overtime list.

J. On-call Network Cable Splicer/Electricians will be provided cell phones upon request.

K. During the week of on call, the foreman will have the option to take home their assigned SMUD vehicle.

L. The On-Call Supervisor shall call out the On-Call Foreman and the respective crew members when emergency work is required.

M. The straight time hours of On-Call pay shall not be included in the overtime work hours accrued on the Network Cable Splicer/Electrician Overtime Report.

N. Crew members are allowed to temporarily remove themselves from the on-call list the following conditions.

    1. Regular scheduled attendance for educational purposes with advanced notice.
    2. Participation in civic or religious activities with advanced notice.

O. On-Call employees are eligible for Prearranged Overtime work on their Alternate Day off (ADO) and on Saturdays, if approved by the Network Asset Supervisor or the Manager, Substation Maintenance and construction. If the On-Call employees are performing Prearranged Overtime work on their Alternate Day Off (ADO) or on a Saturday and a response to an emergency is necessary, generally the On-Call employees will shut down and make safe the Prearranged Work and transition to the emergency work. However, if after consulting with the on-site foreman, the On-Call Supervisor believes this transition cannot be done safely or may jeopardize system reliability or customer service, the On-Call Supervisor may elect to call other qualified employees to assist and determine who will

respond to the emergency and who will complete or shutdown the Prearranged Work. Assisting employees will be sought from the current ranked overtime list.

P. If in the course of a regular work day, management determines that certain work should continue past regular work hours, management will decide if the crew working the job will continue into overtime or the On-Call crew will be called to continue the work.

Q. When response to an emergency is necessary during normal business hours, the provisions of Article 8.3.A of the MOU will guide management's actions with the exception that the On Call Supervisor will decide whether the on call crew will respond to calls between 1300 and the end of regular business hours.

R. During Storms, earthquakes, and other emergency situations when management has determined that the regular On-Call staffing is inadequate to meet the operational (power restoration) needs of SMUD, Grid Assets Network Cable Splicer/Electricians will be subject to the following short notice on-call provisions:

1. It is the intent of SMUD to satisfy the short notice on-call requirements by seeking volunteers. If the on-call requirements cannot be filled by volunteers, then employees will be appointed to be on-call in order of the employee's position on the ranked overtime list.
   - **If Short Notice on-call is requested and accepted less than 24 hours from start of the employee's regularly worked on call shift, an additional 2 hours of on-call pay shall be granted for the duration of the short-notice on-call period. Employees are also entitled to the hours under Article 6.2.D.** ***(Revised 1/1/2026)***
   - Such assignments will be for one day **and be defined by the employee's classification and departments regularly worked on call hours.** ***(Revised 1/1/2026)***
   - Employees assigned will be provided with a cell phone if requested. *(Revised 1/1/2022 per LR 15-027)*

13. FACILITIES ELECTRICIANS

A. Employees in the following classifications in the Facilities Unit may be subject to on-call:

- Facilities Electrician
- Facilities Electrician Foreman

B. On-call assignments will be limited to one employee during any on-call period. During an on-call period, Facilities Electrician employees will be compensated per the MOU at their current classification and temporarily upgraded to the Facilities Electrical Foreman-Woman Light classification for the duration of any call out response required. **Employees must complete their one-year probation for eligibility to be placed as primary on-call (see section H for on-call opportunities for employees still under probation). LR 22-004** ***(Revised 1/1/2026)***

C. Typically, the on-call employee will receive a call from Security **or On-call Supervisor** using the posted on-call list. The on-call employee will decide if call needs to be handled after hours or can wait until normal business hours. If unsure, s/he can contact the on-call supervisor for clarification. ***(Revised 1/1/2026)***

D. Once the on-call employee decides to respond to a call, s/he will notify the on-call supervisor, advising him/her that s/he will be taking a call.

E. SMUD will seek volunteers for on-call assignments. Assignments will be made on the basis of employee preference.

F. If there are insufficient volunteers for an on-call period, employees will be appointed. An employee who has been on-call without volunteering cannot be appointed again until all employees have served a required on-call period.

G. An on-call schedule will be established that rotates assignments among the work group.

1. At the end of each calendar year the schedule will be rotated so that the same employees don't have on-call assignments on the same holidays every year.

2. The start of the on-call assignment will be effective at the start of shift on Wednesday and end the start of shift on the following Wednesday.

H. Volunteers may be called to work alongside the on-call employee for on the job training purposes with supervision's approval. In the event the on-call employee cannot solve a service call problem alone, other employees may be called to assist with approval from the on-call supervisor. Assisting employees will be sought from the volunteer list first unless specific expertise is required.

I. On-call employees may be provided a cell phone.

J. Employees will have the option of taking a SMUD vehicle home or picking one up from the shop as needed.

K. All overtime provisions from Article 7 of the MOU apply. *(Revised 1/1/2022 per LR 16-014)*

14. FACILITIES STATIONARY ENGINEERS

A. Employees in the following classifications in the Facilities Unit may be subject to on-call:

- Facilities Stationary Engineer II
- Facilities Stationary Engineer Foremen II

B. On-call assignments will be limited to one employee during any on-call period. During an on-call period, Facilities Stationary Engineer employees will be compensated per the MOU at their current classification and temporarily upgraded to the Facilities Stationary Engineer

Foreman-Woman Light classification for the duration of any call out response required**. Employees must complete their one-year probation for eligibility to be placed as primary on-call (see section H for on-call opportunities for employees still under probation).** ***(Revised 1/1/2026 per LR 22-004)***

C. Typically, the on-call employee will receive a call from Security **or On-call Supervisor** using the posted on-call list. The on-call employee will decide if call needs to be handled after hours or can wait until normal business hours. If unsure, s/he can contact the on-call supervisor for clarification. ***(Revised 1/1/2026)***

D. Once the on-call employee decides to respond to a call, s/he will notify the on-call supervisor, advising him/her that s/he will be taking a call.

E. SMUD will seek volunteers for on-call assignments. Assignments will be made on the basis of employee preference.

F. If there are insufficient volunteers for an on-call period, employees will be appointed. An employee who has been on-call without volunteering cannot be appointed again until all employees have served a required on-call period.

G. An on-call schedule will be established that rotates assignments among the work group.

1. At the end of each calendar year the schedule will be rotated so that the same employees don't have on-call assignments on the same holidays every year.
2. The start of the on-call assignment will be effective at the start of shift on Wednesday and end the start of shift on the following Wednesday.

H. Volunteers may be called to work alongside the on-call employee for on the job training purposes with supervision's approval. In the event the on-call employee cannot solve a service call problem alone, other employees may be called to assist with approval from the on-call supervisor. Assisting employees will be sought from the volunteer list first unless specific expertise is required.

I. In addition to being provided a cell phone, employees in the Stationary Engineer Unit shall be provided with a laptop computer furnished with a modem and appropriate software to access the supported systems.

J. Employees will have the option of taking a SMUD vehicle home or picking one up from the shop as needed.

K. All overtime provisions from Article 7 of the MOU apply. *(Revised 1/1/2022 per LR 16-014)*

15. HEAVY DUTY EQUIPMENT OPERATORS - LR 24-001

During storms, floods, earthquakes, fire, and other emergency situations when management determines the need for extra personnel to keep the UARP open and operational, HEO's will be subject to the following short notice on-call

provisions.

- **If Short Notice on-call is requested and accepted less than 24 hours from start of the employee's regularly worked on call shift, an additional 2 hours of on-call pay shall be granted for the duration of the short-notice on-call period. Employees are also entitled to the hours under Article 6.2.D.**

- **Such assignments will be for one day and be defined by the employee's classification and departments regularly worked on call hours.**

A. Such assignments will be for the expected duration of storms, emergency situations, etc. plus an additional day(s) for cleanup.

B. If all HEOs are not needed, assignments will be based off the lowest overtime hours.

C. The appropriate supervisor is responsible for calling out employees unless an agreement is made between the appropriate supervisor and the HEO foreman.

D. If a supervisor or HEO foreman determines that personnel are needed, all calls to notify HEO's will be considered emergency callouts. Time shall begin at the time of call out.

E. Short notice on-call employees are required to remain fit for duty, be reachable by phone, and be available to report to work in a reasonable amount of time.

F. On-call employees will be compensated in accordance with Article 6 of the MOU.

G. All applicable overtime provisions will apply if the on-call HEO is required to respond.

H. HEOs who are on short notice on-call must notify the on-call supervisor if they are unable to meet their on-call responsibilities due to a personal emergency. Once notified, the on-call supervisor must decide if they need to fill behind the absent HEO.

I. HEOs will be provided with a portable computer or tablet to do time entry while direct reporting.

J. HEOs shall be able to take their work vehicles home while direct reporting, are on short-notice on-call, or under supervisor discretion *(Revised 1/1/2026)*

16. <u>MAINTENANCE CARPENTERS</u> LR 23-023

A. Employees in the following classifications in the Facilities Unit may be subject to on-call:

- **Maintenance Carpenter**
- **Maintenance Carpenter Foreman/woman Light**

B. On-call assignments will be limited to one employee during any on-call period. During an on-call period, Maintenance Carpenter employees will be compensated per the MOU at their current classification and temporarily upgraded to the Maintenance Carpenter Foreman/Woman Light classification for the duration of any call out response required. Employees must complete their one-year probation for eligibility to be placed as primary on-call (see section H for On-call opportunity for EE's still under probation).

C. Typically, the on-call employee will receive a call from Security or On-call Supervisor, using the posted on-call list. The on-call employee will decide if call needs to be handled after hours or can wait until normal business hours. If unsure, s/he can contact the on-call supervisor for clarification.

D. Once the on-call employee decides to respond to a call, s/he will notify the on-call supervisor, advising him/her that s/he will be taking a call.

E. SMUD will seek volunteers for on-call assignments. Assignments will be made on the basis of employee preference.

F. If there are insufficient volunteers for an on-call period, employees will be appointed. An employee who has been on-call without volunteering cannot be appointed again until all employees have served a required on-call period.

G. An on-call schedule will be established that rotates assignments among the work group.

1) At the end of each calendar year the schedule will be rotated so that the same employees don't have on-call assignments on the same holidays every year.

2) The start of the on-call assignment will be effective at the start of shift on Wednesday and end the start of shift on the following Wednesday.

H. Volunteers may be called to work alongside the on-call employee for on-the-job training purposes with supervision's approval. In the event the on-call employee cannot solve a service call problem alone, other employees may be called to assist with approval from the on-call supervisor. Assisting employees will be sought from the volunteer list first unless specific expertise is required.

I. In addition to being provided a cell phone, employees in the Carpenters Unit shall be provided with a laptop and appropriate software to access the supported systems.

J. Employees will have the option of taking a SMUD vehicle home or picking one up from the shop as needed.

K. All overtime provisions from Article 7 of the MOU apply. ***(Revised 1/1/2026)***

17. HIGH VOLTAGE TEST TECHNICIANS – LR 25-025

A. Employees in the classification of High Voltage Test Technician in Warehouse Operations assigned to East Campus Operations Center will be subject to on-call.

B. An on-call Roster will be established that rotates assignments among employees. The assignments will be rotated to ensure equitableness.

C. On-call will span a period of 7 calendar days beginning at the start of shift on Monday and end the start of shift the following Monday.

D. Only one employee will be on call during any on-call period. If additional staffing is required, the on-call supervisor will contact Warehouse Operations management. Warehouse Operations Management will utilize the overtime list and lowest overtime hours to call in additional staffing. If the scenario occurs where hours are zeroed out and/or not all Techs have worked overtime yet or accrued turn down time in a year, position seniority will be used to determine additional call outs.

E. On-call personnel will be provided a cell phone.

F. Employees shall be allowed to temporarily remove themselves from the on-call list with advance notice and management approval under the following conditions.

- **Regular scheduled attendance for educational purposes with advanced notice.**
- **Participation in civic or religious activities with advanced notice.**

G. Employees will be allowed to trade or arrange for a qualified, equivalent substitute to take their calls. Both the scheduled and the replacement employee are responsible for notifying the On-call Supervisor about the substitution arrangements.

H. Employees who are on-call must notify the On-call Supervisor if they are unable to meet their on-call responsibilities because of a personal emergency. Once notified, the On-call Supervisor will contact Warehouse Operations management. Warehouse Operations management will assign an appropriate replacement upon notification of unavailability using the most current/available overtime list. If unable to find a replacement, overtime will be assigned based upon the qualified employees with the lowest position seniority.

I. All applicable overtime provisions will apply if the on-call employee is required to respond.

J. If the employee is called out, they should text the On-Call Supervisor after they have completed the assignment they were called out for, and to inform them they are leaving. ***(Revised 1/1/2026)***

ARTICLE 7

OVERTIME

1. INTRODUCTION

Any employee may be requested to work overtime to meet the needs of SMUD. A willingness to work overtime when requested is a condition of employment. When permitted by the work situation, overtime is first allocated to qualified volunteers. It will be distributed among employees within each work group in the classification involved as equally as practicable.

SMUD makes every attempt to minimize the amount of overtime employees are required to work. This is to ensure minimal disruption of an employee's leisure time and to protect the employee's health. SMUD pays a premium to employees to recognize the inconvenience incurred for working hours outside of their regular work schedule. Overtime is computed to the nearest quarter hour.

2. ELIGIBILITY

All hourly rated employees are eligible for cash compensation for overtime when they work more than 8 hours on a normal work schedule, work more than 40 hours in a workweek, work on a non-workday, work on a holiday, or work outside of regular work hours on a workday.

Employees who are in a light duty status are restricted from working overtime, unless specific medical documentation is provided outlining the number of days in the week the employee can work and the number of hours per day. *(Revised 1/1/2013)*

3. ALTERNATIVE WORK SCHEDULES

A. 9/80 Shifts

Overtime will only be paid for hours worked in excess of 9 hours per day on regularly scheduled days of 9 hours, 8 hours per day on regularly scheduled days of 8 hours, or 40 hours per work week. All other overtime situations will be handled according to these Articles except that "regular work hours" or "regular work schedule" will be defined as a bi-weekly pattern of eight 9 hour shifts and one 8-hour shift according to a regular and pre-established schedule. The workweek begins half-way through the scheduled 8-hour day and opposite the employee's ADO and continues for 7 consecutive 24-hour periods unless otherwise agreed to by SMUD. The double time overtime rate will be paid for all hours worked outside an employee's regularly scheduled workweek. *(Revised 1/1/2022)*

B. 4/10 Shifts

Overtime will only be paid for hours worked in excess of 10 hours per day or 40 hours per work week. All other overtime situations will be handled according to these Articles except that "regular work hours" or "regular work schedule" will be a 10-hour shift rather than an 8-hour shift. The workweek begins at midnight on Friday and continues for 7 consecutive 24-hour periods unless otherwise agreed to by SMUD.

The double time overtime rate will be paid for all hours worked outside an employee's regularly scheduled workweek. *(Revised 1/1/2022)*

C. 12-Hour Shift

Overtime will only be paid for hours worked in excess of 12 hours per day or 40 hours per work week. All other overtime situations will be handled according to these Articles except that "regular work hours" or "regular work schedule" will be a 12-hour shift rather than an 8-hour shift. The workweek begins at midnight on Friday and continues for 7 consecutive 24-hour periods unless otherwise agreed to by SMUD. The double time overtime rate will be paid for all hours worked outside an employee's regularly scheduled workweek. *(Revised 1/1/2022)*

All hours worked will be compensated at the straight time hourly rate except as outlined below:

1) Overtime will be paid at the double time overtime rate for all hours worked outside of the normal work hours.

    a) Extended hours on a normal workday are paid at the double time overtime rate.

    b) Any regularly scheduled hours in excess of 40 hours in a workweek will be compensated at the double time overtime rate.

2) All other overtime situations will be handled according to these Articles except that "regular work hours" or "regular work schedule" will refer to a 12-hour shift rather than an 8-hour shift. When assigned to the training shift or to a less than 12-hour relief shift, the rules for the appropriate shift schedule will apply.

4. COMPUTATION OF PAY

A. Straight Time Pay

Time worked during an employee’s regular work hours is paid at the straight time rate of pay.

B. Double Time Pay

Except as provided herein; time worked outside an employee’s regular work schedule is paid at 2 times the straight-time rate.

Mutual Aid: All hours incurred while a SMUD IBEW- represented employee works under the auspices of a SMUD Mutual Assistance Agreement with another utility are paid at 2 times the straight time rate. *(Revised 1/1/2022)*

C. Holiday Pay

Holiday premium pay provisions are outlined in the Holidays Article.

D. Maximum Overtime

Employees will not work more than 16 consecutive hours or combination of hours that has the same effect of not providing the proper rest period. Exceptions to this would only occur in circumstances involving public safety or welfare. Supervisors authorizing work in excess of 16 consecutive hours will ensure the employee is capable of continuing work in a safe manner.

5. IBEW OVERTIME ASSIGNMENTS

Overtime work shall be distributed among employees within each work group in a classification as equally as practicable. SMUD will post in each work location a ranked overtime list. This ranked list criteria will be developed within each work group by written agreement between SMUD and Union. This list will be updated every pay period and will be used when selecting employees to work overtime.

A. Overtime Assignments

When the situation permits, SMUD will seek volunteers for required overtime. Work assignments will be made from volunteers in reverse order from the ranked overtime list. If there are insufficient volunteers for required overtime, employees will be appointed based on reverse order from the ranked overtime list.

B. Improper Overtime Assignments

If employees on the ranked overtime list are improperly bypassed for overtime, appropriate overtime compensation will be paid to the employees who were bypassed.

C. Sign-up Procedures

1) The sign-up list will be posted Wednesday and will remain posted until the end of the work shift on the following Tuesday for those employees desiring to work voluntary prearranged overtime for the following prearranged overtime period commencing on Friday.

   Employees desiring voluntary overtime must sign-up or be asked prior to the end of the preceding work shift. (Phone contact is acceptable for employees not reporting to their normal work location that day).

   Overtime timesheets submitted late or with errors may not be included in the next ranked voluntary overtime sheet.

   A new employee will be given the average number of overtime hours worked by those on the list at that time and will then be placed on the list with those hours.

An employee who has been promoted or changes classification will be given the average number of overtime hours by those on the list at that time and will then be placed on the list with those hours.

2. Posted Locations

   Signup sheets for voluntary prearranged overtime will be posted in the designated area for each work group.

3. Prearranged Overtime Assignment and Administration

   - If employees have scheduled prearranged work, they can maintain their own crew and get their own substitutes according to the rules for emergency on-call replacement. Each crew members' first obligation is to their own crew. If their own crew is not working, they are free to volunteer for another crew. *(Revised 1/1/2013)*

   - The work period for this signup sheet is the beginning of shift on the Friday until the beginning of shift the next Friday.

   - The accounting period for record purposes will be from January 1 through December 31 of each year. To start this procedure on January 1, SMUD seniority will be used.

   - Volunteer employees must have all the qualifications required for the specific overtime assignment.

   - Volunteer employees with the lowest number of recorded prearranged overtime hours will be offered overtime assignments.

   - Employees that refuse an assignment will be credited with the maximum prearranged hours worked by employees used for that day a standard 8 hours, which will be recorded as turn down time.

   - When multi-day jobs or jobs in progress are being assigned from the voluntary overtime sheet, preference will be given to employees that have volunteered for each of the days anticipated. This practice will by-pass employees with a lower number of overtime hours and will not be considered a by-pass.

   - Overtime hours will be entered into **Workforce Software** from the previous Friday. Additions, corrections, or adjustments to the ranked list will not be applied to the current posted prearranged overtime signup sheet. ***(Revised 1/1/2026)***

   - Errors or omissions on the volunteer signup sheet must be reported by the employee or their representative in order to be changed. Two full business days will be allowed to confirm or correct any reported errors.

- An Employee who is off duty on leave will not be asked or required for overtime until the employee returns to work on their next regular scheduled workday and the employee will not be credited with time worked.

4. Mandatory Overtime

   - Mandatory prearranged overtime will be assigned first to employees with the lowest recorded prearranged overtime hours actually worked.

   - An Employee that does not have a specific skill or qualification required for the mandatory assignment may be by passed for that specific assignment.

   - Employees assigned under this section may find a qualified replacement but, will be charged the maximum prearranged with standard 8 hours turn down time.

5. Other Employees

   - When the work group has a need for manpower in excess of volunteers it may go to other work groups within Grid Assets for qualified employees and reduce the number of mandatory assignments needed.

   - From time-to-time SMUD may use employees from other work groups. When this practice occurs, SMUD agrees to use the employees in the immediate work group for relief purposes (up-grade) prior to going to other work groups.

   - Employees from other work groups will use the prearranged overtime procedure established in their work group for assignments.

6. COMPENSATORY TIME OFF - TIME OFF IN LIEU OF OVERTIME

A. Eligibility

Employees may earn compensatory time off (CTO) instead of overtime pay, at the discretion of the employee. Management reserves the right to deny a request to earn CTO when an employee has documented attendance issues in accordance with the Positive Discipline Policy (AP 05.02.09). *(Revised 1/1/2022)*

Employees may take compensatory time off (CTO) with mutual agreement between the employee and their supervisor. *(Revised 1/1/2022)*

B. Earning and Using CTO

CTO will be earned at the applicable overtime rate for each hour of overtime. Accumulated CTO may not exceed **44** hours at any time. All CTO balances will be paid out to employees after the end of the CTO year. ***(Revised 1/1/2026)***

The employee's base rate of pay shall be converted into CTO. Timecard upgrade pay and/or premiums including asbestos, helicopter, and shift differential earned and worked by employees on overtime will be paid out during the regular pay period, at the overtime rate of pay, when an employee elects to earn CTO instead of overtime pay. ***(Revised 1/1/2026)***

The CTO year shall begin with payroll period 22 and run through the end of payroll period 21 of the following year. All personal leave taken will be charged first to CTO and then to the employee's leave balance. *(Revised 1/1/2022)*

7. TRAVEL TIME

Employees will be compensated with straight-time compensatory time off (CTO) for the actual total number of hours of travel time **for SMUD business outside of regularly scheduled hours** not to exceed eight (8) hours per day for required training. Straight time pay may be authorized for travel in situations where it is impractical to give CTO. Travel time outside of working hours for regular apprentice classes is not compensated. ***(Revised 1/1/2026)***

8. MINIMUM TIME

A. The minimum time is 2 hours for which overtime compensation is paid on emergency call-outs that do not extend into an employee's regular work hours. Work time will begin at the time of the phone call.

B. Employees will be paid at the double time overtime rate for a minimum of 2 hours if they report for prearranged overtime and are not needed. This does not apply to relief employee assignments that are cancelled. If prearranged overtime on a regular workday is cancelled before employees leave home, they do not qualify for any compensation. If prearranged overtime on a non-workday is not cancelled prior to the end of an employee's immediately previous regular workday, they will be paid at the double time overtime rate for a minimum of 2 hours. *(Revised 1/1/2022)*

C. If employees are called out early to work into or requested to stay beyond their regular work hours, they are paid at the double time overtime rate only for actual time worked. *(Revised 1/1/2022)*

D. Overtime is computed to the nearest quarter hour.

9. REST PERIODS

A. 8-Hour Shifts

Employees are entitled to a rest period of 8.5 consecutive hours after working 8 hours or more overtime during the 16 hours immediately prior to their regularly scheduled hours of work on a workday or non-workday.

B. 9/80 Shifts

On 9-hour workdays employees are entitled to a rest period of 8.5 consecutive hours after working 6.5 hours or more overtime during the 14.5 hours immediately prior to the regularly scheduled hours of work on a workday or non-workday.

On 8-hour workdays employees are entitled to a rest period of 8.5 consecutive hours after working 8 hours or more overtime during the 16 hours immediately prior to the regularly scheduled hours of work on a workday or non-workday.

C. 4/10 Shifts

Employees are entitled to a rest period of 8.5 consecutive hours after working 5.5 hours or more overtime during the 13.5 hours immediately prior to the regularly scheduled hours of work on a workday or non-workday.

D. 12-Hour Shift

On 12-hour workdays employees are entitled to a rest period of 8.5 consecutive hours after working 4 hours or more overtime during the 12 hours immediately prior to the regularly scheduled hours of work on a workday or non-workday.

E. Compensation

The rest period starts **after all earned missed** mealtimes and any travel time to which employees are entitled at the end of the work period. **(Refer to Article 9)** If any part of the rest period falls within an employee's regular work hours, they will be paid for those hours at the straight time rate. ***(Revised 1/1/2026)***

1) Employees will not be compensated for their regular lunch period even when it falls within the rest period.

2) If a rest period cannot be provided when due, double time is paid until the rest period is provided. Hours worked prior to an 8.5-hour rest period are not included in computing another period of overtime work.

3) If employees are required to report back to work prior to the end of their 8.5-hour rest period, they will be paid double time until a rest period can be provided.

F. Requirements at End of Rest Period

1) If an employee's rest period ends during the first half of their workday, they may, if their supervisor approves, elect to be placed on CTO, personal leave and/or leave without pay for the time between the expiration of their rest period and the end of the workday.

2) If an employee's rest period ends during the second half of their workday, they may, if their supervisor approves, report to work the following workday. The employee

may elect to be placed on leave without pay, CTO or personal leave for the time between the expiration of the rest period and their regular quitting time. **The supervisor may approve up to two (2) additional hours of rest, paid at the straight time rate of pay, for hours that fall within an employee's regular work hours.** ***(Revised 1/1/2026)***

G. Special Rest Period

An employee's supervisor may excuse the employee from up to 4 hours of their regular shift if they worked 4 or more overtime hours in the 8 hours immediately preceding the beginning of the employee's regular shift, **at the employee's request.** ***(Revised 1/1/2026)***

Special rest period may be granted if the timing of an emergency call out prevents the employee from getting sufficient rest. The employee will receive straight time pay for any of the special rest period that falls within their regular shift, **at the employee's request.** ***(Revised 1/1/2026)***

ARTICLE 8

EMERGENCY DUTY

1. EMERGENCY CALL-OUTS

A. When employees are called out for an emergency, their work time will begin at the time of the phone call.

B. If employees are called in advance to cover behind an employee who is unable to report to work for their shift, and they are directed to report at the specific shift starting time, they will be credited with an additional 45 minutes at the appropriate overtime rate and all other emergency call out provisions (meals, etc.) will apply.

C. If employees are asked to come in immediately to cover the shift, their work time will begin at the time of the phone call.

D. Employees called back to work within 45 minutes of the end of their regular workday will treat the call as a continuation of their workday and will be compensated accordingly. *(Revised 1/1/2022)*

2. MULTIPLE CALL-OUTS

A. If employees are called out for work more than once in the 24-hour period from midnight to midnight, the 2-hour minimum overtime compensation is paid for all calls outside of their regular work hours. *(Revised 1/1/2022)*

B. For the purpose of this provision, concurrent calls or successive calls without a break in paid time are considered a single call.

3. GRID ASSETS LINE DIVISION EMERGENCY RESPONSE DURING REGULAR WORK HOURS

A. When response to an emergency is necessary during normal business hours, the needs of SMUD and our customer-owners may take precedence over responding with the recognized on-call crew. When notified of an emergency that requires response, the Distribution System Operator will notify the on-call supervisor. The on-call supervisor will decide whether the on-call crew will respond to calls between 1400 and the end of regular business hours. An emergency call-out will be defined as an assignment to the on-call crew by the on-call supervisor after 1400 hours and the assignment results in an earned meal. *(Revised 1/1/2018 per LOA)*

The nearest available crew, size and type of crew required, and the nature of the emergency will all be considered when responding.

If the work continues beyond regular business hours; the responding crew will continue the work to completion or until relieved by the direction of the on-call supervisor.

The supervisor is responsible for assessing the approximate length of time necessary to make repairs. If in his/her judgment the work will extend past 2200 hours, the on-call crew will be utilized as the relief crew. Such relief shall be provided as soon as practicable when, in the opinion of the supervisor, SMUD operations would not be adversely affected.

B. Sign-Up Procedures

- Sign up for emergency overtime work will be on a daily basis. Emergency overtime signup will be posted daily until close of business for the following day's emergency overtime. The overtime sheet posted on Friday will include Saturday, Sunday, and Monday. If an employee's ADO falls on Friday, a separate signup sheet will be available on Thursday for weekend work. If an employee is on rest period or continuation of shift, their Foreman may contact the supervisor to have the employee placed on the signup list. Employees desiring voluntary emergency overtime must sign-up at designated posted locations. (Phone contact is acceptable for employees not reporting to their normal work location that day). *(Revised 1/1/2013)*

- Employees will only be considered for voluntary emergency assignments on days they have indicated on the voluntary emergency overtime sheet.

- Overtime timesheets submitted late or with errors may not be included in the next ranked voluntary overtime sheet.

- A new employee will be given the average number of emergency overtime hours worked by those on the list at that time and will then be placed on the list with those hours.

- An employee who has been promoted or changes classification will be given the average number of emergency overtime hours worked by those on the list at that time and will then be placed on the list with those hours.

C. Posted Locations

- Signup sheets for voluntary emergency overtime will be posted in the designated area for each work group.

D. Voluntary Emergency Overtime Assignment and Administration

- The accounting period for record purposes will be from January 1 through December 31 of each year. To start this procedure on January 1, SMUD seniority will be used.

- Volunteer employees must have all the qualifications required for the specific overtime assignment.

- Volunteer employees with the lowest number of recorded emergency overtime hours will be offered overtime assignments.

- When multi-day jobs are being assigned from the voluntary overtime sheet, preference may be given to employees that have volunteered for each of the days anticipated. This practice will by-pass employees with a lower number of overtime hours and will not be considered a by-pass.

- Overtime hours used will be entered into SAP from the previous Friday. Additions, corrections, or adjustments to the ranked list will not be applied to the current posted emergency overtime signup sheet.

- Errors or omissions on the volunteer signup sheet must be reported by the employee or their representative in order to be changed. Two full business days will be allowed to confirm or correct any reported errors.

- An employee who is off on leave will not be asked or required for overtime until the employee returns to work on their next regular scheduled workday and the employee will not be credited with time worked.

E. Mandatory Overtime

- When there are insufficient volunteers available for duty, SMUD will assign employees to report for duty.

- Mandatory emergency overtime will be assigned first to employees with the lowest recorded emergency overtime hours actually worked.

- An Employee that does not have a specific skill or qualification required for the mandatory assignment may be by passed for that specific assignment.

- Employees assigned under this section may find a qualified replacement but will be charged with a standard 8 hours turn down time.

4. EMERGENCY RELIEF SCHEDULES

A. If employees are classified to perform the duties of emergency relief as Control Room Operator or other similar position, or if they are assigned as a relief operator, they will be available for duty in revolving shifts on any day of the week. These employees can be assigned for the relief of any shift without advance notice.

B. Overtime compensation for emergency relief work performed during the regular work hours of a shift is not paid unless employees are required to report for work without having had 12 hours off following the end of their last work period. When this occurs, employees are paid the applicable overtime compensation for any time worked in the 12-hour period following the end of their last preceding work period.

5. CALL OUT PROCEDURES

Call-outs will begin with the on-call rotation list. If that list is exhausted, management will then go to the emergency sign up list and then the list of low overtime hours. *(Revised 1/1/2018 per LOA)*

ARTICLE 9

OVERTIME MEALS

1. INTRODUCTION

SMUD will provide meals or payment for meals under certain qualifying situations when employees are required to work overtime. The emphasis should be on the employee actually eating the meal. It is not desirable to have an employee miss a meal in order to become eligible for a missed meal payment.

2. MEAL INTERVALS

Employees are eligible for a meal for every 5 work hours and/or in accordance with the Overtime Meal Eligibility chart. All work hours apply toward overtime meal eligibility. ***(Revised 1/1/2026)***

3. CREW OVERTIME MEALS

A. Overtime meal eligibility is based on the employee's work hours. When working on a crew situation, the entire crew's overtime meal eligibility is typically based on the foreman/woman's work hours.

B. In a crew environment the crew meal eligibility is based on which ever crew member is due a meal first.

C. If any member of the crew is called out within 90 minutes of that employee's end of regular work hours, the entire crew will become eligible for a meal as if it were an extension of regular work hours. The time that the crew members become eligible for **a** meal will be at the earliest time at which any member of the crew becomes eligible for a meal based on that employee's regular work schedule. **This rule also applies to individual employees called out within 90 minutes of employees' regular work hours.** ***(Revised 1/1/2026)***

D. Mealtime

In determining time intervals for the purpose of providing meals, time allowed for previously consumed meals is not included. An employee's mealtime begins when the employee arrives at the meal location and ends when the employee leaves the meal location.

DETERMINING OVERTIME MEAL ELIGIBILITY
(Based on an 8-hour workday)

4. GUIDELINES

A. Maximum Meal Allowances

Beginning pay period 1 of 2026, all represented employees shall be paid the maximum reimbursement **of a $32.50 as a meal allowance** for overtime meals. **This meal allowance** will increase yearly equal to the percentage increase in the Consumer Price Index for Urban Wage Earners and Clerical Workers (1982 – 1984 = 100) – US City Average for the 12-month period ending the prior October.

If the above referenced index is unavailable in any calendar year the parties agree to look to the most recent month, prior to October for that given year. ***(Revised 1/1/2026)***

B. Owed Meals

1. Employees will be paid meals according to the Overtime Meal Eligibility chart and may choose between the following for each earned meal:

- **One (1) paid meal allowance, and One (1) thirty (30) minutes pay, compensated at the overtime rate for each missed meal. All accumulated missed meals, per the chart below, shall be applied to the end of day, or shift:**

- **Utilizing the meal allowance to take a sit-down meal and SMUD will pay for the time taken to eat the meal paid at the applicable rate.**

2. Anytime the employee furnishes the 1st meal on a prearranged assignment and working conditions require the employee to work through said meal, they will be compensated thirty (30) minutes at the overtime rate and will not be paid the meal allowance.

3. If an employee is called away from a prearranged assignment for emergency work, the employee will be entitled to an earned meal allowance as per B.1 of this section starting at the time of emergency call out and every 5 work hours thereafter.

4. After completion of a rest period and returning to work (inside of regular scheduled shift hours), employees shall observe their regular meal period intervals, including overtime meals. ***(Revised 1/1/2026)***

Overtime Meal Eligibility Chart – Based on 8, 9, and 10 hour workday *(Revised 1/1/2026)*

	A	B	C	D	E
Rule #	**Overtime work is**	**And is Prearranged**	**Then the meal period is paid at the applicable rate**	**And the cost of the meal is reimbursed up to the prescribed limit**	**And the time needed to become eligible is**
1	**During employee regular hours worked on RDO/ADO**	**YES**	**NO (if less than normal extension of regular work day)**	**NO (if less than normal extension of regular work day)**	**After: 8- hour shift: 1.5 hours worked after end of shift 9/10-hour shift: 1 hour worked after the end of shift Every 5 hours worked thereafter**
2		**YES**	**YES (if more than extension of regular work day)**	**YES (if more than extension of regular work day)**	
3		**NO**	**YES**	**YES**	**Every 5 hours worked**
4	**During employee regular hours worked on weekends**	**YES**	**NO (if employee worked less than 9.5 hours)**	**NO (if employee worked less than 9.5 hours)**	**N/A**
5		**YES**	**YES (if employee worked 9.5 hours or more)**	**YES (if employee worked 9.5 hours or more)**	**After 9.5 hours worked starting at hour 9.5 and every 5 hours worked thereafter**
6		**NO**	**YES**	**YES**	**Every 5 hours worked**
7	**An extension of employee regular hours worked**	**YES or NO**	**YES**	**YES**	**After: 8- hour shift: 1.5 hours worked after end of shift 9/10-hour shift: 1 hour worked after the end of shift Every 5 hours worked thereafter**
8	**Start time outside employee regular work hours on a scheduled or non-scheduled day**	**YES**	**YES**	**Employee furnishes first meal. Subsequent meals are reimbursed.**	**5 hours after employee provides 1st meal and every 5 hours worked thereafter**
9		**NO**	**YES**	**YES**	**Every 5 hours worked**
10	**Start time is 2 hours or more before employees regular start time and continues into regular scheduled shift**	**YES**	**YES**	**Employee furnishes first meal. Subsequent meals are reimbursed.**	**5 hours after employee provides 1st meal and every 5 hours worked thereafter**
11		**NO**	**YES**	**YES**	**Every 5 hours worked**
12	**Start time is less than 2 hours before employee regular start time and continues into regular scheduled shift**	**YES**	**NO**	**NO**	**N/A**
13		**NO**	**YES**	**YES**	**Every 5 hours worked**

- **For information regarding Alternative Work Schedules refer to: Article 5.3.A(1)(a), Article 5.3.A(2), Article 5.3.B(1)(a), and Article 5.3.B(2). For information regarding Lunch Periods refer to: Article 5.6.B(1) and Article 5.6.B(2).**
- **For information regarding missed meals and any travel time in calculation of earning a rest period refer to: Article 7.9.E (1) *(Revised 1/1/2026)***

C. 12-Hour Shift

The guidelines will apply to overtime meals except that "regular work hours" or "regular schedule or shift" will be a 12-hour shift rather than an 8-hour shift.

Employees working scheduled 12-hour shifts for straight time will not be eligible for overtime meals unless they continue to work after their regular quitting time for one hour and at 4-hour intervals thereafter. The 12-hour rules apply when employees are scheduled to work the 12-hour shift rotation. If an employee is scheduled for 8-hour days, the 8-hour rules apply.

D. SMUD Provided Meals at Work Site

When an overtime meal is earned and the appropriate supervisor determines that SMUD should provide a meal at the work site, the following guidelines shall apply:

1) Employees will be provided a meal that should be, but under certain conditions may not be, a comparable substitute for a meal that the employee would have eaten; and

2) Employees will be provided reasonable time to eat the meal on SMUD time; and

3) Employees will still be due the earned meal (i.e., the provided meal is not considered to be a meal payment, a meal provided, or a meal taken).

   Note: The type of meal provided will depend on the average restaurant available in the general area, the time of day the meal is provided, the availability of restaurants that can provide a comparable substitute within a reasonable distance of the work site, and the breakfast, lunch or dinner menu at restaurants where comparable substitutes are available.

E. Reimbursements

1) When employees earn an overtime meal, and the meal is not paid for by SMUD, they will be paid in accordance with Maximum Meal Allowances. This payment will be made through the payroll system and will be included on the employee’s paycheck. No additional meal payment will be made if they are provided a SMUD-paid meal.

2) If employees work for an extended period of time, they may earn additional meals during their shift. No additional meal payment will be made if they are provided SMUD-paid meals.

3) Payments for overtime meals will be included in employee's gross income, and applicable Federal and State income taxes and FICA taxes will be withheld.

4) SMUD will make procurement cards available, as needed, to carry out the provisions of this article.

5) **If an employee pays for a maximum meal allowance out of pocket, reimbursement will be made in accordance with E.1 of this section.** ***(Revised 1/1/2026)***

ARTICLE 10

PERSONAL LEAVE

1. INTRODUCTION

Department Directors or supervisors must approve all requests for leave in advance. Absence not approved in advance will be charged as leave of absence without pay.

2. EARNING PERSONAL LEAVE

All regular employees begin accumulating personal leave credits upon employment.

A. Full-Time Employees

Full-time regular employees earn personal leave credits on the following schedule:

1. First through Fourth Year of Service

   Employees earn 80 hours of personal leave per year (6 hours and 40 minutes per month).

2. 5th through 14th Year of Service

   Employees earn 120 hours of personal leave per year (10 hours per month) from the beginning of their 5th year through their 14th year of service.

3. 15th through 22nd Year of Service

   Employees earn 160 hours of personal leave per year (13 hours and 20 minutes per month) from the beginning of their 15th year through their 22nd year of service.

4. 23rd through 29th Year of Service

   Employees earn 200 hours of personal leave per year (16 hours and 40 minutes per month) from the beginning of their 23rd year through their 29th year of service.

5. 30 or More Years of Service

   Employees earn 240 hours of personal leave per year (20 hours per month) from the beginning of their 30th year of service.

B. Part-Time Regular Employees

Part-time employees scheduled to work 20 or more hours per week on a fixed schedule, earn personal leave credits based on the hours worked. (176 hours equal one month's service).

C. Personal Leave Bonus

1. Full-Time Employees

   Permanent, full-time employees will be credited with a 40-hour personal leave bonus on the 10th anniversary date of full-time continuous service.

2. Part-Time Regular Employees

   Regular, part-time employees will be credited with a 40-hour personal leave bonus after working the equivalent number of hours required of full-time employees.

D. Accrual Limit

Employees may carry up to 680 hours of personal leave into the New Year. Excess vacation accrual (beyond the 680-hour limit) as of the start of the New Year will be forfeited and the vacation time forfeited will be paid out at the employee's straight time rate of pay in the pay period including January 9th. *(Revised 1/1/2018)*

Exception: If an emergency arises or service requirements do not allow employees to use their personal leave credits, their department Director may recommend to the General Director that the employee be allowed to exceed the maximum hours that may be carried over into the next year.

E. Non-Accrual of Personal Leave Credits

Employees will not earn personal leave for each cumulative total of 176 working hours of the preceding 12 months while they are absent on leave without pay.

F. Personal Leave Sell-Back

1. Full time employees may elect to sell back up to one hundred-twenty (120) hours (up to 60 for part-time employees) of accumulated personal leave credits per year, provided the employee schedules and uses at least the equivalent of one (1) work week of personal leave in the same year.

2. Personal Leave Sell-Back Agreements, which are irrevocable, must be submitted to the HRS Payroll unit no later than December 31 of the year prior to the year in which the personal leave will be accrued and paid out. An employee may elect to apportion the amount of sell back between paychecks for pay periods 13 and 25, limited to the amount of Personal Leave accrued in that year at the time of the payout.

3. An employee may request a hardship withdrawal payment of accrued leave at any time when an unforeseen hardship arises, and payment is needed to cover such expenses. Hardship withdrawals are only allowed for the reasons specified in the hardship distribution rules for SMUD's 457(b) plan as well as other similar hardships approved by SMUD. *(Revised 1/1/2022)*

3. USING PERSONAL LEAVE CREDITS

Employees are eligible to use their personal leave credits as soon as they show on their pay stub.

A. 9/80 Shifts

Employees who take paid time off on Personal Leave on a regularly scheduled workday will be charged the number of hours they were regularly scheduled to work (i.e., nine (9) hours, if regularly scheduled to work a 9-hour shift).

B. 4/10 Shifts

Employees who take paid time off on Personal Leave on a regularly scheduled workday will be charged 10 hours personal leave.

C. 12-Hour Shift

Personal leave may be taken on an hourly basis. When a full day's personal leave is taken, it will be charged according to the normal work shift of the individual. An individual working 12-hour shifts who takes a personal leave day will be charged 12 hours of personal leave.

D. Scheduling Personal Leave

Personal leave is normally taken each calendar year.

The time is scheduled and approved by the employee's department Director or supervisor after considering the preference and seniority of each employee in each classification. Seniority is determined by total years of continuous SMUD service.

E. Normal Working Conditions

1. Scheduling for More Than One Week

   Leave periods of one, two, or three weeks will be given preference over split leave periods and leave periods of more than three weeks.

2. Scheduling Entire Crews or Other Work Units

   If it is necessary to schedule time off for an entire crew or work unit, the leave period will be scheduled to meet SMUD's needs and the dates selected by a majority of the crew or work unit.

3. Scheduling for Less Than One Week

   When conditions of the work permit; employees may be granted one hour or more personal leave at a time.

F. Emergency Conditions/Service Requirements

In an emergency, employees may be asked to forego all or part of their scheduled leave period. If employees are already on personal leave, they may be requested to report for duty. SMUD recognizes that all employees are entitled to use their personal leave. It is also recognized that certain service requirements of SMUD may require personal leave to be kept to a minimum. SMUD supervisors will make every effort to provide personal leave to each employee annually.

G. Part-Time Regular Employees

Part-time employees regularly scheduled to work 20 or more hours per week may be granted personal leave up to 40 hours in a week.

H. Effect of Holidays

If a recognized SMUD holiday falls within an employee's personal leave period, it is not counted as a day of personal leave.

4. PAYMENT FOR PERSONAL LEAVE

A. Regular Classification

An employee's personal leave pay is computed at the straight-time rate of pay for their regular classification at the time the leave is taken.

B. Dual Classification

If employees are in a dual job classification, their personal leave pay is based on the classification in which they would be working if they were not on personal leave.

C. Extended Military Leave

If employees are on an extended military leave (over 180 calendar days), they must take a lump sum cash payment for their accumulated personal leave or save it for use later. A lump-sum cash payment will be calculated at the employee's rate of pay when their leave started.

5. PAYMENT FOR UNUSED PERSONAL LEAVE

A. Termination of Employment

1. Regular Terminations

   If employees are eligible to accrue personal leave credits and they terminate from SMUD employment, they will be paid for any accumulated personal leave credits.

Employees may not use their accumulated personal leave credits immediately prior to the effective date of termination. Employees will receive cash compensation in a lump-sum payment.

2. Dismissal for Cause

   Normally, if employees are dismissed for cause, they will be paid for any accumulated personal leave credits they might have at the time of termination. In extraordinary cases, before final payment is made to employees, General Manager approval will be required.

B. Retirement

If employees are retiring, they may take a lump-sum payment for their personal leave. Employees may choose to take personal leave prior to the effective date of their retirement if: they have the equivalent of 5 years of full-time uninterrupted service with SMUD, and they have been a member of the Public Employees Retirement System (PERS) for at least 5 years, and they are at least 50 years of age **for Classic and 52 years of age for PEPRA.** ***(Revised 1/1/2026)***

ARTICLE 11

HOLIDAYS

1. INTRODUCTION

Eligible employees are granted paid time off for specified holidays and provided premium pay if required to work on a holiday.

2. AUTHORIZED HOLIDAYS

A. SMUD-Observed Holidays

SMUD guarantees regular employees the following 9 SMUD-observed holidays: New Year's Day; Martin Luther King, Jr. Day (celebrated on the third Monday in January); Presidents' Day (celebrated on the third Monday in February); Memorial Day (celebrated on the last Monday in May); Independence Day; Labor Day; Thanksgiving Day; Day After Thanksgiving; and Christmas Day.

B. Floating Holidays

In addition to SMUD-observed holidays, regular, permanent employees with 6 or more months of full-time service receive floating holidays according to the following: January 1, July 1, September 1 and November 1. These floating holidays are administered as 8 hours of personal leave. They may be carried over from year to year in the same manner and with the same limits as accumulated personal leave.

SMUD will approve the use of a floating holiday, or a day of personal leave for any regular SMUD employee, who has served in the armed forces of the United States, or their allies, and who wishes to observe the (November 11) Veterans Day Holiday.

C. Special Holidays

The General Manager/CEO may authorize regular employees, additional time off during the Christmas - New Year holiday season.

3. HOLIDAY PAY

A. Eligibility for SMUD-Observed Holiday Pay

1) Full-time Employees

To be eligible for holiday pay, an employee must be a regular employee. In addition:

a) Employees must have worked the workday immediately prior to or immediately following the holiday, or

b) Employees must have been on approved personal leave, sick, CTO, or leave with pay for the entire workday immediately prior to or immediately following the holiday.

2) Part-time Regular Employees

To be eligible for holiday pay, part-time employees must be working 20 or more hours per week on a fixed schedule.

B. Eligibility for Floating Holiday Pay

Eligibility is the same as that for SMUD-observed holidays for all employees working for more than 6 months.

C. Eligibility for Special Holiday Pay

The General Manager/CEO may determine who is eligible for special holidays such as additional time off during the Christmas-New Year holiday season.

1) Full-Time Permanent Employees

To qualify for Special Holiday pay, employees must work or be on paid leave for the other work hours on the day that it is granted. If employees are required to be on duty for the Special Holiday, they should be given equivalent time off on New Year's Eve or other suitable time. If employees cannot be granted time off, they will be given the equivalent of straight time pay in addition to pay for working that day. If the day designated as a Special Holiday is a regularly scheduled day off for employees, then the first time that they request personal leave after that day, they will charge the equivalent number of hours to "Other Paid Leave." This will ensure that employees are given equivalent paid time off.

2) Part-Time Regular Employees

Part-time employees regularly scheduled to work 20 or more hours per week will be credited with half the paid time off granted to full-time employees for a Special Holiday, whether or not they were scheduled to work on that day.

D. Holiday Pay

1) When a holiday falls on an employee's regularly scheduled workday, the employee will be given the day off and will be compensated for the number of hours the employee is regularly scheduled to work on that day. When a holiday is observed on an employee's regular day off, the employee is credited with 8 hours of personal leave. Part-time Regular employees will be credited with 4 hours pay for any authorized holiday whether or not scheduled to work on that day. Holiday pay is based on the classification in which the employee is scheduled to work when the holiday occurs.

2) For shift employees, if a holiday falls on a Saturday and employees are credited with an extra day of personal leave, shift employees receive the extra day of personal leave or 8 hours of straight time pay for working on the holiday at the employee's discretion.

3) 12-Hour Shift

If an employee scheduled to work a 12-hour shift requests and is granted the day off on a holiday, the employee will be provided with 12 hours of straight time holiday pay. If an employee is scheduled to work, the employee will be allowed to work the holiday. Employees whose day off occurs on a holiday shall be paid for 8 hours at the straight time rate or be credited with 8 hours of personal leave at the employee's discretion.

4. OBSERVING HOLIDAYS

A. When a SMUD holiday falls on a Saturday, SMUD will observe the holiday on the preceding Friday. Sunday holidays will be observed on the following Monday.

B. Special Shift Employees

Holiday compensation will be paid to 12-Hour Shift Power System Operators ("PSO"), 12-Hour Shift Distribution System Operators ("DSO"), and 8-Hour Shift Troubleshooter employees who work the actual holiday, not to those who work the designated holiday. Employees working the day shift on the actual holiday and those working the night shift that starts on the actual holiday will be paid for the holiday. ***(Revised 1/1/2026)***

5. PREMIUM HOLIDAY PAY

A. Regular Full-Time Employees

Regular Full-Time Employees listed in Appendix A are eligible for Premium Holiday Pay as described in this Section 11.5.A. ***(Revised 1/1/2026)***

Employees eligible for holiday pay provisions will receive it if they **are required to** work on the designated holiday rather than the "actual" holiday **because they work in positions that require scheduled staffing without regard to holidays**, except 12-hour shift employees. For example, if the holiday falls on a Sunday, SMUD will observe that holiday on the following Monday. Employees required to work on the "actual" Sunday holiday would not receive the holiday pay provisions. However, employees required to work on the designated holiday (Monday) would receive the holiday pay provisions. ***(Revised 1/1/2026)***

Employees are paid for all time worked on the holiday at the rate of double-time, plus straight-time pay for the holiday for a total of 3 times their straight-time pay.

B. Part-Time Employees

Regular Part-Time Employees listed in Appendix A are eligible for Premium Holiday Pay as described in this Section 11.5.B.

Part-time employees are eligible for Premium Holiday Pay if are required to work on the designated holiday rather than the "actual" holiday because they work in positions that require scheduled staffing without regard to holidays. ***(Revised 1/1/2026)***

Part-time employees are paid for all time worked on the holiday at the rate of double-time.

C. Special Shift

Regular Employees in the following classifications are eligible for Premium Holiday Pay as described in this Section 11.5.C: 12-Hour PSO, DSO, and 8- Hour Shift Troubleshooters. ***(Revised 1/1/2026)***

Premium holiday pay will be paid to **eligible** employees who **are required to** work **on** actual holiday, **because they work in positions that require scheduled staffing without regard to holidays,** not to those who work the designated holiday. Employees working the day shift on the actual holiday and those working the night shift that starts on the actual holiday will be paid for the holiday. ***(Revised 1/1/2026)***

1) When PSO and DSO employees regularly scheduled workday falls on a holiday, the employee will be paid double-time for the hours worked and 12 hours straight time holiday pay. A Troubleshooter will be paid double-time for the hours worked and 8 hours straight time holiday pay. *(Revised 1/1/2013)*

2) If an employee is required to work a holiday on a normally scheduled day off, the employee will be paid double-time for the hours worked, and 8 hours at the straight time rate or be credited with 8 hours of personal leave at the employee's discretion.

3) If a PSO, DSO or troubleshooter is on a pre-determined rotating schedule for the year and are scheduled for a Holiday, they will be allowed to work the holiday.

4) If a holiday falls within a Troubleshooter's shift, employees scheduled shall have the 1st opportunity to work that holiday

5) If a Troubleshooter declines to work on the Holiday, shift coverage will be filled from a volunteer list of relief Troubleshooters with the **least** number of overtime hours. ***(Revised 1/1/2026)***

ARTICLE 12

SICK LEAVE

1. INTRODUCTION

Except as outlined in the Article below, sick leave provides salary protection in case of illness or injury in accordance with SMUD's Sick Leave Policy, AP 4.5.15. **(Effective date 04/10/25 Appendix G)** ***(Revised 1/1/2026)***

2. GUIDELINES

A. General

Payment for sick leave is calculated at the employee's rate of pay when the leave is taken except when under timecard upgrade.

B. Use of Sick Leave

Sick leave may be taken in 15-minute increments. When employees use sick leave, they must let their supervisor know in advance, if possible. If employees can't show up for work, they are expected to notify their supervisor each day, prior to the start time of their scheduled shift. If employees are off work for 5 or more consecutive days due to illness or injury, they may be required to provide a medical release for return to work, or other document satisfactory to their supervisor that indicates they may safely return to work. *(Revised 1/1/2013)*

If an employee's supervisor has cause to believe that the employee's absence is not for an authorized reason and the employee has already taken three days of sick leave that calendar year, the employee may be required to provide substantiating evidence. If the employee fails to provide adequate evidence, their request for sick leave will be denied and the absence will instead be charged to unauthorized leave without pay. Improper use of sick leave and/or unauthorized leave without pay is considered a work conduct and/or an attendance problem that will be addressed through the positive discipline process.

Sick leave may also be used for supplementing worker's compensation payments and when taking disability retirement.

C. Sick Leave While On Personal Leave

If employees become ill while on personal leave, they may request that their personal leave be changed to sick leave.

D. Sick Leave On a Holiday

If an employee is sick on a workday that is also a holiday, the employee will get holiday pay, and sick leave will not be charged.

E. Sick Leave Incentive Plan

SMUD encourages employees to maintain good health by providing a sick leave incentive plan. Employees can earn personal leave credits if they have low sick leave use. Eligible employees are permanent full-time employees who work a full payroll year. The credit is granted after year's end according to the following schedule:

Guidelines for Administration of the Sick Leave Incentive Program							
Prior Year's Sick Leave Usage by Work Schedule				Personal Leave Granted by Work Schedule			
8 hr-5	9-80	4-10	12 hrs.	8 hr-5	9-80	4-10	12 hrs.
0 hrs.	0 hrs.	0 hrs.	0 hrs.	16 hrs.	18 hrs.	20 hrs.	24 hrs.
1-8 hrs.	1-9 hrs.	1-10 hrs.	1-12 hrs.	12 hrs.	13.5 hrs.	15 hrs.	18 hrs.
9-16 hrs.	10-18 hrs.	11-20 hrs.	13-24 hrs.	8 hrs.	9 hrs.	10 hrs.	12 hrs.
17-24 hrs.	19-27 hrs.	21-30 hrs.	25-36 hrs.	4 hrs.	4.5 hrs.	5 hrs.	6 hrs.

Employees who are granted 2 days personal leave credits may choose cash instead of time off.

Up to 36 hours of total Sick Leave usage per payroll year will not count toward Sick Leave usage for the above schedule. ***(Revised 1/1/2026)***

F. Long-Term Disability

An employee will be permitted to use his/her sick leave in those situations in which the illness meets the disabled definition of SMUD's Long-Term Disability Plan. If the employee is not precluded by his/her disability from performing other work and SMUD has made a limited duty assignment available to the employee, he/she shall not be permitted to use sick leave. *(Revised 1/1/2013)*

ARTICLE 13

LEAVES OF ABSENCE

1. GENERAL

An authorized leave of absence is leave that is approved in advance. An unauthorized leave of absence is leave that is not approved in advance. An extended leave of absence is an unpaid leave that is more than six months.

2. LEAVE OF ABSENCE WITH PAY

A. Death In Family

Death in a family will be handled in accordance with SMUD's Bereavement Leave Management Procedure, MP 04.05.13.100. (Effective 02/23/24 Appendix G) ***(Revised 1/1/2026)***

B. Election Days

The polls are normally open long enough to allow employees to vote either before or after work. However, should an emergency work situation make it unlikely the employee will be able to vote, their supervisor will grant them a maximum of two hours paid time off to vote in any statewide general election.

C. Court Appearance

Except as outlined in the section below, SMUD will allow regular employees to take time off with pay for authorized court appearances in accordance with SMUD's Jury Duty and Court Appearances Policy (AP 04.05.06). *(Revised 1/1/2022)*

1) Jury Duty

   a) Length of Jury Duty

      Since employees may be called for jury duty late in the morning or released early in the day, their supervisor may require employees to work the remaining fraction of the workday. If employees do not comply with this obligation, they will not be paid their SMUD salary for the time not at work. Employees may also be subject to disciplinary action.

b) Time of Jury Duty

Jury duty occurring at times other than an employee's regular work hours does not typically excuse them from working their normal shift. Employees may be excused only if the jury duty required their service for 8 hours during the 16 hours immediately preceding their regular shift. This does not, however, in any way authorize payment of overtime in the event employees actually decide to work.

c) 12-Hour Shift

Jury duty will result in the employee being rescheduled to an 8-hour day shift; Monday through Friday, while on jury duty with the employee guaranteed a 40-hour workweek. If released from jury duty prior to the end of the workweek, the employee will be returned to relief duty for the remainder of the week.

2) Duty as a Witness

a) Under Subpoena

If employees are subpoenaed as a witness in a civil or criminal trial or hearing, they must give their supervisor a copy of the court order requiring them to appear. Employees may be given paid time off for this appearance.

b) Expert Witness

If employees are called as an expert witness, and SMUD has no interest in the trial, employees must use their personal leave credits for the time off.

3) Involvement as a Plaintiff or Defendant

If employees are personally involved in a court case as the plaintiff or defendant, SMUD will not provide them with paid time off to appear in court or to transact business associated with their case. The employee's supervisor may, however, grant personal leave in such cases.

D. Professional Leave

Upon recommendation of an employee's Department Director and approval by the General Manager/CEO, SMUD may allow them to participate to a reasonable extent in the activities of a professional organization without loss of pay. However, SMUD will not reimburse the employee for travel or other expense unless SMUD receives a direct benefit from their activities, as determined by their Department Director.

If employees hold a major national office in a recognized professional association, they may be allowed absence with pay for travel required in the performance of their duties as an officer. Such absence with pay shall normally not exceed ten working days in a calendar year.

E. Short-Term Union Business

SMUD will not unreasonably deny requests for leaves of absence for employees to serve as stewards or officers of the exclusive representative or of any statewide or national employee organization with which the exclusive representative is affiliated. Employees who are granted leave-of-absence from SMUD to work for the Union remain on SMUD's payroll. Employees will continue to receive PERS contributions and service credit. SMUD in its sole discretion reserves the right to deny a requested leave-of-absence. During the leave, SMUD shall fund the retirement contributions required of SMUD as an employer and as specified by the MOU, **and as required by Government Code section 3558.8.** The employee shall earn full service credit during the leave of absence and shall pay their employees contributions. ***(Revised 1/1/2026)***

1) The Union shall reimburse SMUD for the employee's salary plus fringe benefit costs while the employee is on the leave-of-absence.

2) This provision will apply to leaves-of-absence for six months or less.

3) Requests shall be made at least two weeks in advance and directed to the Manager, Labor Relations unless otherwise agreed to between SMUD and the Union.

4) At the conclusion or termination of leave, SMUD shall reinstate the employee to the same position and work location held prior to the leave, or, if not feasible, a substantially similar position without loss of seniority, rank, or classification. *(Revised 1/1/2022)*

5) The Union agrees to indemnify and hold SMUD harmless against any and all liability for loss, damage, cost or expense which SMUD may incur by reason of bodily injury, including death, to any person or persons or by reason of damage to or destruction of property, including the loss of use thereof, arising out of or in any way connected with the herein described program, whether or not due in whole or in part to any act, omission or negligence of SMUD, active or passive, excepting only such injury, loss or liability as may result from the criminal or willful misconduct of SMUD, its agents or employees, other than employees participating in this program.

   a) Workers' Compensation

      Where payments are made to SMUD's employees under a workers' compensation or disability benefits law for bodily injury or death arising out of or in any way connected with the herein described program, the Union shall make full and complete reimbursement to SMUD to the extent such payment increases SMUD's workers' compensation or disability benefit costs, whether such increase in costs occurs in the form of an increase in premiums or contributions, reduction in dividends or premium refunds, or otherwise.

   b) Notice and Defense of Claims

In the event any claim or demand is made, or suit or action is filed against SMUD alleging liability for which the Union shall indemnify and hold harmless SMUD under this Section; SMUD shall promptly notify the Union thereof, and the Union shall at its sole expense bear the cost and expense including legal fees to settle, compromise or defend the same in such manner as it, in its sole discretion, deems necessary or prudent.

c) Insurance Representation

The Union agrees to carry the amount of self-insurance or comprehensive liability insurance, including contractual liability coverage, covering the indemnification and defense obligations set forth herein, subject to such types and amounts of self-insurance, retentions, or deductibles as are consistent with good business practice in the industry.

3. LEAVE OF ABSENCE WITHOUT PAY

A. Leave For Personal Business

Employees may be granted leave for urgent or substantial personal reasons such as caring for their newborn child, being appointed, or elected to an employee organization which requires their services in connection with SMUD activities, and furthering the employee's education. Employees must use all of their personal leave before starting their unpaid leave or take a lump-sum cash payment for their accumulated personal leave.

B. Medical Leave

Employees may be granted a leave for illness if they are regular, permanent, or probationary employees. The leave will be granted for a reasonable period of time for employees to recuperate from a disabling illness or injury. The General Manager/CEO must approve leaves of more than one year.

4. PREGNANCY DISABILITY AND PARENTAL LEAVE

A. Pregnancy Disability Leave

Pregnancy disability leave will be handled in accordance with SMUD's Administrative Policies Pregnancy Disability Leave, AP 04.05.09 (Effective 07-11-2012* Appendix G) and Family Care and Medical Leave, AP 04.05.05.(Effective 01-01-25 Appendix G) ***(Revised 1/1/2026)***

B. Parental Leave **(child bonding)**

Parental leave will be handled in accordance with Administrative Policy Family Care and Medical Leave, AP 04.05.05 (Effective 01-01-25 Appendix G) ***(Revised 1/1/2026)***

5. EFFECTS OF LEAVE ON SMUD BENEFITS

A. Leave of Absence with Pay

There is no effect on employee benefits.

B. Leaves of Absence Without Pay

1) Personal Leave and Sick Leave

While employees are on an unpaid leave of absence, they will not earn personal leave or sick leave credits. Employees in a leave without pay status and receiving Workers Compensation benefits ("WC"), will cease accruing leave credits unless they are supplementing their WC with personal or sick leave. Employees who are in a leave without pay status and receiving short- and long-term disability benefits do not accrue leave. *(Revised 1/1/2013)*

2) Salary Increases

Employees will not be eligible for salary increases or other benefits or considerations where service is a factor.

3) **Short- and** Long-Term Disability (**STD and** LTD)

If employees are on an unpaid leave of absence and they become disabled, they may be eligible for **STD or** LTD consistent with the**ir benefit enrollment** plan eligibility. ***(Revised 1/1/2026)***

4) Health, Life, and Dental Coverage

- Medical Leave

If employees are regular employees on a leave of absence for illness or injury, they may continue participating in the group health, life, and dental plan. SMUD will pay its share of the premium under the provisions of the contract. The coverage in most cases will continue until employees are well enough to return.

- Personal, Education, and Non-medical Maternity Leave

If employees are regular employees, they may continue participating in the group health, life, and dental plans. However, SMUD will only pay its share of the premium for the first three months of leave. Beyond that time, employees will be responsible for the entire premium.

5) Holidays

Employees are not eligible to be paid for holidays when they are on unpaid leave of absence the day before and the day after the holiday.

6) PERS and Social Security

No contributions are made by the employee or SMUD when the employee is on an unpaid leave of absence.

6. EFFECTS OF LEAVE ON PAYROLL DEDUCTIONS

A. Less Than One Year

If employees' leave was less than a year, their payroll deductions (Deferred Compensation, United Way, Credit Union, Union Dues, etc.) will be reestablished upon their return.

B. One Year Or More

If employees' leave was for one year or more, they must reestablish the deductions upon their return.

7. ABUSE OF LEAVE

A. Expiration of Leave

If employees fail to return to work upon the expiration of their leave of absence, their employment with SMUD may be terminated.

B. Inappropriate Use of Leave

If employees use their leave of absence for purposes other than for which it was granted, their leave of absence may be terminated, and their employment with SMUD may also be terminated.

C. Unauthorized Leave of Absence

Absence without approved leave, voluntary or involuntary, for five consecutive workdays constitutes resignation from SMUD service, as of the last day worked.

See the Automatic Resignation Article, for further details.

8. MILITARY LEAVE OF ABSENCE

SMUD provides time off and other benefits (collectively referred to as "Military Leave") to employees called to (a) active or inactive duty/training in the Armed Forces (Air Force, Army, Coast Guard, Marine Corps, Navy, and Space Force), Air National Guard, and Army National Guard, (b) active or inactive duty, training, encampment, navel cruises, special exercises, or like activity in the National Guard, Naval Militia, or Commissioned Corps of Public Health Services, or (c) an emergency operation of the Civil Air Patrol (a California Wing of the civilian auxiliary of the United States Air Force) (a) through (c) are collectively referred to as "Military Service"). In accordance with federal and state laws, SMUD provides job protection for reemployment after Military Service without loss of seniority, status, and pay as set forth in this Article. *(Revised 1/1/2022)*

A. Eligibility and Approval for Unpaid and Paid Military Leave

1) Generally, there is no required minimum amount of employment with SMUD required for unpaid Military Leave. However, for those in the Civil Air Patrol, they must have been employed with SMUD continuously for 90 days prior to the requested unpaid Military Leave. *(Revised 1/1/2022)*

2) 30 days of paid Military Leave (no more than 240 hours) is available to employees providing Military Service who (1) have completed at least one year of continuous service with SMUD immediately before this Paid Military Leave that is sought, and (2) will return to SMUD within 180 days (including travel to and from) of the start of the Paid Military Leave. Payment for Military Leave is not available for times in which the employee would not be regularly scheduled to work at SMUD. *(Revised 1/1/2022)*

3) Up to 6 months of paid Military Leave per deployment is available to employees providing active Military Service and who (1) have completed at least one-year continuous service with SMUD immediately before this Paid Military Leave is sought, and (2) have not received the benefit in Section A.2 of this Article within the prior year. Leave pursuant to this paragraph will be paid in the amount of the difference between their military base pay and their regular salary and continue their existing health and welfare premium. After six months of active duty, such employees will be placed on unpaid Military Leave and will be required to pay all further benefits premiums. Employees who performed Military Service will receive a week's personal leave on their return from a duty of more than 180 calendar days in recognition of their need for rest and recuperation. *(Revised 1/1/2022)*

B. Service Time Credit

Employees' time on Military Leave counts as SMUD service for calculating benefits. *(Revised 1/1/2022)*

C. Benefits Determination

1) Leave Accruals

   When on Military Leave without pay, an employee's personal and sick leave accruals are suspended. *(Revised 1/1/2022)*

2) Personal Leave Lump Sum Payout

   Employees called up for active Military Service may request a lump sum payout for their accrued personal leave. *(Revised 1/1/2022)*

3) Holidays

   Employees on paid Military Leave are eligible for paid holidays. *(Revised 1/1/2022)*

4) Deferred Compensation

   Employee's arrangement remains in effect unless they wish to change it.

D. Employee's Responsibility

Employees are expected to request a Military Leave and other leaves of absence from their manager with as much advance notice as possible. Employees are expected to keep their manager advised of their leave situation and notify People Services & Strategies at least two weeks prior to expiration of their Military Leave to discuss their return to work. *(Revised 1/1/2022)*

E. Return from Military Leave

When employees are ordered to active-duty Military Service and return within 5 years of call-up, they are entitled to return to their former position if it still exists. If it has ceased to exist, employees will be reinstated into a comparable position. If employees were ordered to active duty during war, national emergency, national conscription, or pursuant to an order of the United Nations, or for other reasons specified by law, the 5-year limitation is not applicable. In order to be eligible for such an exception to the 5-year limitation, employees must not have received a dishonorable discharge. Employees must return from full time Military Service within 40 days of being released, and employees returning from service or within twelve months of the date on which they could have terminated from active service, whichever is sooner. Or, if they are returning from active duty for training, initial active duty for training, inactive duty training, or fulltime National Guard training, they must return within 14 days following the completion of service if their service was 31 to 180 days (within 90 days if their service was more than 180 days). *(Revised 1/1/2022)*

For reserve training and other inactive duty activities, when the employee's service period is 30 days or less, they must report back to work on their next regularly scheduled work

shift after a reasonable time to arrive home, rest, and travel to work. When the employee's service period is from 31 to 180 days, they must report to work no later than 14 days following completion of service. For service of more than 180 days, the employee must apply and return to work no later than 90 days after completion of military service. Exceptions are made for employees injured or disabled during service. Such employees should contact People Services & Strategies. *(Revised 1/1/2022)*

F. Additional Voluntary Service

All requests for additional voluntary active duty must be submitted to the employee's manager for consideration and approval. The employee's manager may contact their commanding officer to determine the absolute necessity of the request. If the employee's request is approved, they will be paid leave within the limits set forth in this Article.

ARTICLE 14

EXPENSES

1. INTRODUCTION

SMUD will pay for or reimburse employees for authorized expenses relating to SMUD business.

2. PERSONAL VEHICLE USE

A. Authorization

Employees may be authorized by their Department Director, Area Head, or Program Director to use their own vehicle on SMUD business.

B. Personal Liability

Employees should have adequate limits of protection under their personal automobile liability policy. SMUD insurance does not cover an employee's own personal liability if they are in an accident.

C. Mileage Reimbursement

1) Mileage reimbursement rates are per IRS Guidelines up to the equivalent common carrier fare at the time of departure.

2) Incidental travel expenses (i.e., bridge tolls and parking) will be reimbursed at cost.

3) Mileage claims for trips to the Sacramento Airport are generally limited to the shortest round-trip distance between either:

   a) Employee's work headquarters and the airport; or

   b) Employee's home and the airport.

Note: Special circumstances (i.e., trips by spouses, loss of carpool privileges, or leaving on a weekend) may qualify for increased mileage allowances. Employees should discuss possible exceptions with their Department Director.

3. TEMPORARY CHANGE OF HEADQUARTERS

A. General

If employees are temporarily assigned a change of work headquarters, SMUD will assure that they have appropriate lodging, meals, travel time, and transportation or mileage reimbursement to enable the employee to maintain their expected level of performance and to minimize any disruption to their customary standard of living.

B. Reimbursement

1) If employees are temporarily assigned to a work headquarters at such a distance from their permanent headquarters that it is not practical for them to commute daily, they shall be entitled to expense allowances as follows:

   a) Per Diem

      Per diem per IRS guidelines is provided to cover such costs as meals, coffee breaks, snacks, newspapers, dry cleaning, laundry, personal phone calls, tips and taxes. The per diem rate covers all full days (midnight to midnight). Fifty percent (50%) of the rate will be paid for the first and last day, due to the reduced expenses.

   b) Lodging

      SMUD will designate employees' lodging and pay for its cost. If employees choose to stay at another location, SMUD will pay the cost of that lodging up to the amount of the lodging originally selected by SMUD.

   c) Travel Time

      Employees will be paid travel time each way for the actual commute required at the appropriate overtime rate from the designated lodging to the job site, up to a maximum of one hour each way. Travel time at the appropriate rate will be paid to employees on the first and last day of the job. Each 45 miles will equal one (1) hour of travel.

   d) Transportation

      Transportation may be provided or arranged for by SMUD from the designated lodging to employees' temporary work headquarters. If a SMUD vehicle is not provided, employees will be authorized to use their own vehicle.

      When employees use their own vehicle, they will be reimbursed for any mileage in excess of ten miles from the designated lodging to and from their temporary work headquarters under the private automobile reimbursement rates.

2) Employees will not be eligible for any of the above expense allowances if they live closer to the temporary headquarters than they do to their permanent headquarters.

C. Special Circumstances

If special circumstances exist at the time a temporary change of work headquarters is to be made, and it is in the best interest of SMUD, SMUD will meet and confer and may agree upon reasonable alternatives to the above expense allowances for meals, lodging, travel time, and transportation in advance of the assignment.

1) Temporarily Assigned to Work in The Back Country

   a. The number of crew members assigned will be determined by the work required plus one. Participation will be on a voluntary basis.

      i. In the event not enough qualified volunteers are available, SMUD shall, at its sole discretion, hire contract employees, or contract the work out, in accordance with the provisions of MOU Article 31.12.

   b. Employees will be compensated as follows for each workday they are assigned to the back country:

      i. An amount equivalent to two (2) hours of their regular, straight time base rate of pay. Note: This amount will be paid under timekeeping code WROC, and is not be reportable to CalPERS as income for purposes of calculating retirement benefits.

      ii. Payment for Meals and Incidentals established by SMUD for South Lake Tahoe, El Dorado County, California (currently **$86**/day). Note: This rate is established and updated annually by SMUD, based on data provided by the U.S. General Services Administration. ***(Revised 1/1/2026)***

      iii. Because employees are expected to provide their own camping equipment and supplies for back country assignments, compensation provided under this section will be disbursed to employees at least two weeks in advance of the assignment, in order for employees to purchase equipment and supplies in advance of the trip. Exceptions, in which case disbursement will be made as much in advance as possible:

         1. The next back country assignment, which will likely take place in less than two weeks' time

         2. In the event of an emergency or last-minute substitution

   c. Back Country assignments will normally be continuous in nature. That is, they will not normally involve a day off during the assignment, unless such time off is required to meet minimum rest requirements prescribed by the MOU. All overtime work while on back country assignment must be approved by management in advance. Employees have the option to return to Fresh Pond every 6th day. Note: SMUD will not provide special transportation for this purpose.

   d. This agreement will remain in effect through the term of the current MOU, unless modified by the parties in writing. *(Revised 1/1/2013)*

D. Daily Commute

1) If employees are temporarily assigned to a work headquarters and the distance is such that they can commute daily from their home, they will be paid travel time each way as follows:

	Fresh Pond	Headquarters	Rancho Seco	Elk Grove	East
Fresh Pond	-	1 hour	1½ hours	1½ hours	1 hour
Headquarters	1 hour	-	1 hour	½ hour	½ hour
Rancho Seco	1½ hours	1 hour	-	½ hour	1 hour
Elk Grove	1½ hours	½ hour	½ hour	-	½ hour
East Campus	1 hour	½ hour	1 hour	½ hour	-

2) If employees live closer to the temporary headquarters than their permanent headquarters, they will not be paid travel time since they are already benefiting from the reduction in their normal commute.

3) If employees are not provided with SMUD transportation for the temporary change of headquarters, they will be paid for any additional commute in mileage as a result of the headquarters change.

E. Formal Training Purposes

For formal training purposes, including apprentice training, employee's reporting headquarters may be temporarily changed (less than 12 months) without additional compensation if their round-trip commute distance is not increased by more than 10 miles.

4. TRAVEL EXPENSES

Employees may choose per diem reimbursement or provide receipts for reimbursement of actual expenses. Employees are expected to exercise sound judgment and common sense whenever they incur expenses.

A. Per Diem Purpose

Per diem is provided to cover such costs as meals, dry cleaning, laundry, personal phone calls, tips, and taxes.

B. Per Diem Eligibility

Employees will be paid per diem if they are traveling away from SMUD for an extended time (normally nine calendar days or longer).

C. Per Diem Rates

1) Per diem rates are per IRS Guidelines. Contact travel arrangers for individual meal breakdown.

2) The per diem rate covers all full days (midnight to midnight). Fifty percent (50%) of the rate will be paid for the first and last day, due to the reduced expenses.

3) The per diem rate does not include lodging expenses.

4) If the Department Director determines that the per diem rate is insufficient for the circumstances, he/she may authorize use of the meal allowance rates and actual costs for incidental expenses. This may result from an employee traveling to a number of different locations or to a high cost-of-living area.

5) Per Diem rates should be requested under the "Meals" area of the Travel Claim.

6) Contact department travel arrangers for further information.

5. MOVING EXPENSES

Reasonable relocation expenses will be authorized for new employees, if it is necessary to recruit outside the Sacramento area. Employees will be reimbursed in accordance with SMUD **MP 05.03.03.100 dated July 25, 2025**. (See Attachment E) ***(Revised 1/1/2026)***

6. MISCELLANEOUS REIMBURSABLE EXPENSES

A. Registration and Licensing Fees

SMUD will pay 100% of registration or licensing fees and the cost of maintaining a registration or license, **which may include physicals, travel time to and from appointments, etc.,** when SMUD requires it for employees to perform their job. **When SMUD offers on-site appointments for physicals and the employee declines, employees may use their own physician. Time taken for the appointment and travel time to and from will be on the employee's own time.** Regular driver's licenses are exempted. SMUD will pay all initial license fees and all but $10 of the renewal fee on renewals for commercial drivers' licenses. ***(Revised 1/1/2026)***

B. Organizational Membership Fees

SMUD will pay organization membership fees when membership is held in SMUD's name and when SMUD requires the employee to be a member of an organization.

SMUD will pay 100% of the membership fee for any employee who wants to join SMUD's Toastmaster Chapter.

Professional organizations' membership fees are generally reimbursable. Service, social, and labor organizations' membership fees are not normally reimbursable.

C. Business Meeting Expenses

Employees will be reimbursed for expenses associated with any meeting they are required to attend as a SMUD representative. Approval is required at the area head level or above. Employees are not normally eligible for reimbursement in other situations. The department Director level or above may approve exceptions.

D. Communications Expenses

Employees may be reimbursed for the actual cost of telephone calls, faxes, telegrams, etc. when those costs are connected with official SMUD business. Approval is required at the area head level or above.

E. Miscellaneous Expenses

Other miscellaneous expenses may be reimbursable when spent conducting SMUD business.

7. PERSONAL TOOLS

Employees in certain job classifications are required to provide some or all tools that are needed to perform the duties of their job. These tools will be replaced by SMUD if they are worn, lost, or stolen under certain conditions. This policy does not apply to Rancho Seco employees. Procedures at this work location are established by the responsible department Directors.

A) Responsibility

1) Employee

   a) To provide all tools listed on the tool list for the job classification.

   b) To provide tools of good quality and that meet SMUD's safety standards.

   c) To take all reasonable precautions to protect tools from theft, including locking them up when not in use. It is understood that some trucks may be unlocked for emergency use.

   d) To report in a timely manner tools lost or broken on a SMUD job or stolen as a result of a forcible entry on SMUD property.

2) Department

   a) To inspect the required tools employees provide to ensure the tools meet SMUD standards.

   b) To maintain a current list of job classifications required to furnish tools.

c) To maintain a current list of all tools that is required for each job classification.

d) To inform tool room or office responsible for department tools of any additions or deletions to the list of job classifications or tools.

e) To provide the employee who must furnish tools a listing of tools that is required.

f) To provide a proper place to store tools under reasonably secure conditions to prevent loss due to theft.

3) Tool Room or Office Responsible for Department Tools

a) To replace tools when requested and approved by the employee's immediate Supervisor and Area Head.

b) To maintain a file of employees who have had tools replaced. This file should contain the employee's name, job classification, department, tool replaced, and its cost.

B. Conditions For Tool Replacement

1) A tool listed on the tool list for the employee's job classification is replaced at SMUD expense when it is:

a) Worn or broken by normal use on a SMUD job;

b) Lost in the course of performing SMUD work;

c) Stolen as a result of clearly identifiable forcible entry on SMUD property.

2) A tool will not be replaced by SMUD when it is:

a) Not listed for employee's job classification;

b) Worn or broken as a result of employee personal use or from other employment;

c) Lost or stolen because of employee negligence.

8. SMUD TOOLS

A. SMUD provides tools to certain employees in various classifications. The tools are purchased for SMUD business purposes and use. Each business unit will prepare guidelines to include:

1) Determining tool needs for employees;

2) Procedures for issuing and marking tools;

3) Procedures for replacing broken or lost tools;

4) Annual inventory of individual tool assignments;

5) Procedures to follow in case of theft of tools;

6) Procedures for personal use of SMUD tools.

ARTICLE 15

GRIEVANCES

1. INTRODUCTION

It is the intent of both SMUD and the Union that grievances be resolved at the lowest possible level, in a timely manner to promote continuing cooperation between management, the Union and employees.

2. DEFINITIONS

A. A grievance is an employee objection to the application of a SMUD rule, policy, or approved memorandum of understanding on personnel practices or working conditions to the employee's particular situation. An objection to the terms and provisions of a rule, policy, or memorandum of understanding is not considered a grievance. However, an objection to the way a rule, policy, or memorandum of understanding is applied in a particular Grievant's situation would be considered a grievance.

B. Date of occurrence is the day the event that is the subject of the grievance occurred, or the date when the grievant reasonably should have been aware of the occurrence of the event that is the subject of the grievance.

3. APPLICATION

Employees shall have the right to represent themselves individually in their employment relations with SMUD. Employees may choose to use either this grievance procedure (with Union representation), or to represent themselves in grievances as defined above. For removals, discharges, or suspensions, **Employees** may choose to use either the grievance procedure or request a General Manager/CEO Hearing. ***(Revised 1/1/2026)***

4. TIME LIMITS

Time limits contained in this grievance procedure are mandatory. Failure to meet the time limits shall result in forfeiture by the party (SMUD or Union) not meeting the time limits.

The parties may, by mutual written agreement, extend time limits. SMUD and Union may also, by mutual written agreement, waive any step in the procedure. Doing so does not change the procedures to be followed in later grievances.

5. REPRESENTATION

Employees who are Grievants, representatives, or witnesses will be given time off with pay to attend hearings and will be reimbursed for personal expenses (excluding legal fees) incurred in connection with the hearing.

If an employee is a grievant or witness in a formal grievance proceeding, they will be paid at the applicable overtime rate if they are requested to appear at such proceedings outside their

regular work hours. Related overtime rules such as shift differential, travel time, minimum call-out time, and overtime meals do not apply.

6. INFORMAL RESOLUTION

Prior to the filing of a formal grievance, the employee and/or the Union representative should attempt to resolve workplace disputes by meeting informally with the involved supervisor. If the workplace dispute cannot be resolved informally, the employee and/or the Union representative may use the following procedures to resolve the matter.

7. GRIEVANCE PROCEDURE

A. Step 1 – Director (or equivalent)

The initial formal step in the resolution of a grievance shall be a meeting requested by the grievant and/or the Union representative with the grievant's department director. This meeting shall be requested within 10 working days following **occurrence or the meeting with the supervisor if dispute is not resolved.** ***(Revised 1/1/2026)***

This meeting will be held within 5 working days **(unless otherwise mutually agreed to in writing)** from the date of request and will include the grievant, and/or the Union representative, the department director, **and anyone else deemed necessary.** The Union representative shall submit grievance form (SMUD Form-1773) to the director in conjunction with this meeting. The representative will contact Labor Relations to secure an IBEW number for the grievance form. **A grievance not submitted on SMUD Form -1773 shall not be deemed as a procedural error and will be accepted by SMUD. Regardless of what form the grievance is submitted on, it shall be in writing.** ***(Revised 1/1/2026)***

Within 10 working days of this meeting, the director shall submit a written response to the grievant and the Union representative, setting forth the basis for the decision regarding the dispute, including all supporting documentation.

If the parties are unable to resolve the grievance, the Union may refer the grievance to the Investigating Committee (IC). The referral must be received within 15 working days following receipt of the director's response. *(Revised 1/1/2018 per LOA)*

B. Step 2 - Investigating Committee

The IC will be comprised of a Senior Labor Relations Analyst and the Union Business Representative. This Committee shall meet as soon as possible, but no later than 5 working days after receipt of the written grievance.

The IC, after discussions with the grievant, may resolve the grievance, conduct an independent investigation, or at the request of either party, refer the matter to a Fact Finding Team or to the Grievance Review Committee.

1) Fact Finding Team

a) The Fact Finding Team (FFT) shall be comprised of one individual appointed by SMUD and one appointed by the Union. The FFT may be comprised of the same members as the IC.

b) The IC will give the case to the FFT with specific time frames for completing the investigation. If required for a complete investigation, these time frames may be adjusted by the FFT.

c) The FFT, with input from the grievant, the involved supervisor, and the IC, may decide who will be interviewed.

d) The FFT shall arrange meetings with the interviewees.

e) The FFT shall prepare a non-partisan report of its findings and shall submit the report to the IC within 10 working days following completion of the investigation.

If the IC does not resolve the grievance, the Union may refer the grievance to the Grievance Review Committee (GRC) for consideration within 10 working days of this decision. *(Revised 1/1/2022)*

C. Step 3 - Grievance Review Committee

The GRC shall be comprised of 6 members; 3 appointed by SMUD, 3 appointed by the Union. At least one of the Union members shall be a full-time representative of the Union and at least one of SMUD members shall be an Executive Officer (or equivalent). The IC shall provide each member of the GRC all available information concerning the grievance. **The GRC shall hold a discussion of the grievance in order to reach a resolution within 20 working days of the referred grievance from step 2 unless otherwise mutually agreed to in writing.** ***(Revised 1/1/2026)***

Upon reaching a unanimous agreement, the GRC shall issue a written decision, signed by each member of the committee, to the involved parties and other individuals as determined by the Committee. The decision is final and binding.

If the grievance is not resolved by the GRC within 10 working days of the grievance discussion, either party may submit it to arbitration by serving written notice to the other party. The notice must be postmarked or received within **30** working days after the grievance was considered by the GRC. *(Revised 1/1/2018 per LOA)* ***(Revised 1/1/2026)***

D. Step 4 - Arbitration

Within 30 working days of the written decision of the GRC, as referenced in C above, the Union may formally submit the grievance to arbitration, SMUD and the Union will mutually agree to the selection of an arbitrator. The arbitrator shall be limited to resolving grievable matters as defined in this Article as raised in the formal grievance originally filed by the employee. The arbitrator shall examine the case to the extent and manner justified. The conclusions of the arbitrator will be final and binding. The arbitrator shall have no

power to alter, change, detract from, or add to the provisions governing the labor relations of SMUD and its employees, including, but not limited to, the MUD Act, MMBA, and this Agreement. ***(Revised 1/1/2026)***

The fees and expenses for arbitration shall be shared equally by the Union and SMUD.

The parties mutually agree that they may resolve a dispute at any step in the process; however, resolution at Step 3 or below is without prejudice to the position of either party, unless mutually agreed to **in writing** otherwise. ***(Revised 1/1/2026)***

8. GRIEVANCE SETTLEMENT

SMUD will make every reasonable effort to effectuate remedies provided for in a grievance settlement within 30 calendar days of such settlement after receipt of all necessary information and/or documentation. SMUD shall pay the grievant within 30 calendar days after receipt of all necessary information and/or documentation, any monetary compensation provided for in the grievance settlement. If SMUD fails to effectuate the grievance remedy within 30 calendar days, the Union may file a grievance concerning that failure.

9. GENERAL MANAGER/CEO HEARING

No provision of this MOU shall be construed to restrict an individual from presenting disputes involving removals, discharges, or suspensions to SMUD pursuant to Section 12161 et seq. of the California Public Utilities Code (outlined below) without the intervention of the Union. If an employee elects to proceed under this section, the procedures and grievance steps set forth in the foregoing sections of this Article, including arbitration, are not available to the employee.

What can be heard? Any grievance of a decision calling for removal, discharge or suspension.

Who can be heard? All SMUD employees having appropriate grievances may appeal to the General Manager/CEO.

How to appeal? Written request for an appeal hearing must be filed with the General Manager/CEO by the grievant within 5 days of receipt of mailed notice of removal, discharge or suspension or prior to the effective date of action, whichever is later.

Who will hear it? The General Manager/CEO, upon receiving written request, will immediately appoint a committee of 3 to hear the case. The committee will consist of SMUD officers, assistant officers (other than elected officials), department Directors, or area heads. The General Manager/CEO will mail notice of hearing time and place to the last known address of person being heard.

Hearing and ruling on the grievance. The committee will examine the case to the extent that it feels warranted. The committee may, among other things, order the employee discharged, suspended, or reinstated. The committee's order is final unless further appealed to the General Manager/CEO within 10 days after the date of the order.

10. GRIEVANCE PROCEDURE – DISCRIMINATION/HARASSMENT

In all cases involving an employee represented by IBEW Local 1245 as a respondent in a complaint in violation of SMUD Administrative Policy 05.01.01, the respondent will be permitted to have Union representation present during any interview(s) conducted with the respondent during the investigatory process. The investigator shall be instructed to explore all reasonable leads and, within reason, interview all persons identified as having information likely to influence the eventual outcome of the investigation. *(Revised 1/1/2022 per LR 19-021)*

The investigator shall submit a confidential report to SMUD. SMUD will review the report and determine whether or not discipline is appropriate. If no discipline is imposed, the case is closed, and the report is filed consistent with current practice. If the respondent is disciplined, a copy of the report will be sent to Local 1245's designated representative. The report will be held in the strictest confidence to ensure and protect the privacy of the individuals involved.

If any discipline is imposed and the employee chooses to appeal the discipline using the grievance procedure, the grievance shall be filed initially at Step 3.

ARTICLE 16

DISCIPLINE

1. INTRODUCTION

Disciplinary action involving IBEW-represented employees will be handled in accordance with SMUD's Positive Discipline Policy, AP 05.02.09. *(Revised 1/1/2022)*

2. PROGRAM EXCLUSION

SMUD's Substance Abuse Program, SMUD's Non-Discrimination/Anti-Harassment Policy AP 05.01.01, SMUD's Whistleblower and Anti-Retaliation Policy AP 05.01.03 and the DOT Drug and Alcohol Program are "stand alone" programs/policies and violations of these programs/policies will not be subject to the provisions of this Article. *(Revised 1/1/2022)*

ARTICLE 17

PERSONNEL FILES

1. INTRODUCTION

Documentation concerning work performance, absenteeism, and disciplinary action may be put in the employee's official personnel file.

2. GUIDELINES

A. The signature or initial of the employee should be obtained on these documents to confirm notification of such action.

B. An employee is entitled to a copy of all such material upon request.

C. An employee may have documents **(including electronic)** relating to work performance, absenteeism, and disciplinary actions removed if the documents are one year or older. However, documentation involving theft or insubordination may be retained for longer periods at management's option. ***(Revised 1/1/2026)***

ARTICLE 18

PERFORMANCE EVALUATIONS

1. INTRODUCTION

Employee performance will be periodically evaluated and documented on a thorough, systematic, and objective basis.

2. DURING PROBATION

A. Six-Month Probation

Current employees will be evaluated at the end of their third and fifth month.

Effective 1/1/2013, all new hired IBEW represented employees will serve a twelve (12) month probationary period and will be evaluated consistent with the following paragraphs. *(Revised 1/1/2013)*

B. Twelve-Month Probation

Employees will be evaluated at the end of their fifth and eleventh months.

C. An employee's supervisor may formally evaluate their performance at more frequent intervals.

D. All employees hired after 1/1/13 that serve a twelve (12) month position probation in a classification with multiple steps in the pay scale group will, upon successful completion of probation, receive a two-step increase, not to exceed the top step. *(Revised 1/1/2018 per LOA)*

3. FOLLOWING PROBATION

Employees will be evaluated at the time of their merit increase. If employees are at the top of their pay range, they will be evaluated annually.

4. UPON TERMINATION

Any employee may be evaluated if they resign, are laid off, or terminated. Employees with less than satisfactory performance at the time of termination are normally not eligible for rehire.

5. UPON TRANSFER, PROMOTION, OR DEMOTION

A position probation is required for every appointment to a new position. An employee who has previously passed probation in the classification into which they are reinstated, shall not be subject to the completion of a new probationary period; however, those returning to a comparable position in a different class must serve another probation, based on SMUD Civil Service Rules. Performance Evaluations will be completed consistent with 2, above.

In addition, an employee's supervisor in their prior department is required to complete an exiting performance evaluation to accompany their ESN moving them to the new department. People Services & Strategies will not process the transfer ESN without the evaluation. *(Revised 1/1/2022)*

ARTICLE 19

PROMOTIONS

1. INTRODUCTION

States SMUD's policy and guidelines regarding promotions.

2. PROMOTIONAL STARTING RATES

A. Promotion to an Hourly-Rated Classification

When employees are promoted to an hourly-rated classification, their placement on the salary range will be based on the following considerations:

1) Quality and quantity of experience relevant to the classification.

2) Salary level and qualifications of other SMUD employees in the work group in the same class or class series.

3) Future opportunities for pay and benefits.

4) Availability of other qualified applicants.

5) Department labor budget.

Unless stated otherwise, if employees are promoted to an hourly-rated classification, they will start at the step that provides a minimum of a 2-1/2 percent salary increase.

This promotional increase is in addition to any scheduled merit increase that would have been received within 3 months from the date of promotion had the promotion not occurred.

The promotional increase will be applied to the employee's permanent classification salary rather than to any current or interim temporary promotional salary.

3. PROMOTIONAL STARTING DATES

Promotions are effective at the beginning of a payroll period. The effective date of a promotion will be no later than the beginning of the first payroll period following the employee's 2 weeks of notice to their supervisor. The actual release date will be mutually agreed upon by the affected department Directors.

4. CHANGE WITHIN HOURLY-RATED CLASSIFICATIONS WITH IDENTICAL STARTING RATES BUT DIFFERENT MAXIMUMS

If employees move within hourly-rated classifications with identical starting rates but different maximums (either higher or lower), the specific step that they would move to in the new salary range is individually determined.

5. ELIGIBILITY LISTS

A. Open eligibility lists shall continue to be certified for appointments for a period of 2 years from their inception, unless otherwise abolished through the normal Civil Service processes.

B. Whenever eligibility lists are abolished, notification of the cancellation of the list should be sent to the Union representative **and all affected IBEW employees currently on the eligibility list**. This is to assure that the Union is aware of the list cancellation and can answer or counsel employees as appropriate. ***(Revised 1/1/2026)***

C. Whenever there exists a current promotional eligibility list and an open eligibility list for the same position, for certification purposes, the promotional list takes precedence over the open list.

6. TRANSFER/PROMOTION PROCESS

Permanent civil service vacancies that are to be filled through internal examination and only open to SMUD employees are listed as Transfer/Promotion opportunities. Civil Service Rules will establish which SMUD employees are eligible to apply for transfer/promotion opportunities (i.e., Rule 2). Hiring departments will be responsible for conducting a transfer/promotion selection process in consultation with People Services & Strategies staff. These vacancies will be posted as a Transfer/Promotion job announcement for a minimum of 10 working days.

An eligibility list may or may not be established from a transfer/promotion examination process. If an eligibility list is established, it will be maintained by People Services & Strategies and governed by Civil Service Rule provisions pertaining to eligible lists, except that the list duration shall not exceed 12 months for classes represented by the IBEW. *(Revised 1/1/2018 per LOA) (Revised 1/1/2022)*

SMUD at its discretion may post a notice to fill a vacancy using a 'Transfer/Eligible List' announcement, unless the only candidates able to apply are the incumbents on an eligibility list. 'Transfer/Eligible List' announcements will be posted for a minimum of five (5) working days. When filling a vacancy identified by a 'Transfer/Eligible List' announcement, the hiring supervisor may choose a qualified candidate from an existing Civil Service Eligible List or transfer a qualified employee in the same classification who has applied for the job in response to the 'Transfer/Eligible List' announcement.

Applicants not on a previously established Civil Service List, applicants who are not eligible for transfer, or applicants who have not applied for the job in response to the 'Transfer/Eligible List' announcement will not be considered for positions posted in this manner.

ARTICLE 20

TRANSFERS

1. INTRODUCTION

Qualified employees may move from one position to another, in either the same or in a different class through the transfer/promotion process or in some instances the reassignment or reallocation process.

2. TRANSFERS - ELIGIBILITY

A. Employees may request a transfer from one class to another within or between employee groups if they possess the qualifications required to perform the job.

B. Employees may take a voluntary demotion.

C. The supervisor in the new department may establish a salary level lower than the employee's current pay based on the employee's knowledge and experience as compared to others in the same class.

D. The effective date of the transfer is arranged between the supervisors. Employees should be released from their supervision within four (4) weeks from the date of request.

E. See Civil Service Rules for further details.

3. MEDICAL TRANSFERS - ELIGIBILITY

SMUD may transfer employees from one class to another within or between employee groups if they have an illness or injury preventing them from continuing in their current position.

4. DEMOTIONS

Employees may move to a position or class with a lower pay range or rate of pay.

A demotion may be voluntary or involuntary and is made to a position whose duties the employee is qualified to perform. When Federal, State, or local regulations require an employee to obtain and maintain special qualifications and the employee is unable to obtain or maintain them, the employee may be transferred or demoted.

A demoted employee does not have to serve another probationary period if the employee previously completed probation in that class; however, those returning to a comparable position in a different class must serve position probation, based on SMUD Civil Service Rules. An employee's salary may be reduced in order to be within the grade range of the new class. *(Revised 1/1/2022)*

5. ROTATION AND TRAINING ASSIGNMENTS - ELIGIBILITY

A. Rotation and training assignments are for cross-training purposes. They allow SMUD and employees to maximize employee potential without a class change.

B. In order to be considered:

1) Employees must have successfully completed their probationary period; and

2) Employees must possess the qualifications to perform the assignment; and

3) Employee assignment must be approved in advance by the appropriate Chief Officer or the General Manager/CEO, after a review by the Director, People Services & Strategies. *(Revised 1/1/2022)*

C. Employees retain their existing class and pay level. These temporary assignments are voluntary. They may be renewed when it is in the best interest of both the employee and SMUD.

ARTICLE 21

AUTOMATIC RESIGNATION

1. INTRODUCTION

Unauthorized leaves of absence can result in an employee forfeiting their SMUD employment.

2. AUTOMATIC RESIGNATION

Absence without authorized leave, whether voluntary or involuntary, for five consecutive days is an automatic resignation from SMUD service **effective the day after the 5th consecutive workday of unauthorized leave. (LR 24-008).** ***(Revised 1/1/2026)***

3. REHIRE

An employee can request rehire from automatic resignation in writing to the department Director if submitted:

A. Within ten days of department Director's mailing of acceptance of resignation to employee's last known address; or

B. Within 90 days of the separation date if no notice of acceptance of resignation is mailed.

The employee must make a satisfactory explanation of the cause for the absence and reason for failure to obtain authorization.

The department Director may rescind the resignation and rehire the employee if satisfied that the reasons warrant rehire. The employee shall not be paid for any period of the unauthorized absence.

Authorized leave may be granted from the date of the department Director's decision to rehire, if the employee is unable to resume duties immediately.

ARTICLE 22

LAYOFF PROCEDURE

1. INTRODUCTION

If a reduction in force becomes necessary, SMUD will prepare a program that addresses the particular situation and will communicate it to appropriate bargaining unit representatives and employees. Affected employees will be notified at least ten working days prior to layoff.

2. SEQUENCE OF LAYOFFS

Layoffs will be determined by classification. All non-Civil Service employees appointed to permanent positions, part-time employees, limited term employees, or temporary construction employees in the affected class will be laid off first. SMUD will determine the order. Civil Service employees will then be laid off in reverse order of SMUD seniority. Ties in seniority will be broken by management based on the business needs of SMUD. The names of those laid off will be automatically placed on a reinstatement list for a period of two years for their class and will remain on any other eligibility lists.

3. BUMPING

A Civil Service employee whose position is being eliminated may bump a person with less SMUD seniority in the employee's same or immediately prior held class. The employee may also bump into a comparable or lower class position within the employee's class series and bargaining unit if necessary to avoid being laid off. Employees who bump will be automatically placed on the reinstatement list for a period of two years and will remain on any other eligibility lists. The employee must meet the minimum qualifications for the job. The Director, People Services & Strategies and the appropriate bargaining unit representative will review a challenge to the employee's qualifications. Determination that an employee is not qualified must be unanimous. A bumping employee will not have to serve another probationary period. *(Revised 1/1/2022)*

Employees with bumping rights will be offered a position at the highest level possible consistent with these rules. Employees who decline the position offered will be laid off.

4. REINSTATEMENT

A reinstating employee will be offered a return to the class that the employee left. The employee's salary will be reinstated to the same relative position in the salary range. The employee's SMUD seniority will be restored as if the employee had not left. Sick leave balance and personal leave accrual rates will be restored. The employee will not accrue paid leave during the layoff period. The employee who passed probation in the class will not have to serve a new probationary period.

A person failing to respond within ten working days of notification or declining an offer to return will be removed from the reinstatement list.

5. WORKSITE AGREEMENT

When a permanent change of worksite becomes necessary due to a reduction-in-force at that worksite, the employees at the worksite with the least amount of SMUD seniority who are in the classification to be reduced will be impacted first; provided however, that a more senior employee at that worksite has not voluntarily accepted an offer to change worksites (any such offer would be extended for two workdays only). SMUD worksites are Sacramento (Customer Service Center, and Headquarters Campus), Elk Grove Yard, East Campus Operations Center, and Fresh Pond. *(Revised 1/1/2013)*

The impacted employee will have the opportunity to move to the least senior position in the same classification SMUD-wide; provided however, that his/her SMUD seniority is greater. For this purpose, vacancies shall be considered to be the least senior positions within the classification.

Where multiple positions are involved, impacted employees shall choose their placement from among the equivalent number of least senior positions in order of their seniority, i.e., the most senior impacted employee shall have first choice of placement. Where multiple placements are possible at a single worksite, SMUD shall determine the placements at that worksite.

In the event no placement is possible within the same classification, or the employee refuses a placement within the same classification, that employee shall be laid off unless the employee exercises his/her bumping rights under Civil Service Rule 6, Reductions In Force.

Should a vacancy occur in the same classification at a transferred employee's former worksite within 24 months of his/her displacement, the employee shall have a right of return to the former worksite in order of seniority.

ARTICLE 23

SUBSTANCE ABUSE PROGRAM

1. INTRODUCTION

Where there is evidence of drug or alcohol abuse or reasonable cause to believe such abuse exists, drug/alcohol screening may be performed in accordance with SMUDs' Substance Abuse Testing and Rehabilitation Program's Administrative Policy and Management Procedure.

2. RELATION TO DISCIPLINE

The Substance Abuse Testing and Rehabilitation Programs are "stand alone" programs and violations of these programs will not be subject to the provisions of Article 16, Discipline.

ARTICLE 24

DOT DRUG AND ALCOHOL

1. INTRODUCTION

Compliance with U.S. Department of Transportation drug and alcohol testing requirements shall be handled in accordance with SMUD's Substance Abuse Testing and Rehabilitation Programs AP 05.02.06.

2. RELATION TO DISCIPLINE

The Substance Abuse Testing and Rehabilitation Programs are "stand alone" programs and violations of these programs will not be subject to the provisions of Article 16, Discipline.

ARTICLE 25

PERSONAL APPEARANCE

1. INTRODUCTION

Personal appearance standards should be consistent with the nature of the work performed.

Responsibility: Supervisors are expected to apply standards of appearance and demeanor among employees.

2. GUIDELINES

Supervisors and employees should consider the following in determining personal appearance standards:

A. The degree of public contact the employee's position involves;

B. Whether the employee's personal appearance creates a health or safety hazard;

C. Whether the employee's personal appearance interferes with the efficient performance of the job.

ARTICLE 26

EMPLOYMENT OF RELATIVES

1. INTRODUCTION

Issues involving the employment of relatives involving IBEW-represented employees will be handled in accordance with SMUD's Employment of Relatives policy, AP 05.03.04.

ARTICLE 27

OUTSIDE EMPLOYMENT

1. INTRODUCTION

Outside Employment will be handled in accordance with SMUD's Outside Employment Policy, AP 05.03.05.

ARTICLE 28

EDUCATIONAL ASSISTANCE

1. INTRODUCTION

Educational assistance will be handled in accordance with SMUD's Education Assistance & Tuition Reimbursement Policy and Procedures, AP 04.03.02 & MP 04.03.02.100.

ARTICLE 29

INCLEMENT WEATHER

1. GUIDELINES

A. When inclement weather prevents employees from performing routine energized work, climbing, or safely performing tasks in the field, they may be held pending emergency calls. The time can be used for performing safe tasks in the field, training, or miscellaneous work.

B. Permanent Civil Service employees who report for work on their workday, but are not required to work in the field because of inclement weather, are paid for the full day. Such employees who are not assigned other productive work (as provided above) may request to take the day as personal leave. If the request is approved, the employee will only be charged one-half hour for each full hour of leave taken.

C. All non-regular employees may be released when inclement weather prevents them from working. They are paid only for the time worked, or the time they are held on SMUD premises. However, they will receive a minimum of two hours pay for reporting to work.

D. When SMUD management elects to limit routine work for reasons including, but not limited to, excessive heat and wildfire smoke events, SMUD management may offer personal leave and the employee will only be charged one-half hour for each full hour of leave. *(Revised 1/1/2022)*

ARTICLE 30

BENEFITS

1. INTRODUCTION

SMUD's benefits program is designed to be a valuable component of employees' total compensation that maximizes the value of the benefits offered for the dollars spent.

The comprehensive benefit program is an umbrella of protection and security that includes health, dental and vision insurance, disability, retirement, and supplemental retirement plans. These programs are designed to provide an employee with sufficient income and other benefits to minimize the financial impact of a catastrophic accident or illness on employees and their families.

2. ELIGIBILITY

All permanent full-time, permanent part-time (working at least 20 hours per week), and limited term employees will be eligible to participate in the different health and welfare benefit plans. Each benefit plan offered by SMUD has its own requirements for dependent eligibility and participation.

To receive medical and dental benefits as a SMUD retiree, an employee must have served at least the equivalent of five years of continuous full-time SMUD service immediately prior to retirement in order to be eligible to enroll in the plans. *(Revised 1/1/2022)*

3. BENEFITS OFFERED

SMUD offers health and welfare benefits mandated by federal or state regulations such as Social Security, Unemployment Insurance, and Workers' Compensation. In addition to the mandated benefits, the following benefit options are offered:

- Medical
- Dental
- Vision
- Flexible Savings Account
- Short-Term Disability
- Long-Term Disability
- Employee Life Insurance
- Spouse Life Insurance
- Dependent Life Insurance
- Retirement through the Public Employees Retirement System
- Extended Compensation under Workers' Compensation
- Tax Deferred Plans – 457(b) and 401(k) deferred compensation plans

The IBEW Benefit Guide Book shall be printed and distributed to all IBEW employees no less than 2-weeks prior to Open Enrollment. The Benefit Guide will also be available on the SMUD iNet which summarizes the benefit options offered to IBEW employees each calendar year.

Complete terms of these benefit plans are specified in the Evidence of Coverage documents available on the Benefits administration portal.

SMUD will provide the following medical plan options to all IBEW-represented employees regardless of zip code where they reside, this is to ensure employees previously covered by the EPO medical plan and employees that reside in areas where HMO plans are not available, have the opportunity to utilize the EC-OC zip code as their primary work location to access HMO plans that they would not have access to based upon their home zip codes: *(Revised 1/1/2022)*

- High Premium HMO
- Low Premium HMO
- High Deductible Health Plan (HDHP) with Health Savings Account (HSA)

IBEW-represented employees may need to use the EC-OC (zip code 95827) as their primary place of work when enrolling in a SMUD HMO medical plan option.

Effective January 1, **2026**, High Premium HMO Plan co-pays not to exceed the following maximums for the term of this MOU: ***(Revised 1/1/2026)***

Services	High Plan Maximums	
Visit to Physician's Office	Co-pay not to exceed	$45
Vision and Hearing Exams	Co-pay not to exceed	$45
Surgery Outpatient	Co-pay not to exceed	$45
Emergency Room Visits	Co-pay not to exceed	$155
Hospitalization	Co-pay not to exceed	$250
Chiropractic Services	Co-pay not to exceed	$45
Mandatory Generic	Co-pay not to exceed	$25
Brand Name	Co-pay not to exceed	$65
2 mail order co-payments for 100-day supply		

4. AGREEMENT TO MEET AND CONFER

SMUD and the Union agree, upon a written request of SMUD, to meet and confer in good faith over any proposed changes to any of the provided health plans and related matters (for example: health plan coverage transferred to CalPERS health program). If an agreement is reached, this MOU will be modified accordingly. If the parties are unable to reach agreement, the impasse procedure set forth in **the Meyers-Milias-Brown Act (MMBA)** will be used to resolve the impasse. ***(Revised 1/1/2026)***

SMUD may re-open negotiations on the subject of the Affordable Care Act (ACA) or its impacts. If, during the term of the MOU, the legal requirements of the ACA have an impact on SMUD rights and obligations regarding health benefits for IBEW employees (e.g., the Cadillac Tax), SMUD and the Union agree to re-open Article 30 Benefits, in order to meet and confer over such impacts. *(Revised 1/1/2018)*

5. HEALTH & WELFARE BENEFITS ADVISORY COMMITTEE

The Health & Welfare Advisory Committee will meet (by mutual consent) for the purpose of cooperatively discussing and exploring various insurance providers, insurance plans, and creative designs to maximize optimal use of healthcare resources. The Committee may participate in the Request for Proposal ("RFP") processes involving healthcare. The Committee may also review current healthcare benefits and submit a recommendation regarding such benefits when a majority of the Committee membership agrees on a recommendation. The recommendation shall be presented directly to either the Director, People Services & Strategies, or the Chief Diversity Officer, as appropriate. *(Revised 1/1/2022)*

The Health & Welfare Advisory Committee membership shall consist of a minimum of 2 and a maximum of 4 representatives each from both SMUD and the IBEW.

Each party shall designate one representative to be its Chair. The respective chairs are responsible for the conduct and decorum of meetings. The respective Chairs shall jointly determine the date, time, anticipated duration and location of Health & Welfare Advisory Committee meetings. They will exchange and discuss prospective agenda items at least two weeks in advance of a committee meeting and set the order of the agenda topics at that time. Additional topics for discussion may be added to the agenda later by mutual consent of the Chairs. Meetings will follow the agenda developed in advance. The parties may also mutually agree upon additional meetings. In addition, the respective Chairs are responsible for maintaining open lines of communication between Committee meetings to exchange information on new or developing issues, discuss the progress of Committee business, and plan for forthcoming meetings.

The respective Chairs shall determine the method and person responsible for the recording of the minutes of the meeting. The minutes of meetings will summarize the discussion that occurred and any recommendations to which a majority of the committee members agree and be signed by the respective Chairs of the Health & Welfare Advisory Committee meetings. The minutes of the meetings will not be introduced into any grievance hearing.

6. SMUD CONTRIBUTIONS

A. Employee Medical Plan Premium Contributions

1. Effective January 1**, 2026**, IBEW-represented employees enrolled in SMUD medical plans will contribute a medical premium cost share as follows: ***(Revised 1/1/2026)***

   - HMO plans: **12.5%**
   - PPO plans (closed to new enrollees): 30%
   - High Deductible Heath Plan (HDHP) plans: 6%

   These contributions shall not change during the life of the contract unless the parties mutually agree to do so in writing. SMUD shall contribute the difference between the employee contribution and the monthly premium cost on behalf of the employee.

2. SMUD shall take the necessary steps to enable IBEW-represented employee payroll deductions for medical premiums to be treated on a pretax basis.

3. SMUD will provide IBEW represented employees enrolled in the HDHP Health Savings Plan with an annual contribution on January 1 to a Health Savings Account (HSA):
   - **Effective January 1, 2026:** $1700 (employee only) or $2900 (employee with covered dependents). Five hundred dollars ($500) of this contribution to the HSA is in lieu of the $500 annual SMUD contribution to an eligible IBEW employee's Flexible Spending Account (FSA). ***(Revised 1/1/2026)***

   SMUD will pay any administrative fees attributed to the HSA. The annual contribution amount to the HSA will be front loaded and employees will be allowed to contribute pre-tax dollars each year up to the IRS-allowed maximum for the term of this MOU.

   IBEW represented employees enrolled in the HDHP Plan will also be automatically enrolled in Accident and Critical Illness Insurance Plans at no cost to the employee.

   These contributions shall not change during the life of the contract unless the parties mutually agree to do so in writing.

4. SMUD shall provide a monthly credit in the form of a cash payment of $200 (reportable as taxable income) to an IBEW-represented employee who opts out of (waives) SMUD medical insurance coverage and can provide evidence of medical insurance outside of SMUD.

5. SMUD shall pay the administrative fees and contribute $500 annually to each eligible IBEW-represented employee's Flexible Spending Account (FSA). Employees will be allowed to contribute pre-tax dollars up to the IRS-allowed maximum for the term of this MOU. Based on IRS guidelines, IBEW-represented employees who maintain an HSA will only be allowed to use monies in their FSA accounts for non-medical healthcare expenses (e.g., dental, vision).

   Effective January 1, 2015, SMUD will establish procedures for all IBEW represented employees to be automatically enrolled in SMUD's offered FSA. Once enrolled, employees will be continuously enrolled unless they decide not to participate.

   Those employees not wanting to participate in the FSA must inform SMUD's Benefits Unit during each Open Enrollment period of their intent not to participate. *(Revised 1/1/2018 per LOA)*

B. Retiree Medical Plan Contributions

SMUD provides continuation of medical and dental benefits for eligible employees, who retire from SMUD, and their eligible dependents. To be eligible for retiree benefits, an employee must be either: (1) a CalPERS Classic Member, at least age 50 or older and have the equivalent of five years of continuous full-time service with SMUD; or (2) a CalPERS PEPRA Member, at least age 52 or older and have the

equivalent of five years of continuous full-time service with SMUD (age requirements above do not apply to Disability Retirements).

• Retiree dental coverage is provided at no cost to retirees and their dependents. ***(Revised 1/1/2026)***

TIER 1

For employees hired prior to January 1, 1991, SMUD will contribute one hundred percent (100%) of the retiree only portion of the premium for all SMUD-sponsored medical insurance plans, 90% for dependents for the two lowest cost health insurance plans, and 85% for dependents for the higher cost plans.

An eligible survivor of a deceased SMUD retiree may choose to continue Medical Coverage. (per SMUD Retiree 2025 Benefits Guide) ***(Revised 1/1/2026)***

TIER 2

All IBEW employees hired on or after January 1, 1991, and before January 1, 2007, with continuous SMUD service and who is eligible to retire from SMUD, will receive SMUD provided medical contributions according to the following schedule:

Retiree's Years of Continuous SMUD Service	Percent (%) of SMUD Contribution for Retiree	Percent (%) of SMUD Contribution for Dependent(s) for 2 lowest cost plans	Percent (%) of SMUD Contribution for Dependent(s) for all other SMUD-sponsored plans
Less than 10	0	0	0
10	50	45	42.5
11	55	49.5	46.75
12	60	54	51
13	65	58.5	55.25
14	70	63	59.5
15	75	67.5	63.75
16	80	72	68
17	85	76.5	72.25
18	90	81	76.5
19	95	85.5	80.75
20	100	90	85

SMUD will contribute up to one hundred percent (100%) of the retiree-only portion of the medical insurance premium for all SMUD-sponsored medical insurance plans according to the Tier 2 schedule.

Tier 2 employees with continuous SMUD service and who retire with 20 years of service after the age at which they reach Medicare eligibility or age 65, SMUD shall contribute

100% of the retiree-only portion of the monthly medical insurance premium for all SMUD-sponsored health plans.

For dependent(s) covered under the retiree's plan, SMUD shall contribute 90% of the percentage it contributes for the retiree's medical insurance premium (based on the Tier schedule) on the two (2) lowest cost health insurance plans or 85% of the percentage it contributes for the retiree's medical insurance premium (based on the Tier schedule) for all other SMUD-sponsored health plans.

SMUD percentage of contribution toward the medical insurance premium in effect at the time of retirement will remain constant throughout retirement. Every January 1, SMUD will recalculate the dollar amount of their contribution to reflect any changes in the medical premium rates. *(Revised 1/1/2018 to clarify intent)*

An eligible survivor of a deceased SMUD retiree may choose to continue Medical Coverage. (per SMUD Retiree 2025 Benefits Guide) ***(Revised 1/1/2026)***

TIER 3

For employees hired on or after January 1, 2007, and before January 1, 2018, with continuous SMUD service and who are eligible to retire from SMUD, and who retire prior to the age at which they are Medicare-eligible or age 65, SMUD shall provide medical insurance premium contributions according to the following schedule:

Retiree's Years of Continuous SMUD Service	Percent (%) of SMUD Contribution for Retiree	Percent (%) of SMUD Contribution for Dependent(s) for 2 lowest cost plans	Percent (%) of SMUD Contribution for Dependent(s) for all other SMUD-sponsored plans
Less than 10	0	0	0
10	25	22.5	21.25
11	27.5	24.75	23.38
12	30	27	25.5
13	32.5	29.25	27.63
14	35	31.5	29.75
15	37.5	33.75	31.88
16	40	36	34
17	42.5	38.25	36.13
18	45	40.5	38.25
19	47.5	42.75	40.38
20	50	45	42.5
21	55	49.5	46.75
22	60	54	51
23	65	58.5	55.25
24	70	63	59.5
25	75	67.5	63.75

SMUD will contribute up to seventy-five percent (75%) of the retiree-only portion of the medical insurance premium for all SMUD-sponsored medical insurance plans according to the Tier 3 schedule.

Tier 3 employees with continuous SMUD service and who retire with 25 years of service after the age at which they reach Medicare eligibility or age 65, SMUD shall contribute 100% of the retiree-only portion of the monthly medical insurance premium for all SMUD-sponsored health plans.

For dependent(s) covered under the retiree's plan, SMUD shall contribute 90% of the percentage it contributes for the retiree's medical insurance premium (based on the Tier schedule) on the two (2) lowest cost health insurance plans or 85% of the percentage it contributes for the retiree's medical insurance premium (based on the Tier schedule) for all other SMUD-sponsored health plans.

SMUD percentage of contribution toward the medical insurance premium in effect at the time of retirement will remain constant throughout retirement. Every January 1, SMUD will recalculate the dollar amount of their contribution to reflect any changes in the medical premium rates. *(Revised 1/1/2018 to clarify intent)*

An eligible survivor of a deceased SMUD retiree may choose to continue Medical Coverage. (per SMUD Retiree 2025 Benefits Guide) ***(Revised 1/1/2026)***

TIER 4

For employees hired on or after January 1, 2018, with continuous SMUD service and who are eligible to retire from SMUD, SMUD shall provide medical insurance premium contributions on a prorated basis, according to the following schedule:

Retiree's Years of Continuous SMUD Service	Percent (%) of SMUD Contribution for Retiree	Percent (%) of SMUD Contribution for Dependent(s) for 2 lowest cost plans	Percent (%) of SMUD Contribution for Dependent(s) for all other SMUD-sponsored plans
Less than 15	0	0	0
15	25	22.5	21.25
16	27.5	24.75	23.38
17	30	27	25.5
18	32.5	29.25	27.63
19	35	31.5	29.75
20	37.5	33.75	31.88
21	40	36	34
22	42.5	38.25	36.13
23	45	40.5	38.25
24	47.5	42.75	40.38
25	50	45	42.5

SMUD will contribute up to fifty percent (50%) of the retiree-only portion of the medical insurance premium for all SMUD-sponsored medical insurance plans according to the Tier 4 schedule.

Tier 4 employees with continuous SMUD service and who retire with 25 years of service after the age at which they reach Medicare eligibility or age 65, SMUD shall contribute 50% of the retiree-only portion of the monthly medical insurance premium for all SMUD-sponsored health plans. ***(Revised 1/1/2026)***

For dependent(s) covered under the retiree's plan, SMUD shall contribute 90% of the percentage it contributes for the retiree's medical insurance premium (based on the Tier schedule) on the two (2) lowest cost health insurance plans or 85% of the percentage it contributes for the retiree's medical insurance premium (based on the Tier schedule) for all other SMUD-sponsored health plans.

SMUD percentage of contribution toward the medical insurance premium in effect at the time of retirement will remain constant throughout retirement. Every January 1, SMUD will recalculate the dollar amount of their contribution to reflect any changes in the medical premium rates. *(Revised 1/1/2018)*

An eligible survivor of a deceased SMUD retiree may choose to continue Medical Coverage. (per SMUD Retiree 2025 Benefits Guide) ***(Revised 1/1/2026)***

C. DENTAL CONTRIBUTIONS

SMUD will pay one hundred percent (100%) of the employee/retiree and dependent coverage as set forth in the Traditional Plan including Sealant coverage. Eligible IBEW-represented employees have the ability to select a buy-up plan with the additional cost being borne by the IBEW-represented employee. *(Revised 1/1/2018)*

Effective 1/1/2013, SMUD will provide orthodontia in the Traditional Plan to employees and eligible dependents with payments capped at $1500 (lifetime). *(Revised 1/1/2013)*

D. VISION CONTRIBUTIONS

SMUD will pay one hundred percent (100%) of the employee and dependent premium for the Traditional Plan. Eligible IBEW-represented employees have the ability to select a buy-up plan with the additional cost being borne by the IBEW-represented employee. *(Revised 1/1/2018)*

E. RETIREMENT – PERS

All IBEW Classic Member employees within the CalPERS retirement system will continue to have retirement formula of 2%@55 and will contribute the full 7%-member contribution.

All IBEW New Member employees within the CalPERS retirement system will continue to have a retirement formula of 2%@62 as dictated by Public Employee's Pension Reform

Act of 2013 (PEPRA) and will continue the normal cost of employee contributions as calculated by CalPERS.

Note: "Classic" vs. "New" members are defined by CalPERS. *(Revised 1/1/2018)*

For 12-Hour Shift employees, SMUD will make the appropriate PERS contribution for all regularly scheduled hours (including regularly scheduled hours at the overtime rate) up to the allowable maximum.

1. **As soon as a tentative MOU is reached, SMUD will submit the MOU to CalPERS for an audit, as defined by Circular Letter 200-076-21 dated 12/29/2021 (CALPERS MOU Review Team), to ensure the MOU satisfies CalPERS regulations and policies as to the items the parties intended as Special Compensation. If material changes are found, the parties will meet and confer to address said material changes within 20 business days of the audit results. The audit shall be shared with IBEW leadership. The intent of the parties to come to an expeditious resolution. *(Revised 1/1/2026)***

7. DEFERRED COMPENSATION ENHANCEMENT PROGRAM

A. Deferred Compensation Matching Program

SMUD will match each eligible IBEW-represented employee's contributions to either their 401(k) or 457(b) account up to the annual amount as specified below: *(Revised 1/1/2022)*

Year	SMUD Matching Contribution
2026:	**$1200**
2027:	**$1200**
2028:	**$1200**

Employee participation in the matching contribution program is voluntary. In order to be eligible to receive matching funds, an employee must have successfully completed SMUD probation (6 month or 12 months depending on classification) and must have made contributions into a 401(k) or 457(b) account during the calendar year subject to the current IRS rules and limits. SMUD will match an eligible IBEW employee's contributions into the employee's active account as of the day of distribution up to $1200 per year. SMUD's contributions into an IBEW employee's 401(k) or 457(b) Plan account will not be considered employee contributions. SMUD (employer) contributions into an IBEW employee's 457(b) Plan account will be aggregated with the employee contributions for purposes of the IRS individual annual contribution limit under this plan. *(Revised 1/1/2022)*

In addition to the contribution defined above, SMUD will match 50% of a PEPRA employee's contribution up to an additional $600 for a total maximum compensation of $1800. *(Revised 1/1/2026)*

B. Direct Contributions

SMUD shall make direct contributions to eligible IBEW-represented employees' 401(k) or 457(b) accounts according to the following schedule ***(Revised 1/1/2026):***

Effective 2026-2028	**Monthly Contributions**	
SMUD Years of Service	Classic Employees (CalPERS)	PEPRA Employees **(CalPERS)**
Upon completion of year one (1) through five (5)	$225	**$375**
Six (6) through 10	$250	**$400**
11 through 15	$275	**$425**
16 through retirement	$300	**$450**

8. TAX DEFERRED PLANS

Election to participate in any plan other than the deferred compensation enhancement program described above is voluntary and compensation deferrals and program costs are paid by participants.

9. LONG-TERM DISABILITY

All permanent full time and permanent part time IBEW-represented employees working at least 20 hours a week on a fixed schedule are eligible to participate for long-term disability insurance policy as follows:

- **SMUD will pay one hundred percent (100%) of the core benefit premium pursuant to the insurance policy.**

- **Are eligible to purchase any additional coverage of Long-Term Disability policy that may be in place. Premiums will be paid by the employee.** ***(Revised 1/1/2026)***

Employees returning from LTD will have a right of return to their former headquarters unless their classification is no longer used at their former headquarters, or they are precluded from that location or classification because of a medical condition. If the classification is no longer used, the employee may voluntarily demote to any open position to which he/she is qualified at the former headquarters or transfer to another location where the classification is still used.

10. EMPLOYEE LIFE INSURANCE

Employee life insurance coverage is based on the amount of an employee's annual base pay (rounded to the nearest $5,000 worth of coverage) effective September 30 of the previous year. SMUD pays the full cost of life insurance premiums for coverage up to one time (1x) annual

base pay. Employees can purchase additional coverage with the cost for this additional coverage entirely borne by the employee and this additional coverage is subject to the carrier's qualifications and restrictions. Employees can choose additional coverage of either one time (1x), two times (2x), or three times (3x) **four times (4x), five times (5x), or six times (6x)** of their annual base pay for a total of **seven** times **(7x)** their annual base pay up to the maximum coverage amount of **$1,000,000**. ***(Revised 1/1/2026)***

11. SPOUSE AND DEPENDENT LIFE INSURANCE

Employees can elect coverage for their spouse of $25,000 or up to 50% of the amount they have chosen through the employee life insurance plan. Employees can elect coverage for their eligible dependent children in the amount of: $2,500, $5,000, $7,500 or $10,000.

For clarification, there are two options an employee can choose from when selecting spousal life insurance:

Option 1: 50% of the total coverage amount elected by the employee (total coverage includes employer paid portion and employee buy-up portion). Any spousal election under this option (50% of employee coverage amount) will require an evidence of insurability (EOI) and the EOI must be approved by the life insurance carrier.

Option 2: Flat $25,000 coverage amount. No EOI is required. *(Revised 1/1/2022)*

12. EXTENDED COMPENSATION

SMUD may offer extended compensation to supplement temporary disability from an on-the-job accident. It is an advance against any permanent disability benefits employees may receive. Employees may be eligible for extended compensation benefits on the first workday of absence after the day of the job-related injury or illness. Additionally, any Extended Compensation paid over and above the amount of Permanent Disability awarded shall also be reimbursed to SMUD.

13. OTHER FRINGE BENEFITS

SMUD currently offers other benefits such as Employee Assistance Program, Wellness programs, Personal Computer Purchase Program, Educational opportunities, Ride Share Program, Child Care Center and child care tuition assistance. Some of these programs are fully sponsored by SMUD and others are supported and paid for by employees.

14. SHORT TERM DISABILITY INSURANCE

Effective Plan Year 2007, all permanent full time and permanent part time IBEW-represented employees working at least 20 hours a week on a fixed schedule may purchase coverage under **any** Short-Term Disability Plan. ***(Revised 1/1/2026)***

15. FITNESS CENTER PARTICIPATION

IBEW employee membership in SMUD's Wellness Fitness Center will be at no cost to the employee. You must complete training and sign waiver for access to the Fitness Center. ***(Revised 1/1/2026)***

16. HEALTH ASSESSMENT PROGRAM

Effective the first pay period in 2027, Employees who participate in SMUD's Health Assessment Program **in 2026** and fulfill program requirements will pay **$15** less per month for their health insurance. All employees will be granted time, while on duty, to participate in the health assessment portion of the program. This time must be scheduled in advance, with supervisory approval. Additional program requirements must be completed and will be done on the employee's own time. ***(Revised 1/1/2026)***

ARTICLE 31

MISCELLANEOUS

1. SMUD PROPERTY ACCESS

Official representatives of the Union will be permitted access to SMUD property to confer with SMUD employees on matters of employer/employee relations after receiving permission of the area supervisor so they will not interfere with work in progress.

2. SAFETY

SMUD and the Union agree that Joint Labor Management Safety Committees are an important factor in maintaining safe and healthy work environment for SMUD employees.

It is further agreed, as soon as reasonably possible following ratification of this agreement, to establish Joint Labor/Management Safety Committees in departments employing IBEW-represented employees.

The committee shall consist of:

- One Representative appointed by the Union
- One Representative appointed by Management
- Work group representatives selected along geographic or functional lines (number to be decided by the Department)

In addition to the above members, the Grid Assets committee will also include a Department Safety Representative and a representative assigned by the Corporate Safety Office.

The committee shall meet at least once each quarter and more often if needed to review safety activities in the department, to consider safety complaints raised by employees, foremen or safety representatives, to discuss safety issues of mutual concern to the parties, and to recommend corrective measures to the Department Director.

The committee shall publish written minutes of each meeting, copies of which shall be distributed to other department safety committees, SMUD's Safety Office, and to department employees.

3. WORK GLOVES / PROTECTIVE CLOTHING

A. SMUD will provide for unlimited replacement of issued work gloves. When issued, gloves should be appropriately and permanently marked in a manner that identifies the employee receiving them. Upon certification by an employee's foreman/woman that a pair of issued gloves was lost without negligence by the employee, SMUD will sell the employee another pair of gloves at one-half its cost.

B. SMUD will make available at an employee's request the use of protective clothing for other than hazardous substances. This clothing is to protect employee's garments from such

things as oily or greasy substances or burn holes from welding, grinding, etc. *(Revised 1/1/2022)*

C. IBEW represented employees shall be reimbursed a footwear allowance towards the purchase or repair of appropriate footwear designated by SMUD as follows. ***(Revised 1/1/2026)***

- Lineworker Series up to $400 annually
- **Cable Spicer Series up to $400 annually**
- All other classifications up to **$350** annually*****
- PSO and DSO classifications are excluded from footwear reimbursement

***In addition to above defined classifications, employees permanently headquartered at the UARP, and Line Sub Foreman/Woman (assigned to tower patrol) will receive $300 every other year for snow boots.**

All classifications will be required to purchase and wear the approved footwear appropriate for work being performed, except Linemen/women, who will purchase one pair of special footwear. Once footwear is purchased, all personnel will be required to wear the product. *(Revised 1/1/2013)*

Each Business Unit with personnel in classifications that require the wearing of appropriate footwear will establish procedures for the purchase of the footwear. *(Revised 1/1/2018 per LOA)*

4. FLAME RESISTANT CLOTHING

SMUD agrees to provide certain flame-resistant clothing to those employees who work on or near exposed electrical conductors or equipment energized at 50 volts (AC or DC) or greater. The clothing will be provided at no cost to the employees for purchase or maintenance.

A. Affected Classifications

Employees in the following classifications are required to wear flame-resistant clothing when exposed to the described hazardous conditions.

- Apprentice Cable Splicer/Electrician
- Apprentice Electrician
- Apprentice Electrical Technician
- Apprentice Facilities Stationary Engineer
- **Apprentice Gas Control Technician**
- Apprentice Lineman-woman
- Apprentice Meter Technician
- Apprentice Plant Mechanic
- **Body Fender Mechanic**
- Cable Locator
- Cable Splicer/Electrician
- Cable Splicer/Electrician Foreman-woman, Light

- Combustion Turbine Technician
- Electrical Technician
- **Electrical Test and Repair Specialist**
- Electrician
- Facilities Stationary Engineer
- Fault Locator
- **Gardner**
- **Gas Control Technician**
- **Gas Pipeline Fieldperson**
- **Heavy Duty Equipment Operator**
- High Voltage Test Technician
- **Hydro Electrician Foreman, Light**
- Hydro Operator
- **Hydro Stationary Engineers**
- Line Construction Foreman-woman
- Line Equipment Operator
- Line Equipment Operator Assistant
- Line Foreman-woman, Light
- Line Subforeman-woman
- Lineman-woman
- Maintenance Carpenter
- Meter Technician
- Network Electrical Foreman-woman, Light
- Plant Mechanic
- Plant Mechanic Foreman
- Revenue Protection Representative
- Senior High Voltage Test Technician
- Senior Meter Technician
- Senior Troubleshooter
- Substation Subforeman-woman
- Substation Foreman-woman, Light
- Telecom Technician
- Troubleshooter
- **Utility Compliance Specialist**
- **Utility Worker**
- **Vegetation Work Planner**
- **Vehicle Attendant**
- **Vehicle Maintenance Aide**
- **Vehicle Mechanic Series**
- **Vehicle Mechanic Welder**

(Revised 1/1/2026)

- **DSO and PSO series will receive two (2) shirts, two (2) pairs of pants, one (1) sweatshirt, and one (1) jacket for the duration of this contract. Employees are responsible for the care and maintenance of FR clothing. Each employee is allowed replacement items as needed with supervisor approval.** ***(Revised 1/1/2026)***

The above classifications are subject to change in accordance with Hazard Assessment Analyses, as outlined in SMUD Safety Program Manual.

B. Each Business Unit with personnel in classifications that require the wearing of the Flame Resistant Clothing will establish the initial Flame Resistant Clothing allotment and subsequent clothing requirements.

Additionally, each Business Unit will establish procedures for the purchase of the Flame Resistant Clothing by assigned employees. *(Revised 1/1/2018 per LOA)*

5. APPRENTICE INSTRUCTORS

Journey-level or Light Foreman/woman level employees who have volunteered to provide instruction for the after-hours (night school) apprentice training and are authorized and directed to provide instruction to Apprentices will be compensated in the following manner:

A. An hourly rate of two times a Light Foreman/woman's regular straight time rate of pay or two times the employee's regular rate of pay (if higher).

B. If a class session requires more than the normal two hours, the instructor will be compensated at the two times rate for each additional hour. The training coordinator or supervisor must approve additional hours in advance.

C. An instructor may choose to take CTO in lieu of pay with advance approval of his/her supervisor.

D. Based on the normal class session time requirements outlined above (2 hours of class contact and 1 additional hour), an employee would be credited with a total of 6 hours of CTO per class session.

E. It is understood that either the flat rate method or the CTO method will constitute full compensation for a class session. Mealtime, meal payments, and travel time will not be applicable.

F. Employees who provide instruction for the after-hours (night school) apprentice training shall not have those hours added to the ranked overtime list for their respective work groups. *(Revised 1/1/2022)*

G. Course preparation time or instruction provided during normal working hours will be compensated at the employee's normal rate of pay.

6. SMUD/IBEW JOINT APPRENTICESHIP TRAINING COMMITTEE (JATC)

It is the intent of the parties to support the establishment of apprenticeship programs for certain IBEW-represented classifications where such programs are deemed appropriate. The IBEW

and SMUD agree that such programs will be administered in accordance with the following provisions:

A. The classification of positions and the selection (hiring) process shall be managed in accordance with SMUD's Civil Service Rules.

B. SMUD retains the right to hire, evaluate and discipline any employee participating in an apprenticeship program, taking into consideration the recommendations of the JATC.

C. Apprenticeship programs shall operate in accordance with the Apprenticeship Standards of the SMUD/IBEW Joint Apprenticeship Training Committee.

7. JOINT LABOR-MANAGEMENT COUNCIL

SMUD and the Union agree that it is essential to sound labor-management relations and to the economic progress of SMUD and its employees to make constant improvements in SMUD's operations in order to maintain efficiency and control costs. To accomplish this goal, it is essential that employees understand the basis for changes affecting their employment and working conditions.

It is also agreed that periodic discussions between Union and Management can promote good labor relations by preventing relaxation of standards with respect to training or the application of job specifications and other working conditions.

The parties to this agreement recognize that there are many issues outside of the collective bargaining agreement that are of mutual concern and interest to both labor and management and can best be handled through cooperative action. To this end, the parties agree to create a Joint Labor-Management Council.

A. Purpose

1) To provide a forum to understand issues of a general concern to both labor and management.
2) To provide a forum to evaluate ideas to improve productivity, quality of services and innovations within SMUD or the industry.
3) To refer matters to appropriate forums (i.e., Safety and Standards Committee, grievance procedure, etc.) for resolution.
4) To make joint recommendations to Executive Management on issues not resolved by other appropriate forums.
5) To provide appropriate communications to fulfill the charter of the council.

B. Structure

1) Representatives

The Council will be composed of a bi-lateral body of six (6) labor representatives appointed by the Union and an equal number of management representatives (one of which will be a member of the Executive Committee) appointed by SMUD.

2) Meetings and Agenda

The Council shall meet quarterly or as otherwise mutually agreed upon by the Council. The first meeting of the Council will be held within thirty (30) days of the ratification of this labor agreement.

Matters for consideration by the Council shall be addressed to the Union Business Representative or Manager of Employee Relations. They will set the agenda for Council. Either party may bring persons to the Council meeting whose input would be appropriate to understand the issues scheduled for discussion.

3) Leadership

The parties shall each select a representative to function as co-chairpersons of the Council.

4) Authority of Council

The Council will act by consensus.

8. BULLETIN BOARDS

SMUD will provide the Union adequate bulletin board space for the purpose of posting thereon matters relating to official Union business. The Union shall not post any matter derogatory to SMUD, its employees, or its customers.

Employees may advertise the sale or rent of their personal or real property on SMUD bulletin boards.

9. TOWER CLIMBING

The Telecommunications Technicians agree to learn tower climbing techniques and the proper use of associated safety equipment. SMUD agrees to provide tower climbing training on an as needed basis. The Telecommunications Technicians agree to be available for tower climbing on a volunteer basis. If a sufficient number of volunteers cannot be found, technicians will be appointed in inverse order of SMUD seniority. Technicians shall be allowed to decline such appointment for medical reasons or other reasonable circumstances.

10. COFFEE BREAKS

To provide consistency among all departments, employees will be allowed to consume coffee or other beverages at their workstations or work sites provided safe work practices are not compromised. It is recognized that in many work situations involving lengthy periods of high concentration, a brief pause to consume a beverage is reasonable so a quality work effort can be continued. However, it is the intent of this paragraph that these short intervals should have a minimum impact on productivity.

11. SUCCESSOR CLAUSE

SMUD agrees to make every effort to keep the Union informed of any discussions SMUD is having concerning the transfer of a significant SMUD asset to another entity. SMUD's ability to do so will depend to some extent upon the nature of the negotiations and the parties with whom SMUD is negotiating. However, it is the intent of the parties that as soon as practical, the Union will be informed of any such discussions and will become involved in the implementation of any severance pay program.

12. CONTRACTING OUT

A. SMUD shall not contract any work normally performed by the IBEW bargaining unit if such contracting is intended to reduce or has the effect of reducing the regular work force by attrition, demotion, displacement or lay off. Further, prior to any reduction in force of IBEW-represented employees, affected IBEW employees meeting the minimum qualifications of the job being contracted will be offered any bargaining unit work being performed by contractors. These assignments will be of a temporary nature. All current rules concerning bumping and selection shall apply.

For the purpose of this agreement, contracting occurs when temporary positions are being filled by non-IBEW **SMUD** employees; outside contractors are performing work in the IBEW bargaining unit; and cross-training is in effect. SMUD agrees to notify IBEW in each instance of its intent to contract IBEW bargaining unit work. ***(Revised 1/1/2026)***

SMUD will ensure that co-mingling and joint-employer circumstances are not permitted.

All contractors will pay employees prevailing wage as defined by California Labor Code Part 7, Chapter 1, Article 2, Section 1770, 1773 and 1773.1. Further, the parties continue to encourage use of IBEW and union friendly contractors. SMUD will ensure that all contractors furnish, on a departmental basis, all hours worked by contractor employees and submit a certified copy of their payroll, including benefits, for each pay period.

Prior to SMUD drafting or releasing an RFP to contract work out that is normally performed by SMUD IBEW members, SMUD shall meet B & E below: ***(Revised 1/1/2026)***

B. First Right of Refusal

Prior to engaging any external contractor to perform work customarily performed by employees represented by IBEW Local 1245, SMUD shall:

1. **Identify qualified SMUD IBEW-represented employees who may volunteer for the work.**

2. **Offer the work first to qualified and available SMUD IBEW-represented employees who volunteer to perform the work. Such offers shall be documented in writing.**

3. **Assign the work to SMUD IBEW-represented employees prior to contracting out, unless no qualified volunteers are available.**

4. **Utilize SMUD IBEW-represented employees to the maximum extent practicable before considering external contractors.**

5. **Explore all reasonable alternatives to contracting out, including but not limited to overtime assignments, reallocation of resources, and training opportunities for SMUD IBEW-represented employees.**

C. **Operational Continuity**

Nothing in this section is intended to create, expand, or waive any management rights not otherwise contained in the Memorandum of Understanding or applicable law. SMUD's obligation to maintain operations shall be met in a manner consistent with the priority use of IBEW-represented employees.

Prior to determining that internal resources are insufficient, SMUD shall meaningfully consult with IBEW Local 1245 and applicable foremen regarding the scope, duration, and staffing needs of the work. This shall be a collective meeting between SMUD management, Labor Relations, IBEW Local 1245, and applicable foremen. IBEW shall endeavor to make themselves available to meet within three (3) weeks of SMUD's request to meet. SMUD shall first exhaust reasonable alternatives to contracting out, including overtime assignments, reallocation of bargaining-unit resources, schedule adjustments, and training opportunities for IBEW-represented employees.

A determination that operational needs require contracting out shall not be based solely on convenience, cost, or expediency, and shall be supported by objective factors demonstrating that the work cannot reasonably be performed by available and qualified IBEW-represented employees.

D. **Management Rights**

The Parties acknowledge that this Memorandum of Understanding does not modify, expand, diminish, or waive any management rights or union rights established under the Memorandum of Understanding or applicable law. The inclusion of this section is not intended to create new authority or discretion for SMUD beyond what already exists.

Any decision to contract out work customarily performed by IBEW-represented employees shall be subject to the requirements of this Agreement, including the First Right of Refusal, notice obligations, consultation requirements, and the obligation to maximize the use of bargaining-unit employees.

Contracting decisions shall be made in good faith, with transparency, and with the express objective of preserving work opportunities for SMUD IBEW-represented employees and shall not erode bargaining-unit work.

E. Notice Requirement

SMUD shall provide written notice to IBEW Local 1245 Leadership prior to initiating any contracting action for work customarily performed by IBEW-represented employees:

- **At least forty-five (45) calendar days prior to issuing a Request for Proposal (RFP), Request for Qualifications (RFQ), or renewing/extending an existing contract within the scope of work covered by Government Code §35041.1 (AB 339).**
- **At least thirty (30) calendar days prior to issuing an RFP/RFQ for all other contracting actions outside the scope of Government Code §35041.1.**

Such notice shall include:

1. **A detailed description of the work to be contracted.**
2. **The reason for contracting out.**
3. **The estimated duration and scope of the work.**
4. **An explanation of why internal resources are not being utilized.**
5. **Draft solicitation documents.**

F. Requirements if Contracting Out Occurs

If SMUD proceeds with contracting out work that could have been performed by qualified IBEW-represented employees, SMUD shall:

1. **Provide the Union with a written final justification for contracting out if requested.**
2. **Maintain certified records of all contractor regular hours and overtime hours.**
3. **Upon request, SMUD shall provide these records to the IBEW.**
4. **Provide the Union with a copy of the final contract prior to commencement of work.**

G. Monitoring and Oversight

SMUD and IBEW Local 1245 shall meet biannually at a minimum, more often if needed, to review and discuss the status of any contractor performing work customarily performed by IBEW-represented employees. This review shall include:

- **An evaluation of the scope and duration of contracted work.**
- **A comparison of overtime opportunities provided to contractors versus IBEW-represented employees.**

These meetings are intended to ensure transparency, compliance, and proactive resolution of issues.

H. Exceptions

Exceptions to the foregoing for Power Generation remains as follows: are contractors may be used for the following circumstances:

- OEM support.

- **Large** capital-funded projects.
- Seasonal work related to FERC or DSOD requirements.

Preference: SMUD shall utilize the IBEW Power Generation workforce for these projects whenever practicable. ***(Revised 1/1/2026)***

I. Offering Overtime While Contracting

SMUD shall continue to make the same overtime assignments available to affected IBEW-represented employees when work customarily performed by such employees is being performed by contractors on SMUD properties and/or facilities. This shall include work performed outside regular work hours, such as extensions of the workday and work on non-scheduled workdays.

Beginning January 1, 2027, if SMUD fails to make overtime assignments available within two (2) weeks of contractor overtime work as mentioned above, SMUD will pay the missed opportunities to the affected employees. The parties agree to meet and confer by December 31, 2026, to create individual department overtime distribution processes and tracking that will outline how SMUD will provide overtime opportunities, referenced here in Section 12(G), to the affected work groups. ***(Revised 1/1/2026)***

13. CONFLICT OF LAW

If any provision of this MOU or the application of such provision should be found invalid by any decree of a court of competent jurisdiction or by the reason of any existing or subsequently enacted legislation, the remaining parts or portions of this MOU shall remain in full force and effect.

14. TECHNOLOGICAL CHANGES

SMUD shall continue to provide the Union with as much notice as practicable of technological changes in its business that may have a significant effect on its work force.

15. NO STRIKES, NO LOCKOUTS

During the term of this Agreement, SMUD agrees that there shall be no lockout, and the Union agrees on behalf of itself and the employees represented by it that there shall be no authorized, concerted failure to report to work, cessation or interruption of work, slowdown, strike (including, but not limited to, sympathy strikes), boycott or any type of organized or concerted interference, express or implied, direct, indirect, coercive or otherwise, with SMUD's business. The Union further agrees that, should any such acts be committed by any employee or employees, it shall openly and publicly denounce and discourage said acts. *(Revised 1/1/2022)*

16. CONTINUATION OF OTHER TERMS AND CONDITIONS - ENTIRE AGREEMENT

This MOU sets forth the entire understanding of the parties regarding the matters contained herein and any other prior or existing understanding or MOU by the parties, whether formal or

informal, regarding such matters are hereby superseded. Except as provided in this MOU, it is agreed and understood that all benefits and working conditions provided by this MOU shall remain unchanged during the term of this MOU, unless expressly modified by mutual agreement through the meet and confer process.

17. UARP COLD WEATHER CLOTHING

Hydrography Field Technicians and Heavy-Duty Equipment Operator classifications that perform work in the Upper American River Project (UARP) shall be provided cold weather clothing including an insulated jacket and insulated bibs authorized by SMUD. Employees shall be allowed to replace the clothing every three (3) years. *(Revised 1/1/2022)*

SMUD agrees to provide cold weather clothing to employees working in the Upper American River Project (UARP) at no cost to the employees, after successful completion of winter survival training. SMUD will provide a one-time purchase of $2,000 for cold weather clothing for the classifications below:

- **Hydro Stationary Engineers**
- **Telecommunications Technician (only when assigned to UARP)**
- **Line Sub Foreman/Woman (only when assigned to tower patrol)**
- **Hydro Operators**

Acceptable cold weather clothing allowed for purchase are as follows:

- **Insulated jackets, bibs, and pants**
- **Base layers: sweatshirts, shirts, and pants**
- **Accessories: winter gloves, hats, beanies, balaclava, snow gaiters**

Items shall be replaced as needed per supervisor approval. ***Revised (1/1/2026)***

ARTICLE 32

ARTIFICAL INTELLIGENCE (AI), AUTONOMOUS TECHNOLOGIES (AuT), and ROBOTICS

1. PURPOSE AND SCOPE

A. Artificial Intelligence (AI), Autonomous Technologies (AuT), and the Internet of Autonomous Things (IoAT) are recognized as emerging technologies/tools capable of performing, augmenting, or assisting with tasks that may be traditionally carried out by SMUD employees represented by the International Brotherhood of Electrical Workers, Local 1245 ("IBEW 1245" or "the Union").

B. These technologies may include, but are not limited to, autonomous data collection systems, drones, autonomous vehicles, robotics, and other AI-driven or automated systems. The parties acknowledge that such technologies may enhance safety, improve efficiency, and advance operational objectives.

C. The purpose of this Article is to establish standards governing the introduction and use of Autonomous Technologies in work normally performed by IBEW 1245–represented employees, promote training and skill development, and ensure collaboration and transparency between SMUD and IBEW 1245 while preserving the integrity of the Collective Bargaining Agreement.

2. NOTIFICATION AND CONSULTATION

A. Prior to the introduction or implementation of any Autonomous Technology, AI system, or other Emerging Technology that may impact work normally performed by IBEW 1245 employees, SMUD shall provide written notice to the Union and meet and confer regarding the impact of the proposed technology, including anticipated changes to duties, work methods, or required skills.

3. USE OF AUTONOMOUS TECHNOLOGIES IN BARGAINING UNIT WORK

A. The parties recognize that SMUD retains its management rights, including the right to determine staffing levels and to implement layoffs in accordance with Article 22 of the Collective Bargaining Agreement. Nothing in this Article is intended to alter, restrict, or supersede the layoff provisions, seniority rules, or management rights set forth in Article 22.

B. When Artificial Intelligence, Autonomous Technologies, or other Emerging Technologies are introduced as tools in work normally performed by employees represented by IBEW Local 1245, such work shall remain bargaining unit work. These technologies shall function to support, assist, or augment bargaining unit employees in the performance of their duties.

C. Where the introduction of Autonomous Technologies materially changes how bargaining unit work is performed, including changes to job duties, work methods, or required skills, SMUD

shall notify the Union and meet and confer regarding the impacts of such changes, including training, reassignment, or classification-related considerations.

4. TRAINING AND SKILL DEVELOPMENT

A. When the duties of a classification are modified to include the use of Autonomous Technologies, AI, or other Emerging Technologies, a training plan shall be shared with the Union prior to implementation and shall include instruction reasonably necessary for employees to safely operate and utilize the new systems or processes.

5. COMMITMENT TO COLLABORATION

A. SMUD and IBEW 1245 commit to collaborative, transparent, and good-faith engagement in addressing technological change as set forth in the Meyers-Milias-Brown Act

Signature page (1 of 2)

Date: 8/25/2026

International Brotherhood of Electrical Workers, Local 1245

By: _____
Dylan Gottfried
Senior Assistant Business Manager

_____
Kim Camatti

_____
Robert Barngrover

_____
Rafael Burgos

_____
Jody Cather

_____
Joe Dray

_____
Joshua Ehrhardt

_____
Garrett Gross

_____
Joseph Klein

Sacramento Municipal Utility District

By: _____
Tiffany Navarrette
Manager, Employee Relations

_____
Jenn Dibble

_____
Scott Barker

_____
Casey Coyes

_____
Darrell Daniel

_____
Joseph Dickson

_____
Alex Fastovich

_____
Kristen Kaur

_____
John Trumbull

Signature Page (2 of 2)

Ryan Malmberg

Shawna O'Neil

Steve Ross

Corey Smith

Pete Winter

Approved as to form:

Laura Lewis
General Counsel

Approved:

Bob Dean
Business Manager

Approved:

Paul Lau
General Manager and CEO

APPROVED
INTERNATIONAL OFFICE - I.B.E.W.

10/14/2026

Kenneth Cooper,
International President

This approval does not make the International a party to this agreement.

APPENDICES A-E

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APPENDIX A

WAGE SCHEDULE

The parties agree to place all wage schedules, including all premiums, for all IBEW represented employees in Appendix A of the current MOU. ***(Revised 1/1/2022)***

2026 IBEW WAGE SCHEDULE												
Job ID	Classification	Group	2026 - Step 1	2026 - Step 2	2026 - Step 3	2026 - Step 4	2026 - Step 5	2026 - Step 6	2026 - Step 7	2026 - Step 8	2026 - Step 9	2026 - Step 10
50051564	Body Fender Mechanic	IBEW884A	$59.23									
50051586	Cable Locator	IBEW873G	$53.07	$54.19	$55.73	$57.15	$58.22					
50051584	Cable Locator with class A	IBEW873M	$54.22	$55.34	$56.88	$58.30	$59.37					
50051585	Cable Locator with Hazmat	IBEW873X	$54.34	$55.46	$57.00	$58.42	$59.49					
50165732	Cable Splicer Construction Foreman/Woman	IBEW941I	$98.41									
50167676	Cable Splicer Construction Foreman/Woman with class A	IBEW941F	$99.56									
50051574	Cable Splicer/Electrician	IBEW923K	$82.88									
50083188	Cable Splicer/Electrician Apprentice	IBEW909A	$53.90	$56.95	$60.06	$63.18	$66.34	$69.45	$72.49	$75.64	$78.71	
50051575	Cable Splicer/Electrician Apprentice with class A	IBEW909B	$55.05	$58.10	$61.21	$64.33	$67.49	$70.60	$73.64	$76.79	$79.86	
50051579	Cable Splicer/Electrician Apprentice with hazmat	IBEW909C	$55.17	$58.22	$61.33	$64.45	$67.61	$70.72	$73.76	$76.91	$79.98	
50051844	Cable Splicer/Electrician Foreman/Woman	IBEW937D	$89.26									
50051577	Cable Splicer/Electrician Foreman/Woman Light	IBEW942A	$93.38									
50051578	Cable Splicer/Electrician Foreman/Woman Light with class A	IBEW942L	$94.53									
50051576	Cable Splicer/Electrician with Class A	IBEW923L	$84.03									
50051583	Calibration Technician	IBEW925A	$70.37									
50051599	Civil Maintenance Foreman/Woman light	IBEW937G	$74.26									
50051600	Civil Maintenance Foreman/Woman light with class A	IBEW937L	$75.41									
50051601	Civil Maintenance Foreman/Woman light with hazmat	IBEW937X	$75.53									
50051587	Combustible Turbine Foreman/Woman	IBEW945B	$79.06									
50051588	Combustible Turbine Technician	IBEW917A	$67.93									
50051610	Crafts Helper	IBEW828G	$36.33	$37.99	$40.91	$43.71	$46.81					
50083191	Crafts Helper with class A	IBEW828L	$37.48	$39.14	$42.06	$44.86	$47.96					
50051611	Crafts Helper with hazmat	IBEW828X	$37.60	$39.26	$42.18	$44.98	$48.08					
50051617	Custodian Closed Classification	IBEW800G	$34.23	$35.76	$37.40	$39.12						
50051628	Distribution System Operator I	IBEW928J	$77.81	$79.77	$81.82	$83.96	$86.10	$88.29	$90.50	$92.92	$95.27	
50051629	Distribution System Operator II	IBEW992D	$100.05									
50051653	Electrical Technician	IBEW937E	$83.74									
50089229	Electrical Technician Apprentice	IBEW928B	$54.35	$57.60	$60.70	$63.84	$67.01	$70.17	$73.26	$76.42	$79.54	
50051654	Electrical Technician Apprentice with hazmat	IBEW928C	$55.62	$58.87	$61.97	$65.11	$68.28	$71.44	$74.53	$77.69	$80.81	
50092679	Electrical Technician Foreman/Woman Light	IBEW970A	$95.81									
50099277	Electrical Technician Foreman/Woman Light On Call	IBEW970O	$97.66									
50092739	Electrical Technician Foreman/Woman With class A	IBEW970M	$97.01									
50092740	Electrical Technician Foreman/Woman With hazmat	IBEW970N	$97.13									
50091431	Electrical Technician Subforeman/Woman	IBEW937F	$90.22									
50120394	Electrical Test & Repair Specialist	IBEW939A	$84.67									
50051647	Electrician	IBEW916A	$67.44									
50051648	Electrician Apprentice	IBEW880A	$43.84	$46.77	$49.60	$52.50	$55.40	$58.29	$61.13	$64.05		
50051649	Electrician Apprentice with class A	IBEW880L	$44.99	$47.92	$50.75	$53.65	$56.55	$59.44	$62.28	$65.20		
50051650	Electrician Apprentice with hazmat	IBEW880X	$45.11	$48.04	$50.87	$53.77	$56.67	$59.56	$62.40	$65.32		
50099538	Electrician Foreman/Woman Light	IBEW941M	$77.20									
50099539	Electrician Foreman/Woman Light With class A	IBEW941L	$78.35									
50099540	Electrician Foreman/Woman Light With hazmat	IBEW941X	$78.47									
50051651	Electrician with class A	IBEW916L	$68.59									
50133656	Electrician with hazmat	IBEW916X	$68.71									
50051659	Equipment Operator	IBEW858L	$52.85									

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2026 IBEW WAGE SCHEDULE												
Job ID	Classification	Group	2026 - Step 1	2026 - Step 2	2026 - Step 3	2026 - Step 4	2026 - Step 5	2026 - Step 6	2026 - Step 7	2026 - Step 8	2026 - Step 9	2026 - Step 10
50051660	Equipment Operator with class A	IBEW864A	$54.00									
50051661	Equipment Operator with hazmat	IBEW864X	$54.12									
50099209	Facilities Custodian	IBEW792A	$26.67	$28.68	$30.99	$33.35						
50051842	Facilities Electrical Foreman/Woman Light with class A	IBEW941L	$78.35									
50117605	Facilities Electrician Foreman/Woman Light	IBEW941M	$77.20									
50159122	Facilities Stationary Engineer Apprentice	IBEW851J	$35.86	$37.94	$39.98	$42.06	$44.12	$46.19	$48.27	$50.32	$52.43	
50159123	Facilities Stationary Engineer Apprentice Closed Classification	IBEW879F	$42.19	$44.64	$47.05	$49.51	$51.93	$54.37	$56.82	$59.22	$61.68	
50159124	Facilities Stationary Engineer Foremen/Woman Light	IBEW937G	$74.26									
50159225	Facilities Stationary Engineer I	IBEW872G	$55.17									
50159226	Facilities Stationary Engineer II	IBEW908A	$64.92									
50052152	Facilities Utility Crew Foreman/Woman	IBEW919M	$49.36									
50168952	Facilities Utility Crew Foreman/Woman Closed Classification	IBEW863M	$57.48									
50168954	Facilities Utility Crew Foreman/Woman with hazmat	IBEW919N	$50.63									
50168953	Facilities Utility Crew Foreman/Woman with hazmat Closed Classification	IBEW863N	$58.75									
50093182	Fault Locator	IBEW941H	$78.60									
50093183	Fault Locator with class A	IBEW941J	$79.75									
50101800	Field Support Technician with class A	IBEW888C	$56.04	$57.45	$58.90	$60.34						
50154335	Gardener	IBEW877J	$40.55	$41.58	$42.44							
50051700	Gardener Closed Classification	IBEW848G	$47.43	$48.62	$49.60							
50154336	Gardener with class A	IBEW877K	$41.70	$42.73	$43.59							
50051701	Gardener with class A Closed Classification	IBEW848L	$48.58	$49.77	$50.75							
50154337	Gardener with hazmat	IBEW877L	$41.82	$42.85	$43.71							
50051702	Gardener with hazmat Closed Classification	IBEW848X	$48.70	$49.89	$50.87							
50097100	Gas Control Technician	IBEW924A	$73.61									
50124993	Gas Control Technician Apprentice	IBEW912E	$47.98	$51.14	$54.32	$57.47	$60.66	$63.78	$66.95	$70.11		
50113669	Gas Control Technician with class A	IBEW924L	$74.76									
50051690	Gas Pipeline Fieldperson	IBEW873G	$52.18	$53.28	$54.79	$56.19	$57.24					
50052175	Hazard Waste Foreman/Woman Light	IBEW912G	$68.70									
50052176	Hazard Waste Foreman/Woman Light with class A	IBEW915B	$69.85									
50055201	Hazard Waste Technician	IBEW874H	$35.34	$36.92	$49.61	$50.29	$51.93	$53.60	$55.55	$58.29		
50119981	Hazard Waste Technician On Call	IBEW886A	$61.27									
50083169	Hazard Waste Technician with class A	IBEW878A	$59.43									
50052177	Hazardous Waste Foreman/Woman Light with hazmat	IBEW915X	$69.97									
50052178	Hazardous Waste Technician with hazmat	IBEW878X	$59.56									
50154338	Head Gardener	IBEW919D	$45.69									
50051703	Head Gardener Closed Classification	IBEW863A	$53.44									
50154339	Head Gardener with class A	IBEW919F	$46.84									
50051704	Head Gardener with class A Closed Classification	IBEW863L	$54.59									
50154340	Head Gardener with hazmat	IBEW919G	$46.96									
50051705	Head Gardener with hazmat Closed Classification	IBEW863X	$54.71									
50083171	Heavy Duty Equipment Operator	IBEW893F	$63.42									
50051706	Heavy Duty Equipment Operator Apprentice	IBEW877A	$41.21	$43.91	$46.66	$49.37	$52.05	$54.79	$57.49	$60.22		
50092744	Heavy Duty Equipment Operator Foreman/Woman Light	IBEW922L	$72.52									
50099278	Heavy Duty Equipment Operator Foreman/Woman Light On Call	IBEW937G	$76.11									
50092746	Heavy Duty Equipment Operator Foreman/Woman light with class A	IBEW923A	$73.67									

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2026 IBEW WAGE SCHEDULE												
Job ID	Classification	Group	2026 - Step 1	2026 - Step 2	2026 - Step 3	2026 - Step 4	2026 - Step 5	2026 - Step 6	2026 - Step 7	2026 - Step 8	2026 - Step 9	2026 - Step 10
50092747	Heavy Duty Equipment Operator Foreman/Woman light with hazmat	IBEW923B	$73.79									
50051707	Heavy Duty Equipment Operator with class A	IBEW898E	$64.57									
50051708	Heavy Duty Equipment Operator with class hazmat	IBEW898X	$64.69									
51000003	High Voltage Electrician	IBEW921H	$72.59									
51000000	High Voltage Electrician Apprentice	IBEW918A	$47.18	$50.33	$53.39	$56.50	$59.64	$62.75	$65.79	$68.95		
51000001	High Voltage Electrician Apprentice with Class A	IBEW918B	$48.33	$51.48	$54.54	$57.65	$60.79	$63.90	$66.94	$70.10		
51000002	High Voltage Electrician Apprentice with Hazmat	IBEW918C	$48.45	$51.60	$54.66	$57.77	$60.91	$64.02	$67.06	$70.22		
51000004	High Voltage Electrician with Class A	IBEW925D	$73.74									
51000005	High Voltage Electrician with Hazmat	IBEW925E	$73.86									
61000001	High Voltage Test Apprentice	IBEW918A	$45.36	$48.39	$51.33	$54.33	$57.35	$60.34	$63.26	$66.30		
50099375	High Voltage Test Technician	IBEW921E	$69.36									
50051712	Hydro Electrician Foreman/Woman Light	IBEW940A	$83.09									
50099279	Hydro Electrician Foreman/Woman Light On Call	IBEW941C	$84.30									
50051713	Hydro Electrician Foreman/Woman Light with class A	IBEW940B	$84.24									
50051714	Hydro Electrician Foreman/Woman Light with hazmat	IBEW940C	$84.36									
50099894	Hydro Electrician Operator Foreman/Woman Light	IBEW945B	$82.22									
50051735	Hydro Field Technician	IBEW915A	$64.96									
50098810	Hydro Field Technician Foreman/Woman Light	IBEW939B	$76.79									
50098811	Hydro Field Technician Foreman/Woman Light with class A	IBEW939F	$77.94									
50098809	Hydro Field Technician Foreman/Woman Light with hazmat	IBEW939H	$78.06									
50051736	Hydro Field Technician with class A	IBEW915F	$66.11									
50051737	Hydro Field Technician with hazmat	IBEW915H	$66.23									
50051720	Hydro Mechanic Foreman/Woman Light	IBEW937G	$76.26									
50099281	Hydro Mechanic Foreman/Woman Light On Call	IBEW939A	$80.77									
50051721	Hydro Mechanic Foreman/Woman Light with class A	IBEW937L	$77.41									
50051722	Hydro Mechanic Foreman/Woman Light with hazmat	IBEW937X	$77.53									
50154344	Hydro Operator	IBEW917C	$75.47									
50154345	Hydro Operator Apprentice	IBEW820B	$49.07	$52.31	$55.52	$58.76	$62.01	$65.21	$68.46	$72.77		
50083173	Hydro Operator Apprentice Closed Classification	IBEW919A	$49.07	$52.31	$55.52	$58.76	$62.01	$65.21	$68.46	$72.77		
50154346	Hydro Operator Apprentice with class A	IBEW820C	$50.22	$53.46	$56.67	$59.91	$63.16	$66.36	$69.61	$73.92		
50094281	Hydro Operator Apprentice with class A Closed Classification	IBEW919B	$50.22	$53.46	$56.67	$59.91	$63.16	$66.36	$69.61	$73.92		
50154347	Hydro Operator Apprentice with hazmat	IBEW919H	$50.34	$53.58	$56.79	$60.03	$63.28	$66.48	$69.73	$74.04		
50051724	Hydro Operator Apprentice with hazmat Closed Classification	IBEW919C	$50.34	$53.58	$56.79	$60.03	$63.28	$66.48	$69.73	$74.04		
50051723	Hydro Operator Closed Classification	IBEW927F	$75.47									
50154348	Hydro Operator Foreman/Woman	IBEW941A	$90.23									
50114860	Hydro Operator Foreman/Woman Closed Classification	IBEW970B	$90.23									
50154349	Hydro Operator Foreman/Woman with class A	IBEW941G	$91.38									
50114911	Hydro Operator Foreman/Woman with class A Closed Classification	IBEW970L	$91.38									
50051725	Hydro Operator with class A	IBEW928A	$76.62									
50051727	Hydro Overhaul Foreman/Woman	IBEW945B	$82.22									
50160050	Hydro Stationary Engineer Apprentice	IBEW851J	$35.86	$37.94	$39.98	$42.06	$44.12	$46.19	$48.27	$50.32	$52.43	
50160051	Hydro Stationary Engineer I	IBEW872G	$55.17									
50160052	Hydro Stationary Engineer II	IBEW908A	$64.92									
50164138	Hydro Stationary Engineer II with Class C-Hazmat	IBEW908K	$65.70									
50160026	Hydro Stationary Engineer II with hazmat	IBEW908X	$66.19									

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50160200	Hydro Stationary Engineer Subforeman/Woman	IBEW922I	$69.90									
50160053	Hydro Stationary Engineer Subforeman/Woman Light	IBEW937G	$74.26									
50051743	Instructor	IBEW938A	$76.56									
50162418	Lead Distribution System Operator	IBEW984D	$105.06									
61000002	Lead Telecomm Technician	IBEW933A	$83.34									
50051760	Lead Tool Repairer	IBEW922I	$69.90									
50165758	Lead Utility Compliance Specialist	IBEW828K	$53.62									
50154184	Lead Vehicle Mechanic	IBEW888D	$64.79									
50051761	Lead Vehicle Mechanic Closed Classification	IBEW904B	$64.79									
50154185	Lead Vehicle Mechanic with class A	IBEW888F	$65.94									
50051762	Lead Vehicle Mechanic with class A Closed Classification	IBEW909D	$65.94									
50154186	Lead Vehicle Mechanic with hazmat	IBEW888H	$66.06									
50051763	Lead Vehicle Mechanic with hazmat Closed Classification	IBEW909X	$66.06									
50164311	Lead Vehicle Mechanic with hazmat Fresh Pond	IBEW904A	$70.60									
50164525	Lead Vehicle Mechanic with hazmat Fresh Pond Closed Classification	IBEW922A	$70.60									
50083472	Line Construction Foreman/Woman	IBEW976D	$102.76									
50083473	Line Construction Foreman/Woman with class A	IBEW976C	$103.91									
50083474	Line Construction Foreman/Woman with hazmat	IBEW976X	$104.03									
50154187	Line Equipment Operator Assistant with class A	IBEW795A	$37.25	$38.90	$41.80	$44.59	$47.61					
50128409	Line Equipment Operator Assistant with class A Closed Classification	IBEW830L	$37.25	$38.90	$41.80	$44.59	$47.61					
50154188	Line Equipment Operator with class A	IBEW862D	$64.57									
50106535	Line Equipment Operator with class A Closed Classification	IBEW898B	$64.57									
50169850	Line Equipment Operator with Crane and class A	IBEW862G	$65.57									
50169884	Line Equipment Operator with Crane and class A Closed Classification	IBEW898D	$65.57									
50169852	Line Equipment Operator with Crane and hazmat	IBEW862F	$65.69									
50154140	Line Equipment Operator with hazmat	IBEW862E	$64.69									
50108451	Line Equipment Operator with hazmat Closed Classification	IBEW862H	$64.69									
50051767	Line Foreman/Woman Light	IBEW966R	$96.54									
50051768	Line Foreman/Woman Light with class A	IBEW966C	$97.69									
50142318	Line Inspector I	IBEW933A	$84.97									
50156652	Line Inspector I with class A	IBEW933C	$86.12									
50108831	Line Inspector II	IBEW941R	$90.74									
50114932	Line Inspector II with class A	IBEW941D	$91.89									
50051770	Line Sub Foreman/Woman	IBEW941R	$90.74									
50051771	Line Sub Foreman/Woman with class A	IBEW941D	$91.89									
50083463	Lineman/Woman	IBEW933A	$84.97									
50083460	Lineman/Woman Apprentice	IBEW922R	$55.25	$58.88	$62.52	$66.17	$69.76	$73.43	$77.09	$80.73		
50083461	Lineman/Woman Apprentice with class A	IBEW922C	$56.40	$60.03	$63.67	$67.32	$70.91	$74.58	$78.24	$81.88		
50083462	Lineman/Woman Apprentice with hazmat	IBEW922Z	$56.52	$60.15	$63.79	$67.44	$71.03	$74.70	$78.36	$82.00		
50083464	Lineman/Woman with class A	IBEW933C	$86.12									
50083465	Lineman/Woman with hazmat	IBEW933X	$86.24									
50136767	Lineman/Woman with helicopter	IBEW933Y	$89.22									
50154416	Maintenance Carpenter	IBEW865A	$64.92									
50154417	Maintenance Carpenter Apprentice	IBEW851E	$42.19									
50083233	Maintenance Carpenter Apprentice Close Classification	IBEW879F	$42.19									

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50051805	Maintenance Carpenter Closed Classification	IBEW908A	$64.92									
50154459	Maintenance Carpenter Foreman/Woman Light	IBEW901K	$74.26									
50115406	Maintenance Carpenter Foreman/Woman Light Closed Classification	IBEW937G	$74.26									
50154460	Maintenance Carpenter Subforeman/Woman	IBEW887D	$69.90									
50051806	Maintenance Carpenter Subforeman/Woman Closed Classification	IBEW922I	$69.90									
50159375	Maintenance Carpenter with class A	IBEW872D	$66.07									
50116262	Maintenance Carpenter with class A Closed Classification	IBEW908L	$66.07									
50154399	Material Specialist I	IBEW793F	$29.02	$33.46	$37.93	$42.39						
50099003	Material Specialist I Closed Classification	IBEW851N	$34.67	$39.98	$45.29	$50.64						
50154525	Material Specialist I with class A	IBEW793A	$30.17	$34.61	$39.08	$43.54						
50099004	Material Specialist I with class A Closed Classification	IBEW851C	$35.82	$41.13	$46.44	$51.79						
50154527	Material Specialist I with Crane and class A	IBEW793D	$31.17	$35.61	$40.08	$44.54						
50099007	Material Specialist I with Crane and class A Closed Classification	IBEW851A	$36.82	$42.13	$47.44	$52.79						
50154528	Material Specialist I with crane and hazmat	IBEW793E	$31.29	$35.73	$40.20	$44.66						
50099008	Material Specialist I with crane and hazmat Closed Classification	IBEW851B	$36.94	$42.25	$47.56	$52.91						
50154529	Material Specialist I with hazmat	IBEW793B	$30.29	$34.73	$39.20	$43.66						
50099005	Material Specialist I with hazmat Closed Classification	IBEW851H	$35.94	$41.25	$46.56	$51.91						
50154530	Material Specialist II	IBEW912D	$45.49									
50154478	Material Specialist II with class A	IBEW912F	$46.64									
50051787	Material Specialist II Closed Classification	IBEW862I	$53.29									
50051788	Material Specialist II with class A Closed Classification	IBEW862C	$54.44									
50154480	Material Specialist II with Crane and class A	IBEW912P	$47.64									
50099011	Material Specialist II with Crane and class A Closed Classification	IBEW862A	$55.44									
50154481	Material Specialist II with crane and hazmat	IBEW912R	$47.76									
50099012	Material Specialist II with crane and hazmat Closed Classification	IBEW862B	$55.56									
50154482	Material Specialist II with hazmat	IBEW912H	$46.76									
50083234	Material Specialist II with hazmat Closed Classification	IBEW862X	$54.56									
50154483	Material Specialist III	IBEW928D	$58.21									
50052074	Material Specialist III Closed Classification	IBEW878L	$58.21									
50154484	Material Specialist III with class A	IBEW928G	$59.36									
50052075	Material Specialist III with class A Closed Classification	IBEW879A	$59.36									
50154486	Material Specialist III with Crane and class A	IBEW928L	$60.36									
50099013	Material Specialist III with Crane and class A Closed Classification	IBEW879D	$60.36									
50154487	Material Specialist III with crane and hazmat	IBEW928M	$60.48									
50099014	Material Specialist III with crane and hazmat Closed Classification	IBEW898A	$60.48									
50154488	Material Specialist III with hazmat	IBEW928H	$59.48									
50052076	Material Specialist III with hazmat Closed Classification	IBEW879B	$59.48									
50154489	Material Specialist IV	IBEW858B	$61.87									
50052170	Material Specialist IV Closed Classification	IBEW893F	$61.87									
50154490	Material Specialist IV with class A	IBEW858H	$63.02									
50052171	Material Specialist IV with class A Closed Classification	IBEW898C	$63.02									
50154570	Material Specialist IV with Crane and class A	IBEW858N	$64.02									
50099009	Material Specialist IV with crane and class A Closed Classification	IBEW893A	$64.02									
50154571	Material Specialist IV with crane and hazmat	IBEW858P	$64.14									
50099010	Material Specialist IV with crane and hazmat Closed Classification	IBEW893E	$64.14									

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2026 IBEW WAGE SCHEDULE												
Job ID	Classification	Group	2026 - Step 1	2026 - Step 2	2026 - Step 3	2026 - Step 4	2026 - Step 5	2026 - Step 6	2026 - Step 7	2026 - Step 8	2026 - Step 9	2026 - Step 10
50154572	Material Specialist IV with hazmat	IBEW858J	$63.14									
50052172	Material Specialist IV with hazmat Closed Classification	IBEW898X	$63.14									
50154141	Mechanic	IBEW865B	$54.23									
50051791	Mechanic Closed Classification	IBEW884A	$59.23									
50154142	Mechanic with Class A	IBEW865C	$55.38									
50051792	Mechanic with class A Closed Classification	IBEW888G	$60.38									
50154143	Mechanic with hazmat	IBEW865D	$55.50									
50051793	Mechanic with hazmat Closed Classification	IBEW888X	$60.50									
50154165	Mechanical Foreman/Woman Light	IBEW921G	$68.02									
50099904	Mechanical Foreman/Woman Light Closed Classification	IBEW937G	$74.26									
50051796	Meter Technician	IBEW925A	$72.62									
50051797	Meter Technician Apprentice	IBEW912E	$47.20	$50.32	$53.44	$56.54	$59.67	$62.74	$65.87	$68.97		
61000007	Network Assistant	IBEW802G	$34.77	$36.36	$37.95	$39.53						
61000005	Network Assistant W/CL A	IBEW802L	$35.96	$37.55	$39.15	$40.73						
50051839	Network Cable Foreman/Woman Light	IBEW941M	$88.78									
50051841	Network Electrician Foreman/Woman Light	IBEW941M	$88.78									
50051843	Network Electrician Foreman/Woman Light with hazmat	IBEW941X	$90.05									
50051860	Plant Mechanic	IBEW908A	$66.67									
50083241	Plant Mechanic Apprentice	IBEW879E	$43.33	$46.19	$49.07	$51.92	$54.76	$57.62	$60.47	$63.35		
50083242	Plant Mechanic Apprentice with class A	IBEW879H	$44.48	$47.34	$50.22	$53.07	$55.91	$58.77	$61.62	$64.50		
50051861	Plant Mechanic Apprentice with hazmat	IBEW874X	$44.60	$47.46	$50.34	$53.19	$56.03	$58.89	$61.74	$64.62		
50100942	Plant Mechanic Welder	IBEW920A	$70.86									
50051862	Plant Mechanic with class A	IBEW908L	$67.82									
50083240	Plant Mechanic with hazmat	IBEW908X	$67.94									
50154574	Power System Operator Apprentice	IBEW980A	$73.64	$77.88	$82.13	$86.38	$90.63	$94.88	$99.13	$103.37	$107.62	
50154600	Power System Operator Journey	IBEW986A	$113.29									
50051888	Pre-Apprentice Lineman/Woman	IBEW830A	$37.54	$39.26	$42.28	$45.18	$48.32					
50051889	Pre-Apprentice Lineman/Woman with class A	IBEW830L	$38.69	$40.41	$43.43	$46.33	$49.47					
50051890	Pre-Apprentice Lineman/Woman with hazmat	IBEW830X	$38.81	$40.53	$43.55	$46.45	$49.59					
50154604	Revenue Protection Representative (IBEW)	IBEW873N	$56.88	$58.70	$60.77	$63.64						
50051920	Revenue Protection Representative (IBEW) Closed Classification	IBEW903A	$56.88	$58.70	$60.77	$63.64						
50120609	Senior Cable Locator	IBEW888L	$62.82									
50122828	Senior Cable Locator with class A	IBEW888N	$63.97									
50052037	Senior Calibration Technician	IBEW937A	$75.24									
50052040	Senior Custodian	IBEW814A	$41.78									
50159864	Senior Distribution System Operator	IBEW986D	$110.30									
50137575	Senior Electrical Technician	IBEW960B	$92.56									
50164310	Senior High Voltage Test Technician	IBEW941M	$77.20									
50154400	Senior Hydro Operator	IBEW931A	$81.52									
50118747	Senior Hydro Operator Closed Classification	IBEW941B	$81.52									
50122845	Senior Line Inspector	IBEW965R	$96.54									
50052079	Senior Meter Technician	IBEW937A	$77.65									
50085328	Senior Park Maintenance Worker	IBEW814A	$41.78									
50154603	Senior Power System Operator	IBEW990A	$111.22									
50052107	Senior Telecommunications Technician	IBEW939B	$78.33									

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2026 IBEW WAGE SCHEDULE												
Job ID	Classification	Group	2026 - Step 1	2026 - Step 2	2026 - Step 3	2026 - Step 4	2026 - Step 5	2026 - Step 6	2026 - Step 7	2026 - Step 8	2026 - Step 9	2026 - Step 10
50154498	Senior Telephone Technician	IBEW922G	$68.92									
50100561	Senior Telephone Technician Closed Classification	IBEW939B	$76.79									
50052109	Senior Tool Repairer	IBEW901A	$62.89									
50052114	Senior Troubleshooter	IBEW976D	$102.76									
50154166	Senior Vehicle Mechanic	IBEW874B	$60.82									
50083253	Senior Vehicle Mechanic Closed Classification	IBEW887A	$60.82									
50154167	Senior Vehicle Mechanic with class A	IBEW874D	$61.97									
50052115	Senior Vehicle Mechanic with class A Closed Classification	IBEW887L	$61.97									
50154168	Senior Vehicle Mechanic with hazmat	IBEW874E	$62.09									
50052116	Senior Vehicle Mechanic with hazmat Closed Classification	IBEW887X	$62.09									
50167601	Shift Power System Operator Apprentice	IBEW980B	$73.63	$77.41	$81.18	$84.96	$88.74	$92.52	$96.29	$100.07	$103.84	$107.62
50167601	Shift Power System Operator Apprentice	IBEW980B	$73.63	$77.41	$81.18	$84.96	$88.74	$92.52	$96.29	$100.07	$103.84	$107.62
50167434	Shift Power System Operator Journey	IBEW988B	$113.29									
50167434	Shift Power System Operator Journey	IBEW988B	$113.29									
50154602	Shift Senior Power System Operator	IBEW990B	$119.01									
50154602	Shift Senior Power System Operator	IBEW990B	$119.01									
50151393	Station Recorder Closed Classification	IBEW872I	$55.61									
50052118	Station Recorder Closed Classification 1//	IBEW861C	$35.59	$37.22	$47.95	$50.00	$53.12					
50091428	Substation Construction Foreman/Woman	IBEW945A	$87.22									
50091429	Substation Construction Foreman/Woman with class A 1//	IBEW942E	$88.37									
50091430	Substation Construction Foreman/Woman with hazmat	IBEW945X	$88.49									
61000006	Substation Electrical Inspector	IBEW940A	$83.09									
50051929	Substation Foreman/Woman,Light	IBEW940A	$83.09									
50051930	Substation Foreman/Woman,Light with class A	IBEW940B	$84.24									
50051931	Substation Foreman/Woman,Light with hazmat	IBEW940C	$84.36									
50165789	Substation Maintenance Worker I	IBEW861A	$43.59	$45.78								
50125721	Substation Maintenance Worker II	IBEW861B	$48.05	$50.46	$52.97	$55.61						
50051932	Substation SubForeman/Woman	IBEW936D	$78.19									
50051933	Substation Subforeman/Woman with class A	IBEW936E	$79.34									
50051934	Substation Subforeman/Woman with hazmat	IBEW936F	$79.46									
50154313	Telecommunications Technician Apprentice	IBEW845A	$43.07	$47.06	$51.02	$55.00	$58.98	$62.95				
50083255	Telecommunications Technician Apprentice Closed Classification	IBEW921A	$48.00	$52.44	$56.89	$61.26	$65.71	$70.15				
50052125	Telecommunications Technician Closed Classification	IBEW928I	$73.83									
50154499	Telecommunications Technician I	IBEW915A	$66.26									
50161055	Telecommunications Technician II	IBEW928I	$73.83									
50154625	Telephone Technician	IBEW915A	$64.96									
50154626	Telephone Technician Apprentice	IBEW845A	$42.22	$46.13	$50.02	$53.92	$57.82	$61.71				
50100562	Telephone Technician Apprentice Closed Classification	IBEW921A	$47.06	$51.41	$55.78	$60.06	$64.42	$68.78				
50100560	Telephone Technician Closed Classification	IBEW928I	$72.38									
50052131	Tool Repairer	IBEW874G	$50.29	$51.92	$53.80	$56.45						
50052132	Tool Repairer with class A	IBEW874M	$51.44	$53.07	$54.95	$57.60						
50052133	Tool Repairer with hazmat	IBEW874Z	$51.56	$53.19	$55.07	$57.72						
50086933	Tool Room Foreman/Woman	IBEW936A	$74.09									
50052134	Troubleshooter	IBEW941R	$90.74									
50093281	Troubleshooter with class A	IBEW941D	$91.89									

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2026 IBEW WAGE SCHEDULE												
Job ID	Classification	Group	2026 - Step 1	2026 - Step 2	2026 - Step 3	2026 - Step 4	2026 - Step 5	2026 - Step 6	2026 - Step 7	2026 - Step 8	2026 - Step 9	2026 - Step 10
50151422	Utility Assistant	IBEW785A	$21.30	$24.36								
50083807	Utility Compliance Specialist	IBEW828G	$36.51	$38.18	$41.10	$43.92	$47.03					
50151322	Utility Compliance Specialist 1//	IBEW872L	$59.78									
50151392	Utility Compliance Specialist Closed Classification	IBEW872I	$58.39									
50166507	Utility Compliance Specialist II	IBEW919J	$49.46									
50052154	Utility Crew Foreman/Woman with hazmat	IBEW888X	$60.50									
50052155	Utility Worker I	IBEW802G	$34.77	$36.36	$37.95	$39.53						
50052156	Utility Worker I with class A	IBEW802L	$35.92	$37.51	$39.10	$40.68						
50052157	Utility Worker I with hazmat	IBEW802X	$36.04	$37.63	$39.22	$40.80						
50163854	Utility Worker II	IBEW814A	$41.78									
50116120	Utility Worker III	IBEW816H	$36.87	$38.33	$40.00	$41.63	$43.41					
50154631	Vegetation Management Specialist with class A	IBEW878H	$58.26									
50150005	Vegetation Management Specialist With class A Closed Classification	IBEW901L	$64.04									
50154627	Vegetation Work Planner	IBEW878G	$57.11									
50052143	Vegetation Work Planner Closed Classification	IBEW901A	$62.89									
50154628	Vegetation Work Planner with class A	IBEW878H	$58.26									
50052144	Vegetation Work Planner with class A Closed Classification	IBEW901L	$64.04									
50154630	Vegetation Work Planner with hazmat	IBEW878J	$58.38									
50052145	Vegetation Work Planner with hazmat Closed Classification	IBEW901X	$64.16									
50052158	Vehicle Attendant	IBEW816G	$38.16	$39.76	$41.54	$43.27	$45.14					
50083257	Vehicle Attendant with class A	IBEW817B	$39.31	$40.91	$42.69	$44.42	$46.29					
50052159	Vehicle Attendant with hazmat	IBEW817X	$39.43	$41.03	$42.81	$44.54	$46.41					
50099030	Vehicle Maintenance Aide	IBEW790A	$27.95	$34.51								
50052164	Vehicle Maintenance Aide with class A	IBEW790L	$29.10	$35.66								
50052165	Vehicle Maintenance Aide with hazmat	IBEW790X	$29.22	$35.78								
50154169	Vehicle Mechanic	IBEW858A	$57.16									
50154049	Vehicle Mechanic Apprentice with hazmat	IBEW851D	$38.43	$40.87	$43.34	$45.79	$48.23	$50.68	$53.14	$55.58		
50052161	Vehicle Mechanic Apprentice with hazmat Closed Classification	IBEW866X	$38.43	$40.87	$43.34	$45.79	$48.23	$50.68	$53.14	$55.58		
50052160	Vehicle Mechanic Closed Classification	IBEW874C	$57.16									
50168478	Vehicle Mechanic Welder	IBEW851I	$59.97									
50154213	Vehicle Mechanic Welder Apprentice with class A	IBEW851F	$39.90	$42.45	$45.08	$47.71	$50.35	$52.94	$55.55	$58.14		
50125306	Vehicle Mechanic Welder Apprentice with class A Closed Classification	IBEW888A	$39.90	$42.45	$45.08	$47.71	$50.35	$52.94	$55.55	$58.14		
50154214	Vehicle Mechanic Welder Apprentice with hazmat	IBEW851K	$39.94	$42.49	$45.13	$47.74	$50.35	$52.97	$55.58	$58.17		
50125304	Vehicle Mechanic Welder Apprentice with hazmat Closed Classification	IBEW888B	$39.94	$42.49	$45.13	$47.74	$50.35	$52.97	$55.58	$58.17		
50154218	Vehicle Mechanic Welder with class A	IBEW874A	$61.12									
50052166	Vehicle Mechanic Welder with class A Closed Classification	IBEW888G	$61.12									
50154219	Vehicle Mechanic Welder with hazmat	IBEW872H	$61.24									
50052167	Vehicle Mechanic Welder with hazmat Closed Classification	IBEW888X	$61.24									
50154225	Vehicle Mechanic with class A	IBEW858D	$58.31									
50052162	Vehicle Mechanic with class A Closed Classification	IBEW878A	$58.31									
50154240	Vehicle Mechanic with hazmat	IBEW858K	$58.43									
50052163	Vehicle Mechanic with hazmat Closed Classification	IBEW878X	$58.43									

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2027 IBEW WAGE SCHEDULE												
Job ID	Classification	Group	2027 - Step 1	2027 - Step 2	2027 - Step 3	2027 - Step 4	2027 - Step 5	2027 - Step 6	2027 - Step 7	2027 - Step 8	2027 - Step 9	2027 - Step 10
50051564	Body Fender Mechanic	IBEW884A	$61.51									
50051586	Cable Locator	IBEW873G	$55.11	$56.27	$57.87	$59.35	$60.46					
50051584	Cable Locator with class A	IBEW873M	$56.26	$57.42	$59.02	$60.50	$61.61					
50051585	Cable Locator with Hazmat	IBEW873X	$56.38	$57.54	$59.14	$60.62	$61.73					
50165732	Cable Splicer Construction Foreman/Woman	IBEW941I	$102.20									
50167676	Cable Splicer Construction Foreman/Woman with class A	IBEW941F	$103.35									
50051574	Cable Splicer/Electrician	IBEW923K	$86.07									
50083188	Cable Splicer/Electrician Apprentice	IBEW909A	$55.98	$59.15	$62.38	$65.62	$68.90	$72.13	$75.28	$78.55	$81.74	
50051575	Cable Splicer/Electrician Apprentice with class A	IBEW909B	$57.13	$60.30	$63.53	$66.77	$70.05	$73.28	$76.43	$79.70	$82.89	
50051579	Cable Splicer/Electrician Apprentice with hazmat	IBEW909C	$57.25	$60.42	$63.65	$66.89	$70.17	$73.40	$76.55	$79.82	$83.01	
50051844	Cable Splicer/Electrician Foreman/Woman	IBEW937D	$92.70									
50051577	Cable Splicer/Electrician Foreman/Woman Light	IBEW942A	$96.98									
50051578	Cable Splicer/Electrician Foreman/Woman Light with class A	IBEW942L	$98.13									
50051576	Cable Splicer/Electrician with Class A	IBEW923L	$87.22									
50051583	Calibration Technician	IBEW925A	$73.08									
50051599	Civil Maintenance Foreman/Woman light	IBEW937G	$77.12									
50051600	Civil Maintenance Foreman/Woman light with class A	IBEW937L	$78.27									
50051601	Civil Maintenance Foreman/Woman light with hazmat	IBEW937X	$78.39									
50051587	Combustible Turbine Foreman/Woman	IBEW945B	$82.10									
50051588	Combustible Turbine Technician	IBEW917A	$70.55									
50051610	Crafts Helper	IBEW828G	$37.73	$39.46	$42.48	$45.39	$48.61					
50083191	Crafts Helper with class A	IBEW828L	$38.88	$40.61	$43.63	$46.54	$49.76					
50051611	Crafts Helper with hazmat	IBEW828X	$39.00	$40.73	$43.75	$46.66	$49.88					
50051617	Custodian Closed Classification	IBEW800G	$35.55	$37.13	$38.84	$40.63						
50051628	Distribution System Operator I	IBEW928J	$83.23	$85.32	$87.52	$89.81	$92.09	$94.44	$96.80	$99.39	$101.90	
50051629	Distribution System Operator II	IBEW992D	$107.02									
50051653	Electrical Technician	IBEW937E	$89.57									
50089229	Electrical Technician Apprentice	IBEW928B	$58.14	$61.61	$64.93	$68.28	$71.67	$75.06	$78.36	$81.74	$85.08	
50051654	Electrical Technician Apprentice with hazmat	IBEW928C	$59.41	$62.88	$66.20	$69.55	$72.94	$76.33	$79.63	$83.01	$86.35	
50092679	Electrical Technician Foreman/Woman Light	IBEW970A	$102.48									
50099277	Electrical Technician Foreman/Woman Light On Call	IBEW970O	$104.46									
50092739	Electrical Technician Foreman/Woman With class A	IBEW970M	$103.69									
50092740	Electrical Technician Foreman/Woman With hazmat	IBEW970N	$103.81									
50091431	Electrical Technician Subforeman/Woman	IBEW937F	$96.50									
50120394	Electrical Test & Repair Specialist	IBEW939A	$90.57									
50051647	Electrician	IBEW916A	$70.04									
50051648	Electrician Apprentice	IBEW880A	$45.53	$48.57	$51.51	$54.52	$57.53	$60.54	$63.48	$66.52		
50051649	Electrician Apprentice with class A	IBEW880L	$46.68	$49.72	$52.66	$55.67	$58.68	$61.69	$64.63	$67.67		
50051650	Electrician Apprentice with hazmat	IBEW880X	$46.80	$49.84	$52.78	$55.79	$58.80	$61.81	$64.75	$67.79		
50099538	Electrician Foreman/Woman Light	IBEW941M	$80.17									
50099539	Electrician Foreman/Woman Light With class A	IBEW941L	$81.32									
50099540	Electrician Foreman/Woman Light With hazmat	IBEW941X	$81.44									
50051651	Electrician with class A	IBEW916L	$71.19									
50133656	Electrician with hazmat	IBEW916X	$71.31									
50051659	Equipment Operator	IBEW858L	$54.88									

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2027 IBEW WAGE SCHEDULE												
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50051660	Equipment Operator with class A	IBEW864A	$56.03									
50051661	Equipment Operator with hazmat	IBEW864X	$56.15									
50099209	Facilities Custodian	IBEW792A	$27.70	$29.79	$32.19	$34.64						
50051842	Facilities Electrical Foreman/Woman Light with class A	IBEW941L	$81.32									
50117605	Facilities Electrician Foreman/Woman Light	IBEW941M	$80.17									
50159122	Facilities Stationary Engineer Apprentice	IBEW851J	$37.24	$39.40	$41.52	$43.68	$45.82	$47.96	$50.12	$52.25	$54.44	
50159123	Facilities Stationary Engineer Apprentice Closed Classification	IBEW879F	$43.81	$46.36	$48.86	$51.42	$53.93	$56.46	$59.00	$61.50	$64.06	
50159124	Facilities Stationary Engineer Foremen/Woman Light	IBEW937G	$77.12									
50159225	Facilities Stationary Engineer I	IBEW872G	$57.29									
50159226	Facilities Stationary Engineer II	IBEW908A	$67.42									
50052152	Facilities Utility Crew Foreman/Woman	IBEW919M	$51.26									
50168952	Facilities Utility Crew Foreman/Woman Closed Classification	IBEW863M	$59.69									
50168954	Facilities Utility Crew Foreman/Woman with hazmat	IBEW919N	$52.53									
50168953	Facilities Utility Crew Foreman/Woman with hazmat Closed Classification	IBEW863N	$60.96									
50093182	Fault Locator	IBEW941H	$81.63									
50093183	Fault Locator with class A	IBEW941J	$82.78									
50101800	Field Support Technician with class A	IBEW888C	$58.15	$59.61	$61.12	$62.62						
50154335	Gardener	IBEW877J	$42.11	$43.18	$44.08							
50051700	Gardener Closed Classification	IBEW848G	$49.26	$50.49	$51.51							
50154336	Gardener with class A	IBEW877K	$43.26	$44.33	$45.23							
50051701	Gardener with class A Closed Classification	IBEW848L	$50.41	$51.64	$52.66							
50154337	Gardener with hazmat	IBEW877L	$43.38	$44.45	$45.35							
50051702	Gardener with hazmat Closed Classification	IBEW848X	$50.53	$51.76	$52.78							
50097100	Gas Control Technician	IBEW924A	$76.44									
50124993	Gas Control Technician Apprentice	IBEW912E	$49.83	$53.11	$56.41	$59.68	$62.99	$66.23	$69.53	$72.80		
50113669	Gas Control Technician with class A	IBEW924L	$77.59									
50051690	Gas Pipeline Fieldperson	IBEW873G	$54.19	$55.33	$56.90	$58.35	$59.45					
50052175	Hazard Waste Foreman/Woman Light	IBEW912G	$71.34									
50052176	Hazard Waste Foreman/Woman Light with class A	IBEW915B	$72.49									
50055201	Hazard Waste Technician	IBEW874H	$36.70	$38.34	$51.52	$52.22	$53.93	$55.67	$57.69	$60.53		
50119981	Hazard Waste Technician On Call	IBEW886A	$63.63									
50083169	Hazard Waste Technician with class A	IBEW878A	$61.67									
50052177	Hazardous Waste Foreman/Woman Light with hazmat	IBEW915X	$72.61									
50052178	Hazardous Waste Technician with hazmat	IBEW878X	$61.80									
50154338	Head Gardener	IBEW919D	$47.45									
50051703	Head Gardener Closed Classification	IBEW863A	$55.50									
50154339	Head Gardener with class A	IBEW919F	$48.60									
50051704	Head Gardener with class A Closed Classification	IBEW863L	$56.65									
50154340	Head Gardener with hazmat	IBEW919G	$48.72									
50051705	Head Gardener with hazmat Closed Classification	IBEW863X	$56.77									
50083171	Heavy Duty Equipment Operator	IBEW893F	$65.86									
50051706	Heavy Duty Equipment Operator Apprentice	IBEW877A	$42.80	$45.60	$48.46	$51.27	$54.06	$56.90	$59.70	$62.54		
50092744	Heavy Duty Equipment Operator Foreman/Woman Light	IBEW922L	$75.31									
50099278	Heavy Duty Equipment Operator Foreman/Woman Light On Call	IBEW937G	$79.04									
50092746	Heavy Duty Equipment Operator Foreman/Woman light with class A	IBEW923A	$76.46									

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2027 IBEW WAGE SCHEDULE												
Job ID	Classification	Group	2027 - Step 1	2027 - Step 2	2027 - Step 3	2027 - Step 4	2027 - Step 5	2027 - Step 6	2027 - Step 7	2027 - Step 8	2027 - Step 9	2027 - Step 10
50092747	Heavy Duty Equipment Operator Foreman/Woman light with hazmat	IBEW923B	$76.58									
50051707	Heavy Duty Equipment Operator with class A	IBEW898E	$67.01									
50051708	Heavy Duty Equipment Operator with class hazmat	IBEW898X	$67.13									
51000003	High Voltage Electrician	IBEW921H	$77.65									
51000000	High Voltage Electrician Apprentice	IBEW918A	$50.47	$53.83	$57.11	$60.44	$63.79	$67.13	$70.38	$73.75		
51000001	High Voltage Electrician Apprentice with Class A	IBEW918B	$51.62	$54.98	$58.26	$61.59	$64.94	$68.28	$71.53	$74.90		
51000002	High Voltage Electrician Apprentice with Hazmat	IBEW918C	$51.74	$55.10	$58.38	$61.71	$65.06	$68.40	$71.65	$75.02		
51000004	High Voltage Electrician with Class A	IBEW925D	$78.80									
51000005	High Voltage Electrician with Hazmat	IBEW925E	$78.92									
61000001	High Voltage Test Apprentice	IBEW918A	$47.11	$50.25	$53.31	$56.42	$59.55	$62.66	$65.70	$68.85		
50099375	High Voltage Test Technician	IBEW921E	$72.03									
50051712	Hydro Electrician Foreman/Woman Light	IBEW940A	$88.88									
50099279	Hydro Electrician Foreman/Woman Light On Call	IBEW941C	$90.17									
50051713	Hydro Electrician Foreman/Woman Light with class A	IBEW940B	$90.03									
50051714	Hydro Electrician Foreman/Woman Light with hazmat	IBEW940C	$90.15									
50099894	Hydro Electrician Operator Foreman/Woman Light	IBEW945B	$87.95									
50051735	Hydro Field Technician	IBEW915A	$67.46									
50098810	Hydro Field Technician Foreman/Woman Light	IBEW939B	$79.75									
50098811	Hydro Field Technician Foreman/Woman Light with class A	IBEW939F	$80.90									
50098809	Hydro Field Technician Foreman/Woman Light with hazmat	IBEW939H	$81.02									
50051736	Hydro Field Technician with class A	IBEW915F	$68.61									
50051737	Hydro Field Technician with hazmat	IBEW915H	$68.73									
50051720	Hydro Mechanic Foreman/Woman Light	IBEW937G	$80.82									
50099281	Hydro Mechanic Foreman/Woman Light On Call	IBEW939A	$85.60									
50051721	Hydro Mechanic Foreman/Woman Light with class A	IBEW937L	$81.97									
50051722	Hydro Mechanic Foreman/Woman Light with hazmat	IBEW937X	$82.09									
50154344	Hydro Operator	IBEW917C	$80.53									
50154345	Hydro Operator Apprentice	IBEW820B	$52.36	$55.81	$59.24	$62.70	$66.17	$69.59	$73.05	$77.65		
50083173	Hydro Operator Apprentice Closed Classification	IBEW919A	$52.36	$55.81	$59.24	$62.70	$66.17	$69.59	$73.05	$77.65		
50154346	Hydro Operator Apprentice with class A	IBEW820C	$53.51	$56.96	$60.39	$63.85	$67.32	$70.74	$74.20	$78.80		
50094281	Hydro Operator Apprentice with class A Closed Classification	IBEW919B	$53.51	$56.96	$60.39	$63.85	$67.32	$70.74	$74.20	$78.80		
50154347	Hydro Operator Apprentice with hazmat	IBEW919H	$53.63	$57.08	$60.51	$63.97	$67.44	$70.86	$74.32	$78.92		
50051724	Hydro Operator Apprentice with hazmat Closed Classification	IBEW919C	$53.63	$57.08	$60.51	$63.97	$67.44	$70.86	$74.32	$78.92		
50051723	Hydro Operator Closed Classification	IBEW927F	$80.53									
50154348	Hydro Operator Foreman/Woman	IBEW941A	$96.28									
50114860	Hydro Operator Foreman/Woman Closed Classification	IBEW970B	$96.28									
50154349	Hydro Operator Foreman/Woman with class A	IBEW941G	$97.43									
50114911	Hydro Operator Foreman/Woman with class A Closed Classification	IBEW970L	$97.43									
50051725	Hydro Operator with class A	IBEW928A	$81.68									
50051727	Hydro Overhaul Foreman/Woman	IBEW945B	$87.95									
50160050	Hydro Stationary Engineer Apprentice	IBEW851J	$37.24	$39.40	$41.52	$43.68	$45.82	$47.96	$50.12	$52.25	$54.44	
50160051	Hydro Stationary Engineer I	IBEW872G	$57.29									
50160052	Hydro Stationary Engineer II	IBEW908A	$67.42									
50164138	Hydro Stationary Engineer II with Class C-Hazmat	IBEW908K	$68.20									
50160026	Hydro Stationary Engineer II with hazmat	IBEW908X	$68.69									

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2027 IBEW WAGE SCHEDULE												
Job ID	Classification	Group	2027 - Step 1	2027 - Step 2	2027 - Step 3	2027 - Step 4	2027 - Step 5	2027 - Step 6	2027 - Step 7	2027 - Step 8	2027 - Step 9	2027 - Step 10
50160200	Hydro Stationary Engineer Subforeman/Woman	IBEW922I	$72.59									
50160053	Hydro Stationary Engineer Subforeman/Woman Light	IBEW937G	$77.12									
50051743	Instructor	IBEW938A	$79.51									
50162418	Lead Distribution System Operator	IBEW984D	$112.38									
61000002	Lead Telecomm Technician	IBEW933A	$86.55									
50051760	Lead Tool Repairer	IBEW922I	$72.59									
50165758	Lead Utility Compliance Specialist	IBEW828K	$55.68									
50154184	Lead Vehicle Mechanic	IBEW888D	$67.28									
50051761	Lead Vehicle Mechanic Closed Classification	IBEW904B	$67.28									
50154185	Lead Vehicle Mechanic with class A	IBEW888F	$68.43									
50051762	Lead Vehicle Mechanic with class A Closed Classification	IBEW909D	$68.43									
50154186	Lead Vehicle Mechanic with hazmat	IBEW888H	$68.55									
50051763	Lead Vehicle Mechanic with hazmat Closed Classification	IBEW909X	$68.55									
50164311	Lead Vehicle Mechanic with hazmat Fresh Pond	IBEW904A	$73.27									
50164525	Lead Vehicle Mechanic with hazmat Fresh Pond Closed Classification	IBEW922A	$73.27									
50083472	Line Construction Foreman/Woman	IBEW976D	$109.92									
50083473	Line Construction Foreman/Woman with class A	IBEW976C	$111.07									
50083474	Line Construction Foreman/Woman with hazmat	IBEW976X	$111.19									
50154187	Line Equipment Operator Assistant with class A	IBEW795A	$38.64	$40.36	$43.37	$46.26	$49.40					
50128409	Line Equipment Operator Assistant with class A Closed Classification	IBEW830L	$38.64	$40.36	$43.37	$46.26	$49.40					
50154188	Line Equipment Operator with class A	IBEW862D	$67.01									
50106535	Line Equipment Operator with class A Closed Classification	IBEW898B	$67.01									
50169850	Line Equipment Operator with Crane and class A	IBEW862G	$68.01									
50169884	Line Equipment Operator with Crane and class A Closed Classification	IBEW898D	$68.01									
50169852	Line Equipment Operator with Crane and hazmat	IBEW862F	$68.13									
50154140	Line Equipment Operator with hazmat	IBEW862E	$67.13									
50108451	Line Equipment Operator with hazmat Closed Classification	IBEW862H	$67.13									
50051767	Line Foreman/Woman Light	IBEW965R	$103.26									
50051768	Line Foreman/Woman Light with class A	IBEW965C	$104.41									
50142318	Line Inspector I	IBEW933A	$90.89									
50156652	Line Inspector I with class A	IBEW933C	$92.04									
50108831	Line Inspector II	IBEW941R	$97.06									
50114932	Line Inspector II with class A	IBEW941D	$98.21									
50051770	Line Sub Foreman/Woman	IBEW941R	$97.06									
50051771	Line Sub Foreman/Woman with class A	IBEW941D	$98.21									
50083463	Lineman/Woman	IBEW933A	$90.89									
50083460	Lineman/Woman Apprentice	IBEW922R	$59.10	$62.98	$66.87	$70.78	$74.62	$78.54	$82.46	$86.35		
50083461	Lineman/Woman Apprentice with class A	IBEW922C	$60.25	$64.13	$68.02	$71.93	$75.77	$79.69	$83.61	$87.50		
50083462	Lineman/Woman Apprentice with hazmat	IBEW922Z	$60.37	$64.25	$68.14	$72.05	$75.89	$79.81	$83.73	$87.62		
50083464	Lineman/Woman with class A	IBEW933C	$92.04									
50083465	Lineman/Woman with hazmat	IBEW933X	$92.16									
50136767	Lineman/Woman with helicopter	IBEW933Y	$95.43									
50154416	Maintenance Carpenter	IBEW865A	$67.42									
50154417	Maintenance Carpenter Apprentice	IBEW851E	$43.81									
50083233	Maintenance Carpenter Apprentice Close Classification	IBEW879F	$43.81									

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2027 IBEW WAGE SCHEDULE												
Job ID	Classification	Group	2027 - Step 1	2027 - Step 2	2027 - Step 3	2027 - Step 4	2027 - Step 5	2027 - Step 6	2027 - Step 7	2027 - Step 8	2027 - Step 9	2027 - Step 10
50051805	Maintenance Carpenter Closed Classification	IBEW908A	$67.42									
50154459	Maintenance Carpenter Foreman/Woman Light	IBEW901K	$77.12									
50115406	Maintenance Carpenter Foreman/Woman Light Closed Classification	IBEW937G	$77.12									
50154460	Maintenance Carpenter Subforeman/Woman	IBEW887D	$72.59									
50051806	Maintenance Carpenter Subforeman/Woman Closed Classification	IBEW922I	$72.59									
50159375	Maintenance Carpenter with class A	IBEW872D	$68.57									
50116262	Maintenance Carpenter with class A Closed Classification	IBEW908L	$68.57									
50154399	Material Specialist I	IBEW793F	$30.14	$34.74	$39.39	$44.02						
50099003	Material Specialist I Closed Classification	IBEW851N	$36.00	$41.52	$47.04	$52.59						
50154525	Material Specialist I with class A	IBEW793A	$31.29	$35.89	$40.54	$45.17						
50099004	Material Specialist I with class A Closed Classification	IBEW851C	$37.15	$42.67	$48.19	$53.74						
50154527	Material Specialist I with Crane and class A	IBEW793D	$32.29	$36.89	$41.54	$46.17						
50099007	Material Specialist I with Crane and class A Closed Classification	IBEW851A	$38.15	$43.67	$49.19	$54.74						
50154528	Material Specialist I with crane and hazmat	IBEW793E	$32.41	$37.01	$41.66	$46.29						
50099008	Material Specialist I with crane and hazmat Closed Classification	IBEW851B	$38.27	$43.79	$49.31	$54.86						
50154529	Material Specialist I with hazmat	IBEW793B	$31.41	$36.01	$40.66	$45.29						
50099005	Material Specialist I with hazmat Closed Classification	IBEW851H	$37.27	$42.79	$48.31	$53.86						
50154530	Material Specialist II	IBEW912D	$47.24									
50154478	Material Specialist II with class A	IBEW912F	$48.39									
50051787	Material Specialist II Closed Classification	IBEW862I	$55.34									
50051788	Material Specialist II with class A Closed Classification	IBEW862C	$56.49									
50154480	Material Specialist II with Crane and class A	IBEW912P	$49.39									
50099011	Material Specialist II with Crane and class A Closed Classification	IBEW862A	$57.49									
50154481	Material Specialist II with crane and hazmat	IBEW912R	$49.51									
50099012	Material Specialist II with crane and hazmat Closed Classification	IBEW862B	$57.61									
50154482	Material Specialist II with hazmat	IBEW912H	$48.51									
50083234	Material Specialist II with hazmat Closed Classification	IBEW862X	$56.61									
50154483	Material Specialist III	IBEW928D	$60.45									
50052074	Material Specialist III Closed Classification	IBEW878L	$60.45									
50154484	Material Specialist III with class A	IBEW928G	$61.60									
50052075	Material Specialist III with class A Closed Classification	IBEW879A	$61.60									
50154486	Material Specialist III with Crane and class A	IBEW928L	$62.60									
50099013	Material Specialist III with Crane and class A Closed Classification	IBEW879D	$62.60									
50154487	Material Specialist III with crane and hazmat	IBEW928M	$62.72									
50099014	Material Specialist III with crane and hazmat Closed Classification	IBEW898A	$62.72									
50154488	Material Specialist III with hazmat	IBEW928H	$61.72									
50052076	Material Specialist III with hazmat Closed Classification	IBEW879B	$61.72									
50154489	Material Specialist IV	IBEW858B	$64.25									
50052170	Material Specialist IV Closed Classification	IBEW893F	$64.25									
50154490	Material Specialist IV with class A	IBEW858H	$65.40									
50052171	Material Specialist IV with class A Closed Classification	IBEW898C	$65.40									
50154570	Material Specialist IV with Crane and class A	IBEW858N	$66.40									
50099009	Material Specialist IV with crane and class A Closed Classification	IBEW893A	$66.40									
50154571	Material Specialist IV with crane and hazmat	IBEW858P	$66.52									
50099010	Material Specialist IV with crane and hazmat Closed Classification	IBEW893E	$66.52									

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50154572	Material Specialist IV with hazmat	IBEW858J	$65.52									
50052172	Material Specialist IV with hazmat Closed Classification	IBEW898X	$65.52									
50154141	Mechanic	IBEW865B	$56.32									
50051791	Mechanic Closed Classification	IBEW884A	$61.51									
50154142	Mechanic with Class A	IBEW865C	$57.47									
50051792	Mechanic with class A Closed Classification	IBEW888G	$62.66									
50154143	Mechanic with hazmat	IBEW865D	$57.59									
50051793	Mechanic with hazmat Closed Classification	IBEW888X	$62.78									
50154165	Mechanical Foreman/Woman Light	IBEW921G	$70.64									
50099904	Mechanical Foreman/Woman Light Closed Classification	IBEW937G	$77.12									
50051796	Meter Technician	IBEW925A	$77.23									
50051797	Meter Technician Apprentice	IBEW912E	$50.19	$53.51	$56.83	$60.13	$63.46	$66.72	$70.04	$73.34		
61000007	Network Assistant	IBEW802G	$36.11	$37.76	$39.41	$41.05						
61000005	Network Assistant W/CL A	IBEW802L	$37.34	$39.00	$40.65	$42.29						
50051839	Network Cable Foreman/Woman Light	IBEW941M	$92.20									
50051841	Network Electrician Foreman/Woman Light	IBEW941M	$92.20									
50051843	Network Electrician Foreman/Woman Light with hazmat	IBEW941X	$93.47									
50051860	Plant Mechanic	IBEW908A	$70.66									
50083241	Plant Mechanic Apprentice	IBEW879E	$45.92	$48.96	$52.00	$55.02	$58.03	$61.07	$64.09	$67.14		
50083242	Plant Mechanic Apprentice with class A	IBEW879H	$47.07	$50.11	$53.15	$56.17	$59.18	$62.22	$65.24	$68.29		
50051861	Plant Mechanic Apprentice with hazmat	IBEW874X	$47.19	$50.23	$53.27	$56.29	$59.30	$62.34	$65.36	$68.41		
50100942	Plant Mechanic Welder	IBEW920A	$75.10									
50051862	Plant Mechanic with class A	IBEW908L	$71.81									
50083240	Plant Mechanic with hazmat	IBEW908X	$71.93									
50154574	Power System Operator Apprentice	IBEW980A	$76.48	$80.88	$85.30	$89.71	$94.12	$98.53	$102.94	$107.35	$111.77	
50154600	Power System Operator Journey	IBEW986A	$117.65									
50051888	Pre-Apprentice Lineman/Woman	IBEW830A	$40.15	$42.00	$45.22	$48.33	$51.68					
50051889	Pre-Apprentice Lineman/Woman with class A	IBEW830L	$41.30	$43.15	$46.37	$49.48	$52.83					
50051890	Pre-Apprentice Lineman/Woman with hazmat	IBEW830X	$41.42	$43.27	$46.49	$49.60	$52.95					
50154604	Revenue Protection Representative (IBEW)	IBEW873N	$59.07	$60.96	$63.11	$66.09						
50051920	Revenue Protection Representative (IBEW) Closed Classification	IBEW903A	$59.07	$60.96	$63.11	$66.09						
50120809	Senior Cable Locator	IBEW888L	$65.24									
50122828	Senior Cable Locator with class A	IBEW888N	$66.39									
50052037	Senior Calibration Technician	IBEW937A	$78.14									
50052040	Senior Custodian	IBEW814A	$43.39									
50159864	Senior Distribution System Operator	IBEW986D	$117.98									
50137575	Senior Electrical Technician	IBEW960B	$99.01									
50164310	Senior High Voltage Test Technician	IBEW941M	$80.17									
50154400	Senior Hydro Operator	IBEW931A	$86.99									
50118747	Senior Hydro Operator Closed Classification	IBEW941B	$86.99									
50122845	Senior Line Inspector	IBEW965R	$103.26									
50052079	Senior Meter Technician	IBEW937A	$82.57									
50085328	Senior Park Maintenance Worker	IBEW814A	$43.39									
50154603	Senior Power System Operator	IBEW990A	$115.50									
50052107	Senior Telecommunications Technician	IBEW939B	$81.35									

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50154498	Senior Telephone Technician	IBEW922G	$71.57									
50100561	Senior Telephone Technician Closed Classification	IBEW939B	$79.75									
50052109	Senior Tool Repairer	IBEW901A	$65.31									
50052114	Senior Troubleshooter	IBEW976D	$109.92									
50154166	Senior Vehicle Mechanic	IBEW874B	$63.16									
50083253	Senior Vehicle Mechanic Closed Classification	IBEW887A	$63.16									
50154167	Senior Vehicle Mechanic with class A	IBEW874D	$64.31									
50052115	Senior Vehicle Mechanic with class A Closed Classification	IBEW887L	$64.31									
50154168	Senior Vehicle Mechanic with hazmat	IBEW874E	$64.43									
50052116	Senior Vehicle Mechanic with hazmat Closed Classification	IBEW887X	$64.43									
50167601	Shift Power System Operator Apprentice	IBEW980B	$76.46	$80.39	$84.31	$88.23	$92.16	$96.08	$100.00	$103.92	$107.84	$111.76
50167601	Shift Power System Operator Apprentice	IBEW980B	$76.46	$80.39	$84.31	$88.23	$92.16	$96.08	$100.00	$103.92	$107.84	$111.76
50167434	Shift Power System Operator Journey	IBEW986B	$117.65									
50167434	Shift Power System Operator Journey	IBEW986B	$117.65									
50154602	Shift Senior Power System Operator	IBEW990B	$123.59									
50154602	Shift Senior Power System Operator	IBEW990B	$123.59									
50151393	Station Recorder Closed Classification	IBEW872I	$57.75									
50052118	Station Recorder Closed Classification 1//	IBEW861C	$36.96	$38.65	$49.80	$51.93	$55.17					
50091428	Substation Construction Foreman/Woman	IBEW945A	$93.30									
50091429	Substation Construction Foreman/Woman with class A 1//	IBEW942E	$94.45									
50091430	Substation Construction Foreman/Woman with hazmat	IBEW945X	$94.57									
61000006	Substation Electrical Inspector	IBEW940A	$88.88									
50051929	Substation Foreman/Woman,Light	IBEW940A	$88.88									
50051930	Substation Foreman/Woman,Light with class A	IBEW940B	$90.03									
50051931	Substation Foreman/Woman,Light with hazmat	IBEW940C	$90.15									
50165789	Substation Maintenance Worker I	IBEW861A	$45.27	$47.54								
50125721	Substation Maintenance Worker II	IBEW861B	$49.90	$52.40	$55.01	$57.75						
50051932	Substation SubForeman/Woman	IBEW936D	$83.64									
50051933	Substation Subforeman/Woman with class A	IBEW936E	$84.79									
50051934	Substation Subforeman/Woman with hazmat	IBEW936F	$84.91									
50154313	Telecommunications Technician Apprentice	IBEW845A	$44.73	$48.87	$52.99	$57.12	$61.25	$65.37				
50083255	Telecommunications Technician Apprentice Closed Classification	IBEW921A	$49.85	$54.45	$59.08	$63.62	$68.24	$72.85				
50052125	Telecommunications Technician Closed Classification	IBEW928I	$76.67									
50154499	Telecommunications Technician I	IBEW915A	$68.81									
50161055	Telecommunications Technician II	IBEW928I	$76.67									
50154625	Telephone Technician	IBEW915A	$67.46									
50154626	Telephone Technician Apprentice	IBEW845A	$43.85	$47.91	$51.95	$56.00	$60.05	$64.09				
50100562	Telephone Technician Apprentice Closed Classification	IBEW921A	$48.87	$53.39	$57.92	$62.37	$66.90	$71.42				
50100560	Telephone Technician Closed Classification	IBEW928I	$75.17									
50052131	Tool Repairer	IBEW874G	$52.23	$53.92	$55.87	$58.62						
50052132	Tool Repairer with class A	IBEW874M	$53.38	$55.07	$57.02	$59.77						
50052133	Tool Repairer with hazmat	IBEW874Z	$53.50	$55.19	$57.14	$59.89						
50086933	Tool Room Foreman/Woman	IBEW936A	$76.94									
50052134	Troubleshooter	IBEW941R	$97.06									
50093281	Troubleshooter with class A	IBEW941D	$98.21									

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2027 IBEW WAGE SCHEDULE												
Job ID	Classification	Group	2027 - Step 1	2027 - Step 2	2027 - Step 3	2027 - Step 4	2027 - Step 5	2027 - Step 6	2027 - Step 7	2027 - Step 8	2027 - Step 9	2027 - Step 10
50151422	Utility Assistant	IBEW785A	$22.12	$25.29								
50083807	Utility Compliance Specialist	IBEW828G	$37.92	$39.65	$42.69	$45.61	$48.84					
50151322	Utility Compliance Specialist 1//	IBEW872L	$62.08									
50151392	Utility Compliance Specialist Closed Classification	IBEW872I	$60.64									
50166507	Utility Compliance Specialist II	IBEW919J	$51.36									
50052154	Utility Crew Foreman/Woman with hazmat	IBEW888X	$62.78									
50052155	Utility Worker I	IBEW802G	$36.11	$37.76	$39.41	$41.05						
50052156	Utility Worker I with class A	IBEW802L	$37.26	$38.91	$40.56	$42.20						
50052157	Utility Worker I with hazmat	IBEW802X	$37.38	$39.03	$40.68	$42.32						
50163854	Utility Worker II	IBEW814A	$43.39									
50116120	Utility Worker III	IBEW816H	$38.29	$39.81	$41.54	$43.23	$45.08					
50154631	Vegetation Management Specialist with class A	IBEW878H	$60.46									
50150005	Vegetation Management Specialist With class A Closed Classification	IBEW901L	$66.46									
50154627	Vegetation Work Planner	IBEW878G	$59.31									
50052143	Vegetation Work Planner Closed Classification	IBEW901A	$65.31									
50154628	Vegetation Work Planner with class A	IBEW878H	$60.46									
50052144	Vegetation Work Planner with class A Closed Classification	IBEW901L	$66.46									
50154630	Vegetation Work Planner with hazmat	IBEW878J	$60.58									
50052145	Vegetation Work Planner with hazmat Closed Classification	IBEW901X	$66.58									
50052158	Vehicle Attendant	IBEW816G	$39.63	$41.29	$43.14	$44.94	$46.88					
50083257	Vehicle Attendant with class A	IBEW817B	$40.78	$42.44	$44.29	$46.09	$48.03					
50052159	Vehicle Attendant with hazmat	IBEW817X	$40.90	$42.56	$44.41	$46.21	$48.15					
50099030	Vehicle Maintenance Aide	IBEW790A	$29.03	$35.83								
50052164	Vehicle Maintenance Aide with class A	IBEW790L	$30.18	$36.98								
50052165	Vehicle Maintenance Aide with hazmat	IBEW790X	$30.30	$37.10								
50154169	Vehicle Mechanic	IBEW858A	$59.36									
50154049	Vehicle Mechanic Apprentice with hazmat	IBEW851D	$39.86	$42.40	$44.96	$47.50	$50.04	$52.58	$55.14	$57.67		
50052161	Vehicle Mechanic Apprentice with hazmat Closed Classification	IBEW866X	$39.86	$42.40	$44.96	$47.50	$50.04	$52.58	$55.14	$57.67		
50052160	Vehicle Mechanic Closed Classification	IBEW874C	$59.36									
50168478	Vehicle Mechanic Welder	IBEW851I	$62.28									
50154213	Vehicle Mechanic Welder Apprentice with class A	IBEW851F	$41.39	$44.04	$46.77	$49.51	$52.24	$54.93	$57.64	$60.33		
50125306	Vehicle Mechanic Welder Apprentice with class A Closed Classification	IBEW888A	$41.39	$44.04	$46.77	$49.51	$52.24	$54.93	$57.64	$60.33		
50154214	Vehicle Mechanic Welder Apprentice with hazmat	IBEW851K	$41.43	$44.08	$46.82	$49.53	$52.24	$54.96	$57.67	$60.36		
50125304	Vehicle Mechanic Welder Apprentice with hazmat Closed Classification	IBEW888B	$41.43	$44.08	$46.82	$49.53	$52.24	$54.96	$57.67	$60.36		
50154218	Vehicle Mechanic Welder with class A	IBEW874A	$63.43									
50052166	Vehicle Mechanic Welder with class A Closed Classification	IBEW888G	$63.43									
50154219	Vehicle Mechanic Welder with hazmat	IBEW872H	$63.55									
50052167	Vehicle Mechanic Welder with hazmat Closed Classification	IBEW888X	$63.55									
50154225	Vehicle Mechanic with class A	IBEW858D	$60.51									
50052162	Vehicle Mechanic with class A Closed Classification	IBEW878A	$60.51									
50154240	Vehicle Mechanic with hazmat	IBEW858K	$60.63									
50052163	Vehicle Mechanic with hazmat Closed Classification	IBEW878X	$60.63									

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2028 IBEW WAGE SCHEDULE												
Job ID	Classification	Group	2028 - Step 1	2028 - Step 2	2028 - Step 3	2028 - Step 4	2028 - Step 5	2028 - Step 6	2028 - Step 7	2028 - Step 8	2028 - Step 9	2028 - Step 10
50051564	Body Fender Mechanic	IBEW884A	$63.88									
50051586	Cable Locator	IBEW873G	$57.23	$58.44	$60.10	$61.63	$62.79					
50051584	Cable Locator with class A	IBEW873M	$58.38	$59.59	$61.25	$62.78	$63.94					
50051585	Cable Locator with Hazmat	IBEW873X	$58.50	$59.71	$61.37	$62.90	$64.06					
50165732	Cable Splicer Construction Foreman/Woman	IBEW941I	$106.13									
50167676	Cable Splicer Construction Foreman/Woman with class A	IBEW941F	$107.28									
50051574	Cable Splicer/Electrician	IBEW923K	$89.38									
50083188	Cable Splicer/Electrician Apprentice	IBEW909A	$58.14	$61.42	$64.78	$68.14	$71.55	$74.90	$78.18	$81.57	$84.89	
50051575	Cable Splicer/Electrician Apprentice with class A	IBEW909B	$59.29	$62.57	$65.93	$69.29	$72.70	$76.05	$79.33	$82.72	$86.04	
50051579	Cable Splicer/Electrician Apprentice with hazmat	IBEW909C	$59.41	$62.69	$66.05	$69.41	$72.82	$76.17	$79.45	$82.84	$86.16	
50051844	Cable Splicer/Electrician Foreman/Woman	IBEW937D	$96.27									
50051577	Cable Splicer/Electrician Foreman/Woman Light	IBEW942A	$100.71									
50051578	Cable Splicer/Electrician Foreman/Woman Light with class A	IBEW942L	$101.86									
50051576	Cable Splicer/Electrician with Class A	IBEW923L	$90.53									
50051583	Calibration Technician	IBEW925A	$75.89									
50051599	Civil Maintenance Foreman/Woman light	IBEW937G	$80.09									
50051600	Civil Maintenance Foreman/Woman light with class A	IBEW937L	$81.24									
50051601	Civil Maintenance Foreman/Woman light with hazmat	IBEW937X	$81.36									
50051587	Combustible Turbine Foreman/Woman	IBEW945B	$85.26									
50051588	Combustible Turbine Technician	IBEW917A	$73.27									
50051610	Crafts Helper	IBEW828G	$39.18	$40.98	$44.12	$47.14	$50.48					
50083191	Crafts Helper with class A	IBEW828L	$40.33	$42.13	$45.27	$48.29	$51.63					
50051611	Crafts Helper with hazmat	IBEW828X	$40.45	$42.25	$45.39	$48.41	$51.75					
50051617	Custodian Closed Classification	IBEW800G	$36.92	$38.56	$40.33	$42.20						
50051628	Distribution System Operator I	IBEW928J	$88.77	$91.00	$93.35	$95.79	$98.22	$100.72	$103.24	$106.01	$108.68	
50051629	Distribution System Operator II	IBEW992D	$114.14									
50051653	Electrical Technician	IBEW937E	$95.53									
50089229	Electrical Technician Apprentice	IBEW928B	$62.01	$65.71	$69.25	$72.83	$76.44	$80.06	$83.57	$87.18	$90.74	
50051654	Electrical Technician Apprentice with hazmat	IBEW928C	$63.28	$66.98	$70.52	$74.10	$77.71	$81.33	$84.84	$88.45	$92.01	
50092679	Electrical Technician Foreman/Woman Light	IBEW970A	$109.30									
50099277	Electrical Technician Foreman/Woman Light On Call	IBEW970O	$111.41									
50092739	Electrical Technician Foreman/Woman With class A	IBEW970M	$110.51									
50092740	Electrical Technician Foreman/Woman With hazmat	IBEW970N	$110.63									
50091431	Electrical Technician Subforeman/Woman	IBEW937F	$102.92									
50120394	Electrical Test & Repair Specialist	IBEW939A	$96.60									
50051647	Electrician	IBEW916A	$72.74									
50051648	Electrician Apprentice	IBEW880A	$47.28	$50.44	$53.49	$56.62	$59.75	$62.87	$65.93	$69.08		
50051649	Electrician Apprentice with class A	IBEW880L	$48.43	$51.59	$54.64	$57.77	$60.90	$64.02	$67.08	$70.23		
50051650	Electrician Apprentice with hazmat	IBEW880X	$48.55	$51.71	$54.76	$57.89	$61.02	$64.14	$67.20	$70.35		
50099538	Electrician Foreman/Woman Light	IBEW941M	$83.26									
50099539	Electrician Foreman/Woman Light With class A	IBEW941L	$84.41									
50099540	Electrician Foreman/Woman Light With hazmat	IBEW941X	$84.53									
50051651	Electrician with class A	IBEW916L	$73.89									
50133656	Electrician with hazmat	IBEW916X	$74.01									
50051659	Equipment Operator	IBEW858L	$56.99									

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2028 IBEW WAGE SCHEDULE												
Job ID	Classification	Group	2028 - Step 1	2028 - Step 2	2028 - Step 3	2028 - Step 4	2028 - Step 5	2028 - Step 6	2028 - Step 7	2028 - Step 8	2028 - Step 9	2028 - Step 10
50051660	Equipment Operator with class A	IBEW864A	$58.14									
50051661	Equipment Operator with hazmat	IBEW864X	$58.26									
50099209	Facilities Custodian	IBEW792A	$28.77	$30.93	$33.42	$35.97						
50051842	Facilities Electrical Foreman/Woman Light with class A	IBEW941L	$84.41									
50117605	Facilities Electrician Foreman/Woman Light	IBEW941M	$83.26									
50159122	Facilities Stationary Engineer Apprentice	IBEW851J	$38.67	$40.92	$43.12	$45.36	$47.58	$49.81	$52.05	$54.26	$56.54	
50159123	Facilities Stationary Engineer Apprentice Closed Classification	IBEW879F	$45.50	$48.14	$50.74	$53.40	$56.00	$58.64	$61.27	$63.87	$66.52	
50159124	Facilities Stationary Engineer Foremen/Woman Light	IBEW937G	$80.09									
50159225	Facilities Stationary Engineer I	IBEW872G	$59.50									
50159226	Facilities Stationary Engineer II	IBEW908A	$70.02									
50052152	Facilities Utility Crew Foreman/Woman	IBEW919M	$53.23									
50168952	Facilities Utility Crew Foreman/Woman Closed Classification	IBEW863M	$61.99									
50168954	Facilities Utility Crew Foreman/Woman with hazmat	IBEW919N	$54.50									
50168953	Facilities Utility Crew Foreman/Woman with hazmat Closed Classification	IBEW863N	$63.26									
50093182	Fault Locator	IBEW941H	$84.77									
50093183	Fault Locator with class A	IBEW941J	$85.92									
50101800	Field Support Technician with class A	IBEW888C	$60.34	$61.86	$63.43	$64.98						
50154335	Gardener	IBEW877J	$43.73	$44.84	$45.77							
50051700	Gardener Closed Classification	IBEW848G	$51.16	$52.44	$53.49							
50154336	Gardener with class A	IBEW877K	$44.88	$45.99	$46.92							
50051701	Gardener with class A Closed Classification	IBEW848L	$52.31	$53.59	$54.64							
50154337	Gardener with hazmat	IBEW877L	$45.00	$46.11	$47.04							
50051702	Gardener with hazmat Closed Classification	IBEW848X	$52.43	$53.71	$54.76							
50097100	Gas Control Technician	IBEW924A	$79.38									
50124993	Gas Control Technician Apprentice	IBEW912E	$51.75	$55.16	$58.58	$61.98	$65.42	$68.78	$72.21	$75.61		
50113669	Gas Control Technician with class A	IBEW924L	$80.53									
50051690	Gas Pipeline Fieldperson	IBEW873G	$56.28	$57.46	$59.09	$60.60	$61.74					
50052175	Hazard Waste Foreman/Woman Light	IBEW912G	$74.09									
50052176	Hazard Waste Foreman/Woman Light with class A	IBEW915B	$75.24									
50055201	Hazard Waste Technician	IBEW874H	$38.11	$39.81	$53.50	$54.23	$56.00	$57.81	$59.91	$62.86		
50119981	Hazard Waste Technician On Call	IBEW886A	$66.08									
50083169	Hazard Waste Technician with class A	IBEW878A	$64.00									
50052177	Hazardous Waste Foreman/Woman Light with hazmat	IBEW915X	$75.36									
50052178	Hazardous Waste Technician with hazmat	IBEW878X	$64.13									
50154338	Head Gardener	IBEW919D	$49.28									
50051703	Head Gardener Closed Classification	IBEW863A	$57.64									
50154339	Head Gardener with class A	IBEW919F	$50.43									
50051704	Head Gardener with class A Closed Classification	IBEW863L	$58.79									
50154340	Head Gardener with hazmat	IBEW919G	$50.55									
50051705	Head Gardener with hazmat Closed Classification	IBEW863X	$58.91									
50083171	Heavy Duty Equipment Operator	IBEW893F	$68.40									
50051706	Heavy Duty Equipment Operator Apprentice	IBEW877A	$44.45	$47.35	$50.32	$53.24	$56.14	$59.09	$62.00	$64.94		
50092744	Heavy Duty Equipment Operator Foreman/Woman Light	IBEW922L	$78.21									
50099278	Heavy Duty Equipment Operator Foreman/Woman Light On Call	IBEW937G	$82.08									
50092746	Heavy Duty Equipment Operator Foreman/Woman light with class A	IBEW923A	$79.36									

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2028 IBEW WAGE SCHEDULE												
Job ID	Classification	Group	2028 - Step 1	2028 - Step 2	2028 - Step 3	2028 - Step 4	2028 - Step 5	2028 - Step 6	2028 - Step 7	2028 - Step 8	2028 - Step 9	2028 - Step 10
50092747	Heavy Duty Equipment Operator Foreman/Woman light with hazmat	IBEW923B	$79.48									
50051707	Heavy Duty Equipment Operator with class A	IBEW898E	$69.55									
50051708	Heavy Duty Equipment Operator with class hazmat	IBEW898X	$69.67									
51000003	High Voltage Electrician	IBEW921H	$82.82									
51000000	High Voltage Electrician Apprentice	IBEW918A	$53.83	$57.41	$60.91	$64.46	$68.04	$71.59	$75.06	$78.66		
51000001	High Voltage Electrician Apprentice with Class A	IBEW918B	$54.98	$58.56	$62.06	$65.61	$69.19	$72.74	$76.21	$79.81		
51000002	High Voltage Electrician Apprentice with Hazmat	IBEW918C	$55.10	$58.68	$62.18	$65.73	$69.31	$72.86	$76.33	$79.93		
51000004	High Voltage Electrician with Class A	IBEW925D	$83.97									
51000005	High Voltage Electrician with Hazmat	IBEW925E	$84.09									
61000001	High Voltage Test Apprentice	IBEW918A	$48.92	$52.19	$55.36	$58.59	$61.85	$65.08	$68.23	$71.50		
50099375	High Voltage Test Technician	IBEW921E	$74.80									
50051712	Hydro Electrician Foreman/Woman Light	IBEW940A	$94.79									
50099279	Hydro Electrician Foreman/Woman Light On Call	IBEW941C	$96.17									
50051713	Hydro Electrician Foreman/Woman Light with class A	IBEW940B	$95.94									
50051714	Hydro Electrician Foreman/Woman Light with hazmat	IBEW940C	$96.06									
50099894	Hydro Electrician Operator Foreman/Woman Light	IBEW945B	$93.80									
50051735	Hydro Field Technician	IBEW915A	$70.06									
50098810	Hydro Field Technician Foreman/Woman Light	IBEW939B	$82.82									
50098811	Hydro Field Technician Foreman/Woman Light with class A	IBEW939F	$83.97									
50098809	Hydro Field Technician Foreman/Woman Light with hazmat	IBEW939H	$84.09									
50051736	Hydro Field Technician with class A	IBEW915F	$71.21									
50051737	Hydro Field Technician with hazmat	IBEW915H	$71.33									
50051720	Hydro Mechanic Foreman/Woman Light	IBEW937G	$85.48									
50099281	Hydro Mechanic Foreman/Woman Light On Call	IBEW939A	$90.54									
50051721	Hydro Mechanic Foreman/Woman Light with class A	IBEW937L	$86.63									
50051722	Hydro Mechanic Foreman/Woman Light with hazmat	IBEW937X	$86.75									
50154344	Hydro Operator	IBEW917C	$83.63									
50154345	Hydro Operator Apprentice	IBEW820B	$54.38	$57.96	$61.52	$65.11	$68.72	$72.27	$75.86	$80.64		
50083173	Hydro Operator Apprentice Closed Classification	IBEW919A	$54.38	$57.96	$61.52	$65.11	$68.72	$72.27	$75.86	$80.64		
50154346	Hydro Operator Apprentice with class A	IBEW820C	$55.53	$59.11	$62.67	$66.26	$69.87	$73.42	$77.01	$81.79		
50094281	Hydro Operator Apprentice with class A Closed Classification	IBEW919B	$55.53	$59.11	$62.67	$66.26	$69.87	$73.42	$77.01	$81.79		
50154347	Hydro Operator Apprentice with hazmat	IBEW919H	$55.65	$59.23	$62.79	$66.38	$69.99	$73.54	$77.13	$81.91		
50051724	Hydro Operator Apprentice with hazmat Closed Classification	IBEW919C	$55.65	$59.23	$62.79	$66.38	$69.99	$73.54	$77.13	$81.91		
50051723	Hydro Operator Closed Classification	IBEW927F	$83.63									
50154348	Hydro Operator Foreman/Woman	IBEW941A	$99.99									
50114860	Hydro Operator Foreman/Woman Closed Classification	IBEW970B	$99.99									
50154349	Hydro Operator Foreman/Woman with class A	IBEW941G	$101.14									
50114911	Hydro Operator Foreman/Woman with class A Closed Classification	IBEW970L	$101.14									
50051725	Hydro Operator with class A	IBEW928A	$84.78									
50051727	Hydro Overhaul Foreman/Woman	IBEW945B	$93.80									
50160050	Hydro Stationary Engineer Apprentice	IBEW851J	$38.67	$40.92	$43.12	$45.36	$47.58	$49.81	$52.05	$54.26	$56.54	
50160051	Hydro Stationary Engineer I	IBEW872G	$59.50									
50160052	Hydro Stationary Engineer II	IBEW908A	$70.02									
50164138	Hydro Stationary Engineer II with Class C-Hazmat	IBEW908K	$70.80									
50160026	Hydro Stationary Engineer II with hazmat	IBEW908X	$71.29									

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50160200	Hydro Stationary Engineer Subforeman/Woman	IBEW922I	$75.38									
50160053	Hydro Stationary Engineer Subforeman/Woman Light	IBEW937G	$80.09									
50051743	Instructor	IBEW938A	$82.57									
50162418	Lead Distribution System Operator	IBEW984D	$119.86									
61000002	Lead Telecomm Technician	IBEW933A	$89.88									
50051760	Lead Tool Repairer	IBEW922I	$75.38									
50165758	Lead Utility Compliance Specialist	IBEW828K	$57.82									
50154184	Lead Vehicle Mechanic	IBEW888D	$69.87									
50051761	Lead Vehicle Mechanic Closed Classification	IBEW904B	$69.87									
50154185	Lead Vehicle Mechanic with class A	IBEW888F	$71.02									
50051762	Lead Vehicle Mechanic with class A Closed Classification	IBEW909D	$71.02									
50154186	Lead Vehicle Mechanic with hazmat	IBEW888H	$71.14									
50051763	Lead Vehicle Mechanic with hazmat Closed Classification	IBEW909X	$71.14									
50164311	Lead Vehicle Mechanic with hazmat Fresh Pond	IBEW904A	$76.04									
50164525	Lead Vehicle Mechanic with hazmat Fresh Pond Closed Classification	IBEW922A	$76.04									
50083472	Line Construction Foreman/Woman	IBEW976D	$117.23									
50083473	Line Construction Foreman/Woman with class A	IBEW976C	$118.38									
50083474	Line Construction Foreman/Woman with hazmat	IBEW976X	$118.50									
50154187	Line Equipment Operator Assistant with class A	IBEW795A	$40.08	$41.86	$44.99	$48.00	$51.25					
50128409	Line Equipment Operator Assistant with class A Closed Classification	IBEW830L	$40.08	$41.86	$44.99	$48.00	$51.25					
50154188	Line Equipment Operator with class A	IBEW862D	$69.55									
50106535	Line Equipment Operator with class A Closed Classification	IBEW898B	$69.55									
50169850	Line Equipment Operator with Crane and class A	IBEW862G	$70.55									
50169884	Line Equipment Operator with Crane and class A Closed Classification	IBEW898D	$70.55									
50169852	Line Equipment Operator with Crane and hazmat	IBEW862F	$70.67									
50154140	Line Equipment Operator with hazmat	IBEW862E	$69.67									
50108451	Line Equipment Operator with hazmat Closed Classification	IBEW862H	$69.67									
50051767	Line Foreman/Woman Light	IBEW965R	$110.13									
50051768	Line Foreman/Woman Light with class A	IBEW965C	$111.28									
50142318	Line Inspector I	IBEW933A	$96.94									
50156652	Line Inspector I with class A	IBEW933C	$98.09									
50108831	Line Inspector II	IBEW941R	$103.52									
50114932	Line Inspector II with class A	IBEW941D	$104.67									
50051770	Line Sub Foreman/Woman	IBEW941R	$103.52									
50051771	Line Sub Foreman/Woman with class A	IBEW941D	$104.67									
50083463	Lineman/Woman	IBEW933A	$96.94									
50083460	Lineman/Woman Apprentice	IBEW922R	$63.03	$67.17	$71.32	$75.49	$79.59	$83.77	$87.94	$92.10		
50083461	Lineman/Woman Apprentice with class A	IBEW922C	$64.18	$68.32	$72.47	$76.64	$80.74	$84.92	$89.09	$93.25		
50083462	Lineman/Woman Apprentice with hazmat	IBEW922Z	$64.30	$68.44	$72.59	$76.76	$80.86	$85.04	$89.21	$93.37		
50083464	Lineman/Woman with class A	IBEW933C	$98.09									
50083465	Lineman/Woman with hazmat	IBEW933X	$98.21									
50136767	Lineman/Woman with helicopter	IBEW933Y	$101.78									
50154416	Maintenance Carpenter	IBEW865A	$70.02									
50154417	Maintenance Carpenter Apprentice	IBEW851E	$45.50									
50083233	Maintenance Carpenter Apprentice Close Classification	IBEW879F	$45.50									

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2028 IBEW WAGE SCHEDULE												
Job ID	Classification	Group	2028 - Step 1	2028 - Step 2	2028 - Step 3	2028 - Step 4	2028 - Step 5	2028 - Step 6	2028 - Step 7	2028 - Step 8	2028 - Step 9	2028 - Step 10
50051805	Maintenance Carpenter Closed Classification	IBEW908A	$70.02									
50154459	Maintenance Carpenter Foreman/Woman Light	IBEW901K	$80.09									
50115406	Maintenance Carpenter Foreman/Woman Light Closed Classification	IBEW937G	$80.09									
50154460	Maintenance Carpenter Subforeman/Woman	IBEW887D	$75.38									
50051806	Maintenance Carpenter Subforeman/Woman Closed Classification	IBEW922I	$75.38									
50159375	Maintenance Carpenter with class A	IBEW872D	$71.17									
50116262	Maintenance Carpenter with class A Closed Classification	IBEW908L	$71.17									
50154399	Material Specialist I	IBEW793F	$31.30	$36.08	$40.91	$45.72						
50099003	Material Specialist I Closed Classification	IBEW851N	$37.39	$43.12	$48.85	$54.61						
50154525	Material Specialist I with class A	IBEW793A	$32.45	$37.23	$42.06	$46.87						
50099004	Material Specialist I with class A Closed Classification	IBEW851C	$38.54	$44.27	$50.00	$55.76						
50154527	Material Specialist I with Crane and class A	IBEW793D	$33.45	$38.23	$43.06	$47.87						
50099007	Material Specialist I with Crane and class A Closed Classification	IBEW851A	$39.54	$45.27	$51.00	$56.76						
50154528	Material Specialist I with crane and hazmat	IBEW793E	$33.57	$38.35	$43.18	$47.99						
50099008	Material Specialist I with crane and hazmat Closed Classification	IBEW851B	$39.66	$45.39	$51.12	$56.88						
50154529	Material Specialist I with hazmat	IBEW793B	$32.57	$37.35	$42.18	$46.99						
50099005	Material Specialist I with hazmat Closed Classification	IBEW851H	$38.66	$44.39	$50.12	$55.88						
50154530	Material Specialist II	IBEW912D	$49.06									
50154478	Material Specialist II with class A	IBEW912F	$50.21									
50051787	Material Specialist II Closed Classification	IBEW862I	$57.47									
50051788	Material Specialist II with class A Closed Classification	IBEW862C	$58.62									
50154480	Material Specialist II with Crane and class A	IBEW912P	$51.21									
50099011	Material Specialist II with Crane and class A Closed Classification	IBEW862A	$59.62									
50154481	Material Specialist II with crane and hazmat	IBEW912R	$51.33									
50099012	Material Specialist II with crane and hazmat Closed Classification	IBEW862B	$59.74									
50154482	Material Specialist II with hazmat	IBEW912H	$50.33									
50083234	Material Specialist II with hazmat Closed Classification	IBEW862X	$58.74									
50154483	Material Specialist III	IBEW928D	$62.78									
50052074	Material Specialist III Closed Classification	IBEW878L	$62.78									
50154484	Material Specialist III with class A	IBEW928G	$63.93									
50052075	Material Specialist III with class A Closed Classification	IBEW879A	$63.93									
50154486	Material Specialist III with Crane and class A	IBEW928L	$64.93									
50099013	Material Specialist III with Crane and class A Closed Classification	IBEW879D	$64.93									
50154487	Material Specialist III with crane and hazmat	IBEW928M	$65.05									
50099014	Material Specialist III with crane and hazmat Closed Classification	IBEW898A	$65.05									
50154488	Material Specialist III with hazmat	IBEW928H	$64.05									
50052076	Material Specialist III with hazmat Closed Classification	IBEW879B	$64.05									
50154489	Material Specialist IV	IBEW858B	$66.72									
50052170	Material Specialist IV Closed Classification	IBEW893F	$66.72									
50154490	Material Specialist IV with class A	IBEW858H	$67.87									
50052171	Material Specialist IV with class A Closed Classification	IBEW898C	$67.87									
50154570	Material Specialist IV with Crane and class A	IBEW858N	$68.87									
50099009	Material Specialist IV with crane and class A Closed Classification	IBEW893A	$68.87									
50154571	Material Specialist IV with crane and hazmat	IBEW858P	$68.99									
50099010	Material Specialist IV with crane and hazmat Closed Classification	IBEW893E	$68.99									

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2028 IBEW WAGE SCHEDULE												
Job ID	Classification	Group	2028 - Step 1	2028 - Step 2	2028 - Step 3	2028 - Step 4	2028 - Step 5	2028 - Step 6	2028 - Step 7	2028 - Step 8	2028 - Step 9	2028 - Step 10
50154572	Material Specialist IV with hazmat	IBEW858J	$67.99									
50052172	Material Specialist IV with hazmat Closed Classification	IBEW898X	$67.99									
50154141	Mechanic	IBEW865B	$58.49									
50051791	Mechanic Closed Classification	IBEW884A	$63.88									
50154142	Mechanic with Class A	IBEW865C	$59.64									
50051792	Mechanic with class A Closed Classification	IBEW888G	$65.03									
50154143	Mechanic with hazmat	IBEW865D	$59.76									
50051793	Mechanic with hazmat Closed Classification	IBEW888X	$65.15									
50154165	Mechanical Foreman/Woman Light	IBEW921G	$73.36									
50099904	Mechanical Foreman/Woman Light Closed Classification	IBEW937G	$80.09									
50051796	Meter Technician	IBEW925A	$81.97									
50051797	Meter Technician Apprentice	IBEW912E	$53.27	$56.79	$60.31	$63.81	$67.35	$70.82	$74.34	$77.84		
61000007	Network Assistant	IBEW802G	$37.50	$39.21	$40.93	$42.63						
61000005	Network Assistant W/CL A	IBEW802L	$38.78	$40.50	$42.22	$43.92						
50051839	Network Cable Foreman/Woman Light	IBEW941M	$95.75									
50051841	Network Electrician Foreman/Woman Light	IBEW941M	$95.75									
50051843	Network Electrician Foreman/Woman Light with hazmat	IBEW941X	$97.02									
50051860	Plant Mechanic	IBEW908A	$74.74									
50083241	Plant Mechanic Apprentice	IBEW879E	$48.57	$51.78	$55.00	$58.20	$61.38	$64.59	$67.79	$71.01		
50083242	Plant Mechanic Apprentice with class A	IBEW879H	$49.72	$52.93	$56.15	$59.35	$62.53	$65.74	$68.94	$72.16		
50051861	Plant Mechanic Apprentice with hazmat	IBEW874X	$49.84	$53.05	$56.27	$59.47	$62.65	$65.86	$69.06	$72.28		
50100942	Plant Mechanic Welder	IBEW920A	$79.43									
50051862	Plant Mechanic with class A	IBEW908L	$75.89									
50083240	Plant Mechanic with hazmat	IBEW908X	$76.01									
50154574	Power System Operator Apprentice	IBEW980A	$79.42	$84.00	$88.58	$93.16	$97.74	$102.32	$106.91	$111.49	$116.07	
50154600	Power System Operator Journey	IBEW986A	$122.18									
50051888	Pre-Apprentice Lineman/Woman	IBEW830A	$42.82	$44.79	$48.23	$51.54	$55.12					
50051889	Pre-Apprentice Lineman/Woman with class A	IBEW830L	$43.97	$45.94	$49.38	$52.69	$56.27					
50051890	Pre-Apprentice Lineman/Woman with hazmat	IBEW830X	$44.09	$46.06	$49.50	$52.81	$56.39					
50154604	Revenue Protection Representative (IBEW)	IBEW873N	$61.34	$63.30	$65.54	$68.63						
50051920	Revenue Protection Representative (IBEW) Closed Classification	IBEW903A	$61.34	$63.30	$65.54	$68.63						
50120609	Senior Cable Locator	IBEW888L	$67.75									
50122828	Senior Cable Locator with class A	IBEW888N	$68.90									
50052037	Senior Calibration Technician	IBEW937A	$81.15									
50052040	Senior Custodian	IBEW814A	$45.06									
50159864	Senior Distribution System Operator	IBEW986D	$125.83									
50137575	Senior Electrical Technician	IBEW960B	$105.60									
50164310	Senior High Voltage Test Technician	IBEW941M	$83.26									
50154400	Senior Hydro Operator	IBEW931A	$90.34									
50118747	Senior Hydro Operator Closed Classification	IBEW941B	$90.34									
50122845	Senior Line Inspector	IBEW965R	$110.13									
50052079	Senior Meter Technician	IBEW937A	$87.64									
50085328	Senior Park Maintenance Worker	IBEW814A	$45.06									
50154603	Senior Power System Operator	IBEW990A	$119.95									
50052107	Senior Telecommunications Technician	IBEW939B	$84.48									

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2028 IBEW WAGE SCHEDULE												
Job ID	Classification	Group	2028 - Step 1	2028 - Step 2	2028 - Step 3	2028 - Step 4	2028 - Step 5	2028 - Step 6	2028 - Step 7	2028 - Step 8	2028 - Step 9	2028 - Step 10
50154498	Senior Telephone Technician	IBEW922G	$74.33									
50100561	Senior Telephone Technician Closed Classification	IBEW939B	$82.82									
50052109	Senior Tool Repairer	IBEW901A	$67.82									
50052114	Senior Troubleshooter	IBEW976D	$117.23									
50154166	Senior Vehicle Mechanic	IBEW874B	$65.59									
50083253	Senior Vehicle Mechanic Closed Classification	IBEW887A	$65.59									
50154167	Senior Vehicle Mechanic with class A	IBEW874D	$66.74									
50052115	Senior Vehicle Mechanic with class A Closed Classification	IBEW887L	$66.74									
50154168	Senior Vehicle Mechanic with hazmat	IBEW874E	$66.86									
50052116	Senior Vehicle Mechanic with hazmat Closed Classification	IBEW887X	$66.86									
50167601	Shift Power System Operator Apprentice	IBEW980B	$79.40	$83.48	$87.55	$91.63	$95.71	$99.78	$103.85	$107.92	$111.99	$116.07
50167601	Shift Power System Operator Apprentice	IBEW980B	$79.40	$83.48	$87.55	$91.63	$95.71	$99.78	$103.85	$107.92	$111.99	$116.07
50167434	Shift Power System Operator Journey	IBEW986B	$122.18									
50167434	Shift Power System Operator Journey	IBEW986B	$122.18									
50154602	Shift Senior Power System Operator	IBEW990B	$128.35									
50154602	Shift Senior Power System Operator	IBEW990B	$128.35									
50151393	Station Recorder Closed Classification	IBEW872I	$59.97									
50052118	Station Recorder Closed Classification 1//	IBEW861C	$38.38	$40.14	$51.72	$53.93	$57.29					
50091428	Substation Construction Foreman/Woman	IBEW945A	$99.51									
50091429	Substation Construction Foreman/Woman with class A 1//	IBEW942E	$100.66									
50091430	Substation Construction Foreman/Woman with hazmat	IBEW945X	$100.78									
61000006	Substation Electrical Inspector	IBEW940A	$94.79									
50051929	Substation Foreman/Woman,Light	IBEW940A	$94.79									
50051930	Substation Foreman/Woman,Light with class A	IBEW940B	$95.94									
50051931	Substation Foreman/Woman,Light with hazmat	IBEW940C	$96.06									
50165789	Substation Maintenance Worker I	IBEW861A	$47.01	$49.37								
50125721	Substation Maintenance Worker II	IBEW861B	$51.82	$54.42	$57.12	$59.97						
50051932	Substation SubForeman/Woman	IBEW936D	$89.21									
50051933	Substation Subforeman/Woman with class A	IBEW936E	$90.36									
50051934	Substation Subforeman/Woman with hazmat	IBEW936F	$90.48									
50154313	Telecommunications Technician Apprentice	IBEW845A	$46.45	$50.75	$55.03	$59.32	$63.61	$67.89				
50083255	Telecommunications Technician Apprentice Closed Classification	IBEW921A	$51.77	$56.55	$61.36	$66.07	$70.86	$75.66				
50052125	Telecommunications Technician Closed Classification	IBEW928I	$79.62									
50154499	Telecommunications Technician I	IBEW915A	$71.46									
50161055	Telecommunications Technician II	IBEW928I	$79.62									
50154625	Telephone Technician	IBEW915A	$70.06									
50154626	Telephone Technician Apprentice	IBEW845A	$45.54	$49.76	$53.95	$58.16	$62.36	$66.56				
50100562	Telephone Technician Apprentice Closed Classification	IBEW921A	$50.75	$55.44	$60.15	$64.77	$69.47	$74.17				
50100560	Telephone Technician Closed Classification	IBEW928I	$78.06									
50052131	Tool Repairer	IBEW874G	$54.24	$55.99	$58.02	$60.88						
50052132	Tool Repairer with class A	IBEW874M	$55.39	$57.14	$59.17	$62.03						
50052133	Tool Repairer with hazmat	IBEW874Z	$55.51	$57.26	$59.29	$62.15						
50086933	Tool Room Foreman/Woman	IBEW936A	$79.90									
50052134	Troubleshooter	IBEW941R	$103.52									
50093281	Troubleshooter with class A	IBEW941D	$104.67									

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2028 IBEW WAGE SCHEDULE												
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50151422	Utility Assistant	IBEW785A	$22.97	$26.27								
50083807	Utility Compliance Specialist	IBEW828G	$39.38	$41.17	$44.33	$47.37	$50.72					
50151322	Utility Compliance Specialist 1//	IBEW872L	$64.47									
50151392	Utility Compliance Specialist Closed Classification	IBEW872I	$62.97									
50166507	Utility Compliance Specialist II	IBEW919J	$53.34									
50052154	Utility Crew Foreman/Woman with hazmat	IBEW888X	$65.15									
50052155	Utility Worker I	IBEW802G	$37.50	$39.21	$40.93	$42.63						
50052156	Utility Worker I with class A	IBEW802L	$38.65	$40.36	$42.08	$43.78						
50052157	Utility Worker I with hazmat	IBEW802X	$38.77	$40.48	$42.20	$43.90						
50163854	Utility Worker II	IBEW814A	$45.06									
50116120	Utility Worker III	IBEW816H	$39.76	$41.34	$43.14	$44.90	$46.82					
50154631	Vegetation Management Specialist with class A	IBEW878H	$62.74									
50150005	Vegetation Management Specialist With class A Closed Classification	IBEW901L	$68.97									
50154627	Vegetation Work Planner	IBEW878G	$61.59									
50052143	Vegetation Work Planner Closed Classification	IBEW901A	$67.82									
50154628	Vegetation Work Planner with class A	IBEW878H	$62.74									
50052144	Vegetation Work Planner with class A Closed Classification	IBEW901L	$68.97									
50154630	Vegetation Work Planner with hazmat	IBEW878J	$62.86									
50052145	Vegetation Work Planner with hazmat Closed Classification	IBEW901X	$69.09									
50052158	Vehicle Attendant	IBEW816G	$41.16	$42.88	$44.80	$46.67	$48.68					
50083257	Vehicle Attendant with class A	IBEW817B	$42.31	$44.03	$45.95	$47.82	$49.83					
50052159	Vehicle Attendant with hazmat	IBEW817X	$42.43	$44.15	$46.07	$47.94	$49.95					
50099030	Vehicle Maintenance Aide	IBEW790A	$30.15	$37.21								
50052164	Vehicle Maintenance Aide with class A	IBEW790L	$31.30	$38.36								
50052165	Vehicle Maintenance Aide with hazmat	IBEW790X	$31.42	$38.48								
50154169	Vehicle Mechanic	IBEW858A	$61.65									
50154049	Vehicle Mechanic Apprentice with hazmat	IBEW851D	$41.35	$43.98	$46.64	$49.28	$51.92	$54.55	$57.21	$59.85		
50052161	Vehicle Mechanic Apprentice with hazmat Closed Classification	IBEW866X	$41.35	$43.98	$46.64	$49.28	$51.92	$54.55	$57.21	$59.85		
50052160	Vehicle Mechanic Closed Classification	IBEW874C	$61.65									
50168478	Vehicle Mechanic Welder	IBEW851I	$64.68									
50154213	Vehicle Mechanic Welder Apprentice with class A	IBEW851F	$42.94	$45.69	$48.53	$51.37	$54.21	$57.00	$59.82	$62.61		
50125306	Vehicle Mechanic Welder Apprentice with class A Closed Classification	IBEW888A	$42.94	$45.69	$48.53	$51.37	$54.21	$57.00	$59.82	$62.61		
50154214	Vehicle Mechanic Welder Apprentice with hazmat	IBEW851K	$42.98	$45.73	$48.57	$51.39	$54.20	$57.03	$59.85	$62.64		
50125304	Vehicle Mechanic Welder Apprentice with hazmat Closed Classification	IBEW888B	$42.98	$45.73	$48.57	$51.39	$54.20	$57.03	$59.85	$62.64		
50154218	Vehicle Mechanic Welder with class A	IBEW874A	$65.83									
50052166	Vehicle Mechanic Welder with class A Closed Classification	IBEW888G	$65.83									
50154219	Vehicle Mechanic Welder with hazmat	IBEW872H	$65.95									
50052167	Vehicle Mechanic Welder with hazmat Closed Classification	IBEW888X	$65.95									
50154225	Vehicle Mechanic with class A	IBEW858D	$62.80									
50052162	Vehicle Mechanic with class A Closed Classification	IBEW878A	$62.80									
50154240	Vehicle Mechanic with hazmat	IBEW858K	$62.92									
50052163	Vehicle Mechanic with hazmat Closed Classification	IBEW878X	$62.92									

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APPENDIX B

CLASSIFICATION REQUIRING COMMERCIAL LICENSES

(Class A and B)

Cable Splicer/Electrician
Cable Splicer/Electrician Frmn/Wn,
Light Crane Operator
Electrician, Substation
Electrician, Substation Apprentice
Electrician, Substation Frmn/Wn, Light
Equipment Operator
Garage Attendant 1
Hazardous Waste Foreman/woman, Light
Hazardous Waste Technician
Heavy Duty Equipment Operator
Hydrography Field Technician
Line Equipment Operator
Lineman/woman
Lineman/woman, Apprentice
Lineman/woman Frmn/wm, Light
Mechanic
Parts Clerk Service Writer
Vehicle Mechanic,
Lead Vehicle Mechanic,
Senior Vehicle Attendant
Vehicle Maintenance Aide
Vehicle Mechanic
Vehicle Mechanic Welder

Employees in apprentice positions for these classifications will also be required to possess the Commercial driver's license of the appropriate level.

Base wage rates for the above-listed classifications will be adjusted to include the appropriate Commercial driver's license premium as defined in Article 4, Section 3(B).

All employees in apprentice positions leading to status as a journey level employee in a classification that may require a Commercial driver's license must obtain and maintain a valid Commercial license throughout the period of their apprenticeship.

APPENDIX C

WORK AREA THRESHOLD LEVELS

General Services

Grounds Maintenance	Required #
Gardener / Utility Worker	3

Fresh Pond

	Commercial Total #
Building Maint Mech	1
Electricians	1
Heavy Duty Equip. Operator	3
Heavy Duty Equip. Op, Foreman	1
Hydro Field Tech	1
Hydro Field Tech Foreman	1
Hydro Op, Foreman	1

Grid Assets

The number of Class A license holders within Grid Assets will be determined by the number of vehicles directly assigned to each workgroup plus 25% of the pool vehicles used by the workgroup. The number of drivers required will not exceed 150% of the workgroup's vehicles by classification series. All apprentices are required to acquire and maintain a Class A license throughout their apprenticeship, and they will be included in the 150% requirement. The 150% does not include any positions that require a Class A license as part of the job classification or positions that are excluded by the work they perform.

Example:

Work Area	Assigned Class A Vehicles	Pool Class A Vehicles (# x .25)	Total	Total Drivers (150% of Total)
Line	35	15(4)	39	59
Electrical	9	8(2)	11	17
Network	3	7(2)	5	8
Total	56	32 (9)	65	99

APPENDIX D

SUPPLEMENTAL LETTERS OF AGREEMENT

The parties agree that all current side letters be printed in their entirety and shall be included in Appendix D of the MOU. ***(Revised 1/1/2022)***

This list is the all-inclusive sum of recognized side letters of agreement up to the starting date of the current MOU.

- Letter Agreement regarding Change of Titles for Lineworker Series (LR 01-91 dated December 18, 2001)
- Letter Agreement – Operational Boundaries For PSO/DSO (LR 02-047 dated March 22, 2002)
- Letter Agreement – Certify Meter Tech Apprentices to R/I 240 Volt and Below Meters (LR 03-203 dated October 29, 2003)
- Letter Agreement - Critical Classifications (LR 05-076 dated June 28, 2006)
- Letter Agreement - Administration of Sub-Station Electricians Overtime list (LR 07-040 dated July 26, 2007)
- Letter Agreement - Energy Supply Personnel 4/10 work Schedule (LR 10-007 dated January 29, 2010)
- Letter Agreement - Understanding of Meeting of January 13, 2011 (LR 11-004 dated January 18, 2011)
- Letter Agreement - Assignment of Overtime for Gardeners, Utility Workers, and Custodians (LR 11-006 dated March 24, 2011)
- Letter Agreement - Assignment of Overtime for Facilities Electricians (LR 11-007 dated February 4, 2011
- Letter Agreement – Reduce Custodian Staffing Level (LR 12-019 dated March 23, 2012)
- Letter Agreement - Power System Operators Overtime Procedures (LR 12-023 dated April 9, 2012)
- Letter Agreement – Change Retirement Formula in 2013 MOU from 2%@60 to 2%@62 (LR 12-037 dated September 10, 2012)
- Letter Agreement - New Hire Employees Starting Pay Rates (LR 12-038 dated September 21, 2012)
- Letter Agreement – Regarding the SMUD Fire Resistant Clothing Program (LR 13-003 dated March 20, 2013)
- Letter Agreement – Change Retiree COLA and Enhancement to the Survivor Continuance Benefit (LR 13-008 dated February 8, 2012)
- Letter Agreement - Headquarters Consolidation for Facilities IBEW Represented Employees (LR 13-012 dated April 4, 2013)
- Letter Agreement - Training Program for Telecommunications Technician Classification (LR 14- 013 dated April 30, 2014)
- Letter Agreement - Troubleshooter Residency Requirement (LR 16-002 dated March 1, 2016)
- Letter Agreement - Troubleshooter Work Area (LR 16-019 dated August 31, 2016)
- Letter Agreement - DSO Call Out Procedures (LR 16-032 dated December 16, 2016)
- Letter Agreement - Update to Lineworker Series LOA LR 01-91 (LR 17-006 dated March 20, 2017)
- Letter Agreement - Update to New Hire Employees Starting Pay Rates LOA LR 12-038 (LR 17-007 dated March 20, 2017)
- Letter Agreement – IBEW Grievance 17-008 (Mutual Aid) (LR 17-025 dated January 11, 2018)
- Letter Agreement – Transmission Fall Protection (LR 18-008 dated March 14, 2018)
- Letter Agreement – Hydro Field Tech Series Job Description Revisions (LR 19-014 dated October 15, 2018)
- Letter Agreement – Grid Planning and Operations Drone Pilot Program (LR 20-013 dated September 1, 2020)
- Letter Agreement – Assignment of Overtime for Facility Stationary Engineers (LR 21-004 dated September 1, 2021)
- Letter Agreement – Grid Planning and Operations Drone Pilot Program – Extension (LR 21-007 dated June 24, 2021)
- Letter Agreement – Troubleshooters (LR 23-010 dated May 25, 2023)
- Letter Agreement – Damage Assessor Call Out Process (LR 25-032 dated December 22, 2025)

APPENDIX D

SM-.-a

SMUD Power To Do More

P.O. Box 15830, Sacramento, CA 95852-1830; 1-888-742-SMUD (7683)

December 18, 2001
LR 01-91

Wayne Greer
Business Representative
IBEW Local 1245
P.O. Box 705
Brocklerick. CA 95606-0705

SUBJECT: Letter Agreement Regarding Change of Titles for lineworker Series

Dear Mr. Greer:

The following are provisions of the agreement we have reached concerning changing the titles of the Lineworker Series Classifications.

In 1999 the District and Union met and conferred over expanded new classifications to embody all aspects of line construction and maintenance. As a result of these discussions, SMUD and IBEW Local 1245 entered into a Letter Agreement dated December 16, 1999. Part of the agreement contained provisions to change job duties and titles of line construction and maintenance classifications. These new jobs were designated with new titles: Lineworker Rough V.

The District and the local have now agreed that the titles of Linaworker I through V will be changed back to the original titles that were in effect for those classifications prior to the December 1999 Letter Agreement, without changing any other provisions of the agreement. These changes are shown on the attached table.

The parties have further agreed that this Letter Agreement does not change any other provision of the December 16, 1999 Letter Agreement concerning the Lineworker Classification Jobs, Duties or Civil Service entitlements incumbent with those positions referenced.

Finally, the parties have agreed that employees assigned to the Line Stjbforeman-woman, Troubleshooter and Fault Locator classifications. (all derived from the Lineworker III classification series) may move between those classifications, as long as they meet the minimum qualifications of the job. In addition, the parties have agreed that employees assigned to the Line Foreman-woman Light and Sr. Troubleshooter, (derived from the Lineworker IV classification series) may move between those classifications, as long as they meet the minimum qualifications of the job.

If the foregoing reflects your understanding of our agreement, please sign in the space provided below and return the signed copy to Labor Relations.

MICHAEL J. WIRSCH
Manager. Labor Relations

AUac;hmenl

Wayne R. Greer
Wayne Greer

12-20-01
DATE

DISTRICT HEADQUARTERS• 6201 S Street. Sacramento CA 95817-1899

SMUD
SACRAMENTO MUNICIPAL UTILITY DISTRICT ☐ P. O. Box 15830, Sacramento CA 95852-1830, (916) 452-3211
AN ELECTRIC SYSTEM SERVING THE HEART OF CALIFORNIA

December 16, 1999
DS 99-405

Dennis Seyfer
P.O. Box 161719
Sacramento CA 95816-1719

Re: LETTER AGREEMENT

I am writing this to set forth our agreement on the provisions within this letter agreement.

Lineworker and Tree Trimmer Series

As a result of business process reengineering, the District developed expanded new classifications to embody all aspects of line construction and maintenance work. The classifications and duties are outlined in the attached classification descriptions for Lineworker I through V and Tree Trimmer I through IV and Tree Trimmer Planner.

The District will initiate a title change and class regrade (change in pay) by ESN (direct placement) for all positions within the existing class series for Lineman and Troubleshooter, and a title change by ESN (direct placement) for all positions within the existing class series for Tree Trimmer. For the purposes of civil service entitlements, the direct placement of Regular Employees into new retitled classifications will have no impact on individual Employee entitlements. Therefore, "last class held" is the last permanent classification held before the employee's old classification title within the Class Series of Lineman, Troubleshooter, or Tree Trimmer.

In consideration for the expanded duties outlined in the aforementioned descriptions, the District agrees to adjust the wage rates for the classifications in the new Lineworker Class Series as set forth in the table below. Tree Trimmer Class Series wage rates will not be changed.

Current Class Lineman Series and Combined Classes		As of 6/19/99		NEW CLASS			Difference	
Lineman Apprentice	PG874H	23.01		Lineworker I	PG879	23.70	.69/hr	3.0%
Lineman	PG908	26.47		Lineworker II	PG912	27.26	.79/hr	3.0%
Line SubForeman/wn Troubleshooter	PG922 PG922	28.49		Lineworker III	PG927A	29.34	.85/hr	3.0%
Line Foreman/wn Light Sr Troubleshooter	PG937 PG935	30.30 30.27		Lineworker IV	PG938A	31.21	.91/hr .94/hr	3.0% 3.1%
Line Construction Foreman/wn	PG945	32.23		Lineworker V	PG950	33.20	.97/hr	3.0%

The new wage rates are effective in the first pay period following execution of this letter agreement.

C:IBEWlineltragree.doc 12/16/99

Pole Tester Classification

The District agrees to create a new classification of Pole Tester. The new classification will have eight (8) civil service positions and the pay grade for the class will be 828G, top step $18.26. The eight (8) positions will be posted on the first regular Transfer/Promotion Announcement after January 15, 2000, and filled pursuant to the Civil Service Rules, and Article 19 Section 6, Transfer/Promotion Process of the District/IBEW MOU.

As initial Pole Tester incumbents vacate positions, the District, at its sole discretion, may contract any and all pole testing and treating work.

Rock Saw Crew

The IBEW agrees that work performed by the rock saw crew is no longer IBEW work and the District may, at its sole discretion, contract any and all rock saw operations effective immediately upon execution of this letter agreement.

Hiring Hall

The District and the IBEW will meet and confer for the purpose of establishing a Hiring Hall Agreement to cover all IBEW classes when work force augmentation is necessary during periods of peak work.

If the foregoing reflects your understanding of our agreement, please sign in the space provided below.

Sincerely,

for James R. Shetler
Assistant General Manager, Customer Services

Attachment

Dennis Seyfer — 12/16/99
Date

C:IBEWlineltragree.doc 12/16/99

APPENDIX D

LR 01-91 (Cont'd)

SACRAMENTO MUNICIPAL UTILITY DISTR
CLASS SPECIFICATION
Lineworker Series

SERIES TITLE: LINEWORKER

PURPOSE OF THE SERIES: Performs a variety of semi-skilled and skilled tasks in the construction, maintenance, repair and inspection of the District's transmission and distribution systems. This work can involve operating backhoes, derricks and hole diggers; etc., and perform related duties as assigned.

DISTINGUISHING CHARACTERISTICS:
This series is assigned to Distribution Services. All levels are considered climbing Lineman/wn. These classifications encompass work performed by the previous District classifications of: Apprentice/Journey Lineman/wn, Crafts Helpers; Equipment Operator; Line Sub-Foreman; Line Foreman/wn Lt; Line Construction Foreman/wn; Troubleshooter; Senior Troubleshooter; Utility Crew Foreman/wn; Field Reporting Specialist, Cable Locator and Line Construction Supervisor. In addition, these Lineworkers assist Electricians and Meter Technicians in their work.

DEFINITION OF LEVELS:

LINEWORKER I This is the apprentice level in the Lineworker series. An incumbent, under close supervision, is in training under more advanced workers for semi-skilled and skilled work that generally involves construction, maintenance, or repair of the District's transmission and distribution system. As an Lineworker I, it is expected that skills will be developed to journey level proficiency (Lineworker II) and that employees will perform the more skilled operations as training permits. This class encompasses work performed by the previous District classes of Apprentice Lineman/wn, Crafts Helper, and Utility Worker.

LINEWORKER II This class is the journey level in the Lineworker series. An incumbent performs at the fully qualified and experienced level in the installation, maintenance, or repair of distribution and transmission electrical systems. This class encompasses work performed by the previous District class of Journey Lineman/wn, Equipment Operator, and some duties of the Utility Crew Foreman/wn, Field Reporting Specialist.

LINEWORKER III This is the first lead or advanced working level in the Lineworker series. This class differs from Lineworker II in that incumbents perform either troubleshooting, contract management or supervise up to one other person, a Lineworker I, II or III while performing service work, routine line maintenance, repair and/or construction work. This class differs from Lineworker IV in that Lineworker IV supervises larger crews and is generally assigned more complex line construction jobs. Employees in this classification must have exceptional communication skills as well as the ability to respond to emergency situations without specific instructions or direction. This class encompasses the work performed by the previous District classes of Troubleshooter and Line Sub-Foreman.

LINEWORKER IV Under limited supervision, this class supervises and works with a line crew made up of up to 5 Lineworkers (including the Lineworker IV). This class is a working foreman/wn responsible for task layout, direction and the supervision of a crew. It is distinguished from the Lineworker III, which troubleshoots or supervises one Lineworker; and differs from Lineworker V, which is responsible for planning work for and supervising larger crews. This classification encompasses the work performed by the previous District classes of Line Foreman Light, Senior Troubleshooter and some duties/responsibilities of the Line Construction Supervisor and Field Reporting Specialist.

LINEWORKER V Under limited supervision, this class supervises a crew made up of six or more Lineworkers (including the Lineworker V). This class is also a working foreman/wn responsible for task layout, direction and the supervision of a crew. It is distinguished from the Lineworker IV class by the larger crew size. An employee of this class works with very little supervision in the field..

SACRAMENTO MUNICIPAL UTILITY DISTRICT
CLASS SPECIFICATION
Lineworker Series

This class encompasses the work performed by the previous Line Construction Foreman and some of the duties of the Line Construction Supervisor and Field Reporting Specialist.

EXAMPLES OF ESSENTIAL DUTIES: Work includes but is not limited to the following: (Note: While in general all functions/duties listed are essential, individual positions within this class may not require all. Additionally, this list is not intended to be complete or exhaustive.)

LINEWORKER I AND LINEWORKER II:
At the Lineworker I level, incumbent is in a learning capacity and assists in the duties specified below for a Lineworker II. Lineworker II will perform these duties as a fully qualified and experienced journey level:

1. Performs complex rigging techniques using winches, block and tackle, ropes, slings, hoists, etc.
2. Frames, sets, removes, wood or steel poles and associated anchors and guys.
3. Makes connections and performs work on lines energized @ 120v through 230kV using rubber gloves and hot line tools.
4. Climbs wood poles, steel structures, or ladders.
5. Constructs/removes/maintains transmission towers.
6. Installs/removes crossarms, guy wires, insulators, disconnect devices, switches, capacitors, and various pole top apparatus.
7. Lays out, measures, cuts, installs, terminates and splices various types of cable.
8. Connects pole bolt, pad mount, and submersible transformers.
9. Assists Electricians in the installation, maintenance, and wiring of electrical substations.
10. Performs phasing tests on high voltage circuits.
11. Performs maintenance functions on transmission and distribution lines.
12. Installs and maintains night-lights, streetlights and street lighting equipment.
13. Applies principles of electrical theory to line construction and maintenance work.
14. Installs/removes work site protection devices.
15. Assists Cable Splicers/Electricians in the construction and maintenance of network underground systems.
16. Operates various types of equipment including; backhoes, tractors; frontloaders, rock saws, hole diggers, boom trucks, digger derricks, forklifts, water trucks, bobcats, cable pullers, cable tensioners, trenchers, pole stubbers, portable generators, portable/hydraulic pole setters, jackhammers, J tamps and other related equipment.
17. Operates aerial lift trucks and boom trucks.
18. Operates District vehicles, in the course of work, that may require a Class A license.
19. Installs/repairs cubicle/transformer wells, transformers, sprinkler systems, fences, landscaping, driveways, walkways, sewer/water pipes, and storm drains.
20. Mixes, pours and finishes cement/concrete.
21. Assembles/disassembles/pre-fabricates various materials/parts.
22. Installs residential and commercial meters of various types.
23. Inspects trench, conduit, transformer pad/well, switching cubicle, pull box and vault installation.
24. Inspects for GO 95 and 128 infractions.
25. Cleans up PCB leaks and transports hazardous material.
26. Uses chemicals for various tasks.
27. Installs shoring, backfills, jets and compacts trenches and other various excavations.
28. Uses various types of tools to paint.
29. Picks up and delivers materials.
30. Removes and installs asphalt.
31. Digs holes, trenches, splice pits manually or using power equipment.
32. Assists in traffic control.
33. Instructs, directs, and may train sub-ordinates.
34. Installs/removes and performs routine maintenance on dusk to dawn/street lights.
35. Installs/removes and performs maintenance on overhead and underground residential and commercial services.
36. Connects/ Disconnects electric service.

37. Inspects and approves customer service facilities.
38. Performs minor tree trimming.
39. Installs/removes or performs maintenance on transformers, capacitors, reclosers, regulators, and related line apparatus.

LINEWORKER III:
Must possess the knowledge, skills and abilities of a Lineworker II plus:

1. Locates, isolates, conducts high voltage dc tests, and repairs cable faults.
2. Identifies hazards, isolates lines and equipment, makes repairs as necessary to restore power and/or make conditions safe.
3. Checks substations for proper operating conditions; uses meters to determine loading and voltage.
4. Performs field switching operations; operates breakers, disconnects, control switches and observes and records readings from various instruments.
5. Applies for and takes line clearances from distribution and transmission system operators.
6. Reviews job packages; orders and arranges for loading of materials
7. Repairs or replaces disconnects, jumpers wires, cutouts, fuses, lightning arrestors, or similar devices.
8. Investigates and/or resolves customer complaints regarding electrical service.
9. Arranges for proper tools, equipment and labor needed for work.
10. Collects payments and deposits from customers.
11. Contacts customers regarding service requirements.
12. Plans work and assign specific tasks to another Lineworker.
13. Ensures that work performed by the crew member, his or her co-worker, is done in a professional manner following safe work practices and proper safety precautions are observed.
14. Trains, motivates, and provides input to the performance evaluation of subordinates.
15. Maintains a log in chronological order, and additional documentation as required.
16. Completes records and reports related to personnel, equipment and job status.
17. Coordinates/schedules customer shutdowns.
18. Patrols transmission lines; assists in performing tower line maintenance and line clearances.
19. Uses mobile data terminals, as required, to process appropriate documents in order to accurately report time and learns to reconcile jobs.
20. Performs contract management duties as it applies to trench, conduit, transformer well/pad, switching cubicle, pull box and vault installation, boring, paving and other miscellaneous contracts..

LINEWORKER IV:
Must possess the knowledge, skills and abilities of a Lineworker II plus:

1. Plans work and assigns specific tasks to a crew of up to 5 workers (including the Lineworker IV).
2. Checks to see that work is done safely and according to plans and specifications.
3. Coordinates and schedules work to be performed with other departments, contractors, agencies and utilities (staking; permit activation; U.S.A.; Joint Pole meetings; etc.).
4. Reviews job packages; orders and arranges for loading of materials.
5. Arranges for proper tools, equipment and labor needed for work.
6. Applies for and takes line clearances from distribution and transmission system operators.
7. Assists in accident/incident fact-finding investigations and reviews.
8. Ensures that work performed by crew members is done in a professional manner following safe work practices and proper safety precautions are observed.
9. Completes records and reports related to personnel, equipment and job status.
10. Operates Mobile Data Terminals and personal computer.
11. Coordinates/schedules customer shutdowns.
12. Trains, motivates and provides input to the performance evaluation of subordinates.

SACRAMENTO MUNICIPAL UTILITY DISTR
CLASS SPECIFICATION
Lineworker Series

LINEWORKER V:
Performs duties of a Lineworker IV, plus:

1. Plans work and assigns specific tasks to a crew of 6 or more workers (including the Lineworker V).
2. May be responsible for supervising the training of an apprentice Lineworker crew.

MINIMUM QUALIFICATIONS

KNOWLEDGE, SKILLS, EXPERIENCE, PHYSICAL CHARACTERISTICS,

LINEWORKER I:

Knowledge of:
- Basic math
- Basic safety rules and procedures
- Safe use of hand and power tools

Skills to:
- Read and understand job manuals, safety procedures, and training manuals on electrical theory and principles of electric distribution.
- Read and interpret written instructions.
- Remember and follow a series of directions.
- Work safely on and around high voltage conductors and equipment.
- Climb wood poles, steel structures, and ladders.
- Maintain attention to public service.
- Perform physically strenuous work for extended periods of time.
- Perform work at heights in a safe manner.
- Operate motor vehicles

Ability to:
- Learn line construction methods and techniques
- Learn knots and rigging
- Learn material and tool nomenclature
- Learn work site protection
- Learn hazard identification
- Learn District radio operation
- Learn to read a wire print
- Learn to operate a variety of equipment.

OTHER REQUIREMENTS:
- Attend classes after normal working hours on a non-paid basis in order to obtain skills and/or knowledge required on the job.
- Able to obtain and maintain a Class A Driver's License.
- Willingness to learn and operate equipment as noted above.
- Must complete the Lineworker I training requirements in order to advance to the Lineworker II level.

SACRAMENTO MUNICIPAL UTILITY DISTR
CLASS SPECIFICATION
Lineworker Series

DESIRABLE QUALIFICATIONS: Any combination of education and experience that has provided the necessary knowledge and skills will be considered qualifying. A typical way to obtain the above required knowledge and skills is:

- Equivalent to completion of sufficient formal and/or informal education to provide the necessary knowledge, skills and abilities.

LINEWORKER II

Must possess the same Knowledge, Skills, Experience, Physical Characteristics, etc. as a Lineworker I, plus:

Knowledge of:

- Line construction methods, techniques and construction standards (G.O. 95 &128).
- Rigging practices, principles, and procedures.
- Complex rigging techniques
- Material and tool nomenclature
- Electrical knowledge including phasing, grounding, line voltage, and transformers as they relate to line construction.
- Circuit Labeling.
- Materials, methods, tools, and equipment used in high and low voltage line construction, maintenance, and repair.
- Work site protection
- Hazard identification
- Electrical theory
- Electric service requirements.
- G.O. 95/128
- District policies and procedures relating to line construction; standards, safety procedures and CAL/OSHA laws relating to line construction.
- State and Federal Safety Rules and Regulations.
- Residential meters and their application.
- Streetlights, dusk to dawn lights and their application.

Skills to:

- Instruct and direct subordinates.
- Perform inspections of trench, conduit, switching cubicle, pull box and vault installation.
- Read a wire print.
- Complete/process required documentation relating to job balancing etc.
- Follow oral or written instructions.
- Operate District radios.
- Ability to learn to utilize mobile data terminals

DESIRABLE QUALIFICATIONS: Any combination of education and experience that has provided the necessary knowledge and skills will be considered qualifying. A typical way to obtain the above required knowledge and skills is:

- Completion of an approved Lineworker I apprentice program including three years climbing experience in overhead electrical distribution work.

SACRAMENTO MUNICIPAL UTILITY DISTR
CLASS SPECIFICATION
Lineworker Series

LINEWORKER III

Must possess the same Knowledge, Skills, Experience, Physical Characteristics, etc. as a Lineworker II, plus:

Knowledge of:

- Various commercial and industrial meters and their application.
- Switching and Clearance procedures.
- Transformers, switching, and regulating gear.
- Industry standards of high voltage testing.
- Meter reading.
- Fault locating.
- Supervisory techniques, principles and practices.
- Circuit labeling.
- Line phasing and grounding.
- Distribution Services processes.

Skills to:

- Recognize defects and make repairs in the overhead and underground electrical system under emergency conditions.
- Analyze electrical equipment damage and make determinations on specific material, tool, equipment, and labor needed to make repairs.
- Work in a team environment with minimal supervision.
- Prepare oral and written reports.
- Read and interpret plans and specifications.
- Read maps and drawings.
- Plan for the most effective use of workers and materials.
- Read, record, and report instrument indications.
- Work independently, or as part of a crew.
- Make decisions independently.
- Perform contract management duties.
- Operate Mobile Data Terminals and personal computers.

DESIRABLE QUALIFICATIONS: Any combination of education and experience that has provided the necessary knowledge and skills will be considered qualifying. A typical way to obtain the above required knowledge and skills is:

- Equivalent of two years of journey level line work experience at a level equivalent to Lineworker II with the Sacramento Municipal Utility District.

LINEWORKER IV & LINEWORKER V

Must possess the same Knowledge, Skills, Experience, Physical Characteristics, etc. as a Lineworker II, plus:

Knowledge of:

- Principles of supervision

Skills to:

- Layout and direct work for medium to large line construction projects.

SACRAMENTO MUNICIPAL UTILITY DISTRICT
CLASS SPECIFICATION
Lineworker Series

DESIRABLE QUALIFICATIONS: Any combination of education and experience that has provided the necessary knowledge and skills will be considered qualifying. A typical way to obtain the above required knowledge and skills is:

- Equivalent of two years of journey level line work experience at a level equivalent to Lineworker II with the Sacramento Municipal Utility District.

PHYSICAL CHARACTERISTICS: (all levels)

- Lift and carry crossarms; or similar line construction items weighing up to 80 lbs.
- Manual dexterity to operate power tools and equipment, tie knots and rigging.
- Work outdoors in inclement weather.
- Work in adverse conditions and pressure situations.
- Mobility to walk, negotiate uneven terrain, climb poles, steel structures, and ladders.
- Perform strenuous and hazardous work often involving long hours under adverse weather conditions Work aerially, in confined spaces, and below grade.
- Vision to read instructions, manuals, and diagrams, and distinguish parts, tools, and equipment, including accurate depth perception.
- Hearing to receive instructions from a distance and ability to identify hazardous or abnormal conditions.
- Speech to give instructions at a distance and for normal communication.

OTHER REQUIREMENTS: (all levels)

- Must possess and maintain a valid California driver's license and a satisfactory driving record. Candidates must also be able to obtain a Class A driver's license with tanker endorsement after completion of the required driver training class, consistent with the prevailing MOU.
- Reside in a location that is close enough to their reporting headquarters to allow a reasonable response time from residence to reporting headquarters under normal driving conditions and within posted speed limits.
- Work overtime and in emergencies, when needed.
- Be "On Call" and respond immediately to emergency call-outs, consistent with the prevailing MOU.
- Work special schedules as required.

APPROVED BY: _____ DATE: 12/16/99

Date Established: December16, 1999
Prepared by: Tim Curtis/Ron Morazzini/Tom. McEntire
Revised:

APPENDIX D

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PO. Box 15830, Sacramento, CA 95852-1830; 1-888-742-Sil{UD (7683)

March 22, 2002
LR02-47

Weyne Greer
Busaiess Representative
IBEWLocal 1245
P.O. Sox 4790
Walnut Creek, CA 94596

SUBJECT: Operational BoUndaries for PSO and DSO Classifications

Dear Wayne:

The purpose of this letter is to inform you tha□ effective immediately, the District will adopt the attache<I General-Normal Operating Procedure regarding Operatlona,,f,, R□sponsibllitles for the Electric Power System.

As noted therein, the District plans to shift operational control and responsibility *for* the District's Electric Power System from the Power System Operators (PSO) to the Distribution System Operators (DSO.

Specifically, the District has determined that the operational boundary of the PSO is lo exercise operational co lrol over all circults and associated ,equipment above the 69 kV level, with some exceplfons and quaHflcatlons noted. Toe operational boundary of tl1e DSO is to exercise operallonal control *over* all. circuits and associated equipmen1 at the 69 kV level and below, and all 69 and 21kV networl transformer5; with exceptions arid qualifications noted.

A number of IBEW-represented employees wm be affected by this change; tiowever, the District has not identified any adverse impacts to lts employees as a result of this action. Training sessions for all affec ed employees will be provided starting as soon as April 1, 2002. The official shiit of operational control and responsibility will occur on October 1, 2002.

If IBEW identifies any specific potential adverse impacts to its members as a result of this action and would like to meet and confer over the matter, please let me know as soon as possible so we can address those issues.

Sincerery,

1=:JtA

Manager, Labor Relations

CC: Cliff Faith
LR Staff

DISTRICT HEADQUARTERS• *6201* S *Street: Sacramento CA 95817-1899*

SMUD
SACRAMENTO MUNICIPAL UTIL. DISTRICT NO: GNN 008

	SECTION	SUBJECT
GENERAL	GENERAL - NORMAL OPERATING PROCEDURE	OPERATIONAL RESPONSIBILITIES

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SACRAMENTO MUNICIPAL UTIL DISTRICT NO: GNN 008

GENERAL	SECTION GENERAL - NORMAL OPERATING PROCEDURE	SUBJECT OPERATIONAL RESPONSIBILITIES

Introduction

Purpose and Scope

The purpose of this procedure is to define, establish and assign operational boundaries and responsibility of the Electric Power System. Training for the Distribution System Operators will commence April 1, 2002 and last approximately 6 months. October 1, 2002 will be the official shift of operational control and responsibility from PSO to DSO. Prior to April 1, 2002, Representatives from System Operations and Reliability and Distribution System Operations will meet to discuss, revise and/or modify this Procedure Document as mutually agreed to between the Representatives.

Audience

This guide applies to Power System Operators (PSO's) and Distribution System Operators (DSO's).

General Description

The coordinated operation of the District's Electric Generation, Transmission, and Distribution Systems is the responsibility of System Operations and Reliability and Distribution System Operations.

The operation of the bulk power system, Generation and Transmission System resources, is the responsibility of System Operations and Reliability.

The operation of the Distribution System defined as the system which, interconnects the District's Customers to the bulk power system, is the responsibility of Distribution System Operations.

This operating guide defines the operational boundaries to clearly delineate operating responsibilities of both areas.

References

None

GENERAL	SECTION GENERAL - NORMAL OPERATING PROCEDURE	SUBJECT OPERATIONAL RESPONSIBILITIES

Procedure

1. Power System Operations

The operational boundaries of the Power System Operators (PSO) is defined as: the responsibility to monitor and control all circuits and associated equipment above the 69kv level, with exception of designated portions of the 69kv system. Operational boundaries shall include switching responsibility for connecting or removing equipment from service in coordination between PSO's and DSO's as follows.

- All generator breakers, generation tie facilities, associated disconnect switches, and associated relaying regardless of voltage level. This includes:
  - Pocket 5 express feeder for Carson Ice Generation including 69kv CB 6930 at Pocket.
  - Foothill 4 express feeder for McClellan Gas Turbine including 69kv CB 7114 at Foothill
  - Circuit Switcher #7050 at Kiefer Landfill Generation
  - All capacitor banks and shunt reactors at bulk stations and associated breakers and disconnect switches, when used exclusively to support transmission system voltages.
  - RTU controlled Distribution Capacitor Bank on Distribution Substations, when used exclusively to support transmission voltages.
  - It shall be the responsibility of the Distribution System Operator's (DSO's) to coordinate switching activities with the Power System Operators (PSO's) and to ISSUE and RELEASE all clearances on power transformers that supply bulk power to the distribution system. This includes the Elverta Substation where the 115kv transmission and 69kv distribution are on the secondary side of the banks.
- It shall be the responsibility of the Power System Operators (PSO's) to notify the Distribution System Operators (DSO's) prior to placing capacitor banks and shunt reactors into or out of service.

GENERAL	SECTION GENERAL - NORMAL OPERATING PROCEDURE	SUBJECT OPERATIONAL RESPONSIBILITIES

2. Distribution System Operations

The operational boundaries of the Distribution System Operator (DSO) is defined as follows: to monitor and control all distribution circuits and associated equipment at and below the 69kv level, and all 69 and 21kv network transformers. Operational boundaries shall include the issuing of clearances and switching responsibility for connecting or removing equipment from service as follows.

All 69kv, 21kv, 12kv and 4kv distribution circuits and associated equipment. This includes 69kv circuit breakers and associated switches paralleling bulk power transformer banks.

- All distribution circuits serving generators under the control of PSO up to but not including the generator interconnection facilities. This includes:
- Hedge #7 feeder to Kiefer Landfill Generation.
- SRWPT switchyard when configured to connect to Carson Ice Generation.
- Distribution generation for which PSO is not assigned responsibility for control or monitoring.
- For the purpose maintenance, it shall be the responsibility of the Distribution System Operators (DSO's) to notify the Power System Operators (PSO's) prior to placing capacitor banks or shunt reactors into or out of service on power transformers that supply bulk power to the distribution system.
- It shall be the responsibility of the Distribution System Operator's (DSO's) to notify and coordinate switching activities with the Power System Operators (PSO's) and to ISSUE and RELEASE all clearances on power transformers and associated equipment that supply bulk power to the distribution system.

3. Overlapping Jurisdictional Boundaries

PSO's and DSO's will coordinate all switching programs as well as informational notification when removing/restoring and or energizing/de-energizing any equipment and or facility effecting or overlapping boundaries in the bulk power system. This includes paralleling of bulk power transformer

SMUD
SACRAMENTO MUNICIPAL UTILITY DISTRICT

NO: GNN 008

GENERAL	SECTION GENERAL - NORMAL OPERATING PROCEDURE	SUBJECT OPERATIONAL RESPONSIBILITIES

banks and distribution feeders. A Communication protocol shall be maintained when the operational responsibilities appear to overlap. This protocol applies to but is not limited to the 230kv, 115kv, and 69kv interconnections at Elverta and Hurley.

Caution: All switching and clearances will be conducted in accordance with existing clearances and switching procedure (GNN 003)

LR 02-047 (Cont'd)

SACRAMENTO MUNICIPAL UTILITY DISTRICT NO: GNN 008

GENERAL	SECTION GENERAL - NORMAL OPERATING PROCEDURE	SUBJECT OPERATIONAL RESPONSIBILITIES

Procedure Approval

Prepared by _____ Date 3-13-02
Process Coordinator, Distribution System Operations

Concurred by _____ Date 3-19-02
Process Coordinator, Field Operations

Concurred by _____ Date 3-13-02
Distribution System Specialist

Concurred by _____ Date 3-13-02
Supervisor, Power System Operations

Concurred by _____ Date 3-13-02
Power System Engineer

Approved by _____ Date 3-14-02
Manager, Planning & Operations

Approved by _____ Date 3/15/02
Manager, System Operations & Reliability

APPENDIX D

SMIJD

SACRAMENTO MUN!CIPAL UTILliY D[STRICT

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P.O. 8,a 15830. S.:Jcn::m□tJ..'O, 0195851•1830; 1--888-142-SJWD (1683)

lDecernbe r 29, 2003
LR 03-203 (Revised)

S.amut:il A. Glero
Business Representative
30 Orange Tre,e Circle
Vac:;:;iville, CA 95698

SUBJECT: intent tc Certify Meter Te Apprentices to,Remove and Install 240 Voll'. and Below Meters

This is notmcation of the District's.intent to cer:lify curr@lllt and fuh1re Meter Tech Apprentices 1.o re nove and install 240 Vo-I: and below Meters. Once an apprnntice meter tech reaches a certain point in the apprentice,sh□p, they will be certified to ro,rnove and/or install meters as shown on the attachEid doc:uments. It is also intended to incorporate this procsdrure into th e D•istrict's apprenticeship program for this Glas:siricalion. Those apprentices who are currently un the ::;irogram, who m□et fie cmerua, will be lmm-:1diately ce-rtificd to ponfollll ttii□ rask.

If you ag,re,e to ttie Districts i.ntentions, please so indicate by signing below and returning one exe-cuted copy o• th.is le:tar io m□,

Sincerely,,

Micha,el J. Wirsch
Manag-er, Labor Helatio.ns

J; □ a- □
Samuel A. Glero
Busi110ss Repres·errlati:ve

12/20/03
Date

Attachments

SMUD

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LR D·1-07'3

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'•/ac,;;•1ille, CA 95696

":..BJECT; C:ritic:al Clas□ific<1ti0m1

ear Mr. Sler□:

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LR 05-076 (Cont'd)

4. Employees on critical status will not have their applications for vacancies in or below their present classifications nor their application for transfer considered for any job outside of their existing headquarters or outside of their Class Series.

5. A journeyman's "critical" status shall be for a period of three years with the exceptions set forth in Item 6 below. However, by mutual agreement, the "critical classification" designation may be lifted on either an individual or on a total basis. Apprentices on critical status complete their training at the "critical" headquarters.

6. Apprentices designated as critical who progress to journeymen status shall continue on "critical" status for two additional years under the conditions outlined above. Upon release from "critical status," the 8% allowance and the freeze on transfers will cease.

7. District will give Union and the involved employees 90 days' notice of the cancellation of the "critical classification" designation. However, upon cancellation by District, employees on critical status shall continue to receive the appropriate wage rate for the remainder of their applicable term or until such time as they transfer to another classification or headquarters.

8. In critical situations where a formal apprenticeship is not involved, District proposes to apply the 8% weekly allowance and the freeze on transfers to the journeyman classification under the conditions outlined above. However, in each instance the added pay and the total length of the bid or transfer freeze for classifications leading to such non-apprentice journeymen shall be established by agreement between District and Union. Such agreement shall be, to the extent possible, consistent with the framework outlined above for apprentice situations.

If you are in accord with the foregoing and agree thereto, please so indicate in the space provided below and return one executed copy of this letter to District.

Sincerely,

Michael J. Wirsen
Manager, Labor Relations

Agreed.

Samuel A. Glero
Samuel A. Glero
Business Representative

6/28/2006
Date

APPENDIX D

SMUD

SACAA-M-E-NTOM-U-ICI-PALUTILITY DISTRICT

P.O. Box 15 10. Sa□ramento. CA 95852-J 30; J -7-12 SMUD (7683)

July 26, 2007
R 07-040

Samuel A. Glero
IBEW Local 1245 Business Representative
PO Box2547
30 Orange Tree Circle
Vacaville, CA 95687

SUBJECT: **Establishment and Administration of Overtime List for** Sub-Station Electricians

Dear Sam:

We have met to discuss establishment of an overtime list and its administration for the Sub-station Electrician classification. The following is our agreed upon procedures concerning the list.

General Principles

- There will be only one overtime list that encompasses all overtime, i.e., Prearranged, Emergency, and Continuation.
- The overtime list will incorporate **all** overtime hours at the appropriate rate of pay.
- The overtime list will use the year-to-date hours for ranking purposes.
- A new employee or a ne v volunteer will be given the average number of overtime hours worked by those on the list at that time and will be placed on the list those ours.

Voluntary Overtime Assignment Administration

- The accounting period for record purposes will be from the first pay period through the last pay period of each year
- All overtime hours will be zeroed out at the end of the last pay period of each year and ·11start over the first pay period.
- The ranking order will remain the same as it was at the last pay period of the previous year.
- Volunteer employees In each classification (Foreman, Electrician, and Apprentice) with the lowest number of recorded overtime hours viii be selected fi t.
- Employees that tum down an overtime assignment will be credited with the nu ber of overtime hours that were worked, which include double time or time and one half.

DI TRICT HE.ADQ ARTER • OJ "eet, nmrmenro, A 9- /7-1 '99

LR 07-040 (Cont'd)

- An employee who is off on leave will not be asked or required for overtime until the employee returns to work on their next regular scheduled workday and the employee will not be credited with time worked.

Mandatory Overtime

- When there are insufficient volunteers available for overtime, the District will assign employees to work the necessary overtime.
- Mandatory overtime will be assigned first to employees with the lowest recorded overtime hours.

If the foregoing reflects your understanding of our agreement, please sign in the space provided below and return the signed copy to Labor Relations.

Sincerely,

Michael J. Wirsch
Manager, Labor Relations

Samuel G. Glero
Sam Glero

7/27/2007
Date

APPENDIX D

SMUD
SACRAMENTO MU ICIPAL UTILITY DISTRICT
n

P.O. Bu.\ /5 30. e1 rc1111 1110. 1\ 95 Z I 0: I · , ·741• 1 D (76 J

January 29, 2010
LR 10-007

Samuel A. Glero
Business Representative
IBEW Local 1245
30 Orange Tree Circle
Vacaville, CA 95696

SUBJECT: Work Schedule (4/10) for !BEW-Represented Energy Supply Personnel

Dear Sam:

In 2008 you met with a committee of Energy Supply personnel concerning changing all IBEW represented employees assigned to Energy Supply to a 4/10 work schedule. The result of that meeting was letter agreement LR 08-071 (a pilot program from January 3, 2009 through January 2. 20 0). By letter agreement LR 10-001. the pilot was extended to February 12. 2010.

You recently met again with the committee and the parties agreed to adopt a 4/10 work schedule The following is the agreed upon steps:

1. The schedule will go into effect beginning February 13. 2010.

2. Based on a ma1onty vote of the affected employees. the attached duty schedule will be adopted with a start time of 0600 hours.

This leller agreement supersedes letter agreement LR 08-071 and LR 10-001.

If this reflects your understanding of the agreement. please so indicate by signing in the space provided below

Sincerely.

Barry H. Koyama
Supervisor. Labor Relations

Agreed:

Samuel A. Giera
Business Repres ntative

ii z.c., I ,o
Date

CC: Jim Carpenter

Attachments

APPENDIX D

SMUD

SA□AMEtno MUNICIPAL UTILITY **liISTR;ICT**

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JJ.0, Ho·151-130, Sm:rwm:nto, CA 95tii1-I 30; !•81'111-742-SM'f)D (7683>

January 16, "2IO11
LR 11..004

Samuel A. Gl8ro
Bu$1ne$SRepresenlatIve
IlE!EW I...Oca11:245
3'IJ Ora□'!:! Tr€e Oircle
Va:::aville, CA 96696

Subf,Mt: L.etler Agteernerit Meeli g or JanlJ.fil)' 1 J, 2011

We mel vnlJh Ron Sauff@risr, Rand','Swanso:n. Jlm &h..alron **arMf** 1,&EW □r si:mnel Mike Gall□□her, Jeff Duarte, Art T,ol'J8s, and Julie ShIpmari lo diSCIJS$ the Senlor !::leclrical Techn.icia:n ee1iec Tech") llP9ratl-e criJte·la anti Eleclr1ician$.pen/ormirig.Dot,le 'I'{Ork. Ttie folft,;1win~ i:.c Hie i>i9reeme.nt reach□i that meetlllQ.

- The wrrentBeciri.cian Job Specification **will** be re\l'ised to reflect Inis chenge.

., As needed, Elec Tectis *ITI.aY* be te:mpor,arify up;irad'ed ro SMUD's existing classif11Ca!ion of Ser1i.or Elec Te:h,, The parties agreed the attached c:nleria wm **be** used to dec.ide when Bee Teci'Is should be upgrad cd lo tlffl senior classificatlort.

- The parties urtderstand' that Ihe ectrician classiflca1ion,will assume performing Doble tesi"ng as !hey becom q alifioo!. To a.:x:omplisti Ihls. lastIn9 the follci,.vlng will ap,pty:

  1. As s,i;?Q as practical, mai\aSememt will begin class room training Electriciaris to perform Doble testing,.
  2. Erec Techs will **OO** assignoo IO provide on-1tni-job:tirail'lillg tor Ih,::i E[actrioian.s o.n how to perform !he Dotile lei.Ung. White assJgn ed as a traine,r tl\e Elec: Teoris wotJldbe upgraded to Sl!b Foretnan.
  3. Once- dlE!!Ss I'OIXill !raining iS c:omplete;I, wheil call 01.1ts are requ· d concerning Doble, an Elec ech would be calle.dout to ove1see electricians performing Do:'IJIB work un·1'ltu□ Electricians are cerrti!ied to W"O□k alone.

It his □ your undf!r:standlng *ol* our d,i!iCi.I$SIM!i, please so lrtdl□le b:,' signing 11 Uie space provided below.

Si11C€rely.

Zane Ma.ddox:
Senior Labor Relations Analyst

Agreed:

Samuel A. Gl0ro
Bus;ic"11;1$s Repre:sen!atlve

3/11/2011
Date

APPENDIX D

&MUD

SACRAMENTO MUNICIPAL UTILITY DISTRICT

P.O, Ihu; IS.'130, Sfl,:.,-m11ef1Jo. CA 958-2-1830; I,□IU5-74l-SM'UD (7683>

March 24, 2011
LR 11-006

SamU1el A Glero
IBEW Local 1245 Business Representative
PO Box:2547
30 Orange Tree Circle
Vacaville, CA 95687

:SUBJECT: **Business Ru1es for Assignment of Overtime for Facijlttiff Gardeners, Utility Workers, and Custodians**

Dear Sam:

We have met to discuss business rules for as.sign,ment of overtime for Fadli ie,s, Gardeners, Utility Workers, and Custodians olassitrcations. The folio□'l'ing is,our agreement concerning *the* assignment of overtime for the following cl8-$Sifications:

He□d Gardener
Joumey Level Gardeners
Senior Utiliity Workers
Journey Level Utmty Workers
Senior Custodian-s
Journey Level Custodi.ans

G·e-ne,ral Principle-t and Purpose

Assignment of overtime shall be distrlbut@d and rotated s.s equitably as practicable among qualified emp oyees in the same cl.assification who have volunteered to be available. Employees who sign the voluntary sign-up list are making a defrn,it-e commitment to lbe readily available for assignme11ts, SMUD wi,11Uise the employees with the tea.st amount of re<::orcled overtime hours from a ranked recorded list of the accounting period.

Sign•Up Procedures

- Overtime sign□ups w.ill be weekly from Wednesday to Tuesday of the following week.

- Employees desiring to work voluntary overtime must sign-up at designated locations. (Phone contact is acceptable for employees not reporting to their normal work location that day).
- A new employee or a new volunteer will be given the average number of overtime hours worked by those on the list at that time and will be placed on the list with those hours.

Voluntary Overtime Assignment Administration

- The Facilities Buildings & Grounds Supervisor or designee will assign overtime as needed from the established list.
- The accounting period for record purposes will be from January 1 through December 31 of each year. To start this procedure SMUD seniority will be used.
- All overtime hours will be zeroed out at the end of each year and will start over on January 1. The ranking order will remain the same as it was at the last pay period of the previous year.
- The ranked overtime list will be updated weekly.
- Volunteer employees must have all the qualifications required for the specific overtime assignment.
- Volunteer employees with the lowest number of recorded overtime hours will be offered overtime assignments first.
- Personnel on light duty will only be allowed to work overtime if the work is within their restrictions.
- Personnel declining to work overtime in person or by telephone will be charged the number of hours actually worked.
    1. When there is enough work that requires the entire overtime crew to remain until the work is completed, personnel leaving early will be charged for the full time the remaining personnel worked.
    2. In the event that there is not enough work that requires the entire crew to remain until the work is completed, the personnel volunteering to leave early will be charged only for the hours worked up to the time those personnel left.
- An employee who is off on leave will not be asked or required for overtime until the employee returns to work on their next regular scheduled workday and the employee will not be credited with time worked.

Mandatory Overtime

- When there are insufficient volunteers available for overtime, SMUD will assign employees to work the necessary overtime.
- Mandatory overtime will be assigned first to employees with the lowest recorded overtime hours actually worked.

LR 11-006 (Cont'd)

- An Employee that does not have a specific skill or qualification required for the mandatory assignment may be by passed for that specific assignment.
- Employees assigned under this section may find a qualified replacement, but will be charged with the actual hours worked.

If the foregoing reflects your understanding of our agreement, please sign in the space provided below and return the signed copy to Labor Relations.

Sincerely,

Zane Maddox
Senior Labor Relations Analyst

Samuel G. Glero — Sam Glero

3/25/2011 — Date

APPENDIX D

SMUD

SACRAMENTO MUNICIPAL UTILITY DISTRICT

P.O. Box 830, Sacramento, CA 95852-1830; 1-800-462-7683

February 24, 2011
LR 11-007

Samuel A. Otero,
IBEW Local 1245 Business Representative
PO Box 2027
30 Orange Tree Circle
Vacaville, CA 95687

SUBJECT: **Business Rules for Assignment of Overtime for Facilities Electricians**

Dear Sam;

We have met to discuss business rules for assignment of overtime for Facilities Building Maintenance Mechanic classification, The following is our agreement concerning the assignment of overtime for the following classifications:

Facilities Electrician Foremen/women
Journey Level Facilities Electricians

General Principles and Purpose

Assignment of overtime shall be distributed and rotated as equitably as practicable among qualified employees in the same classification who have volunteered to be available. Employees who sign the voluntary sign-up list are making a definite commitment to be reasonably available for assignments. SMUD will use the employees with the least amount of recorded overtime hours from a ranked recorded list of the accounting period.

Sign-Up Procedures

- A new employee or a new volunteer will be given the average number of overtime hours worked by those on the list at that time and will be placed on the list with those hours.

Voluntary Overtime Assignment Administration

- The Facilities Craft Supervisor or designee will assign overtime as needed from the established ranked list.

APPENDIX D

LR 11-007 (Cont'd)

- All overtime hours will be zeroed out at the end of each year and will start over on January 1. The ranking order will remain the same as it was at the last pay period of the previous year.
- Two Overtime Lists will be kept, one (1) list for scheduled overtime and one list for Emergency Call Out. The Emergency Call Out list will track all hours worked for Emergency Call Out, Declined overtime, Actual hours worked. The total of those hours will only be calculated on the Emergency Overtime List. This Ranked Emergency Call Out list will be utilized for all emergency call out work.
- The other Scheduled Overtime Ranked List will be used for all other overtime with hours charged as appropriate with the exception of hours accounted for and charged to the Emergency Call Out Overtime List.
- The ranked overtime list will be updated as overtime is worked.
- Volunteer employees must have all the qualifications required for the specific overtime assignment.
- Volunteer employees with the lowest number of recorded overtime hours will be offered overtime assignments first.
- Personnel on light duty will only be allowed to work overtime if the work is within their restrictions.
- Personnel will be asked to work overtime between Tuesday and Wednesday or at the earliest possible time.
- When overtime requirements cannot be filled with personnel present, telephone calls to personnel will be made as needed.
- Direct contact must be made by telephone to verify the acceptance or turndown of overtime by the person contacted.
- Personnel declining to work overtime in person or by telephone will be charged the same hours as those worked by others.
    1. When there is enough work that requires the entire overtime crew to remain until the work is completed, personnel leaving early and those who declined the overtime will be charged for the full time the remaining personnel worked
    2. In the event that there is not enough work that requires the entire crew to remain until the work is completed, the personnel volunteering to leave early will be charged only for the hours worked up to the time those personnel left work.
- Overtime required that is a continuation of shift will result in personnel being charged overtime hours worked. In the case of end of shift overtime for job continuity purposes, crew members with the foreman will take priority over the overtime list.
- For pre-arranged overtime work involving a job assigned to a foreman during the week, the assigned foreman will be asked to work first. If he accepts, journeymen will be selected with the least amount of overtime.
    1. If the assigned foreman declines, the remaining foreman will be asked to work in the order of who has the least amount of overtime. In this case, journeymen will be selected in the order they are ranked on the list.

- If no foremen are available to work overtime for job continuity purposes, the journeymen working for the assigned foremen will be offered an upgrade to work in the order they are ranked on the list.
- Once the foreman is established, the remaining personnel will be asked in ranked order from the list. If no one from the original crew is available or accepts the upgrade, the list will be used to select an upgraded foreman and crew in order they are ranked on the list.
- An employee who is off on leave will not be asked or required for overtime until the employee returns to work on their next regular scheduled workday and the employee will not be credited with time worked.
- A new employee or a new volunteer will be given the average number of overtime hours worked by those on the list at that time and will be placed on the list with those hours.

Mandatory Overtime

- When there are insufficient volunteers available for overtime, the District will assign employees to work the necessary overtime.
- Mandatory overtime will be assigned first to employees with the lowest recorded overtime hours actually worked.
- An Employee that does not have a specific skill or qualification required for the mandatory assignment may be by passed for that specific assignment.
- Employees assigned under this section may find a qualified replacement, but will be charged with the actual hours worked.

If the foregoing reflects your understanding of our agreement, please sign in the space provided below and return the signed copy to Labor Relations.

Sincerely,

Zane Maddox
Senior Labor Relations Analyst

Sam Glero — 3/25/2011
Sam Glero — Date

APPENDIX D

&MUD
ACRAMENTO MUNJCIPAI_ IJITIL!n' DISTRICT
h, Po" 'er 1 o Do More
P.O. Box 830, Sru:n1mnrm, CA '.)5X52 1830: !-88R-7-t2-SMUD (7683}

Maren 23, 201:2
LR 12-019

Samuel A G!□ro
Business Representative
IBEW Local 1246
30 Orange Tree Circle
Vaca:ville, CA 95896

SUBJECT: letter of Understanding to reduce the Custodian Classification Slaffing 1 Level from between tw,o and six positions

DeairSa:m:

We haw met to d1scuss tile reduction of the staffin:g level **ot** the custodiarnclassifications (Sr. Custodian, Cusl.od,an 1/, aml Facilities G1.Jstoclic1n). The fo[lo,wing is our agreement:

- This brnd'ing agreement is entered into b,y oolh parties in the imerest of meeling the operational rieeds of lhe Sacramento Munkipc1i Utility rnstrict {SMU[]).
- □ This agreement become:s effective March 23, 2012.
- The parties agree that the provisions ot Ihis Agreement supersede the entire provisiolliSof Article 31.12 of the MOU between SMl.JD and IBEW Local 1245 and its successors.. Any d[sputes, whiDh ma::,r aris,ei r□9ard1ng thts Agreemel"lt, will be resolved through the grieva:rioe arbitiratio n procedure contained in Arlie e 15 of the MOU and its SUCCKSOTS.
- ,. SMUD is free t,o enter into contracts with third party custodial oper.c1nions to provide services for SMUD',sfau;:ilitie□.
- No regular Civil Seorvfoe employee fillrrng a permanelll position in the Custodial p,ositiorn wHl tie laid off as a result of this Agreement.
- ''' All ot the terms an,doonclilioos of □his agreement shall remain in effect for U1a du■tion of this agreement unless mutually modified or rescinded in writing by the
- This letter Agreement is ern.ered into witihout prejudice and is not precedent setting_
- Big1ble emplo:,reeis in th& affected cla,ssifications wllll be eligible for a Separation Package a-s de·fined below:

  - Minimum of 5i'.x {6) weeks pay; on13 (1J a:ddi□onal week of pay, not lo e};)ceed twenty-six {26), for every full year of service over fwe (5) years.
  - $75 per week in lieu of retiree medical for each week of severance pay (maximum 26 weeks) fur thos,e not eligible for retireme t.
  - Prolilide outplae@m@nt services, if ne-eded.

  EJigible Employees:

- This separation package will be made available to all SMUD Civil Service employees holding the custodian classification, regardless of retirement eligibility, who elect to separate from SMUD, in good standing no later than April 17, 2013.
- Employees must make a decision to accept the separation package not later than April 17, 2013 and must retire by June 1, 2013
- Additionally, the custodian classifications will be added to the Talent Retention Program to grant employees hiring preference when applying for other positions in the organization. For regular full-time Facilities Custodians, the Custodian 1/ pay scale will be used as the basis for Talent Retention Program eligibility.

Please indicate your concurrence and agreement in the space provided below.

Sincerely,

Zane Maddox
Senior Labor Relations Analyst

Sam Glero
IBEW Business Representative

3/27/2012
Date

APPENDIX D

SMUD
SACRAMEINTO MUNICIPA UTILITY DISTFIICT"
Th· F'ower In Do Mote.

AO. BvI 15830. Sarrllmemo,0\ 95852-JS'"iJ; I-□,it..□-742-SMUD (7683)

April 9, 2012
LR:12-023

Samuel A. Glero
Business Rep esentative
IBEW Local 12.45
30 Orange Tree Cir,ole
Vacaville, CA 95e00

SUBJECT: letter Agreement - Power System Oper:al ors Overtime Procedures

Dea·r Sam:

W.e have met to discuss the Pio"wer System Operators 011ertirne Pr0scedures,
We have agfeed t,o adop the prored. res as ou lined!ill the attachment.

Please·i dicate your concurrence and agreemen in the spaoe provided!below.

Sincerely,

Jnd#<1)6
Zane Maddox
Senior Labor Relations Analyst

Jb.tu.t.J_a .&w
Sam Gt-ero
IBEW Busine:Ss Repres-entative

4/9/2012
Date

Attact ment

REAL-TIME PSO OVERTIME PROCEDURES

The following guidelines outline how overtime will be administered and recorded to ensure that each employee is treated fairly and attempt to recruit volunteers first. This will ensure that each Power System Operator, PSO, is offered an equal amount of overtime, as equally as practicable per the MOU, on a continuous basis. This policy may be changed at any time with the consensus of a majority of the PSOs affected by this policy or by management based on the needs of the SMUD.

- Two separate overtime lists will be kept Power System operator I/II and Shift Senior Power System Operator. These will be kept on line with the PSO schedule.
- Overtime will be authorized to ensure that the minimum shift compliment as specified by the Supervisor, Power System Operations, normally 1-Shift Senior and 3-PSO I/II, is maintained and that a gas pipeline qualified PSO is on shift.
- The Supervisor, Power System Operations will follow this policy in filling pre scheduled overtime shifts.
- Minimum staffing levels can be modified with the approval of the Supervisor, Power System Operations.
- The Shift Senior PSO shall determine if someone is needed to be called out due to someone calling in sick or not being able to report for work.
- Relief shift PSO's are to report to work at normal start time (i.e. 0545), ready to cover shift if needed, unless otherwise prearranged.
- Overtime will not be offered to a PSO unless he/she is qualified to operate one or more of the following: Transmission, Interchange Authority, or Generation desks. Once qualified he/she will receive a number of hours in his/her overtime record that is equal to the average of all the other operators on his/her list.
- Overtime will be offered to the affected classification first before moving to others. Example: If a PSO I/II position is vacant all available & qualified PSO I/II will be contacted before offering overtime to Shift Senior PSO.
- Over time will be recorded based on actual hours worked. Travel time and meal time will not be recorded.
- DTI and holiday premium will not be recorded.

LR 12-023 (Cont'd)

- Red Time will be recorded if overtime is offered and declined. Generally 12 hrs if it was to cover a normal shift. However, red time recorded will never be more than the actual overtime hours worked.

- No excuse for turning down overtime will be accepted as a reason not to receive red time.

- Up to 24 hours of red time can be recorded on a single day if the PSO is offered OT for both the day & night shifts and refuses both.

- If a PSO is out of town (OOT) and therefore, unavailable, this can be documented in the PSO work schedule. A PSO designated "OOT" will not be called for overtime.

- Red time can be given to two or more PSO's for the same offering.

- Red time will be erased if it has been recorded and then the overtime canceled.

- Overtime will be offered to the qualified PSO with the lowest overtime hours first. If that operator declines or can not be contacted the next lowest PSO on the overtime list will be contacted and so on until someone accepts.

- Red time will not be given unless the PSO is actually spoken with, either in person or by phone. No red time will be given for messages left on an answering machine or with a person other than the PSO.

- All attempts to contact and contacts for offers of overtime shall be recorded in the PSO log so that a record can be kept of the contact.

- A PSO may be assigned to a special project that requires overtime. He/she may receive all the OT hours associated with the special project without consideration of the overtime list. Any overtime hours will be recorded in the OT record.

- At the end of the year the overtime record will be updated. The PSO with the lowest hours will be reset to zero. All other PSOs will have their hours reset to the difference between the lowest PSOs and their total. This will assure overtime hours are offered equally continuously.

APPENDIX D

LR 12-023 (Cont'd)

Process

- A need arises to make an overtime callout.
- If vacancy is during the week for a (non holiday) dayshift, check to see if a relief PSO is scheduled that day. If a relief is scheduled he/she will cover shift. Senior PSO may notify relief PSO prior to shift, as a courtesy.
- If vacancy is on the weekend, holiday or at night, attempt to contact the PSO with the lowest overtime hours first. When contact is made, inform the PSO that he/she is requested to report to work to cover the shift. If PSO declines to work, give the PSO red time
- If no contact was made but a message was left for a PSO, wait 5-10 minutes for PSO to respond, before calling the next PSO. Exception: A PSO is needed immediately for a system conditions.
- Call the next PSO with the lowest hours and ask he/she to report to work to cover the shift. If he/she declines give him/her red time.
- Continue to call until a PSO accepts. When a PSO accepts, record the overtime hours in the record.
- If no PSO can be contacted or volunteers then Shift Senior PSOs can be contacted in order.
- If no other possibilities for shift coverage are available the shift may be covered by PSO working a double shift or spilt by two on shift PSOs or Senior PSOs. Either of these options will require the Supervisor, Power System Operations approval to work in excess of 16 hours.
- A PSO II may be time card upgraded to Senior PSO, as a last resort, with the permission of the Supervisor, Power System Operations.

Powering forward. Together.

(i)SMUD™

September 10, 2012
LR 12-037

Samuel A. Giere
IBEW Local 1245 Business Representative
PO Box 2547
30 Orange Tree Circle
Vacaville, CA 95687

SUBJECT: **Letter Agreement to Change Retirement Formula in 2013 MOU from 2%@60 to 2%@62**

Dear Sam:

During our negotiations for a successor MOU, the parties agreed to the following language addition to Article 30.5.E:

> Effective 1/1/2013, all IBEW represented employees hired on or after 1/1/2013 will have a retirement formula of 2%@60 contingent upon SMUD negotiating the same or similar provision into the next Memorandum Of Understanding with the Organization of $MUD Employees (OSE).

After signing of our agreement the California Legislature passed a bill requiring all public agencies hiring new employees after January 1, 2013 will not offer a retirement formula less than 2%@62 to newly hired public employees. As a result, we have agreed to change the language to read as follows:

> Effective 1/1/2013, all IBEW represented employees hired on or after 1/1/2013 will have a retirement formula of 2%@62 contingent upon SMUD negotiating the same or similar provision into the next Memorandum Of Understanding with the Organization of SMUD Employees (OSE).

If the foregoing reflects your understanding of our agreement, please sign in the space provided below and return the signed copy to Labor Relations.

Sincerely.

Zar Maddox
Senio abor Relations Analyst

Sam Glero
Business Representative

9/11/2012
Date

APPENDIX D

Powering ful>!i-ard. To ether.

SMUD

Septembe'r 21, 2012
I.R 12.-038

Samuel A. Giero
IBEW Local 1245 IBwlneS/9Representative
PO Box2547
30 Oran-ge Tree Cirde
Vacaville, CA 95687

SUBJECT: Letter Agreement t,ochange New iHired Employees' **Starti**ing **Pay RatH**

DsarSam:.

Du**i**ring our negotiations for **a** successor MOU the parties agr-eed to meet and comet ovieir n8w p□y-| rates for :newly hirBd 181;.W--represer'!led employiees hired beg innrng January 1, 2013. The suooess.or MOU was ratified. Since then, we have met several Hmes-**lo** dtscuss tihfa issue. During1our disi;USsions, the ISE\IVsubmitted several ocmnter proposa1s lki the attached wag,echart, SMUD management na:e thor-01,1gh.ly □viewed and oonsIsdered each proposal. It is believed that it would be in the best interest of SMUD that the original proposal be placed into affect. Therefore, it is agreed that

- Beginning January t 2013, all new employees hired! ·rrto l•he clas.sifica1ions shown in the attachment to this agreement will be hired at the pay rates listed.
- This chaflIge will not affect cwrem -empl□yE:es and their wage rates will remain as is VI/hen transfeniing,int.o ne-w IBEW classifications or promotions.

The letter Ag;ree-rnent ,is enwred int□ without prejudice af11d i□ non preoed'.td S-Blting.

If the foregaing reflects your undBrstanding □four di:scus;;i□ns, pfEI:aSiB sign in □he spaoe tprovIded below and retum the signed copy to labor Rala,tions.

Sincerely,

Zane Maddox
Senior Labor Relations Analyst

Sam Glew
Business Representattve

q I#r luo1..z..
Date

Attachm:enit

APPENDIX D

LR 12-038 (Cont'd)

Job Id	Job Title	Pay Scale Group	Step 01	Step 02	Step 03	Step 04	Step 05	Step 06	Step 07	Step 08	Step 09	Step10
TBD	BLDG MAINT FRMN/WN,LT	IBEW908D	42.48									
50051566	BLDG MAINT FRMN/WN,LT 1/	IBEW937*	49.99									
50099276	BLDG MAINT FRMN/WN,LT OC	IBEW939A	52.95									
TBD	BLDG MAINT MECH	IBEW872G	37.13									
50051567	BLDG MAINT MECH 1/	IBEW908*	43.70									
TBD	BLDG MAINT MECH APPR	IBEW851J	24.13	25.53	26.91	28.31	29.69	31.09	32.49	33.88	35.28	
50083184	BLDG MAINT MECH APPR 1/	IBEW879F	28.40	30.05	31.67	33.32	34.95	36.59	38.24	39.87	41.52	
TBD	BLDG MAINT SBFMN/WN	IBEW888K	39.96									
50051569	BLDG MAINT SBFMN/WN 1/	IBEW922*	47.04									
50051564	BODY-FENDER MECH	IBEW884*	39.87									
50051586	CABLE LOCATOR	IBEW873G	34.27	34.99	35.98	36.90	37.59					
50051574	CABLE SPLC/ELEC	IBEW923*	47.10									
50083188	CABLE SPLC/ELEC APPR	IBEW909A	30.63	32.38	34.14	35.90	37.69	39.46	41.21	42.98	44.74	
50051577	CABLE SPLC/ELEC FR,LT	IBEW942*	53.06									
50051583	CALIBRATION TECH	IBEW925*	47.37									
50051599	CIVIL MAINT FRMN/WN, LT	IBEW937*	49.99									
50051587	COMBUST TURBINE FRMN/WN	IBEW945*	53.23									
50051588	COMBUST TURBINE TECH	IBEW917*	45.73									
50051610	CRAFTS HELPER	IBEW828G	23.41	24.48	26.36	28.16	30.15					
50051617	CUSTODIAN 1/	IBEW800G	23.04	24.07	25.17	26.35						
TBD	DISTRBUTN SYSTEM OPER I	IBEW887J	40.25	41.27	42.33	43.44	44.53	45.67	46.83	48.08	49.30	
50051628	DISTRBUTN SYSTEM OPER I 1/	IBEW969A	47.03	48.22	49.46	50.75	52.02	53.36	54.71	56.17	57.61	
TBD	DISTRBUTN SYSTEM OPER II	IBEW945N	52.50									
50051629	DISTRBUTN SYSTEM OPER II 1/	IBEW977*	61.34									
50099538	ELEC FRMN/WM, LT	IBEW941*	51.96									
50051653	ELECTRICAL TECH	IBEW937A	50.65									
50089229	ELECTRICAL TECH APPR	IBEW928B	32.90	34.83	36.71	38.61	40.52	42.44	44.31	46.23	48.12	
50092679	ELECTRICAL TECH FRMN/WN, LT	IBEW970A	57.95									
50099277	ELECTRICAL TECH FRMN/WN, LT OC	IBEW970O	59.08									
50091431	ELECTRICAL TECH SUBFRMN/WM	IBEW941C	54.56									
50120394	ELECTRICAL TEST & REPAIR SPCLST	IBEW939A	52.95									
50051647	ELECTRICIAN	IBEW916*	45.40									
50051648	ELECTRICIAN APPR	IBEW880*	29.51	31.47	33.40	35.34	37.29	39.24	41.16	43.12		
50051659	EQUIP OPER	IBEW858*	35.57									
50099209	FACILITIES CUSTODIAN	IBEW792*	17.94	19.31	20.86	22.44						
50117605	FACILITIES ELEC FRMN/WN,LT	IBEW941*	51.96									
50093182	FAULT LOCATOR	IBEW941R	52.91									
50101800	FIELD SUPPORT TECH W/CL A	IBEW888C	36.90	37.85	38.81	39.80						
50051695	GARAGE ATTENDANT 1/	IBEW845G	29.10	29.79	30.43	31.82	32.78					
TBD	GARDENER	IBEW877J	27.29	27.98	28.57							
50051700	GARDENER 1/	IBEW848G	31.91	32.72	33.40							
50097100	GAS CONTROL TECH	IBEW924*	47.25									
50124993	GAS CONTROL TECH (E)	IBEW912E	30.78	32.81	34.85	36.87	38.92	40.94	42.97	45.00		
50051690	GAS PIPELINE FIELDPERSON	IBEW873G	34.27	34.99	35.98	36.90	37.59					
50052175	HAZ WASTE FRMN/WN, LT	IBEW912*	44.78									
50055201	HAZARD WASTE TECH	IBEW874H	23.04	24.07	32.35	32.78	33.86	34.94	36.20	37.99		

APPENDIX D

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Job Id	Job Title	Pay Scale Group	Step 01	Step 02	Step 03	Step 04	Step 05	Step 06	Step 07	Step 08	Step 09	Step10
50119981	HAZARD WASTE TECH OC	IBEW886*	39.95									
TBD	HEAD GARDENER	IBEW919D	30.75									
50051703	HEAD GARDENER 1/	IBEW863*	35.96									
50099375	HIGH VOLTAGE TEST TECH	IBEW921*	46.69									
50083171	HVY DUTY EQ OP	IBEW893*	41.64									
50051706	HVY DUTY EQ OP APPR	IBEW877*	27.07	28.84	30.64	32.41	34.19	35.98	37.75	39.54		
50092744	HVY DUTY EQ OP FRMN/WN, LT	IBEW922L	47.63									
50099278	HVY DUTY EQ OP FRMN/WN, LT OC	IBEW937*	49.99									
50099279	HYD ELEC FRMN/WN, LT OC	IBEW941C	54.56									
50051712	HYD ELEC FRMN/WN,LT	IBEW941*	51.96									
50099894	HYD ELEC OP FRMN/WM,LT	IBEW945*	53.23									
50099280	HYD FLD TECH FRMN/WN, LT OC	IBEW938A	51.53									
50098810	HYD FLD TECH FRMN/WN,LT	IBEW927B	48.12									
50099281	HYD MECH FRMN/WN, LT OC	IBEW939A	52.95									
50051720	HYD MECH FRMN/WN,LT	IBEW937*	49.99									
TBD	HYD OPER	IBEW917C	44.43									
50051723	HYD OPER 1/	IBEW927F	48.38									
TBD	HYD OPER APPR	IBEW820B	28.89	30.78	32.69	34.59	36.51	38.39	40.30	42.21		
50083173	HYD OPER APPR 1/	IBEW919A	31.46	33.52	35.59	37.67	39.75	41.80	43.88	45.96		
TBD	HYD OPER FRMN/WN	IBEW941A	53.14									
50114860	HYD OPER FRMN/WN 1/	IBEW970*	57.85									
50051727	HYD OVERHAUL FRMN/WM	IBEW945*	53.23									
50051735	HYDROGRAPHY FIELD TECH	IBEW895*	25.54	26.64	35.89	36.37	37.50	38.72	40.15	42.01		
50051739	I&C TECH	IBEW925*	47.37									
50083174	I&C TECH APPR	IBEW912B	30.76	32.56	34.35	36.11	37.89	39.67	41.44	43.21	45.00	
50051743	INSTRUCTOR	IBEW938A	51.53									
50051759	LEAD CUSTODIAN	IBEW838*	31.71									
50051760	LEAD TOOL REPAIRER	IBEW901*	42.34									
50154184	LEAD VEHICLE MECH	IBEW888D	39.49									
50051761	LEAD VEHICLE MECH 1/	IBEW904*	43.13									
50083472	LINE CONST FRMN/WN	IBEW976*	59.92									
TBD	LINE EQUIP OPER	IBEW862D	34.87									
50106535	LINE EQUIP OPER 1/	IBEW898*	41.64									
50151391	LINE EQUIP OPER ASST 1/	IBEW872*	37.44									
50151323	LINE EQUIP OPER ASST 1//	IBEW872L	38.12									
50051767	LINE FRMN/WN LT	IBEW965R	56.30									
TBD	LINE INSPECTOR I	IBEW887M	40.39									
50142318	LINE INSPECTOR I 1/	IBEW933*	49.55									
TBD	LINE INSPECTOR II	IBEW908H	43.12									
50108831	LINE INSPECTOR II 1/	IBEW941R	52.91									
50051770	LINE SUBFRMN/WN	IBEW941R	52.91									
50136767	LINEMAN/WN W/HELI	IBEW933Y	52.03									
50083463	LINEMN/WN	IBEW933*	49.55									
50083460	LINEMN/WN-APPR	IBEW922R	32.21	34.34	36.45	38.57	40.69	42.82	44.95	47.07		
TBD	MAINT CARPENTER	IBEW865*	36.50									
50051805	MAINT CARPENTER 1/	IBEW908*	43.70									

APPENDIX D

LR 12-038 (Cont'd)

Job Id	Job Title	Pay Scale Group	Step 01	Step 02	Step 03	Step 04	Step 05	Step 06	Step 07	Step 08	Step 09	Step10
TBD	MAINT CARPENTER APPR	IBEW851E	23.73	25.10	26.46	27.84	29.19	30.57	31.95	33.30	34.69	
50083233	MAINT CARPENTER APPR 1/	IBEW879F	28.40	30.05	31.67	33.32	34.95	36.59	38.24	39.87	41.52	
TBD	MAINT CARPENTER FRMN/WN, LT	IBEW901K	41.76									
50115406	MAINT CARPENTER FRMN/WN, LT 1/	IBEW937*	49.99									
TBD	MAINT CARPENTER SUBFRMN/WN	IBEW887D	39.29									
50051806	MAINT CARPENTER SUBFRMN/WN 1/	IBEW922*	47.04									
TBD	MATERIAL SPCLST I	IBEW793*	19.53	22.52	25.52	28.53						
50099003	MATERIAL SPCLST I 1/	IBEW851*	23.33	26.91	30.49	34.08						
TBD	MATERIAL SPCLST II	IBEW912D	30.02									
50051787	MATERIAL SPCLST II 1/	IBEW862*	35.88									
TBD	MATERIAL SPCLST III	IBEW928D	32.78									
50052074	MATERIAL SPCLST III 1/	IBEW878L	39.18									
TBD	MATERIAL SPCLST IV	IBEW858B	34.84									
50052170	MATERIAL SPCLST IV 1/	IBEW893*	41.64									
TBD	MECHANIC	IBEW865*	36.50									
50051791	MECHANIC 1/	IBEW884*	39.87									
TBD	MECHANICAL FRMN/WM,LT	IBEW921G	45.77									
50099904	MECHANICAL FRMN/WM,LT 1/	IBEW937*	49.99									
50120658	METER INSTALLER	IBEW843*	31.66	32.44								
50150665	METER INSTALLER - QEW	IBEW912E	30.78	32.81	34.85	36.87	38.92	40.94	42.97	45.00		
50051796	METER TECH	IBEW925*	47.37									
50051797	METER TECH APPR	IBEW912E	30.78	32.81	34.85	36.87	38.92	40.94	42.97	45.00		
50149599	METER TESTER	IBEW820*	29.57									
50051839	NTWK CABLE FRMN/WN, LT	IBEW941*	51.96									
50051841	NTWK ELEC FRMN/WN,LT	IBEW941*	51.96									
50051844	NTWK ELEC SUBFRMN/WN	IBEW927D	48.91									
50051858	PARK MAINT WORKER	IBEW800G	23.04	24.07	25.17	26.35						
50051860	PLANT MECH	IBEW908*	43.70									
50083241	PLANT MECH APPR	IBEW879E	28.40	30.28	32.15	34.02	35.89	37.76	39.64	41.52		
50100942	PLANT MECH WELDER	IBEW920*	46.44									
TBD	POWER SYS OPER (E)	IBEW901D	41.37	42.41	43.47	44.58	45.67					
50090560	POWER SYS OPER (E) 1/	IBEW955*	50.45	51.72	53.01	54.36	55.70					
TBD	POWER SYS OPER I	IBEW921D	45.67	46.81	48.00	49.21	50.44	51.69	52.98	54.33	55.67	
50051906	POWER SYS OPER I 1/	IBEW980*	55.70	57.08	58.54	60.00	61.51	63.04	64.61	66.25	67.89	
TBD	POWER SYS OPER II	IBEW976A	58.45									
50051907	POWER SYS OPER II 1/	IBEW986*	71.27									
TBD	POWER SYS OPER-IN-TRNG	IBEW903B	25.37	26.00	26.46	27.33	28.01	28.71	29.43	30.16		
50133450	POWER SYS OPER-IN-TRNG 1/	IBEW868*	30.93	31.71	32.26	33.32	34.16	35.01	35.89	36.78		
50051888	PRE-APPR LINEMN/WN	IBEW830*	24.31	25.41	27.37	29.25	31.28					
TBD	REVENUE PROTECTION REP(IBEW)	IBEW873N	34.00	35.07	36.32	38.03						
50051920	REVENUE PROTECTION REP(IBEW) 1/	IBEW903A	38.29	39.50	40.91	42.83						
TBD	SHIFT SR POWER SYSTEM OPER	IBEW991*	61.38									
50115207	SHIFT SR POWER SYSTEM OPER 1/	IBEW990*	74.85									
50120609	SR CABLE LOCATOR	IBEW888X	40.55									
50052037	SR CALIBRATION TECH	IBEW937A	50.65									
50052040	SR CUSTODIAN	IBEW814*	28.13									

APPENDIX D

LR 12-038 (Cont'd)

Job Id	Job Title	Pay Scale Group	Step 01	Step 02	Step 03	Step 04	Step 05	Step 06	Step 07	Step 08	Step 09	Step10
50137575	SR ELECTRICAL TECH	IBEW960*	56.00									
TBD	SR HYD OPER	IBEW931A	48.00									
50118747	SR HYD OPER 1/	IBEW941B	52.26									
TBD	SR LINE INSPECTOR	IBEW922*	45.89									
50122845	SR LINE INSPECTOR 1/	IBEW965R	56.30									
50052079	SR METER TECH	IBEW937A	50.65									
50085328	SR PARK MAINT WORKER	IBEW814*	28.13									
TBD	SR POWER SYSTEM OPERATOR	IBEW991*	61.38									
50112454	SR POWER SYSTEM OPERATOR 1/	IBEW990*	74.85									
50052096	SR RADWASTE HANDLER	IBEW884*	39.87									
TBD	SR TELECOMM TECH	IBEW922G	46.38									
50052107	SR TELECOMM TECH 1/	IBEW939*	51.69									
TBD	SR TELEPHONE TECH	IBEW922G	46.38									
50100561	SR TELEPHONE TECH 1/	IBEW939*	51.69									
50052109	SR TOOL REPAIRER	IBEW922*	47.04									
50052114	SR TROUBLESHOOTER	IBEW965R	56.30									
50116120	SR UTILITY WORKER	IBEW817*	24.74	25.80	26.93	28.01	29.22					
TBD	SR VEHICLE MECH	IBEW874B	37.04									
50083253	SR VEHICLE MECH 1/	IBEW887*	40.46									
TBD	STATION RECORDER	IBEW861*	23.95	25.06	32.28	33.67	35.75					
50151393	STATION RECORDER 1/	IBEW872*	37.44									
50091428	SUBSTATN CONSTR FRMN/WM	IBEW945*	53.23									
50051929	SUBSTATN FRMN/WN,LT	IBEW941*	51.96									
50051932	SUBSTATN SUBFRMN/WN	IBEW927D	48.91									
50125721	SUBSTATN TECHNICIAN	IBEW828G	23.41	24.48	26.36	28.16	30.15					
TBD	TELECOMM TECH	IBEW915A	43.73									
50052125	TELECOMM TECH 1/	IBEW928*	48.73									
TBD	TELECOMM TECH APPR	IBEW845A	28.42	31.05	33.68	36.30	38.92	41.53				
50083255	TELECOMM TECH APPR 1/	IBEW921A	31.67	34.60	37.54	40.45	43.37	46.29				
TBD	TELEPHONE TECH	IBEW915A	43.73									
50100560	TELEPHONE TECH 1/	IBEW928*	48.73									
TBD	TELEPHONE TECH APPR	IBEW845A	28.42	31.05	33.68	36.30	38.92	41.53				
50100562	TELEPHONE TECH APPR 1/	IBEW921A	31.67	34.60	37.54	40.45	43.37	46.29				
50052131	TOOL REPAIRER	IBEW874G	33.86	34.94	36.20	37.99						
50086933	TOOL ROOM FRMN/WN	IBEW936*	49.87									
TBD	TREE TRIMMER PLANNER	IBEW878G	38.44									
50052143	TREE TRIMMER PLANNER 1/	IBEW901*	42.34									
50052134	TROUBLESHOOTER	IBEW941R	52.91									
50151422	UTILITY ASSISTANT	IBEW785*	14.35	16.40								
50083807	UTILITY COMPLIANCE SPECIALIST	IBEW828G	23.41	24.48	26.36	28.16	30.15					
50151392	UTILITY COMPLIANCE SPECIALIST 1/	IBEW872*	37.44									
50151322	UTILITY COMPLIANCE SPECIALIST 1//	IBEW872L	38.12									
	UTILITY CREW FRMN/WN		39.87									
50052155	UTILITY WORKER	IBEW802G	23.41	24.48	25.54	26.61						
TBD	VEGETATION MANAGEMENT SPECIALIST	IBEW878G	38.44									
50052158	VEHICLE ATTENDANT	IBEW816G	24.17	25.19	26.32	27.42	28.60					

Job Id	Job Title	Pay Scale Group	Step 01	Step 02	Step 03	Step 04	Step 05	Step 06	Step 07	Step 08	Step 09	Step10
50099030	VEHICLE MAINT AIDE	IBEW790*	17.23	21.26								
TBD	VEHICLE MECH	IBEW858A	34.78									
50052160	VEHICLE MECH 1/	IBEW874*	37.99									
TBD	VEHICLE MECH APPR		22.23	23.76	25.27	26.79	28.32	29.82	31.37	32.86		
	VEHICLE MECH APPR 1/		24.69	26.32	27.95	29.58	31.21	32.84	34.47	36.10		
TBD	VEHICLE MECH WELDER		36.37									
	VEHICLE MECH WELDER 1/		39.87									
TBD	VEHICLE MECH WELDER APPR		23.41	24.99	26.59	28.17	29.78	31.36	32.95	34.53		
	VEHICLE MECH WELDER APPR 1/		25.68	27.39	29.14	30.88	32.63	34.35	36.10	37.82		
50092375	VEHICLE WASHER	IBEW780*	11.73	12.97	13.81							

* 2013 Class A Premium = .68/hr
* 2013 HAZ Premium = .79/hr
* 2013 Crane Premium = 1.55/hr

Appendix D

Powering forward. Together.

SMUD™

March 20, 2013
LR 13-003

Samuel A. Glero
Business Representative
IBEW Local **1245**
30 Orange Tree Circre
Vacaville, CA 95696

SUBJECT: Letter Agreement Regarding the SMUD Fire Resistant Clothing Program

Dear Sam:

In accordance with Article 31.4 of the IBEW/SMUD MOU, certain IBEW represented employee classifications are required to wear fire resistant clot hing while performing assigned work. Therefore, SMUD provides the means for those emp loyees to acquire Flame Resistant Clothing. A list of the classifications required to wear the FRC is found in Article 31.4 of the MOU. We have met to discuss the clothing allotment and purchasing procedures to be established for the clothing. After discussion, we agreed that the following language will be added to Article 31.4 of the MOU.

Article 31.4.B -

Each Business Unit with personnel in classifications that require the wearing of the Flame Resistant Clonhing will establish the initial Flame Resistant Clothing allotment and subsequent clothing requirements.

Additionally, each Business Unit will establish procedures for the purchase of the Flame Resistant Clothing by assigned employees.

This agreement supersedes Letter Agr eement LR 12-007

If this is your understanding of our discussions, please so indicate by signing in the space provided below.

Sincerely,

Zane M Maddox
Senior Labor Relations Analyst

Samuel A. Giera
Business Representative

3/20/2013
Dale

SMUD HQ | 6201 S Street P.O. Box 15830 Sacramento. CA 95852-1830 1.888.742.7683 ,m1id,org

Appendix D

Powering forward. Togethe .

SMUD™

February 8, 2012
LR 13-008

Samuel A. Glero
Business Representative
IBEW Local 1245
30 Orange Tree Circle
Vacaville, CA 95696

SUBJECT: **Letter Agreement to Change Retiree COLA and Enhancement to the Survivor Continuance Benefit - Memorandum of Understanding between IBEW Local 1245 Employees and SMUD**

Dear Sam:

During our 2012 negotiations for a successor MOU, the parties agreed that effective January 1, 2013, new employees (as defined by California Government Code section 7522.04(e)) will receive a retirement benefit through the California Public Employees Retirement System (CalPERS) based on the three highest years of compensation and a formula of 2% @ 62 consistent with SMUD's CalPERS contract, as amended from time to time, and the California Public Employees' Pension Reform Act of 2013. After discussion, we have agreed to augment the understanding expressed in the MOU as follows:

1. New employees (as defined by Section 7522.04{e)) hired between January 1, 2013 and December 31, 2013 will receive the same not-to-exceed 5% Retiree COLA applicable to employees hired prior to January **1,** 2013 and will also receive the same Survivor Continuance Benefit Enhancement applicable to employees hired prior to January 1, 2013.

2. New employees (as defined in Section 7522.04(e)) hired on or after January **1,** 2014 will receive a not-to-exceed 3% Retiree COLA and no enhancement to the Survivor Continuance Benefit. This Letter Agreement will be effective only if:

   - the changes to the Retiree COLA and Survivor Enhancement Benefit described in Section 2 above are also made applicable to SMUD's unrepresented employees and employees represented by the Organization of SMUO Employees; and,

Appendix D

LR 13-008 (Cont'd)

- SMUD CalPERS contract is amended to reflect the changes to the Retiree COL.A and Survivor Enhancement Benefit.

If the foregoing reflects your understanding of our discussions, please sign in the space provided below and return the signed copy to Labor Relations.

Sincerely,

Jane Maddox
Senior Labor Relations Analyst

Samuel A. Giera
Business Representative

2/8/2013
Date

APPENDIX D

April 4, 2013
LR 13-012

Samuel A. Glttro
Business Representative
30 Oran,ge Tree Ciro!e
Vacavilr.e, CA 95696

SUBJECT: Lett111r .Agreement for H11acquart:ilrs Consolidatiam fi;,r G1,m□ral □rvi,;e$ Facllllles **IBEW** Repre-seritecl Employees

Dear Mr, Glero:

We have met several timeis to di:scu:ss the Headquarters Consolidation for General Service Facilltie5 IBEW represented emp!oyees As a result of our discussions, we lial.!-e agreed that it would be beneficial to have one ope,atr.011al reporting site that encompasses: **the** cmrent Headquarters campus and the new EC-OC facility. As a res.uil we have agreed to the fo1 owing:

- To have one (1) Overtime llist/Call-out **list** that covers both sites (as described in the current letter •of .agreement LR 11-008).
- One set of minimum staffing level's that covers both sires so that vac:ations can be determined 1.1sing a farger PQOI.
- Tihe reporting locations would. be assigned but, it'llthe event of needed coverage at the other no,t usual reporti11g localion, 1tie employee need not report to the other campus at the :start of the work day but. could do so if it was doser to the employee's home.
- Jab postirngs are h;;indltld internally first wi!h the employeeis from **eilher** campus havil'lg □he right lo e.witch tocations. without an interview. The oholoe would be made by volunteers and seniority. In the event ma agement decides to reevaluate the staffing levels at a future date, the positions would be posted and a bidlding proC8$S would take p1ace bae.ecl on volunteers and seniority.
- E.ig.hteen (18) mo11ths after June 1, 2013, emp.1ay□s ,can change locafo;ms :so long as it is mutually agreed between employees. Their w,ill be no bumping.
- E.ig.hteen {18) monlhs after Jun:e **1**, 2013, ,**a** reeva!u□ion of the praclioes of tt\-e letter wi'll ta:ke place andl lihen again at lhe end of the current MOU. .A committee will be formed 30 daiys prior, to meet ancl discuss any cam:em:s or wanted changes ta the agreement
- lo ensure safety and competence, Manag:ement will make *every* effort to provide familiarization training :;ind support: to 13'11 empfoy,ees so Uiat they are able to respond appropriat!!ly and safely t.o □lform their work effort at both locations. How-ever, not every person wm be trained on every piece of equipment as a large portion of lhat equipment nsstandard.
- Management has CQrnmit!ed that prior to merg!lr of El□ciriciail ..i11d 13uilc;lirig rnarnten.i.!"loe silsop pers:onne-1 at the Central Plant, modifications to, llle shop a.reas (additional benches, lockers , an d tool storage) will be completed.

LR 13-012 (Cont'd)

- For safety and communication, the ability to meet by video will be added to both locations once the move into the EC-OC is completed.
- To ensure equity, management will ensure the Overtime List hours will be viewable online and posting should be able to occur in each location.

If this meets with your approval, please sign in the space provided below and return the signed copy to Labor Relations.

Sincerely,

Zane Maddox
Senior Labor Relations Analyst

Samuel A. Glero
Business Representative

4/4/2013
DATE

APPENDIX D

Powering forward.. ogether.

SMUD

Aμ iD0,2014
UR 14-013

Samuel A Gl□ro
Business. Rept'eserwtative
IBEW Local 1245
3-0 Orange Tree Crffile
Vacavil e, **CA.** 9669

SUBJECT: Le□ Ag□.m1,mt - Management. Will Cre-are a Training Program tor the TelecornmunrcatiOns TectJnician Cla:sslficatiori

Dear Mr. G1ero:

We ha'o'e met wiffi Mike □s. Manager Sub61atioris, Teleco.m, & Metering A□sets, an.d Frank Piscilem, Supe.visor. Teleoommunii.atio11□ O&MI, to discuss lhe above captiot'led subject. Recogn,izing the diffioulty in hiring personnel wilh enolJ!lh experi'eflre to fill Telecom Tech positlon.GWe have agrnsd to lhe followirtg.

Mam,1gement has developed a trairiing program 11:lat will provic!□ on !lile **,ob** and formal trafaif11g to Telecommunimrtion TeGl1nician le...el 1 (Teha!C-Or'rl Tech 1) in equipment af!;l.a,s !hat lhey lack journey level, e:,:perieoce. Thrs training will provide th e- ex:perien-.-ce ror llle Teleoom Teet! 1 to aulooom.oosfy tesl., Install and r,□pafr all of SMUD's telecmnmun icatio11s equipment and systems. One!'! □8 Iraln,itlg•is CQffipleted, the r.eve,11 perso11n.el will be qualff1ied to pr-ogress to level 2. There i5 110 minimum time ftam,e *fot* pl'Clgress[cn. It rs, howev.:r, ariticip,atfld ltlat lhe lJaining program c:an re completed in two □rs. Pr□ression Is **s!ricily** based on **the** indlvidual's lmo\!.Ofedge, skills and abilities in rel\atio.nto the varied Teleoom:municaoon sy:slem5.

Ma11aJgel"l'lant has developed positiori d0scriptiom, for tt'le ne'lvTel□om Tech 1 and Telecom Tec:h 2 0Jo1s$ioc:ation.s, wtik:h will r,e,pia.ce the currel'Jt Teleccm iech classificaiioll. The T-E!ech 1 *pay* r:ate will start al the 2013 estal)lished pay sea□ ancl thro□h !lie·tra ning iirog:ram, progrns.s to ltie Telecom Tec:h 2 *pa,y* si;;!ille, which is- lhe current **pa)'** :..cale of title Old Telecom Tecil classification.

Employ@8s who arB current Joomey level Telecom Tei:;hs hired prior to Jam.u,uy 1, 20·13 will be convertoo to the n.ewTeleoom T-ech 2 oJassifica1ioll.

If tl1is re ects □01.JJr uricdal'$tafl.ding of our agrwm011t, please sign in the .space provided below and return ai si□rred oopy to-LabOr Relations.

S.ncerely,

Zane □
Zane I.laddox
Seniorlabor Relations Anal□st

Agreed:

_____
S1a1muel A. lero
Busines-s Represenlative

4/30/2014
Date

Po ,•1ermg f n-. _ T gel:1 _

SMUD

March 1, 2016
LR: 16-002

Samuel A. Glero
8usin□ss Representative
3() Orange Tre Circle
Vacaville, *CA* 95696

SUBJECT: Troubr.eshooter Resiaency Requirement

Dea IMr. Glero:

We have met to discuss lhe new reside cy requirement for the Troubleshooter classification. The new req ireme:nt added to tfl€l job description requires □hat Triorub eshoote remployees l ive within a 25-mile radius of lhe SMUD ECOC campus. A'$ a resuft of our discussions, we ha111e agreed tlnat an C1.1rrent Troubleshooters as of the date of this olgreem,ent will be gra1ndfa1hered in and do not h:av,e to meeti this residency requirement with hishter cnirrent r,esidence. t-towevsr, if a grandfathered employee c hooses to move his/her current r□idence, sthe will need to meet this residency reqiuirement.

:If thts refle<:ts your understanding of our S9reement, please sign in the space provided below and return the s□gned copy to Labor 'Rel'a1ions.

Sincerely,

tl'o □ □

Jenni IDibb!ls
Senior Labor Relations Analyst

□□ Sam Glero

3/2/2016

Powering forward. Together.

SMUD™

August 31, 2016
LR 16-019

Samuel A. Giere
Busiiness Representative
IBEW Local 1245
30 Orange Tree Grrcle
Vaicavil!e, CA 95696

Subject: Revised Letter Agreement on Selection of Personnel for Troubleshooter Work Areas

As a result of our agreement that al,l IBEW-represenled employees hired on or after J.anuary 1, 2013 will be required to serve a 12 month probationary period, we met to discuss updating our Letter Ag,reement 15-016. During our meeting, we agreed to ohange the language of the third bullet as follows:

- As work areas become a11ailable, TroubJeshooters will be allowed ta volunteer for the vacant work area.
- If there are multiple volunteers, the volunteer with the longest continuous time in the Troubleshooter classification will be selected for the work area,in accordance with business needs that promote operational eff,iciency. Work assignment changes will be evaluated on a case by case basis.
- Personnel, who temparaniiy leave the Troubleshooter classificat,ion for less than 6 monU,s, reta[n the right to red!aim the area held prior to .leaving. Once the shift is vacated more than 6 months, the r,ig'ht to recl!aim it is forfeMed and the shift willlgo out to bid. Personnel, who permanently leave the Troubleshooter classification for mare than hlvelve (12) months, lose cantinuau1s troubleslhoot1ing department seniority.

This !letter .agreement supersedes LR 15-015 and LR 16-003.

If this reflects your understanding of the agreement, please so indicate by signing in the space provided below.

Sin,cerely,

Jen'i,der Dibble
Senior Labor Relations Analyst

Samuel A. Glero
Business Representative

9/7/2016
Date

APPENDIX D

Powering .orward. oge her.

SMUD

!Deoembe!l'16, 2016
LR 16-032

Sam Glero
IBE\N Local 1245 Business IRepre$entaUve
PO Box: 2547
3-0 Orange Tiree Circle
Vac-aville, CA 96687

Subject: OSO Call Out Proeedures

Dear Sam,

We met with Brad Meril, Kathleen Huston, Stev@ Hoyt, and Jeremy Carlin to discuss the attached DSO Calli Out Procedures on December 6, 2016. We have agreedi that these pmoedures will go Into effect for the DSO work group for Payrnll 1 starting December 24,.201 6, in an effort to be consistent with the 2017 Paylfo II calender. These procedures will supersede LR 14-009 and the reviscons to 'ftie call out prooedu1res established in 2015.

We agreed that we wil:Ire€valuate the procedures in six (6) months to make sme business needs are being met Additionally, we agreed that no grievances will be flledl in connection with thi□ side letter ag.reement durring the next six {6) months and we,wil'l work to resolve issues if they arh□e.

If this reflects your understandi,ng of our agreement, please sign ini tne space provided below and retum the signed copy to Labor Relatioos_

Sincerely ,
-1{i01\o1.7LI.---
Jcinlii Dibble
Senior Labor Relaifions Analyst

Sam Glero
SamGlero

12/16/2016
Date

Attachment

APPENDIX D

LR 16-032 (Cont'd)

DSO Call Out Procedure

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DSO Call Out Procedure

Introduction

Purpose and Scope

Establish guidelines for emergency call-outs and overtime scheduling for Distribution System Operators (DSOs) to cover shifts for vacation, sick leave, storms or major outages, and to assure adequate daily staffing levels.

Audience

- Distribution System Operators (DSOs)
- Lead Distribution System Operators
- Senior Distribution System Operators
- Supervisor Distribution System Operators
- Operations On-Call Supervisor

Assumed Conditions

Staffing coverage has changed due to unforeseen events or scheduled leave.

At all times it is the intent that a maximum ratio of one DSO I in training, not released to do 4kv & 12kv switching to one DSO II should not be exceeded.

A ratio of two DSOI's to one DSOII is only permitted if at least one of the DSO I's is released to do all 4kv & 12kv switching. (Released to step 3)

"Minimum" staffing for the DSO office is three DSO's on weekdays and two DSO's nights, weekends and holidays. Of which at least one Lead DSO or Senior DSO will be on shift at all times.

When work load requires extra staffing, the staffing shall be assigned following this procedure. The "on shift" Lead DSO will decide when extra staffing is needed.

APPENDIX D

LR 16-032 (Cont'd)

DSO Call Out Procedure

General Description

- This procedure is to provide consistency for scheduling and call-outs for staffing the Distribution Operations Center for:
  On-Call
  Pre-arranged Shift Coverage
  Non Pre-arranged Shift Coverage
  Daily staffing requirements
  Emergency Call-Outs (Storms, Major Outages, Etc.)

Overtime list

1) Calendar year O/T will be used as guidance for the distribution of O/T; with O/T being first offered to qualified Operators with the least amount of O/T hours and distributed as equitably as possible. In the event of a tie, office seniority will be used as the tie breaker.
2) The basis for the O/T list will be the total number of hours of O/T worked in the current calendar year. The hours will be calculated at the end of each pay period.
3) The O/T list will be zeroed out at the beginning of pay period #1. The ranking at the end of the year's list will be utilized to determine the start of the New Year's list.
4) Scheduled holidays, and "funny Thursdays" will **not** be counted as part of the total O/T worked.
5) The O/T list will be Management's responsibility to maintain and post every "payday Friday".
6) O/T decisions for call-out purposes will be based on the new list, beginning Saturday following payday Friday.
7) New employees or employees entering a new job classification and after being released to shift, (Released to step 3), will be given an average of their new classification's O/T and will be placed in the appropriate place on the O/T list.

References

- LR 14-009 Letter Agreement for DSO on-call policy, 02/20/2014.
- DSN 004

APPENDIX D

LR 16-032 (Cont'd)

DSO Call Out Procedure

Pro□durc

1. Hesp,oosi:b.it:ity

11'.le St.:niur Dis,Jribution ys.tcm Operator \.,·ill make alJ staffing an·a.ngement<: following thi□ prooedure during normal work.mg hour.!. The 001s!hift" Lead, DSO wi.11 make staffing ammgemenls for other t!han IDJ.nnal: worlci11g hours following 'lm::e: procedure.

2. On CaEl :Schedule

The relief Distribution System Opru-ato;rs \'lill be on-c.all th.rough tbeir relief „veek. Only USO Opera:rors released to□tep 3- o-r abuvc·will be on-caiL

3. Pre-arranged Sh"ift Coverage for Lead! DSO

" For nighi!s, weekei.1,ds, & holJdays:

Th(: n.:lit:f m1-cali Lead DSO will cmi\Gr Lead DSO !.'l°hifts for pre-ammgedl Vfl.C!'.1-tkm. sick leuve, d□.• If (no rt=lieJ D:ad DSO is n'Ot ava:ilabJc, an available Lead DSO wi]I be sdJeduled.□tarting with the ava'i1□bfo • earl DS.O with the luwesl]lumber of hours 011 the overtime list Uno Lead DSOs are availab]e., the availabJe Senior D80 with. the lowc,st. number ofrun,rs UF1. lhc m,erfune list will be asked to cover the shift.

• Forno -ho 'day weekdays:

ff a rdicf **L**□ DSO is nol awilabk, 11 S"mior DSO scheduled to work that day will !he asked. to cr,ver IJhe shif\; the Seiii,OI'"DSO wilh the low□sl numoor o:I" homs on the: overtime. Iist wU I be asked to cover the shift.

• Shlll 00¥el"U..!!!;i.:: will br:-□onsidcwd ;prc-filnmgcu ,..,·hem noliii□.lion has □n 1m1tk prior to fuc end offuc Operators pn. „"iously worked -shift.

APPENDIX D

LR 16-032 (Cont'd)

DSO Call Out Procedure

4. Pre-arranged Shift Coverage for Support DSO

- For nights, weekends, & holidays:

The relief on-call support DSO when needed will cover support DSO shifts for pre-arranged vacation, sick leave, etc. If the relief support DSO is not available, an available support DSO will be scheduled starting with the available support DSO with the lowest number of hours on the overtime list. If no support DSOs are available, the available Lead DSO with the lowest number of hours on the overtime list will be asked to cover the shift. If no Lead DSOs are available, the available Senior DSO with the lowest number of hours on the overtime list will be asked to cover the shift.

- For non-holiday weekdays:

If a relief support DSO is not available, the relief Lead DSO will be used, if the relief Lead DSO in not available, a Senior DSO scheduled to work that day will be asked to cover the shift, the Senior DSO with the lowest number of hours on the overtime list will be asked to cover the shift.

- Shift coverage will be considered pre-arranged when notification has been made prior to the end of the operators previously worked shift.

5. Non Pre-arranged Shift Coverage for Lead DSO.

Notification for non-prearranged shift coverage, emergency call-outs, and all other staffing shall be done in the following order as long as the ratio of qualified Operators is maintained:

- The relief Lead DSO shall be called first, if available.
- The available non-relief Lead DSO starting with the lowest number of hours on the overtime list will be called next, if no Lead DSO's are available.
- The available Senior DSO starting with the lowest number of hours on the overtime list will be called next.
- If no Lead DSO's or Senior DSO's are available the relief Lead DSO will be asked first to work a continued shift.
- If the relief Lead DSO is unable to cover, the shift will then be offered to the Lead DSO on shift.
- If no Lead DSO's are available to work the continued shift, an available

APPENDIX D

LR 16-032 (Cont'd)

DSO Cal] Out Procedure

Senior DSO starting with the lowest number of hours on the overtime list will be 11skc:d next. J:f no volunmers are found the Lead DSO or Senior !YSO with the lowest.number of hours on lru! overtime foll wiU be marndated to co,ver the s!hift_

6. Non PJ"C--arraogcd Shirt Ct1□cn1ge **fo.r Stip;porl DSO** to m.:1.mtain **mieimam staffing lcvds**

Notificmi(m for '1Q n-p erurange<l shift ooverege, emergenc:y call--01.Ms, arnl all other staffing shall he done in the following **(lmer** □ lorig a-'> the ratio Qf qulili1ied Op.:rnto:rs is maintained;

- The ,relief!::lupport VSO shall b,e calloo first, if avf.lil.aible.
- The available 11.0n-reliefSupport USO st.artin:g with the lowest number Qf hours on fuc overtime]i;i,'t will be called next, ifno Suppott DSiO's ar□ a 'ailable.
- rhe relief Lead DSO if r□vaifa ble will b-e can ne;i{t.
- The a:vailuble Lead [)$0 stanin□ • th the lowest number ofh.l)urs on the OY'--rtime **h**□wiU be called **next.**
- Ine c:niur DSO s(lffl1ing wilh lhc1tn¥C□t mnnbm- uf overlin.c: hm.1n.
- lfno S'n,ppon USO's,, Lead]!)SO's or Senior DSO'S are available, the reli.cfSupporl D.SO win be clcd first to work a oo.ntimied shift.
- ff the relief Support DSiO is unabJe to cover. the shift will then be offored to the Lead DSO on shift
- If no Lead DSO's are available to work the contin.ued shift; rui available Senior DS{) sl.llrting w·t m.e owesl numb,i;,r o ho w-s on the overtime Ii t will he a,;ke<l next. If no, vnlrn1teers are found the Support DSO, T.ead DSO m Senior DSO with the lowest number o.fl1ourn on. the ovcrlime lis,t wiU be m!mdated to cover the shift.

7. l!:mergency Call..O uv..,:(SmTiills, Mllijor Oomge, Etc.)

- If □xtru help i□1m:Jed due (o short term workloads (e;,;:pected to be les. than 4 hours either prior or post shift) i.e., outages, storms, load shedding. or other unfur□fill events, caU*m* the ne;'l;.l shift's.Le.ad DSO first
- .. CalJ the next shiffs Support DSO :starting with the lo,; est hours on the overtimeJist next.
- If the day shift i□ needed to stay late, the relief operators shal.l be asked

DSO Call Out Procedure

first, starting with the operator with the lowest number of O/T hours given first opportunity.

- If workloads are expected to last more than 4 hours or during a major event efforts will be made to call Support DSO's for extra help, starting with the lowest number of hours on the overtime list, maintaining the DSOI to DSOII ratio keeping Lead DSO'S available for future shifts.
- During a major event notify the Operations On-Call Supervisor. They will either call or direct the On-Shift Operator to call for assistance.

8. Definitions

- Available: An Operator will be considered "available" if they are not scheduled to work the following 10 or 12 hour shift and will have had at least 8 ½ hours off before the start of the shift, and are not on sick leave, vacation, jury duty or any other compensated shift off.
- DSO I's will be considered "available" if they meet all the above criteria and have been released to shift. (Step 3)
- DSO I's not released to shift are not eligible for O/T without the Manager of Distribution Operations approval.
- Qualified: Any DSO II, or a DSO I that has been released to shift as long as the "minimum" staffing ratio is met.

Procedure Approval

DSO Call Out Procedure

Concurred by _____ Date 12/6/16
Senior Distribution Operator

Concurred by _____ Date 12-06-2016
Senior Distribution Operator

Approved by _____ Date 12-6-16
Supervisor Distribution System Operations

Approved by _____ Date 12/6/16
Director Distribution System Operations

Approved by _____ Date 12/6/16
Senior Labor Relations Analyst

Approved by _____ Date 12/12/2016
IBEW Union Representative

APPENDIX D

Po, erm, onv"ard. ogeth□

SMUD™

March 20. 20 7
LR 17□000

Samuel A_ Glero
Business Representative
30 Orange Tree Circle
Vacaville, CA 95696

SUBJECT: Update Side Letie-r Ag□emen **01-91** (lineworker Series)

Dear Mr_Glero:

We have me,t on several occasions to disc-uss .adding updated language to Side Letter AgreemBnt 01.-91, Lii;ewo□er Series. This Side letter .Agreement does not supersede he original **Side** L.etter Agreement, but rather it's lo **provide** cia.rification .and updated language (0"1-91 attached). SMUD and tne IBEW have agreed ta remove Ihe Tree Trimmer Series (the positions an;i no longer utilized at SMUD) and add the Line Inspector classfficat on series to the Uneworker se• s. The line Inspector I level is comparable to tine lineworker II level, Ihe Litle Insp□ctor II level is comparable to the Uneworker III level, and Ihe Senior Lrne Inspector is comparable to the Lineworke r IV level.

As a rrosult of om djsousslons. we harve agreed to cha e the language in he Side Letter Agreement to read as fol!oo,vs:

> Paragraph five now reads:
>
> Finally, the parties have agreed: that emtployees assigned to the line Sub orem:.:111• woman, Trou'bl:eshooter and Fault Locator classifications {a,11 den\1ed trom the LIneworkeirII classi,ficati.on series) maiy move between th.cs□ classmcalions, as long as they meet the minimum q.alitications of e job.. In addition, the parties have agreed that employee-s assigned to the line Foreman-woman light, and Sr_Trou • esh-ooter, (derived from the Lineworke-r kV c!ass.ificalion series) may mo\lle b@twee n thrnse classlflo:1•1-□ions, as long as they m'l'let the mt111tmum qualifications 01f the job.
>
> The revise<i lang age mil read:
>
> Final1y, the parties llave agreed at employees a-ssigned to he Une Subforeman-woman, Trnub eshooter and Li e Inspsclor II classifications {alll dariive,d from the LIneworker III classfficaticm series) m.ay move between those classifications, as long as they meet the- minimum qualifications of the job, In additio-, the parties have agreed that ,smpfoyees assigned to !he line IForem::m-woman Light, F'ault Locato-r, and SL Troubteshool:er, (derived from the Lineworker IV classification :series) may move between those classifications. as long as they meet the minimum qusallficatio s of Ihe job.

As a resul1 of our discl!ssions, we have agreed! that due o changes with the Faiult Locat-or classmcati:on being changed to ttte Ligh1i Foreman-womal'l, wage, it woi.lld now be co1n,tfdered a

LR 17-006 (Cont'd)

Lineworker IV (as reflected in the revised paragraph above).

Recognizing that the Class Specification for the Lineworker Series attached to LR 01-91 may be outdated under definition of levels and examples of essential duties, we agree to refer to the most up to date job descriptions on file rather than this attachment.

If this reflects your understanding of our agreement, please sign in the space provided below and return the signed copy to Labor Relations.

Sincerely,

Jenn Dibble
Senior Labor Relations Analyst

Sam Glero

Sam Glero

3/20/2017

Date

APPENDIX D

Powering forward. Together.

SMUD™

March 20, 2017
LR 17-007

Samuel A. Glero
Business Representative
30 Orange Tree Circle
Vacaville, CA 95696

SUBJECT: Update Side Letter Agreement 12-038 (Two Tier Wage Structure)

Dear Mr. Glero:

We met to discuss resolving an issue found with the Line Inspector classification and have agreed to eliminate the two tier wage structure for the Line Inspector and Senior Line Inspector classifications. The situation that prompted a review of this was as follows:

> A journeyman Lineman (a classification not affected by the two tier wage structure) that was hired after January 1, 2013 was temporarily upgraded to a Line Inspector II position. Since the Line Inspector classification is affected by the two tier wage structure, the employee would essentially be taking a demotion in pay with his temporary upgrade due to his hire date.

Additionally, in separate conversations, we have agreed to add the Line Inspector series to the Lineworker series (see LR 17-006) and by eliminating the two tier wage structure for the Line Inspector classification, the Line Inspector wages will be consistent with the wages of the other classifications in that series.

SMUD identified four employees currently in the Line Inspector classification that were hired after January 1, 2013 and we have agreed that effective April 1, 2017 (day one of the next pay period), those employees' wages will go to the higher wage consistent with those employees hired prior to January 1, 2013. The affected employees are:

Title
Line Inspector I
Line Inspector I
Line Inspector I
Line Inspector II

This is the full resolution of the matter involving the Line Inspector classification and is non precedent setting.

If this reflects your understanding of our agreement, please sign in the space provided below and return the signed copy to Labor Relations.

Sincerely,

Jenn Dibble
Senior Labor Relations Analyst

Sam Glero — Sam Glero

3/23/2017 — Date

APPENDIX D

Powering forward. Together.

January 11, 2018
IR 17-0,25

Samuel A Glero
!BEW Local 1245 Business Representative
P0Box2547
30 Orange Tree Circle
Vacav111e, CA 95-687

SUBJECT: IBEW Grlevanos 17-008 {Mutual Aid)

Dear Mr. Gtero:

We met to diBouss updaUng tna L□tter Agreement Regarding Muilual Aid Duty Asslgnmems(LR 07• 037) and in response to Grievance 17-006 0l'l N'.ove:mber 28, 2017 at1td December *W,* 2017. In addition to yo1,1 and. me, the followiing individuals were involved l•n th.ooo diis•cussio11s: Jim Clamp, Manager, Todd Prangley, Manager, GilEian Cassel, Supervisor, Kat I--luston, Labor Relations, Cayleb Bowman. Foreman, Alfoozo Da'llila, foreman, Ricl'l Hall, FQoreman. and MattWi1$-0n, Foreman.

SMUD Is sometimes called upon lo provide crews. iil!fld eg1U'omeli'lt to aid other utilities itil s□rvice re!>toration efforts. Llim:ler the t4'lfTrlS of established Mu□ual Assistance Agreements. The MOU iis silent on how crews are to b,echoser, for such duty. Past practice fo:r choosing personnel to respond lo Lhese adivities has varied somev,•hat over the years.

The pMles recognize ttiat Mlul.ual Aid as-gnments invoPve special ciroumstMces, wol'king in unfamiliar territory, under adverse conditions □111d in sirua.tions where employees may have t,o work on systems. that use differenrt design sl:am:lards and aquipm8flt than those used tiv SMUD. Moreover. SMUD has. a respornsibility for tl'le safetiy of its employees ass.lgnad to such duty, r.md at thie same time desir□ o,retain qualified staff in sufficient numbers to maintain a high level of seMce to its customers_

The purpose of Ih1s. letter agreemeflt i$ to de ne a process for establish ing Mutua1 Aid duly assignments. This process will be u&ed to assign Mutual Ai.d duty assignments during the :arm on the Cllrrent MOU, orumil modifie b□ the parties by wrttten agrwment.

Assignment

Management will utilize the mutual aid volunteer list that Is estab[ished every six rnonttis with ore w changes_Tl'lere willl be mutual airl sign-up sheets *tor* each work group and each das.sification wltihln !he Une1Department. The volunteer lists will be posted fer two weeks for emptoyees to si□n up-: the week before and 1110 week after crew changes. Maru;1geroonl wiill th8f1 take tile narnes from title Foreman rmdual aid v olunteer list at'ld reference Ihe on-call II.st rotation sched e to assign mutual aid dl.ily assignments to eligible For emen and IJleir C1"8'1'1S in an effort ro rnalnlai ncrew stability. The other classifications' volunteer [ists will be used to fill vacancies.. Based upon the time of the request for murua aid, manag!ffll.eflt will s,tart with □t\e Foreman a11d his.ihar creo.v that completed lfl€flr on-call assign mant the weer,;p; rior atld work back.wards. e assignment will be made to the foreman and hislh€lr cre□v that was on ,th@ on-call rotatioo '$Ct°led"1!0, and not to who tilled !he on-call as-sigf'iment. If

the Foreman is not able to take the mutual aid duty assignment or is ineligible to, management will work backwards utilizing the on-call list rotation schedule. The vacant slot on the on-call rotation list is not used for mutual aid purposes, regardless of whether the slot is filled by a Foreman that is on the mutual aid volunteer list.

If the request for mutual aid comes in during crew changes and the two week period that the new mutual aid volunteer list is being established, management will utilize the prior established mutual aid volunteer list and the Foreman will take the crew he worked with during the previous six months.

Vacancies

The intent is to keep crew size the same for mutual aid duty assignments regardless of if it's a heavy or light crew. Management may increase the crew size for safety reasons. When a vacancy exists on a crew, management will use high overtime hours worked in the previous six months to fill the vacancy with a like for like position from the established mutual aid volunteer lists. For example, a Lineman vacancy would be replaced with the Lineman with the highest number of overtime hours worked in the same work group as his/her permanent assignment on the mutual aid volunteer list and with no distinction of lead Lineman. Overtime hours used in the high hours calculation will be actual hours worked for prearranged and emergency overtime. High hours will also be calculated by work group (i.e. Labor Crews, Line, Fault, & Service).

Eligibility

If a Foreman or employee is on vacation, management will still contact the Foreman or employee to see if s/he wants to cancel his/her vacation and take the mutual aid duty assignment.

If a Foreman or employee has active discipline on file at the time of a Mutual Aid duty assignment, s/he is ineligible for the assignment. Active discipline includes Oral Reminders, Written Reminders, Decision Making-Leave (DML), Letters of Warning, and Last Chance Agreements. Since Letters of Warning and Last Chance Agreements do not sunset, employees are not considered to be in good standing for one year after receipt of a Letter of Warning, and are not considered to be in good standing for three years after receipt of a Last Chance Agreement. If an apprentice has failed a step test or journeyman test and/or is in the 6-month delay period, s/he is ineligible for the assignment.

A Foreman or employee is also ineligible to take a Mutual Aid duty assignment if s/he is out of the office on administrative leave or is a respondent in an on-going investigation at the time of the request for Mutual Aid.

The Foreman that holds the Hedge Instructor role is eligible for mutual aid duty assignments so long as s/he meets other eligibility requirements and is on the mutual aid list.

If a Foreman or employee turns down a mutual aid duty assignment, s/he is not eligible to be called again until all names have been called on the established mutual aid list within the six month active period of the list.

Once a Foreman or employee has served a mutual aid assignment, s/he will not be eligible to serve again within the six month period the list is good for unless all names have already been called from the mutual aid list.

Compensation

All hours worked as part of the employees' normally scheduled work hours are paid at the straight time rate of pay.

LR 17-025 (Cont'd)

LR 17-025

As noted under Article 7, Overtime, of the IBEW MOU, all overtime hours incurred while a SMUD IBEW-represented employee works under the auspices of a SMUD Mutual Assistance Agreement with another utility are paid at two times the straight time rate of pay.

Example: An employee's normally scheduled work hours for a week on a 9/8/80 schedule are as follows:

Monday	6:30 – 4:00
Tuesday	6:30 – 4:00
Wednesday	6:30 – 4:00
Thursday	6:30 – 4:00
Friday	ADO

All hours worked Monday – Thursday between the hours of 6:30 – 4:00 are paid at the straight time rate of pay, unless the employee has insufficient rest. All hours worked outside 6:30 – 4:00 on Monday – Thursday, and all hours worked Friday, Saturday, and Sunday, are paid at the double time rate of pay.

Special Circumstances

When employees have traveled 8 or more hours and have been deployed 14 consecutive calendar days for a mutual aid duty assignment, upon return the employees will be given one paid day off following the date of return, if returning on a Sunday, Monday, Tuesday, Wednesday, or Thursday.

In accordance with Article 14 Expenses, Section 3 Temporary Change of Headquarters, Subsection C, if special circumstances exist at the time a temporary change of work headquarters is to be made, and it is in the best interest of SMUD, SMUD will meet and confer and may agree upon reasonable alternatives to the above expense allowances for meals, lodging, travel time, and transportation in advance of the assignment.

If this reflects your understanding of our agreement, please sign in the space provided below.

Sincerely,

JS Dibble

Jenn Dibble
Senior Labor Relations Analyst

Sam Glero

Sam Glero
Business Representative

1-11-2018

Date

APPENDIX D

SMUD™

Po erin. fo.rw r l. Together.

t\,i.arch 14, 2018
LR 18-006

Samuel A. Glero
IBEW Local '1245 Bus-less Repre.sentalive
PO Box2:547
3-0 Orange Tree Gircle
Vacaville, CA 95687

SUBJECT; Transmission Fall Prol.eotlon

Ot!ar Mr. Glero:

We've me on multiple occasions to- discuss ma11agemem's plan to implement fall pro ection for employee's performing tower work We reviewed tiie Line Department's procedures .ansd the training manual pertaining to towe-r work fall protection. Within thoise procedures, SMUD will be implementing a weight limit of 310 pounds to reinf0,rce t.afe, WQrk procedures. and to protect the i.ntegrity of SMUD's infrastructure. This is a oombine<l person and tool wefght based on the American N.aliional Standards Institute- (AINSI) reoommen.ded ta□hng. SMUD has id'tmtifi@d the tool weight o ibe approximately 30 pounds, thus any employei;: doimg1 towe wor.k will nol weigh i.n excess of 280 pou ds.

In order to, c-omply -with Ihis weight limit employees regu1ar1y performing t-ower work will be weighed during his/her annual phyi.ical with SMLID's onis:ite Med Service-e, If dunng the .im1ual physical an employee we:igrns in between 275-280 pounds, s.Jhe will be required to ohecl< in **V!.lilh** Med Services on a quarterty ba'Sis unUI the i;imployee's weight faUs below 275,pounds.

,If employ□s not regularly performing tower work are called upon1 in an emerge,ncy or for a special projecl the employees called upan must rneet the 28O-pound weight limit and must be weighed prior to performing tower work.

In the event *an* emproyee excaeds th:e 280-pound we□ht limit, **we'vr,** agreed: to handle the situation as folllows.:

1. if the employee exceeding the w.eigh limit Is 1 of the 2 empklyees that regularly perform tower work as ofthe date of this □lter, he will continue to do ell non-climbing cfuties of his position until he weighs in at 280 pounds or less, If at any time, the employee does no have enough non-ctlmbing duti□, management may temporarily reassign the employee usir1g the line work.er series until Ihe employee meels the weight 6mlt. Once the employee meets the weight limit, he will be reluroed to hies tower pOS1il!ion.. In-olh-er words, we're grandfat ering,in,the two wr,ent employees to h:avln,glights to Iheir tower position if tismporarily reas.signed as a resvlt of the tower fall prrotection weight limit.

LR 18-008 (Cont'd)

LR 18-008

2. In the future if a tower employee fails to weigh in under the 280-pound limit, s/he may be permanently reassigned using the line worker series. Management will discuss with Labor Relations when an employee is not meeting the conditions of employment. If the employee reaches an eligible weight at a later time, s/he may reapply for the tower position through a recruitment process when a vacancy exits.

As a result of this agreement, the appropriate job descriptions will be updated to include the weight limit as a condition of employment.

If this reflects your understanding of our agreement, please sign in the space provided below.

Sincerely,

Jenn Dibble
Senior Labor Relations Analyst

Sam Glero
Business Representative

3/14/2018
Date

APPENDIX D



October 15, 2019
ILR 19-014

loo Menne!
18:EW L□ 1245 Union Representatjve
POBax2547
30 Ora119e Tree Cfrcle
Vae&Vllle-, CA 95-687

SUBJECT: **Letm Agreem8t:It- Hydro Fillld Tad! Series Job Description Reviai011s**

Dearilnu:

We have me to,c:llscuss changes t.o the Hydragr.ipl,y lileld Tedi Series job descriptions.

Fresl'l, Pom1 maru:igemrmt. had requested that lh8se)ilb descq,tiions be revised to include m 11imal Teteoomm Tech dlru8$ whfch are rnecenary fur the Hydro Field Tech job dam.es to do wtli'.li:t oonducling .maintenance oper&liorl5 in the UARP. Management's intent isto,allow for a minimal ,amountof Teleoomm T□h W<lrk to be performed by these Hydro P-iefd Tech positions (not in the powerhouses) in order to ci;eafe ,efflci'encl'es given □hie, urnique ct'lallqes of working in !'ffl'lote lcc:ation&and the 11tlat□ly smell sc;aJe of operations 1pemirmed by staff as,signedl to SMUD'□ FA!sh Pond location.

Managemen:acknc wled9Bs that the Hydro Field T9Ch series positions will not be, perf<lnriing thei full B(;Ope oflelecomm Tech dulles and the purpose of tlheae dharmes to the Job descriptions□ not for the purpll!e of .red'.ucing the headtount of TelBComm tedls or FetOO\!lm, work from the,1:e1ecomm Techs who, .allJassigned to F111$h Pon.d.

SMUD illtld thi;t laEW agree lhat these **,ct,an,ges** to the Hydro Field Tech Serles job des.crip!:kms will increase coorpensa1Jo11 for 1hEtse job classfflcadefii! to align wilh the r•oomm Tech pay,. effedive 12121'19 **H** outlined 1ln lhe table below:

Job,Oode	Job TIU1	Cllrtelil ,Pay	TeJecGmm	% Incl'$i&e
50051735	HYOROORAPHY FI'ELO TEC.H	$49.66	$51 ..68	4.07%
50051738	HYDROGRAPI-fY FIIELD TECH WIC!.	$50.00	$ 52,68	3:99%
50051737	H[YDROGRAPI-fYFIELD TECH WIHAZ	SUS0.78	$ 52.80	4.00%
$00S6Z.a0	HYD FID T□]. **MNIWN.** LT OC	DELIMIJ	?ER	MGMT
50S98610	HYO FLO TECH]. Tfl/WN.LT	$56.67	$61.09	7.42%
50098811	HYD FLD TECH FRMNI\NN,LT WFCI.A	$57.87	$62.09	7.29%
50098809	HYO FLO 1i'ECli FRMN.IWTrll.□T W.1./rl.AZ	$ 57,99'	$62.21	7.28%

LR 19-014 (Cont'd)

If the foregoing reflects your understanding of our agreement, please sign in the space provided below and return the signed copy to Labor Relations.

Sincerely,

Cheryl Elia
Manager, Employee Relations

Lou Mennel
IBEW Union Representative

10/15/19
Date

Appendix D

Pow ring forward. Together.

SMUD

September 1, 2020
LR 20-013

Lou Mennel
IBEW Local 1245 Union Representative
PO Box2547
30 Orange Tree Circle
Vacaville, CA 95687

SUBJECT: **Grid Planning and Operations Drone Pilot Program**

Dear Lou:

SMUD and the IBEW have met to discuss the use of Unmanned Aerial Vehicles (Drones} to perform the photographing of transmission facilities of the Upper American River Project (UARP). Grid Planning and Operations has indicated a desire to move forward with a Drone Pilot Program as described below.

This pilot project has been carefully considered to provide multiple benefits for SMUD, at a very reasonable overall cost. The use of drones has the potential to greatly enhance SMUD's information on its transmission grid. This pilot project witl utilize drones to take high:-resolution pictures of transmission structure components. The prlot will be limited to SMUD;s transmission assets located in the CPUC's high fire threat areas, Tiers II and III. These are the transmission assets located in SMUD's UARP. The pilot will help to identify corrective actions that may be necessary..

It iis the intent to have this work scheduled to begin this summer and is expected to be completed by December 31, 2020. SMUD will notify the IBEW in writing if the work is expected to go beyond December 31, 2020.

SMUD Tower Patrol (Line Subforeman/Woman) in Line Assets current responsibilities include the inspection and repair work of overhead transmission and distribution electrica'l lines. Tower Patrol will continue with their visual inspections, drive-up and close-up, utiilizing their normal equipment including binoculars, iPhone, iPad, spotting scope, and patrol by helicopter, as needed.

SMUD recognizes the concerns brought forward by the IBEW regarding the impacts to the Tower Patrol. The use of the drone technology/tool during this pilot program will augment work currently being performed by □he Tower Patrol. It i,s not the intent of this program to reduce the regut:ar work force in accordance with the MOU.

SM:UD EC-OC 4401 Br d haw Road Sacramen o, CA 95827-3834 1.888.742.7683 smud.org

LR 20-013 (Cont'd)

SIMUD agrees to meet and confer at the completion of the pilot and over the use of drones for work normally performed by the IBEW.

If tile foregoing refl:ects your understanding o1f our agreement, please sign in the space provided below and return the signed copy to Labor Relations.

Sincerely,,

Ti aA\,U "f\ c.vJO-Jvv.....tr-...L
Tiffany Navarrette
Senior Labor Relations Analyst

ro.-=O
Lou Mennel
IBEW Union Representative

Sep 1, 2020
Date

APPENDIX D

Powering forward. Together.

SMUD

Se 1, 2021
l.JR21,-004

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SUBJIECT□ □f'lliiileni €lf Overtime for fsi;:ility Stal:torL Eng ne .

De□r Mr. rtnel;

MUD and 'M rBE.W vEi ma 011 mu ·!]68 oac1;1eiom; o W e 86. Sigrirnenl acfminil;ltr□il!! iOf lhe Faci[jjje,!J; Statkin f'!/ Engtn---r (FSE) ct□-sifi.Ga _n.'The folli;W•• a .ree _ nl conce l1\o:!J th a□nmenl of □v •. e iB @p i01;1ble ro llie following _ ons;:

- ac SratlrJOOr; en , eer Foroo:win/Wom
- .o'...rney Level Fai.;ility Sb ooacyEngl,

1. Gan□i'al Pinnciple.s and Rules

A□nment o af verd'rne !\el be ,r;1 ilmted □ rotated !3& Lra'lly as 'Prr□iceb1a :iii □ q.uaL ed empbyees In th e • □:iblion who ihave ...:o11.:m ee.red•□ be- □all l . - l□ • Who tporu:l to □h.e '1.tall!Intary emaiil 1;1re 11:iu1ti;ing .a fl oommu rnl9till l0 .e 1ra□ii□Enrailab'la·mr 1;:□ignme111. SMUD w w□e;, emptoyees with th11 le-as.t arnou of reconied overt:lifle oouro 'f'from . raAked. recorded W o h:e □rning i;,-,e

2. Si;g;rn-Up **Pirncedu:re**

A. 11h owrt· iEot-edministr.af:o, will-□nd a weekly n• -rn an 1/1.i'adnesday whrch will remain i;ipen. fo.r - g 1,1p u t e end ,of lhe 'n'OFk sh -, Nils·rnfm.ving Tu3i9day for empl□□□irln,g to *wod.* . ntar, !P e□r rged ,D'Jerlmet □r tha mllt;:rwililg prearranged •Ol!'ertime period COOITT1 ·dngr on Frid□.

B. *u* 1fus. 1'ne '.'D -re . can Olool to the email with a □ no, 0r lnellgible a□1.

. A *ye* respome *W* lhei m'!ail l"\ieEID6; y□UJara BYB ble iD wrurf,;

ii. A "no" response to the email means you are not interested or cannot work.

iii. An "ineligible" response to the email means you are not available based on this document and the MOU document.

iv. Not responding to the to the email will be treated as a "no" response.

C. The overtime list will be used for all **prearranged** and **emergency** overtime for the specified overtime period.

3. **Voluntary Overtime Assignment Administration**

- Volunteer employees must have all the qualifications required for the specific overtime assignment.
- Foreman/woman with prearranged overtime work, will send an email to Facilities Craft Supervisors seeking approval to work.
- Additional foremen/women may respond to the email if they also have work, number of FSEs needed, and justification for overtime.
- Supervisor will then approve or disapprove overtime request.
- If overtime is approved, overtime list administrator will then pull workers from the ranked overtime list in the reverse order and email the foreman/woman, FSE's and Supervisors with the selected workers. (Email used as primary means of communication to facilitate transparency between the two campuses)
- Employees who decline to volunteer or who have volunteered for the overtime list and then decline or are unavailable to work will be charged a turn down. Turn down will be charged at the maximum prearranged hours worked by employees used for that day not to exceed 8 hours.
- An Employee who is off, for a full day of leave, immediately preceding scheduled overtime will not be asked or required for overtime until the employee returns to work on their next regular scheduled workday and the employee will not be credited with time worked. (ex: will not contact employee who is not at work)
- It is the employee's responsibility to email the overtime list administrator if they become ineligible after volunteering based on this agreement and/or the MOU. If no email is received (regardless of off on leave), **before the overtime date**, a turn down is received.

APPENDIX D

LR 21-004 (Cont'd)

- Journey FSE that are in an ESN foreman/woman position will be averaged in on the foreman/woman's overtime list. Those hours will then be carried back to the journeyman/woman's list when ESN has ended.
- Upgraded FSE's into a foreman/woman position will remain on the Journey FSE's list.
- Once overtime is approved, an FSE who said "yes" cannot change their decision and decline overtime without being charged a turn down (maximum 8 declined hours).
- FSE on light duty status will only be allowed to work overtime if the work is within their restrictions and approved by Supervision.
- When there are not enough volunteers for prearranged overtime, the foreman/woman and supervisor will make the decision on what jobs will be performed.
- All overtime can be reduced or cancelled as necessary.
- The ranked overtime list will be updated as soon as possible, as overtime is worked.
- Each foreman/woman is responsible for keeping track of their own crew hours worked during the overtime day and sending a summary of work along with all crew hours to supervisor and overtime list administrator. The overtime list administrator will then update the overtime list and communicate the updated list by email and post on the FSE Share Point Site.
- All overtime hours will be zeroed out at the end of each year and will start over on January 1. The ranking order will remain the same as it was at the last pay period of the previous year.
- A new employee will be given the average number of overtime hours worked by those on the list at that time and will be placed on the list with those hours.
- The overtime List will track all hours worked and hours declined for prearranged and emergency overtime. This ranked list will be utilized for all overtime work.
- Journey FSEs with the lowest number of recorded hours on the overtime list will be offered prearranged and emergency overtime first. If additional workers are needed, the lowest foreman/woman on the list will then be asked to work.

- For overtime work involving a job assigned to a foreman/woman during the work week, the assigned foreman/woman will be asked to work first. If he/she accepts, journeymen will be selected with the least amount of overtime from the list.

- If overtime work should go over approved schedule time, foreman/woman overseeing the job will notify supervisor requesting approval to continue - by using the on-call Supervisor list and phone numbers, if supervisor is not reachable foreman/woman will make decision.

- In the case of "end of shift" overtime for job continuity purposes, FSEs under the foreman/woman will take priority over using the overtime list.

- For "end of shift", non-job continuity work, foreman/woman must respond to the call. If no employee can cover the work, it is the foreman/woman's responsibility to choose an FSE from the ranked overtime list. If "end of the shift" overtime is declined, the employee will be charged the added hours. In rare circumstances, where there are no volunteers to stay for the "end of the shift" overtime, foreman will contact the FSE who is On Call.

- Overtime for Asbestos related work will not be charged hours.

- On-Call employees may work overtime but can be redirected at any time for "On Call" work.

- Any emergency "on-call" redirected work that comes in when a crew is working prearranged overtime, shall be directed to the on-call supervisor to approve the call in of the on-call FSE.

4. Mandatory Overtime

- When there are insufficient FSEs available for overtime, the Facility Supervisors will assign employees to work the necessary overtime.

- An employee who is off on leave will not be asked or required for overtime until the employee returns to work on their next regular scheduled workday and the employee will not be credited with time worked.

- Mandatory overtime will be assigned first to employees with the lowest recorded overtime hours, actual worked from the overtime list.

- An employee who does not have a specific skill or qualification required for the mandatory assignment may be by passed for that specific assignment.

- Employees assigned under this section may find a qualified replacement with supervisory approval but will be charged with a standard 8 hours turn down

time.

- An Employee who works mandatory overtime will not be charged the time worked.

This Letter Agreement supersedes Letter Agreement 11-008.

Sincerely,

Tiffany Navarrette

Tiffany Navarrette
Senior Labor Relations Analyst

Lou Mennel
Business Representative

Sep 2, 2021
Date

Definitions:

Prearranged overtime- Arranged or agreed upon work. Employee is notified before leaving work on a workday to work overtime, and they are given at least 12 hours off before the reporting time.

Emergency overtime- Overtime work which has not been prearranged.

Ineligible- Excused from being asked to volunteer for overtime work.

Short Notice- With little advance warning or time to prepare.

Turn Down- Reject offer to work overtime.

Job Continuity- The current work task cannot easily be walked away from because of the knowledge, that others may lack. Serving as a Subject Matter Expert. Minimum distance to job site is at least 45 minutes.

Powering forward. Toge her.

SMUD™

June 24, 20211
LR 21-007

Lou Menne!
IBEW Local 1245 Union Representative
PO Box 2547
30 Orange Tree Circle
Vacaville, CA 95687

SUBJECT: Grid Planni:ng and Operatiio:ns Drone Pilot Program - Extension

Dear Lou:

SMUD and the IBEVV have met to discuss the use of Unmanned Aer ial Vehicles (Drones) to perform the photographing of transmission facilities of the Upper American River Project (UARP).

The purpose of this ietter agreement is to extend the Grid Pianning and Operations Drone Pilot Program Side letter Agreement (LR 20-013). It was the intent for SMUD to have completed the work by December 311, *20W;* however, the work is now expected to be completed by September 30, 2021. SMUD will noUfy the IBEW in writing if the work is expected to go beyond September 30, 2021.

The scope of the pilot project remains the same as outlined in LR 20-013.

If the foregoing reflects your understanding of our agreement, please sign in the space provided below and return the signed copy to labor Relations.

Sincerely,

1v\o--Alo..AJv..--ttt:

Tiffany Navarrette
Senior Labor Relations Analyst

Lou Mennel
IBEW Union Representative

Date

SMUD,EC-OC 4401 radshaw Road Sa:1cramento, CA 95827-3834 1.888,742.7683 smud,org

Appendix D



May 25, 2023
LR 23-010

Lou Mennel
Business Representative
IBEW Local 1245
30 Orange Tree Circle
Vacaville, CA 95696

SUBJECT: Letter Agreement for Troubleshooters

Dear Mr. Mennel:

The purpose of the letter is to memorialize our agreement and to update LR 09-002 (Letter Agreement for Troubleshooters On-Call Pilot). The new letter will read as follows:

On-Call:

A. Employees in the following classifications will be subject to On-Call:

- Troubleshooter
- Senior Troubleshooter

B. Employees may request to trade On-Call assignments.

C. It is the employee's responsibility to find a replacement for on-call assignments.

D. When the On-Call employee has made arrangements for another employee to take their calls, both the scheduled and the replacement employee are responsible for notifying supervision about the substitution arrangements.

E. On-Call substitution arrangements must be approved by supervision as much time in advance as possible prior to the start on on-call period.

F. Employees On-Call will be compensated at the rate of two (2) hours of their regular, straight-time pay for each day On-Call.

G. Employees On-Call are required to be fit for duty and available to report to work in a reasonable amount of time.

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H. All applicable overtime provisions will apply if the On-Call employee is required to respond.

I. Employees On-Call will be reachable by District-provided cell phone or home phone.

J. On-Call will span a period as outlined in the annual troubleshooter work schedule. The schedule will be published no later than January 1st each year for the current year.

Definitions:

Areas are defined as:

1. North - North of the American River
2. Town - South of the American River
3. Deep South

Geographical areas for call-out purposes are bound by the current Troubleshooter's map and are defined as:

1. North - North West (NW), North Center (NC), North East (NE)
2. Town - Town West (TW), Town South (TS), Town East (TE)
3. Deep South - South East (SE), South West (SW)

Guidelines for filling vacant shifts:

1. Relief Troubleshooter on shift as designated by schedule.
2. Troubleshooter on days off who normally works that geographical area with lowest hours.
Relief-T-roableshooter-on--days-off-with-lowest-hotJr·c,-
4. Troubleshooter on days from other geographical areas with lowest hours.

Note: After exhausting the above guidelines, double shifts may be offered following same process.

Emergency Call-Outs:

1. A total of four (4) "PM" second shift and one (1) "Deep South" Troubleshooters will be on call to cover all geographical areas, during the following periods:

   a. North and Town areas from end of second shift (2230hours) to the start of the first shift (0630 hours) the following day.
   b. The South area On-Call coverage is from 1600 hours to 0800 hours the following day.

LR 23-010 (Cont'd)

2. Emergency calls during these periods will first be issued to the Troubleshooter by their assigned geographical area.

3. If a response is required in an area that does not have an assigned On-call Troubleshooter, the nearest geographically assigned On-call Troubleshooter will be called to respond.

4. If additional assistance is needed to handle an emergency call, the next nearest geographically assigned On-call Troubleshooter will be called.

Note: In keeping with the provisions of Article 7 of the MOU, consideration shall be given as to whether the Troubleshooter being called out will get sufficient rest before the start of his/her next regularly scheduled shift. The second shift relief Troubleshooters shall be used to provide shift coverage in order to provide the On-Call Troubleshooter sufficient rest. Alternatively, first shift Troubleshooters shall be requested to work early or on an extended shift for this same reason.

This Letter Agreement supersedes Letter Agreements 09-002.

If this reflects your understanding of our agreement, please sign in the space provided below.

Sincerely,

Tiffany Navarrette
Principal Employee and Labor Relations Analyst

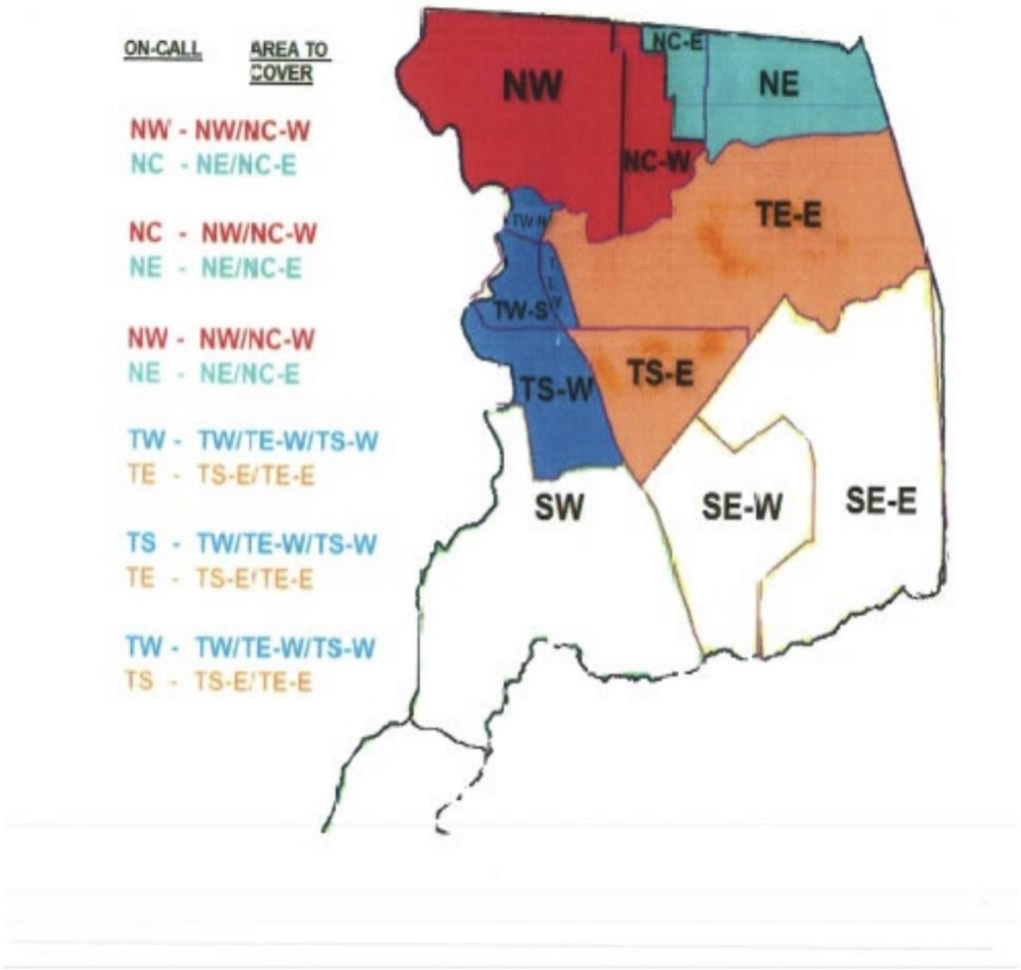
Lou Mennel
IBEW Union Representative

5-25-2023
Date

Appendix D

LR 23-010 (Cont'd)

TROUBLESHOOTER AREA map



Appendx D

Powering forward. Together.

SMUD®

December 22, 2025
LR 25-032

Kim Camatti
Business Representative
PO Box 2547
30 Orange Tree Circle
Vacaville, CA 95696

SUBJECT: **Letter Agreement - Damage Assessor Call Out Process**

Dear Ms. Camatti,

SMUD and the IBEW discussed establishing a pilot call out process specifically for the damage assessment process and documenting that process in a side letter of agreement (SLA). The pilot will run from the date of this SLA through June 2026. The Damage Assessor call-out process will be initiated when Senior Management formally activates the Emergency Operations Center (EOC). This activation signifies the escalation of a significant event warranting coordinated damage assessment efforts beyond normal operational procedures. When the Storm Response Team is activated by Senior Management within the EOG, the Damage Assessor call out process will be used. Normal work group call out processes will continue to apply for routine maintenance, rain events, or less severe weather conditions when the Storm Response Team isn't activated.

SMUD seniority will be used to determine which volunteers are called out from the list of IBEW classifications for the first couple of storms, until all volunteers have hours, and then volunteers will be called out based on lowest number of hours. An operations code is being created for damage assessment work that employees will be able to use alongside a storm code (if one is created) on their timecards. This code will be used for tracking purposes and will ensure accurate numbers of hours are used in determining volunteers. The use of the operations code by employees on their timecard will be mandatory when performing damage assessment work, regardless of whether that work is performed during normal business hours or during overtime (once the code is created).

Employees who turn down a volunteer opportunity will have a tick mark noted and will not be contacted again until all the names on the list have been contacted at least once (full list rotation). Employees who are not available to be used as damage assessors due to management's assessment or if the employee is already on-call during an event will not have a tick mark noted and will be considered for future events without having to wait for a full list rotation. This volunteer employee overtime lisUhours will be made available and sent to each IBEW classifications department supervisor and the IBEW after each event at the final payroll period when Senior Management formally activates the Emergency Operations Center (EOG).

Newly trained volunteers will be averaged in if the list is already active with storm hours. If the list has not yet been activated with storm hours, SMUD seniority will be used.

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LR 25-032 (Cont'd)

As of the date of this SLA, the following are IBEW classifications that are trained and used as volunteers as damage assessors and/or wire watchers: Cable Locators, Cable Splicers, Elect Techs, Facilities Electricians, Facilities Stationary Engineers, Meter Techs, Substation Electricians, Telecomm Techs, Utility Compliance Specialists. While those trained to be damage assessors can also perform wire watching duties, the reverse is not the same. Wire watchers are not trained, nor do they have the background to be able to perform damage assessment work.

If the foregoing reflects your understanding of our agreement, please sign in the space provided below and return the signed copy to Labor Relations.

Sincerely,

Jennifer Dibble Digitally signed by Jennifer g: 1 ,•202s.12.22 ,s,sm -08'00'

Jenn Dibble
Senior Labor Relations Analyst

Kim Camatti Digitally signed by Kim Camatti Date: 2025.12.22 16:09:47 -08'00'

Kim Camatti
IBEW Business Representative

Date

APPENDIX E

Relocation Expenses Management Procedure 5.03.03.100

Relocation Agreements

As part of the hiring process, management may offer to reimburse reasonable relocation expenses for new employees in certain salaried or difficult-to-recruit positions in accordance with SMUD policy and the limitations set forth in this procedure.

Hiring Directors shall notify HR Services when they wish to make offers to reimburse potential candidates for relocation expenses. HR Services shall document the reasons for the recruitment incentives and the approving authority.

HR Services shall prepare and process all written employment offers, including offers to provide recruitment incentives. As part of the acceptance of an employment offer, the prospective employee must agree to repay SMUD in full for all incentives if he/she separates from SMUD employment, for any reason other than a SMUD-initiated reduction in force, within one year from the start date.

Payment Limitations

SMUD shall pay for air transportation at coach class rates only. All reimbursements for lodging, meals, and incidentals shall be limited to the maximum IRS per diem rate for the greater Sacramento area. IRS rates are available at www.gsa.gov/perdiem.

SMUD shall not pay or reimburse for expenses above the specified limits or for expenses not specifically covered in this procedure unless approved by executive management as part of a signed employment agreement.

Payment Arrangements

Once SMUD receives the signed employment offer, the hiring department shall be responsible for arranging direct payments to vendors on behalf of the employee and for processing any reimbursements to the employee.

The hiring department shall ensure that candidates obtain pre-approval for all arrangements related to air and rail transportation and the movement and storage of personal property. SMUD shall pay vendors directly for such expenses.

SMUD shall reimburse the employee directly for other authorized travel and living expenses upon completion of the move and commencement of employment. SMUD does not provide any advance payment of relocation expenses.

Search For Housing

As part of a prospective employee's employment offer, management may authorize the payment for up to five days and four nights of travel for the prospective employee and legal spouse/domestic partner to search for new housing prior to relocating to the greater Sacramento area. Covered expenses include one-time, round-trip transportation (mode determined by mutual agreement) to and from the greater Sacramento area, lodging, car rental (plus fuel, parking, etc.), and meals and incidentals while in the area. This allowance is not available once the prospective employee relocates temporarily or permanently to the greater Sacramento area.

Personal Property and Vehicles

SMUD shall pay moving costs including packing, loading, and transporting up to a maximum of 15,000 pounds (excluding the weight of passenger vehicles) of household effects and personal property from the primary previous residence, and unloading and unpacking at the destination. SMUD shall pay for moving protection insurance to cover up to 15,000 pounds of household effects and personal property.

SMUD shall also pay the cost of transit insurance and commercial shipping for two passenger vehicles on moves of 500 or more miles or for one vehicle on moves of less than 500 miles. An employee who chooses to drive his/her own vehicle(s) shall be reimbursed for mileage by the most direct route for one vehicle and for 75% of total mileage rate for a second vehicle on moves of more than 500 miles.

SMUD shall pay for temporary storage of personal property in the greater Sacramento area for up to 30 days and for the one-time handling and delivery of personal property to the storage facility and the one-time handling and delivery out of storage.

Transportation and In-Transit Expenses

SMUD shall pay the cost to transport by air or rail the employee, legal spouse/domestic partner, and legal dependents from the form residence to the new residence in the greater Sacramento area. Transportation reimbursement shall be limited to the most direct route of travel.

SMUD shall reimburse employees who choose to relocate themselves and their families by means of personal transportation in accordance with above provisions for the transport of personal vehicles.

SMUD shall reimburse the cost of lodging while in transit only for the employee. The employee shall be responsible for any additional lodging expenses incurred for members of his/her household.

SMUD shall reimburse per diem meals and incidentals for the employee, legal spouse/domestic partner, and legal dependents while in transit.

SMUD reimbursement for transit costs shall be limited to one day for travel by air or one day for every 350 miles for travel by personal vehicle.

Temporary Housing

Upon relocation to the greater Sacramento area, SMUD shall reimburse the employee for temporary lodging for up to 30 days while the employee arranges permanent housing. Reimbursement shall be for lodging only and shall not include meals and incidentals.

Taxation Issues

The IRS considers the payment of some relocation expenses as employee compensation subject to taxation. SMUD may deduct federal and state withholding taxes from certain relocation expense reimbursements. SMUD shall include taxable amounts in the W2 for the employee in the year of reimbursement. The employee shall be responsible for obtaining tax advice about relocation expenses and maintaining receipts for tax purposes.

Related References

IBEW/OSE Memorandums of Understanding

APPENDIX F

Employees should refer to Policies and Procedures under Work Resources on the iNet for all up-to-date policies. ***(Revised 1/1/2026)***

Employees should refer to Policies and Procedures under Work Resources on the iNet for all up-to-date policies. ***(Revised 1/1/2026)***

SMUD	Administrative Policy	AP 04.03.02
Section **Total Rewards**	Subject **Education and Training Benefits**	Title **Education Assistance and Tuition Reimbursement**

Philosophy

SMUD encourages continuous learning and provides employees with financial assistance for approved courses of study that are not related to their current job classification and that will benefit both the organization and its employees.

Implementation

The Chief Diversity Officer or designee communicates to employees the educational assistance benefits available and approves processes and procedures to administer this program, including the establishment of both course and employee eligibility and approval of expenses.

Related References

IBEW Memorandum of Understanding

OSE Memorandum of Understanding

PSOA Memorandum of Understanding

Administrative Policies
AP 04.01.01 – Total Rewards Philosophy
AP 04.03.01 – Employee Learning and Development
AP 04.03.03 – Professional Memberships, Licenses and Certifications

Management Procedures
MP 04.03.02.100 – Education Assistance and Tuition Reimbursement

Approved By	Established Date	Effective Date	Next Review Date	Page
Paul Lau	**10/01/1995**	**09/13/2024**	**09/13/2024**	Page **1** of **1**

Employees should refer to Policies and Procedures under Work Resources on the iNet for all up-to-date policies. ***(Revised 1/1/2026)***

SMUD	Administrative Policy	AP 04.05.05
Section **Total Rewards**	Subject **Employee Leaves**	Title **Family Care and Medical Leave**

Introduction

SMUD is a covered employer within the definition of the Federal Family and Medical Leave Act (FMLA) and the California Family Rights Act (CFRA). Where differences between the two laws exist, SMUD will comply with those provisions which are most beneficial to the employee.

When eligible, one or both laws permit employees to take up to 12 workweeks of unpaid leave. When both laws apply, FMLA and CFRA entitlements will run concurrently. The employee's leave will be designated as allowable by law in each calendar year for any of the following reasons:

- Birth of the employee's child.
- Placement of a child with the employee for adoption or foster care.
- Care of the employee's parent, spouse, domestic partner, child, grandparent, grandchild, or sibling with a serious health condition.
- Care of a designated person with a serious health condition.
- The employee's own serious health condition.
- Qualifying exigency related to the covered active duty or call to covered active duty of the employee's spouse, domestic partner, child, or parent in the Armed Forces of the United States. See MP 04.05.05.100.

(Routine exams such as physicals, eye examinations, and routine dental appointments and treatment for non-serious conditions do not qualify for FMLA/CFRA leave.)

Exceptions to the 12-week rule may apply when the leave involves:

- The employee's own pregnancy, covered under California's Pregnancy Disability Leave Law. See AP 04.05.09.
- The care of a spouse, child, parent, or next of kin who is a current service member or veteran of the Armed Forces and who has a serious injury or illness incurred in the line of duty. See MP 04.05.05.101.

Approved By	Established Date	Effective Date	Next Review Date	Page
Paul Lau	**09/01/1996**	**01/01/2025**	**01/01/2028**	**Page 1 of 7**

Definitions

Child: A biological, adopted, step or foster child, a legal ward, child of a domestic partner, or a child for whom the employee stands in loco parentis.

Parent: A biological, adoptive, step or foster parent, legal guardian, parent-in-law, or an individual who stood in loco parentis to the employee when the employee was a child.

In Loco Parentis: A person with day-to-day responsibilities to care for and financially support a child, or, in the case of an employee, a person who had such responsibility when the employee was a child. A biological or legal relationship is not necessary.

Spouse: A husband or wife as recognized under State law. In California, "spouse" includes a registered domestic partner.

Domestic partner: Certificate of Registration of Domestic Partnership through the State of California is required.

Designated Person: Any individual related by blood or whose association with the employee is the equivalent of a family relationship. Identified by the employee at the time leave is requested. Limited to one designated person per calendar year.

Serious Health Condition: An illness, injury, impairment, or physical or mental condition that involves:

- Any period of incapacity or treatment in connection with or after inpatient care intended to be overnight, whether or not it was.
- Any period of incapacity requiring absence from work, school, or other regular daily activities, of more than three consecutive calendar days and requires continuing treatment.
- Ongoing treatment by or under the supervision of a health care provider for a chronic or long-term health condition.
- Restorative dental or plastic surgery after an accident or injury.

Workweek: The normal weekly schedule for that employee. If an employee's schedule varies significantly from week to week such that there is no "normal" weekly schedule, a weekly average is calculated over the 12 months prior to the leave.

Eligibility

Employees eligible for coverage under FMLA/CFRA are those who have been employed by SMUD for at least one year and who have worked at least 1,250 hours in the 12-month period immediately preceding the start of the FMLA/CFRA leave.

Use of Accrued Leave

Employees are required to use their accrued sick leave, compensatory (comp) time, and personal/annual leave before being placed on unpaid status.

Exceptions:

Serious health condition of a qualifying family member: Employees are required to use accrued comp time and personal/annual leave. Employees may elect to use accrued sick leave prior to being unpaid.

Leave while disabled due to the employee's own pregnancy: Employees are required to use accrued sick leave. Employees may elect to use accrued comp time and personal/annual leave prior to being unpaid.

Birth or placement of a healthy child: Employees are required to use comp time and personal/annual leave prior to being unpaid. Employees may elect to use accrued sick leave.

Workers' compensation: Employees are not required to use accrued leave.

Disability or Paid Family Leave Benefits: Employees are not required to use accrued leave.

Represented employees should refer to their respective MOUs and Side Letter Agreements for the rules regarding their use of sick leave, comp time, and personal/annual leave before taking any otherwise unpaid leave.

Pattern of Leave

Employees may be granted full-time leave, intermittent leave, or a reduced work schedule when medically necessary. The work schedule will be determined by the supervisor or designee and will be based on business need.

Leave should be consistent with the frequency and duration medically certified. If leave substantially deviates from the certification, the employee may be required to recertify their need for leave.

Leave generally must be taken in not less than 15-minute increments. However, leave for the birth, adoption, or placement of a child shall be taken in two full workweek increments unless an alternate schedule is requested and approved by the supervisor in advance. Leave requested for less than two full workweeks shall be approved on two occasions, assuming the employee has not exhausted their CFRA leave. Leave may be taken for this reason within 12 months of the child's birth or placement.

Notification

When the need for leave is foreseeable, employees must provide at least 30 days' notice to their supervisor and make a reasonable effort to plan the timing of their leave to minimize work disruption.

If the need for leave is not foreseeable, employees must notify their supervisor at the earliest time possible, but not later than the start of their scheduled work shift.

Notice of leave will include enough information to know the leave may be covered under FMLAICFRA and the expected duration.

Medical Certification

Employees must provide medical documentation certifying the need for leave qualifies under FMLAICFRA. Certification shall include:

- Leave begin date.
- Estimated leave end date.
- Verification of a qualifying reason for leave.

- Frequency and duration of leave if intermittent.

If the need for leave is for the employee's own condition SMUD may require a second medical opinion, at SMUD's expense. If the medical opinions conflict, SMUD may pay for a third, binding medical opinion from a health care provider approved jointly by the employee and SMUD.

Return to Work

Employees are expected to return to work on their first scheduled workday following their leave end date.

If an employee is on a continuous leave due to their own serious health condition, they must provide an updated work status to their supervisor and IDM@smud.org if:

- They can return to work sooner than expected,
- Their need for leave is extended, and/or
- They will be returning to work with restrictions.

Retroactive Requests

Retroactive requests for FMLA/CFRA leave will be reviewed on a case-by-case basis. If SMUD learns that an absence is FMLA/CFRA qualifying, a retroactive designation will be made while the leave is in progress. If an employee requests that an absence be designated as FMLA/CFRA, the request must be made within two working days of the employee's return to work following the leave.

Job and Benefits Protection

Whether paid or unpaid, FMLA/CFRA leave does not constitute a break in service or change an employee's hire date. Because hire dates are unchanged, seniority is protected. Employees will keep the benefits they accrued before their leave, including any sick leave, comp time, or personal/annual leave not used or paid out during the leave. SMUD will continue to pay its regular share of employee benefit premiums.

An employee will generally be restored to their same position or an equivalent position upon their return to work. Some exceptions include:

- For employees who are unable to perform the essential functions of their positions, either with or without

reasonable accommodation as required under the Americans with Disabilities Act (ADA) and California Fair Employment and Housing Act (FEHA). SMUD will provide, where possible, reasonable accommodation for the disabled. See AP 06.01.02.

- Where the position ceased to exist during the FMLA/CFRA leave period. An employee whose position ceased to exist may have rights to another position under the Civil Service Rules or applicable MOU.
- Where an employee is found to have fraudulently obtained FMLA/CFRA leave.

If an employee's leave is unpaid, lengthy, or both, there may be some effects that should be considered. Employees do not earn personal/annual or sick leave and are not eligible for paid holidays or floating holidays that occur during unpaid leave. Timing for salary increases may change. Employees must continue to pay their share of any applicable insurance benefit premiums while on leave. Payroll deductions cease, as do contributions to CalPERS and Social Security. CalPERS service calculations may also be impacted by unpaid leave. Contact People Services & Strategies for specific issues.

Fraud

An employee who fraudulently obtains FMLA/CFRA from SMUD is not protected by the FMLA/CFRA's job restoration or maintenance of health benefits provisions. In addition, SMUD will take all available appropriate disciplinary action against such employee due to such fraud.

General Notices

The U.S. Department of Labor has published a general notice regarding the FMLA entitled "Employee Rights under the Family and Medical Leave Act". A copy of that notice is posted on employee official bulletin boards as required by the FMLA.

The California Civil Rights Department has published a general notice regarding the CFRA and Pregnancy Disability Leave entitled "Family Care and Medical Leave and Pregnancy Disability Leave". A copy of that notice is posted on employee official bulletin boards as required by the CFRA.

Related References

IBEW/OSE/PSOA Memorandums of Understanding

Administrative Policies
AP 04.05.09 - Pregnancy Disability Leave
AP 04.05.15 - Sick Leave
AP 06.01.02 - Disability Accommodation

Management Procedures
MP 04.05.05.100 - Active Duty or Call to Duty Family Leave (FMLA)
MP 04.05.05.101 - Leave to Care for Wounded Service Member (FMLA)
MP 06.01.01.100 - Light Duty

Employees should refer to Policies and Procedures under Work Resources on the iNet for all up-to-date policies. ***(Revised 1/1/2026)***

SMUD	Administrative Policy	AP 04.05.06
Section **Total Rewards**	Subject **Employee Leaves**	Title **Jury Duty And Court Appearances**

Policy	SMUD supports the concept of civic responsibility. Employees will be granted leave with pay if they are required to report for jury duty or are subpoenaed as a third-party witness in a hearing or trial related to SMUD's interest. Employees involved in a court case as a plaintiff, defendant, or witness in a case that is unrelated to SMUD's interest or against SMUD may request use of their accrued personal leave/vacation.
Eligibility	All employees except temporary employees originally hired for less than six months including casual, intermittent or seasonal employees regardless of the number of hours worked per week are eligible for this leave.
Notifying SMUD	Employees must notify their supervisor as soon as they are summoned or subpoenaed for jury duty or court appearance so that their supervisor may plan for this absence. Employees must provide copies of their summons or subpoena to their supervisor.
Pay	Employees who must appear for jury duty or to testify as a third-party witness in a hearing or trial related to SMUD's interest will continue to receive their normal pay. Employees receiving payment from SMUD for their jury service are required to waive payment from the court for their jury service.
Effect On Working Hours	Employees are excused from work when jury duty service of 8 or more hours occurs during their shift. If jury duty service is less than 8 hours, employees must immediately contact their supervisor at the conclusion of such service and they may be required to work the remaining fraction of the workday. Represented employees should refer to their Memorandum of Understanding for rules on shift rescheduling during jury duty.
Related References	IBEW Memorandum of Understanding OSE Memorandum of Understanding PSOA Memorandum of Understanding

Approved By	Established Date	Effective Date	Next Review Date	Page
Paul Lau	**09/01/1996**	**08/20/2025**	**08/20/2028**	**Page 1 of 1**

Employees should refer to Policies and Procedures under Work Resources on the iNet for all up-to-date policies. ***(Revised 1/1/2026)***

SMUD	Administrative Policy	AP 04.05.09
Section **Total Rewards**	Subject **Employee Leaves**	Title **Pregnancy Disability Leave**

Introduction	California Pregnancy Disability Leave (PDL) provides eligible employees with up to four months of unpaid, job-protected leave when disabled due to a pregnancy, childbirth, or a related medical condition. PDL is separate from leave under the California Family Rights Act (CFRA). PDL runs concurrently with FMLA when eligible.
Eligibility	All pregnant employees are eligible for PDL.
Use of Accrued Leave	Employees are required to use sick leave before being placed in an unpaid status. Employees may elect to use comp time and personal/annual leave, but are not required to do so. **Exception:** Disability Benefits, employees are not required to use accrued leave. Represented employees should refer to their respective MOUs and Side Letter Agreements for the rules regarding their use of sick leave, comp time, and personal/annual leave before taking any otherwise unpaid leave.
Pattern of Leave	Employees may be granted full-time leave, intermittent leave, or a reduced work schedule when medically necessary. The work schedule will be determined by the supervisor or designee and will be based on business need. Leave should be consistent with the frequency and duration medically certified. If leave substantially deviates from the certification, the employee may be required to recertify their need for leave. Leave generally must be taken in not less than 15-minute Increments.
Return to Work	Employees are expected to return to work on their first scheduled workday following their leave end date. Employee must provide an updated work status to their supervisor and IDM@smud.org if: • They can return to work sooner than expected, • Their need for leave is extended, and/or • They will be returning to work with restrictions.

Approved By	Established Date	Effective Date	Next Review Date	Page
Paul Lau	**08/19/2008**	**08/20/2025**	**08/20/2028**	Page **1** of 3

Retroactive Requests

Retroactive requests for POL will be reviewed on a case-by-case basis. If SMUO learns that an absence is POL qualifying, a retroactive designation will be made while the leave is in progress. If an employee requests that an absence be designated as POL, the request must be made within two working days of the employee's return to work following the leave.

Notification

When the need for leave is foreseeable, employees must provide at least 30 days' notice to their supervisor and make a reasonable effort to plan the timing of their leave to minimize work disruption.

If the need for leave is not foreseeable, employees must notify their supervisor at the earliest time possible, but generally not later than the start of their scheduled work shift.

Notice of leave will include enough information to know the leave may be covered under POL and the expected duration.

Job and Benefits Protection

Whether paid or unpaid, POL does not constitute a break in service or change an employee's hire date. Because hire dates are unchanged, seniority is protected. Employees will keep the benefits they accrued before their leave, including any sick or personal leave not used during the leave.

An employee will generally be restored to their same position or an equivalent position upon their return to work. Some exceptions include:

- For employees who are unable to perform the essential functions of their positions, either with or without reasonable accommodation as required under the Americans with Disabilities Act (ADA), California Fair Employment and Housing Act (FEHA) and Pregnant Workers Fairness Act (PWFA). SMUO will provide, where possible, reasonable accommodations. See AP 06.01.02.
- Where the position ceased to exist during the leave period. An employee whose position ceased to exist may have rights to another position under the Civil Service Rules or applicable **MOU.**
- Where an employee is found to have fraudulently obtained POL leave.

SMUD will continue to pay its regular share of employee benefit premiums. Employees must continue to pay their share of any applicable insurance benefit premiums while on leave. If leave is unpaid by SMUD, payroll deductions cease, as do contributions to CalPERS and Social Security. CalPERS service calculations may also be impacted by unpaid leave. Contact People Services & Strategies for specific issues.

Fraud

An employee who fraudulently obtains POL from SMUD is not protected by the PDL's job restoration or maintenance of health benefits provisions. In addition, SMUD will take all available appropriate disciplinary action, up to and including termination, against such employee due to such fraud.

Related References

IBEW/OSE/PSOA Memorandums of Understanding

SMUD Civil Service Rules

Administrative Policies
AP 04.05.05 - Family Care and Medical Leave
AP 04.05.15 - Sick Leave
AP 06.01.02 - Disability Accommodation

Management Procedures
MP 04.05.14.100 - Personal Leave

Employees should refer to Policies and Procedures under Work Resources on the iNet for all up-to-date policies. ***(Revised 1/1/2026)***

SMUD	Administrative Policy	AP 04.05.15
Section **Total Rewards**	Subject **Employee Leaves**	Title **Sick Leave**

Eligibility

All employees who work more than 30 days per year are eligible to accrue sick leave, except:

- OSE-Represented employees who are eligible to receive annual leave in lieu of sick leave. For the purpose of this policy, the term "sick leave" is used interchangeably for annual leave only in reference to OSE-represented employees.
- Retired annuitants are excluded from the sick leave policy.

Please reference any applicable Memorandum of Understanding (MOU) to determine eligibility, use, the type of leave accrued for the purpose of sick leave, and other applicable provisions.

In addition, employees eligible for sick leave or annual leave are not only eligible for sick leave protections as set forth herein or in their applicable MOUs, but also the Kin Care protections as set forth below.

General Provisions

Sick leave is an integral part of SMUD's Total Rewards program and provides salary protection when an employee is unable to work for the following reason:

- To diagnose, treat, care for an existing health condition or to obtain preventative care for themselves, a family member or designated person.
- To care for an employee's spouse, registered domestic partner, child, parent, or next of kin (nearest blood relative) who is or was a covered service member ("Service Member") in the Armed Forces and who has suffered a serious injury or illness incurred in the line of duty. [See MP 04.05.05.101]
- To bond with their newborn child or a child newly placed with them for adoption or foster care.
- Victim of crime leave or to care for family members who are crime victims (See AP 04.05.17 for limitations), including:
  - Leave to appear in court pursuant to a subpoena is for victim of any crime
  - Leave for relief or to ensure safety/health/welfare of the employee or family member who is a victim of domestic violence, sexual assault, stalking or any act that causes bodily injury, involves a weapon, or

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involves threat of injury or death (actual or perceived).

Family Member includes the employee's:

- Child: A biological, adopted, or foster child, stepchild, legal ward, child of a registered domestic partner, or a child to whom the employee stands in loco parentis. This definition is applicable regardless of age or dependency status.
- Parent: A biological, adoptive, or foster parent, stepparent, or legal guardian of an employee or the employee's spouse or registered domestic partner, or a person who stood in loco parentis when the employee was a minor child.
- Spouse.
- Registered domestic partner.
- Grandparent.
- Grandchild.
- Sibling.
- Designated person: This person must be designated at the time leave is requested. Limited to one designated person per calendar year.

Accrual Rates

Eligible regular full-time and part-time employees accrue (1) hour of sick leave credit for every 20 hours worked. Eligible limited-term and temporary employees accrue one (1) hour of sick leave credit for every 30 hours worked Please refer to the applicable MOU and Benefit Guidebook for further information regarding accrual rates.

Except while on leave due to an industrial injury or unless an applicable MOU dictates otherwise, employees do not accrue additional sick leave while taking leave without pay. There is no maximum accumulation for sick leave.

Use of Sick Leave

Employees begin accruing sick leave upon employment and can use it as soon as it is credited on their pay stub, except student interns who may not use sick leave until after 60 days of employment. Payment of sick leave is made at the employee's current rate of pay.

Sick leave may be used in 15-minute increments. When sick leave is used, employees must let their supervisor know in advance of their regular starting time or before leaving work if they become sick while at work.

If employees become ill or injured while on personal leave, they may request that their personal leave be changed to sick leave.

Sick Leave to bond with a child:

- Employee must request leave from their supervisor with 30 days' notice, or at the earliest time possible if the need for leave is not foreseeable, but not later than the start of their scheduled work shift.
- Employee must receive approval from their supervisor or be approved for statutory leave [see AP 04.05.05] prior to taking leave.
- Leave must be taken within 12 months from date of birth or date of placement for adoption or foster care and
- Leave is not to exceed 8 weeks per event and must be taken in 2-week increments, at minimum, with 2 exceptions of less than 2 weeks allowed per event.

Sick or Annual Leave may run concurrently with FMLA/CFRA/PDL should it be determined leave is due to a qualifying condition [See AP 04.05.05).

SMUD employee use of State-mandated sick leave is limited to the first five (5) days or 40 hours, whichever is greater, of sick leave per calendar year.

"Kin Care leave" is protected sick leave that allows an employee to use up to half of the leave they will accrue that year to care for themselves or family members as set forth above. By law, only the employee using the sick leave may designate when their use of sick leave is also treated as Kin Care leave. Such designation must occur at the time an employee is informing SMUD of their use of sick leave or, in unusual circumstances when making a designation is impractical at the time of notice, as soon as practical thereafter-but in no case later than 2 days after the return to work. If they do not indicate that they want their sick leave to also be protected as Kin Care leave, the employee's sick leave will not be considered use of Kin Care leave.

Medical Verification and Release

If an employee's supervisor has cause to believe that the employee's absence is not for an authorized reason, the supervisor should consult with Labor Relations before asking the employee to provide documentation from their licensed practitioner or counselor to substantiate the need for sick leave, annual leave, and/or Kin Care leave.

An employee's request to use sick leave, annual leave, or Kin Care leave may be denied if they do not provide a medical verification of illness and/or a medical release when required to do so by SMUD. In such cases, the employee's absence may be charged as unauthorized leave without pay and the employee may be subject to disciplinary action.

SMUD may require a medical release from an employee's physician before the employee will be allowed to return to work.

Effects of Termination

There is no payment of accrued sick leave upon termination. Accrued sick leave is added as a CalPERS service credit for retirement benefit calculations in applicable situations.

Sick Leave Balance Reinstatement

Unrepresented employees rehired within one year of initial separation are eligible, pursuant to State law, for reinstatement of their sick leave balance. Represented employees should refer to their respective MOU to determine eligibility and conditions for balance reinstatement.

Unacceptable Usage

SMUD recognizes employees will need to use annual leave, sick leave, and/or Kin Care leave on occasion and may have a right to protection when eligible under this policy, applicable MOUs, and applicable laws. However, when there is a misuse or violation of this policy, or usage exceeds that allowable under law, management will confer with Labor Relations and the employee may be subject to Positive Discipline, up to and including termination of employment.

Related References

SMUD Civil Service Rules

IBEW/OSE/PSOA Memorandums of Understanding

Benefit Guidebooks

Administrative Policies
AP 04.01.01 - Total Rewards Philosophy
AP 04.05.05 - Family Care & Medical Leave (FMLA)
AP 04.05.09 - Pregnancy Disability Leave
AP 04.05.17 - Victims of Crime Leave
AP 05.01.06 - Accommodations for Victims of Domestic Violence, Sexual Assault, and Stalking
AP 05.02.01 - Unauthorized Absence

Management Procedures
MP 04.04.04.100- Employee Assistance Program
MP 04.05.05.101 - Leave to Care for Wounded Service Member **(FMLA)**
MP 04.05.14.100 - Personal Leave

Health & Safety Standards
6-01 Incident Reporting & Investigations

Employees should refer to Policies and Procedures under Work Resources on the iNet for all up-to-date policies. ***(Revised 1/1/2026)***

SMUD® Administrative Policy		AP 05.01.01
Section **Employment**	Subject **Civil Rights**	Title **Nondiscrimination, Anti-Harassment and Non-Retaliation**

Prohibition of Discrimination, Harassment and Retaliation

SMUD prohibits discrimination, harassment and retaliation by a supervisor, coworker, customer, vendor, contractor, applicant, or other person doing business with SMUD. SMUD holds its employees to a higher standard than that required by law and is committed to providing a work environment in which all individuals are treated with respect and dignity. Therefore, SMUD expects its employees to conduct themselves in a professional and business-like manner.

Conduct prohibited by this policy is unacceptable in the workplace and in any work-related setting outside the workplace, such as during business trips, business meetings, and business-related social events. Where a violation of this policy is determined to have occurred, regardless of whether an individual has complained, SMUD will take prompt remedial action to stop the behavior and prevent its reoccurrence.

An employee who violates this policy or SMUD's other related policies will be subject to disciplinary action, up to and including the immediate termination of their SMUD employment. SMUD's Positive Discipline policy AP 05.02.09 does not apply to violations of this policy. An individual who engages in unlawful conduct may also be personally liable for their actions, and may be subject to civil penalties.

Protected Categories

SMUD believes in equal opportunity for all of its employees and applicants. SMUD prohibits discrimination and harassment based on any of the following protected categories:

- Age (40 and above)
- Race, ethnicity, or color (including traits historically associated with race such as hair texture and hair styles)
- National origin or ancestry (including language or accent restrictions; threats of deportation; participation in organizations identified with or promoting a national origin group like schools, religious institutions, etc.; names associated with a national origin group; and the physical, cultural, or linguistic characteristics, associated with a national origin group)
- Religion & religious creed (including religious dress or grooming practices)

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- Sex, gender (including pregnancy, childbirth, or any related medical conditions, requests for pregnancy disability leave, or requests for extra break time to express breast milk) and reproductive health decision making
- Sexual orientation
- Gender identity & expression (including gender-related appearance/behavior, whether or not stereotypically associated with the person's assigned sex at birth)
- Marital status
- Disability (mental and physical, including HIV and AIDS)
- Medical condition (including cancer/genetic characteristics)
- Genetic information
- Uniformed service (military and veteran status)

SMUD also prohibits discrimination and retaliation against any other category/activity protected by federal, state, or local law (i.e., many laws prohibit discrimination for various reasons such as membership in a union, political involvement, filing a claim, and taking a protected leave for FMLA, being a crime victim, or otherwise.)

Discrimination

Discrimination involves the denial of privileges or failure to treat someone equally because of their membership in a protected category (see list above).

Examples of actions that may violate this policy include, but are not limited to:

- Terminating, demoting, or withholding advancement or training opportunities to an employee because of their protected characteristic(s), such as disability, gender, or age.
- Restricting employees from using languages other than English in the workplace unless the restriction is necessary for conducting business.
- Asking a question about an applicant's protected category, such as age, religion, or pregnancy status, that is unrelated to the position.

- Excluding a person from certain meetings or group activities because of their protected characteristic(s). such as ethnicity or sexual orientation.

Harassment

SMUD prohibits harassment based on membership in a protected category (see list above). Harassment is unwelcome verbal, physical, or visual conduct directed at an individual because of their membership in a protected category.

Examples of actions that may violate this policy include, but are not limited to:

- Making disparaging comments or jokes related to a person's protected category, such as race, national origin, military status, medical condition, or gender identity/expression.
- Behaving in an intimidating or offensive manner because of a person's protected characteristic(s) such as age, gender, or sex.
- Including religious or anti-religious statements or jokes in emails, text messages, or as a screensaver.

Sexual harassment is unlawful. Sexual harassment can arise from (1) an offer conditioned on receiving sexual favors or (2) actions that create a hostile work environment based on another's sex or gender. This includes harassment of a person of the same sex. Sexual harassment can take the form of unwelcome physical, verbal, or visual conduct. As with other types of harassment or discrimination, an employee's behavior may violate this policy without meeting the legal definition of "sexual harassment."

Examples of actions that may violate this policy include, but are not limited to:

- Making unwanted sexual advances.
- Offering employment benefits in exchange for sexual favors.
- Leering, whistling, or making sexual gestures.
- Making verbally abusive comments of a sexual nature, such as graphic commentaries about an individual's body or using sexually degrading words to describe an individual.

- Displaying, distributing, viewing, or storing sexually suggestive objects, pictures, cartoons, or posters.
- Unwelcome touching or impeding/blocking movements.

Retaliation

SMUD prohibits retaliation against a person because they have made a complaint, participated in the investigative process, or engaged in other conduct protected by this policy.

Examples of actions that may violate this policy include, but are not limited to:

- Eliminating a pay increase because an employee refused to engage in what they reasonably thought was discriminatory conduct.
- Denying necessary training to a person because of their testimony during an investigation.
- Withholding an assignment so as to adversely affect an employee's job performance or career advancement for having made a complaint.

Complaints

Individuals who believe they have experienced or witnessed conduct prohibited by this policy should immediately report such conduct to their supervisor, the Fair Employment Office, Labor Relations or the Legal Office or utilize SMUD's Ethics and Compliance Hotline (800-921-8407) or Website (www.integrity-helpline.com/smud.jsp). Individuals may also report any unlawful discriminatory, harassing, or retaliatory conduct to an appropriate government agency such as the Department of Fair Employment and Housing (800-884-1684) or the Equal Employment Opportunity Commission (800-669-4000).

Supervisors are required to immediately report all complaints they receive regarding suspected violations of this policy to the Fair Employment Office.

SMUD will promptly investigate or otherwise appropriately respond to any complaint involving an alleged violation of this policy. If you feel SMUD has not adequately begun to respond to your complaint within five (5) working days of making the complaint, immediately contact another SMUD supervisor/office identified above.

Everyone involved in an investigation of an alleged violation of this

policy must fully cooperate, including, but not limited to, attending all required meetings, providing accurate and truthful information, being forthcoming, conducting oneself in an appropriate and courteous manner when meeting with investigators, complying with SMUD's prohibition of retaliation, and maintaining appropriate confidentiality.

Related References

Board Policy
SD-8 - Employee Relations

Administrative Policies
AP 01.02.03 - Diversity & Inclusion
AP 05.01.03 - Whistleblower and Anti-Retaliation
AP 05.01.04 - SMUD Complaint Process
AP 05.02.03 - Ethics
AP 05.02.04 - Electronic Information

Management Procedures
MP 05.02.03.100 - Ethics

SMUD Code of Business Ethics and Employee Conduct

Employees should refer to Policies and Procedures under Work Resources on the iNet for all up-to-date policies. ***(Revised 1/1/2026)***

SMUD® Administrative Policy		AP 05.01.03
Section **Employment**	Subject **Civil Rights**	Title **Whistleblower and Anti-Retaliation**

Policy

SMUD is committed to complying with all federal, state and local laws and regulations in its operations and practices. SMUD's goal is to monitor the workplace in order to prevent violations of law from occurring, and to take any necessary corrective action. SMUD believes that its employees can be a good source of information and has established this policy to encourage employees to disclose their reasonable suspicion of alleged illegal conduct without fear of retaliation.

An employee who has a reasonable suspicion that a violation of law or SMUD policy has occurred or will occur should immediately disclose their suspicion so that SMUD may investigate the alleged wrongful conduct and take any necessary internal corrective action. An employee may (1) follow complaint procedures contained in SMUD's Complaint Process AP 05.01.04; (2) report their concerns directly to the Fair Employment Office, Legal Office, Auditor, or Labor Relations; or (3) utilize SMUD's Ethics and Compliance Hotline (800-921-8407) or Website (www.integrity-helpline.com/smud.jsp).

Anti-Retaliation

SMUD strictly prohibits retaliation, including but not limited to interference, harassment, intimidation, or other adverse employment actions against any person who desires to make a complaint; who has made a complaint; or who participates in an investigation of a complaint made pursuant to this policy. An employee who believes that they have been subjected to any form of retaliation prohibited by this policy should immediately report their concerns directly to the Fair Employment, General Counsel, Auditor, or Labor Relation's Office or utilize SMUD's Ethics and Compliance Hotline.

Disciplinary Action

Employees who engage in retaliatory conduct against anyone for participating in this process will be subject to disciplinary action, up to and including termination from SMUD employment. Disciplinary action taken under this policy is not subject to the SMUD's positive discipline requirements.

External Assistance

Employees may also report suspected violations of laws or regulations, commonly referred to as "whistle blowing," to the California Attorney General's Public Inquiry Office (800-952-5225) or another appropriate agency.

Related References

Administrative Policy
AP 05.01.04 – SMUD Complaint Process

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AP 05.02.09 - Positive Discipline

SMUD Form 1689- SMUD Complaint Form

SMUD's Ethics and Compliance Hotline
800-921-8407 or www.integrity-helpline.com/SMUD.jsp

Employees should refer to Policies and Procedures under Work Resources on the iNet for all up-to-date policies. ***(Revised 1/1/2026)***

SMUD® Administrative Policy	AP 05.02.06	02/12/2015*
Section: **Employment**	Subject: **Employment Conduct**	Title: **Substance Abuse**

Policy

It is our policy to have a workplace free from the effects of drug and alcohol abuse. Therefore, working while under the influence of illegal drugs or alcohol is prohibited. The SMUD recognizes that drugs and alcohol can be addictive. We prefer to help an employee overcome drug and alcohol abuse rather than taking disciplinary action. However, the decision to seek diagnosis and accept treatment is primarily the employee's responsibility.

Guidelines

General

The SMUD provides a Drug and Alcohol-free Awareness Program to help employees understand and avoid the perils of drug and alcohol abuse. In addition, we provide help in overcoming drug and alcohol dependency problems. We believe that early recognition and treatment is important for successful rehabilitation and encourages the employee's earliest possible recognition, diagnosis, and treatment.

Conditions for Drug / Alcohol Screening

Drug/alcohol screening may be performed in cases where there is evidence of drug or alcohol abuse or reasonable cause to believe an employee's use violates SMUD policy. Additionally, drug/alcohol screening will be performed in all situations required by law or regulation. IBEW represented and PAS employees should refer to Attachment 1. OSE represented employees should refer to Attachment 2. Represented employees should also refer to their respective Memorandum of Understanding.

Confidentiality of Screening Results

An employee's screening results will be treated confidentially. The nature of the results will be reported only to SMUD management representatives on a strictly need-to-know basis.

Self Referrals

Confidential assistance is provided through our Employee Assistance Program. Employees who voluntarily request assistance may enter a rehabilitation program and do so without jeopardizing their continued employment with the SMUD. See the appropriate MP Attachment for rehabilitation program details.

SMUD-Directed Referrals

When a drug/alcohol screening indicates positive test results, the employee will be evaluated by the SMUD's professionally qualified substance abuse evaluator as to whether or not the employee is chemically dependent and placed in our rehabilitation program. This will not jeopardize the employee's continued employment, provided they adhere to the terms of the rehabilitation program. See the appropriate MP Attachment for rehabilitation program details.

Use Of Alcohol

Drinking alcoholic beverages is not permitted on SMUD premises or on SMUD time. SMUD has no blanket ban on drinking alcoholic beverages at lunch. Instead, each senior leadership member has final authority to determine their department's use of alcohol during lunch. We expect every employee to use prudence, good judgment and be fit for work. This policy is not to be considered as encouragement to use alcohol at lunch but is rather an expression of trust and confidence in the good judgment of SMUD employees.

Use Of Prescribed Medicine

Employees should notify their supervisor when using prescribed drugs or controlled substances that could impair their performance. The supervisor and the SMUD's health representatives will jointly determine if the employee should be given a different job assignment during the period of treatment.

Employees should refer to Policies and Procedures under Work Resources on the iNet for all up-to-date policies. ***(Revised 1/1/2026)***

SMUD	Administrative Policy	AP 05.02.09	02/12/2015*
Section	Subject	Title	
Employment	**Employee Conduct**	**Positive Discipline**	

Policy

SMUD believes each employee is primarily responsible for managing their performance and behavior. As part of performance management, SMUD manages discipline as a positive process that focuses on helping an employee succeed in performing their job well. The role of supervision is to help an employee, in a personal, adult, non-threatening way to achieve the self-discipline and self-direction to change performance or behavior if needed. The process SMUD has chosen is called Positive Discipline. This process is not used during an employee's initial probation or for employees appointed to positions exempt from "district civil service" as defined in section 12055 of the Municipal Utility District Act.

Introduction

Positive Discipline is a system for recognizing good performance and assuring mature treatment of employees when problems arise. It does not emphasize punishment, but focuses on helping each employee succeed in doing their job well.

The key aspects of the Positive Discipline system are:

- Recognizing and encouraging good performance.
- Correcting performance problems through coaching.
- Building commitment to effective work standards and safe work practices.

Emphasis -- Positive Discipline emphasizes the individual employee's responsibility for managing their performance and behavior.

If an employee has a safety/conduct, attendance or work performance problem, Positive Discipline focuses on communicating SMUD's expectation for change and improvement. This expectation is communicated to the employee in a personal, adult, non-threatening way.

Positive Discipline gives the employee a chance to correct poor performance. It also builds employee commitment, not just compliance, to SMUD's performance expectations. Each step of the process reminds the employee of the performance that is expected and helps to obtain the employee's commitment to meet that expectation. The emphasis is not on punishment. Instead, the decision and responsibility to change performance rests with the employee.

Positive Recognition

When an employee performs their work well, they deserve to be recognized for it. A key aspect of the Positive Discipline system is recognizing and encouraging good performance.

Positive Recognition is an integral part of the Positive Discipline process. It is based on the beliefs that:

- An employee will exercise self-discipline and self-direction to achieve goals to which they are committed.
- Their commitment level is a function of the positive feedback they receive in connection with their efforts to achieve those goals.
- Most employees, if not all, want to meet or exceed performance expectations, and deserve to be recognized for that effort.

Recognition efforts are intended to reinforce good performance. Such efforts may range from a supervisor's informal discussion to a formal acknowledgment from the Board of Directors. Recognition may also appear in the media, such as an article in the Hi-Lines or another SMUD newsletter.

The following forms of recognition provide a framework within which supervisors are expected to recognize the employee's achievements. They should be used frequently, with the degree of recognition related to the level of achievement.

Positive Contact - A Positive Contact is a verbal contact where good performance is reinforced. It is the informal "pat on the back" for meeting or exceeding expectations. These discussions should be conducted by the immediate supervisor soon after expectations have been met or exceeded. These discussions may also focus on meeting or exceeding expectations on a specific improvement area, or meeting or exceeding expectations in overall work performance.

It is recommended, but not required, that the supervisor log these contacts in the Employee Discussion Log (SMUD Form 2204). Whether or not to document a Positive Contact is at the discretion of the supervisor, depending upon the significance of the event which triggered the discussion. One of the expectations of the supervisor will be to look for Positive Contact opportunities.

Other supervisors, such as the second level supervisor or department director, may also initiate Positive Contacts where appropriate. In these instances, the immediate supervisor may be made aware of this Positive Contact in order to see that it is logged. However, where the employee is

not in the direct supervision structure of the person giving the Positive Contact, informal notes about a job well done are appropriate and need not be logged in the Employee's Discussion Log. Conversely, there is no reason they should not be logged either.

It is anticipated that the employee will receive Positive Contacts, even if they are currently being counseled for other types of performance improvement. As such, they may receive Positive Contacts in one performance area during the same time period they are receiving coaching under the Positive Discipline guidelines in another performance area. There are risks associated with sending these two messages if they come from different sources. A misunderstanding could arise if the employee believes that the Positive Contact is a truer description of their overall performance and coaching is unwarranted. To reduce this misunderstanding, supervisors outside of the employee's direct line of supervision should make an effort to inform the supervisor when Positive Recognition is appropriate.

Letter of Recognition - A Letter of Recognition is a written contact for performance that clearly exceeds expectations and warrants recognition beyond the informal Positive Contact level. A Letter of Recognition should be issued when the employee has responded to unusual job demands in an exemplary manner. It is designed to be used when an employee's performance is such that they have set an excellent example of what good performance is all about and management wants to recognize and permanently reflect that in their personnel file.

This written letter should usually be signed by the second level of supervision or senior leadership, and should be filed in the employee's personnel file in People Services & Strategies.

To ensure timely recognition, "Letters of Recognition" should generally be issued within two weeks of the occurrence or set of occurrences which warranted the letter.

Recognition Opportunities -- Opportunities for recognizing employees through Positive Contacts and/or Letters of Recognition include, but are not limited to, the following examples where an individual or team:

- Took effective action in a crisis or emergency situation.
- Developed a significant safety, quality, or environmental suggestion or a cost or work saving idea.
- Improved unit reliability.

- Provided special training or assistance to other employees.
- Completed a major project in a safe, cost effective and timely manner.
- Attained outstanding performance in optimizing yields, production or product quality.
- Maintained a good attendance record over a significant period of time.
- Maintained an overall satisfactory work record over a sustained period.
- Made a significant and sustained improvement in performance following coaching.

Coaching

Coaching is an effective method for the immediate supervisor to enhance performance and/or correct an emerging performance problem by:

- Clarifying performance expectations
- Providing performance feedback
- Identifying problem causes and solutions
- Getting results
- Maintaining relationships and helping employees succeed.

Coaching is not a formal level of discipline.

Coaching for Performance Enhancement - Coaching is a day-to-day expectation of every supervisor at SMUD. Each supervisor is expected to help an employee achieve excellence in their performance by providing know-how, feedback and training. Coaching can be as routine as priority setting discussions on a daily basis, or as involved as training an employee on new equipment or procedures. It also involves helping an employee recognize opportunities to enhance satisfactory or superior performance. Recognizing an employee for a job well done is another essential feature of coaching.

Coaching can come from many sources. It can come from supervisors, co-workers, support organizations, and other such sources. While it is anticipated that the typical coaching process will be a verbal contact from the employee's immediate supervisor, requirements and expectations can also be communicated in a written form.

Supervisors are not required to document these coaching activities, but may elect to do so in the Employee Discussion Log if they believe a record of the contact will be useful at a later date. Since this type of

contact is very informal, over-documentation of this type of coaching should be avoided as it will tend to overly formalize the process.

Coaching for Problem Solving - This is a discussion with an employee which will be necessary when a work performance, safety/conduct, or attendance problem has developed. The objective in coaching is to clarify expectations, help the employee recognize why their current performance is not fully meeting those expectations, develop effective solutions, and obtain a commitment from the employee as to how the problem will be corrected.

Documentation is suggested in cases where it is anticipated that initial coaching may not correct the problem, and will usually be required in order to progress to formal discipline. Documentation should consist of a note in the Employee Discussion Log indicating the subject matter and the date the discussion occurred.

Documentation - The Employee Discussion Log is not placed in the employee's personnel file.

More than one coaching session may be appropriate before initiating formal discipline. However, coaching is not necessarily required.

Administrative Guidelines

Performance problems that require the use of Positive Discipline are divided into three general categories: Safety/Conduct, Work Performance, and Attendance. An employee may have a maximum of three Oral Reminders at any one time, each in a different category. **If** another problem occurs that requires formal discipline in a category where there is already an active Oral Reminder, the discipline must escalate to a higher level, usually a Written Reminder.

Similarly, the maximum number of Written Reminders that may be active at one time is two, each in a different category. Should another performance problem occur where there is already an active Written Reminder, the discipline step must escalate to a Decision-Making Leave (DML). An Oral Reminder may be given in a third category while there are Written Reminders in two categories, but any escalation beyond that would have to advance to a DML.

Because the DML is the last opportunity for an employee to make a total performance improvement commitment, there can be only one active DML. If an employee is not terminated after what may appear as a significant infraction while under an active DML, the decision not to terminate should be documented and reviewed by the supervisors who authorized the original DML.

It is strongly recommended that supervisors continue informal coaching at any step of the Positive Discipline process.

Formal Levels

Issuing formal discipline requires that a formal discussion be held with the employee by the employee's immediate supervisor. In the discussion, the employee's overall work record, and work performance, attendance, or safety/conduct problems are reviewed. Supervisors should consult with Labor Relations before any discussion takes place with the employee. Supervisors shall inform represented employees of their right to union representation prior to investigatory discussions or the imposition of formal discipline. When formal discipline is given, supervisors should obtain a verification of receipt.

Oral Reminder - The Oral Reminder is the first level of formal discipline in the Positive Discipline process. It is used when an employee does not respond to coaching or when the seriousness of the behavior warrants this level of attention. The issuing of formal discipline shall only occur following a formal discussion noting the employee's explanation for the problem. As always, coaching is encouraged.

This level of formal discipline requires that the supervisor meet with the employee. At this meeting, the supervisor will remind the employee of their responsibility for performance, express confidence in the employee's ability to improve, seek and support a commitment to improve performance through a problem-solving approach, and inform the employee that, after the effective date of this policy revision, this level of formal discipline will remain active for 6 months. The supervisor will also give the employee copies of any, relevant, non-confidential documentation.

Written Reminder - A Written Reminder is the second level of formal discipline in the Positive Discipline process. It is administered when the employee does not meet a commitment to improve following an Oral Reminder or can be used when a single infraction is serious enough to warrant this level of discipline. An investigatory discussion, in which the employee's explanation for the problem is noted, shall occur prior to issuing this level of discipline. Here, as always, coaching is encouraged. A Written Reminder is filed in the employee's personnel file.

This level of formal discipline requires that the supervisor meet with the employee. At this meeting, the supervisor will remind the employee of their responsibility for performance, express confidence in the employee's ability to improve, seek and support a commitment to improve performance through a problem-solving approach, and inform

the employee that, after the effective date of this policy revision, this level of formal discipline will remain active for 9 months. The supervisor **will** also give the employee copies of any relevant, non-confidential documentation.

Decision-Making Leave (DML) - A Decision-Making Leave is the third and final level of formal discipline in the Positive Discipline process. **It** is given to an employee when the employee does not meet a commitment to improve following a Written Reminder or can result from a single infraction which is serious enough to warrant this level of discipline. As in all levels of formal discipline, an investigatory discussion shall occur prior to issuing a DML. Here again, as always, coaching is encouraged.

A formal discussion is held with the employee. The discussion is immediately followed by placing the employee on a day off with pay for the employee to decide if they are capable and willing to meet SMUD's expectations. The DML should occur on the employee's next scheduled work day. If the employee is willing to make an immediate and sustained improvement in their overall work record, the employee will report this to the supervisor following the DML. In this follow-up discussion, specific improvement plans should be discussed. The employee should be informed that this is the final level of formal discipline and will remain active 12 months, and that if they do not show immediate and sustained improvement in their overall performance, termination will likely result. The employee will be given a letter summarizing the DML discussion and the employee's decision.

Crisis Suspension

A crisis suspension is used to remove an employee from the work site while the supervisor investigates certain events or allegations. Situations in which a crisis suspension may be used typically involve issues where an immediate separation of the employee from the work environment is in the best interests of the employee, fellow employees, and SMUD. Some examples include but are not limited to, theft, fighting, violation of the substance abuse policy, or insubordination. An employee who is placed on crisis suspension will be paid regular straight time wage or rate of pay for all scheduled hours not worked due to the crisis suspension.

If, upon completion of its investigation, SMUD finds that no disciplinary action is required, the employee will be returned to work. If SMUD determines that disciplinary action should be taken, the appropriate disciplinary action will be administered.

In order to protect employees and property, a supervisor may act under their own authorization unless the urgency level of the situation allows the supervisor to get prior approval first.

Termination

A termination occurs when Positive Discipline has failed to bring about a positive change in an employee's behavior, such as another disciplinary problem occurring within the twelve-month active duration of a DML. Termination may also occur in those few instances when it is determined that a single offense is of such major consequence that the employee forfeits their right to the Positive Discipline process. Notwithstanding the foregoing, if a performance problem that normally would result in formal discipline occurs during an active DML, mitigating factors such as length of employment, performance record, nature and seriousness of violation, etc., will be considered before a decision is made to terminate an employee. If the decision is not to terminate an employee at this stage, the decision shall be documented and the documentation placed in the employee's personnel file. The employee shall also be given a copy of this documentation.

An employee may be removed or discharged from SMUD employment for any of the following causes (Reference: Section 12162 and Section 11937(b), California Municipal Utility District Act):

- Incompetence
- Habitual intemperance
- Immoral conduct
- Insubordination
- Discourteous treatment of the public
- Dishonesty
- Inattention to public service

Deactivation

The deactivation process recognizes improved performance and is a very important part of the Positive Discipline program. It is used when an employee improves their performance and maintains fully satisfactory performance during the active period of a formal disciplinary action.

Ensuring Deactivation Occurs - Labor Relations maintains a master list of deactivation dates and sends reminders to affected supervisors of upcoming deactivation dates. The supervisor meets with the employee to tell them the discipline is deactivated and in the case of a Written Reminder or DML, writes a memo telling the employee the respective discipline is inactive; commends the employee for improved performance; removes all references to the respective discipline from the division/department files; notes the inactive status of the discipline on the Employee Discussion Log, and returns the deactivation reminder to Labor Relations documenting that deactivation has been completed.

Deactivation Dates -- The active period of formal discipline actions taken after the effective date of this policy revision is as follows:

- Oral Reminder - 6 Months
- Written Reminder - 9 Months
- Decision Making Leave - 12 Months

Formal discipline will deactivate when the time period for that particular formal discipline step has expired unless that step has led directly to an additional formal discipline step.

In the event an employee at a formal discipline step is placed on an approved leave of absence in excess of 10 consecutive workdays, the active period referred to above will be suspended until the employee returns to the active payroll. However, if an employee is off the active payroll in excess of 12 consecutive months, any discipline will be deactivated upon the employee's return to the active payroll.

Supervisors will notify the employee and Labor Relations when a deactivation period has been extended beyond the normal time frame.

Maintaining Deactivated Documents - Deactivated documents related to all formal levels in the Positive Discipline program will be maintained in a confidential file in Labor Relations.

Related Policy Statements

Substance Abuse - Violations of SMUD's substance abuse policy are not subject to the provisions of the Positive Discipline policy. If it is determined that an employee is violating SMUD's substance abuse policy, then the correction of their performance issues related to the substance abuse cause will be administered according to SMUD's Substance Abuse policy.

Discrimination/Harassment - Violations of SMUD's Discrimination and Harassment policy are not subject to the provisions of the Positive Discipline policy. If it is determined that an employee is violating discrimination/harassment policy, then the correction of their associated behaviors will be administered according to the Discrimination/Harassment policy.

Performance Appraisals - While the underlying performance issues which result in formal disciplinary action are a basis for performance appraisals, SMUD will not make reference to any formal level of discipline in those appraisals. The recognition of good or poor performance and their related specifics, however, may be discussed.

Related References Administrative Policies

AP 05.01.01 - Nondiscrimination
AP 05.02.06 - Substance Abuse

Employees should refer to Policies and Procedures under Work Resources on the iNet for all up-to-date policies. ***(Revised 1/1/2026)***

SMUD	Administrative Policy	AP 05.03.05
Section **Employment**	Subject **Employment Practices**	Title **Outside Employment**

Policy

An employee shall not be employed outside of SMUD or actively participate in any outside business, if such involvement interferes with SMUD's requirements for job performance or availability for mandatory work outside regularly assigned work hours, or if it creates a conflict of interest. Employees who fail to comply with this policy may be subject to Positive Discipline pursuant to AP 05.02.09.

Guidelines

Employees considering outside employment should discuss the matter with their supervisor to determine if it will conflict or interfere with SMUD employment. Senior leadership members and Process Owners are authorized to determine the appropriateness of an employee's outside employment.

Employees shall not engage in activities, which could result in criticism to SMUD or provide the employee an advantage for personal financial gain at SMUD's expense. These conditions occur when the employee:

1. Accepts payment for services that would normally be provided by SMUD.
2. Deals in goods or services with contractors or contractor personnel while performing SMUD business.
3. Acts as an advisor, consultant, or witness in matters which SMUD administers or which conflict with SMUD's interests.
4. Makes, participates in, or influences any SMUD contract, transaction, or decision where from they or a family member might have a financial interest greater than a general member of the community and not otherwise permitted by law.
5. Uses SMUD resources not available to the general public such as equipment, supplies, facilities, or information.
6. Engages in any business transaction or undertaking which could influence their judgment or action on matters in which they may be involved as part of SMUD employment.
7. Fails to timely and sufficiently disclose financial interest in a SMUD transaction or as required by law and good ethics.

Related References

Administrative Policy
AP 05.02.09 – Positive Discipline

Approved By	Established Date	Effective Date	Next Review Date	Page
Paul Lau	**07/01/2001**	**02/23/2022**	**02/23/2025**	**Page 1 of 1**

Employees should refer to Policies and Procedures under Work Resources on the iNet for all up-to-date policies. ***(Revised 1/1/2026)***

SMUD® Management Procedure		MP 04.03.02.100
Section **Total Rewards**	Subject **Education and Tuition Benefits**	Title **Education Assistance and Tuition Reimbursement**

Purpose

The Education Assistance and Tuition Reimbursement (EATR) benefit supports SMUD's philosophy of continuous employee learning and development.

Eligibility

Regular full-time and part-time employees may request education assistance only for classes started after the employee's hire date. Limited term and casual employees are not eligible for this benefit.

Employees whose overall performance is unsatisfactory or who are currently under formal disciplinary action, at the time of application approval process, are not eligible for education assistance.

Requirements

Employees take approved classes and complete study assignments outside their regular work hours.

Employees must achieve a C grade or better, or pass a non-graded course, to be eligible for education assistance. If employees do not meet this requirement, they must repay SMUD for any advances provided, within 60 days of course completion.

In accordance with these procedures, IRS regulations, and SMUD's Accountable Plan (defined in MP 03.02.02.101– Employee Reimbursements), employees must reconcile any advances and file any claims for reimbursement **within 60 days after course withdrawal or completion. If employees do not meet the 60-day requirement,** SMUD reports education assistance as income on employees' Form W-2 Wage and Tax Statement and may take additional action if employees fail to follow directives to reconcile advances or file reimbursement claims (See "Consequences of Non-Compliance" below).

Employees needing an accommodation to participate in the EATR benefit should refer to A.P. 06.01.02.

Separation from Employment

SMUD expects employees to work for SMUD for at least one year after course completion. If an employee voluntarily separates from SMUD employment, including retirement, within one year of the course completion date, the employee must repay SMUD for any education assistance received during the employee's last year of employment. Repayment is waived if separation is initiated by SMUD (e.g. layoff, termination).

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Jose Bodipo-Memba	**03/28/2008**	**01/01/2025**	**01/01/2028**	**Page 1 of 8**

Eligible Classes and Expenses

Education assistance is available for the following:

- Any class taken in fulfillment of requirements of a post-secondary degree program at an accredited college or university. To be recognized as "accredited" for the purpose of this program, the institution must be listed in the accreditation database maintained by the U.S. Department of Education's Office of Post-Secondary Education. The database is available on their website.
- Classes or courses taken towards completion of certification programs offered through an accredited college, university or vocational school related to SMUD's business.
- Individual classes in subjects applicable to business functions offered through an accredited college or university.

The following are typical eligible expenses (must be a verifiable requirement or expense of course attendance):

- Tuition and application fees.
- Required textbooks, e-books, and software, except operating systems, as outlined in the syllabus or course description.
- Required materials (other than textbooks) and service fees as stated in the syllabus or course description unless excluded below in "Ineligible Expenses", not to exceed $50.00 per course.

Other required fees as defined on the institution fee schedule. Examples of these fees include:

- Mandatory college union fees.
- Mandatory associated student membership fees.
- Library access fees.
- Transcript fees required to prove satisfactory course completion.
- Graduation fees.

Ineligible Classes and Expenses

Education assistance is intended for employee development that is outside the scope of an employee's existing job classification. The program does not provide for the following:

- Classes or courses of study that have no relationship to SMUD's business functions unless part of a pre-approved post-secondary degree program.

- Classes or courses of study taken solely for personal enrichment or recreation.
- Classes, courses of study or conferences required for an employee's current job.
- Classes, fees or other activities that prepare an employee for admission or examination required for professional certifications or licenses and continuing education units required to maintain professional certifications or licenses.

Note: Professional licenses, certifications, and conferences not reimbursable under this program may be eligible for reimbursement through department budgets with supervisor and/or manager approval.

Ineligible expenses include but are not limited to:

- Items not required of all class participants.
- Items, other than textbooks, that the employee will keep at end of course.
- Personal computers, laptops, tablets, external devices, operating systems, flash drives, printer paper and ink, and photocopies.
- Graduation cap and gown.
- Lodging, meals and transportation, including parking expenses.

Coverage and Limits

Eligible full-time employees may obtain up to $5,250 in education assistance for approved classes and expenses per calendar year. Eligible part-time employees may obtain up to $2,500 in education assistance per calendar year. No more than the maximum of $5,250 will be reimbursed per calendar year. Once the limit is reached in any calendar year, no further costs are allowable for courses that end in the same calendar year.

Employees may not receive education assistance from SMUD for any education expenses paid through a scholarship, grant or other assistance.

Employees may not include as a tax deduction any education expenses paid by SMUD (whether or not these expenses are also included in an employee's 1099-T, Tuition Statement, received from the education institution) unless SMUD included the education assistance as income on the employee's W-2 statement.

Application Procedure: Participation and Course Approvals

Step 1: Verification of Employee Eligibility

The employee completes **Section 1 (Eligibility)** of *SMUD Education Assistance/Tuition Reimbursement Request Form (No. 0220)* with their supervisor. The supervisor or senior leadership member determines whether or not the employee meets eligibility requirements. (See "Eligibility" above.) If the employee is not eligible to participate in the program, the supervisor/senior leadership member notifies the employee and the process stops. If the employee is eligible to participate in the program, the supervisor signs Section 1 of the request form and returns the form to the employee.

Step 2: Employee Request

The employee completes **Section 2 (Course Information)** of Form 0220. The employee includes the exact title and a brief description of the course(s) on the request form, the purpose of the course(s), etc.

The employee attaches the registration fee schedule for the course as well as an estimated cost of textbooks and other required expenses to the form and completes **Section 3 (Expenses)** indicating whether they would like to either:

a) Obtain an advance payment of educational expenses from Accounting (see "Request for Advance" below), or

b) Request reimbursement from Accounting after course completion (see "Reimbursement" below).

The employee completes and signs **Section 4 (Conditions)** indicating their understanding of the conditions of this benefit and the truth and accuracy of the information submitted.

Once complete, the employee submits the original request and attachments to Benefits.

Step 3: Approval of Course(s) and Expenses

Benefits reviews the request, determines whether the course and expenses are eligible for education assistance, approves eligible courses and expenses and deletes any ineligible expenses. If the requested course of study does not meet eligibility requirements, Benefits returns the original form and attachments to the employee and the process stops.

If Benefits approves the courses and expenses, and the employee has **requested an advance**, Benefits returns a copy of the request and attachments to the employee and forwards the originals to Accounting. The employee must keep a copy of the form and attachments to use for the reconciliation of actual expenses after course completion (see below).

If Benefits approves the courses and expenses, and the employee has **requested a reimbursement**, Benefits returns the original request and attachments to the employee to keep until they submit them following course completion.

NOTE: If an employee wants to know whether a requested course and expenses are eligible for education assistance prior to registering for a course, the employee should submit the application a minimum of 30 days before the registration deadline.

Changes to Approved Course of Study

If an employee changes an approved class or course of study, the employee must submit a new application request to Benefits along with the original approved request.

Procedure: Request for Advance (before course completion)

The Accounting department generally processes such requests within fifteen (15) business days of receipt if sufficient documentation is submitted with the request. The advance is directly deposited into the employee's checking account.

An employee may not have more than two outstanding education advances at any one time.

Benefits will contact Labor Relations to validate an employee is not currently under formal disciplinary action and will contact People Services & Strategies to validate the employee's overall performance is not unsatisfactory before issuing an advance.

Procedure: Reconciliation of Advances(upon withdrawal or after course completion)

Employees must reconcile advances against actual expenses within 60 days after course completion or withdrawal from a course in order to avoid taxation on this employee benefit.

To reconcile an advance, the employee:

Reports actual expenses on **Section 6 (Advance Reconciliation to Accounting, or Reimbursement)** on the approved *SMUD Education Assistance/Tuition Reimbursement Request Form (No. 0220).*

Attaches proof of successful course completion (C grade or "pass" for non-graded courses) showing the exact title of course, date of completion and employee's name.

Attaches original detailed receipts of tuition and eligible expenses with documentation that the expenses were required (e.g. the official course syllabus or course outline that lists the textbooks, software, and other fees required for the course).

Submits the completed form with supporting documentation to Accounting. If the employee did not successfully complete the course or received an advance in excess of actual expenses, the employee repays SMUD the advanced amount or the excess amount advanced as applicable.

The Accounting department reviews the documentation of actual expenses. Benefits must approve any expenses not previously approved. Accounting completes the Accounting portion of **Section 6 (Advance Reconciliation to Accounting, or Reimbursement)** and **Section 7 (Reconciliation and/or Reimbursement Approval).** Accounting notifies employee of any differences and collects repayment to SMUD as needed.

Procedure: Reimbursement (after course completion)

Employees must submit reimbursement claims within 60 days after course completion in order to avoid taxation on this employee benefit.

To request reimbursement, the employee:

1. Completes the reimbursement portion of **Section 3 (Expenses)** and reports actual expenses on **Section 6 (Advance**

Reconciliation to Accounting, or Reimbursement) of SMUO *Education Assistance Request Form (No. 0220).*

2. Attaches proof of successful course completion (C grade or "pass" for non-graded courses) showing the exact title of the course, date of completion and employee's name.
3. Attaches original detailed receipts of eligible expenses with documentation that the expenses were required (e.g. the official course syllabus or course outline that lists the textbooks, software, and other fees required for the course).
4. Submits the completed form and supporting documentation to the Accounting department for payment.
5. The Accounting department reviews the documentation of actual expenses paid by the employee. Benefits must approve any expenses not previously approved. Accounting completes the Accounting portion of **Section 6 (Advance Reconciliation to Accounting, or Reimbursement)** and **Section 7 (Reconciliation and/or Reimbursement Approval).**
6. Accounting processes reimbursement payment to employee within fifteen (15) business days.

Benefits will contact Labor Relations to validate an employee is not currently under formal disciplinary action and will contact People Services & Strategies to validate the employee's overall performance is not unsatisfactory before issuing a reimbursement.

Consequences of Non-Compliance

An employee's failure to follow these procedures or directives to reconcile or repay advances can result in being ineligibile for future advances and education assistance one year from the incident. If an employee fails to reconcile three education assistance advances in a timely manner, the employee may not receive additional advances for a period of one year (employee may be eligible for reimbursement only).

If an employee behaves in a manner that warrants ineligibility for future benefits or other disciplinary action (e.g. dishonesty), Labor Relations follows up with the employee's supervisor to ensure the consistent application of SMUD policy and procedures.

The Accounting department reviews Education Assistance and Tuition Reimbursement accounts on an ongoing basis in order to obtain timely

employee reconciliation and repayments. Accounting may assign unpaid accounts for debt collection.

Related References

IRS Publications
15-B - Employer's Tax Guide to Fringe Benefits
970 - Tax Benefits for Education (in particular, Chapter 11 - Employer-Provided Educational Assistance)

IBEW Memorandum of Understanding & Letter of Agreement
OSE Memorandum of Understanding
PSOA Memorandum of Understanding

Administrative Policies
AP 04.01.01 - Total Rewards Philosophy
AP 04.03.02 - Education Assistance and Tuition Reimbursement
AP 04.03.03 - Professional Memberships, Licenses and Certifications
AP 05.02.09 - Positive Discipline
AP 06.01.02 - Disability Accommodation

Management Procedures
MP 03.02.02.101 - Employee Reimbursements

SMUD Forms
0220 - Education Assistance/Tuition Reimbursement Request

Employees should refer to Policies and Procedures under Work Resources on the iNet for all up-to-date policies. ***(Revised 1/1/2026)***

SMUD	Management Procedure	MP 04.05.13.100
Section **Total Rewards**	Subject **Employee Leaves**	Title **Bereavement Leave**

Usage

Eligible employees may be granted up to five days of bereavement leave for each death of a family member. Up to three of the five days of bereavement leave will be paid leave. Any additional leave time granted beyond three days should be charged to personal leave, annual leave, sick leave, comp time, or leave without pay.

Family Member Defined

For the purposes of bereavement leave a family member is defined as the employee's:

- spouse or registered domestic partner;
- Parent or child (these include biological, stepchild or stepparent, foster, adopted, legal ward, child or parent of a spouse/domestic partner, or a person to or for whom the employee stands in loco parentis);
- Grandparent or grandchild;
- sibling (includes step- brother or step- sister); or
- daughter-in-law or son-in-law; or
- nieces, nephews, uncles or aunts.

Eligibility

All employees are eligible for paid bereavement leave except Student Employment Program participants, rehired CalPERS annuitants, and contract employees.

Requests, and Documentation

Employee's requesting leave should identify the name of the deceased, the date of death, and their familial relationship to that person.

Employees must request bereavement leave within 90 days of the date of death, even if the leave will be used after that. Bereavement leave is not granted beyond one year after the date of death.

If requested, the employee must provide to Employee Relations within a reasonable period of time, not to exceed 30 days, adequate documentation of the death and family relationship. Such documentation may consist of a death certificate, published obituary, written verification of death, burial, or memorial services from a mortuary, funeral home, burial society, crematorium, religious institution, or government agency. Any documentation received pursuant to this policy shall be kept confidential unless shared internally (as necessary) or as required by law.

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Jose Bodipo-Memba	**12/01/1995**	**02/23/2024**	**02/23/2027**	Page **1** of **1**

Employees should refer to Policies and Procedures under Work Resources on the iNet for all up-to-date policies. ***(Revised 1/1/2026)***

SMUD	Management Procedure	MP 05.03.03.100
Section **Employment**	Subject **Employment Practices**	Title **Relocation Expenses**

Relocation Expenses	As part of the total package in selecting the top candidate, the hiring Business Unit Executive and the People Services & Strategies (PS&S) Director or Delegate may authorize reimbursement of relocation expenses in accordance with SMUD policy and the limitations set forth in this procedure.
Approval Required	Hiring Managers must receive approval from PS&S and their Business Unit Executive before offering to reimburse the selected candidate for relocation expenses. Approval can either be for specific items and/or an agreed upon flat rate as outlined in the Relocation Matrix, Attachment 1. Items not outlined in the approved reimbursement will not be compensated.
Documentation Required at time of Hire	PS&S shall document the reasons for the relocation incentives and the approving authority. PS&S shall prepare and process all written employment offers to include relocation expenses, when authorized.
Payment at time of Separation (within 1 year)	As part of the acceptance of an employment offer, the prospective employee must agree in writing to repay SMUD in full for all incentives if they separate from SMUD employment, for any reason other than a SMUD-initiated reduction in force, within one year from the start date. Any amount not collected from the departing employee's final paycheck must be paid immediately by check payable to SMUD for the remaining balance.
Search For Housing	As part of an employment offer, approving authorities may authorize payment for up to five days and four nights of travel for the prospective employee and one authorized guest (such as spouse, domestic partner, child, parent, etc.) to search for new housing prior to relocating to the greater Sacramento area. Covered expenses include one-time, round-trip transportation (mode determined by mutual agreement) to and from the greater Sacramento area, lodging, car rental (plus fuel, parking, etc.), and meals and incidentals at the published GSA (General Services Administration) rate while in the area. Should the selected candidate relocate to the greater Sacramento area on a temporary basis, provisions of "Temporary Housing" below will apply.
Personal Property and Vehicles	**Property** SMUD may pay moving costs including packing, loading, and transporting up to a maximum of 15,000 pounds (excluding the

weight of passenger vehicles) of household effects and personal property from the primary previous residence, and unloading and unpacking at the destination. SMUD may pay for moving protection insurance to cover up to 15,000 pounds of household effects and personal property. SMUD will not reimburse for the candidate's or their family members' own time spent packing, unpacking, or any expenses incurred for exceeding 15,000 pounds of property.

Vehicles

SMUD may also pay the cost of transit insurance and commercial *shiooing* for up to two passenQer vehicles as fallows:

Traveling Distance	Number of Vehicles covered	Coverage Includes
< 500 miles	One	1st Vehicle: Full cost (including shipping and insurance) for the most direct route. No additional vehicles included.
> 500 miles	Up to two	1st Vehicle: Full cost (including shipping and insurance) for the most direct route. 2nd Vehicle: vehicle: 75% of the full cost (includes shipping and insurance) for the most direct route. No additional vehicles included.

Note: Personally driving a *vehicle* is *subject to standard* GSA *mileage rates for the* most *direct route* as *outlined in Appendix 1.*

SMUD may pay for temporary storage of personal property in the greater Sacramento area for up to 30 days and for the one-time

handling and delivery of personal property to and from the storage facility.

Transportation and In-Transit Expenses

SMUD may pay the cost to transport by air or rail the employee and their approved guest(s) (i.e. legal spouse/domestic partner, legal dependents, etc.) from the former residence to the new residence in the greater Sacramento area. Transportation reimbursement shall be limited to the most direct route of travel.

SMUD may reimburse employees who choose to relocate themselves and their families by means of personal transportation in accordance with above vehicle provisions.

SMUD may reimburse the cost of lodging while in transit only for the employee. The employee shall be responsible for any additional lodging expenses incurred for members of their household.

SMUD shall reimburse per diem meals and incidentals at the published GSA rate for the employee, legal spouse/domestic partner, and legal dependents while in transit.

SMUD reimbursement for transit costs shall be limited to one day of travel by air or one day for every 350 miles of travel by personal vehicle.

Temporary Housing

Upon relocation to the greater Sacramento area, SMUD may reimburse the employee for temporary lodging for up to 30 days while the employee arranges permanent housing. Reimbursement shall be for lodging only and shall not include meals and incidentals. If the selected candidate stays in a hotel, travelers must use government rates or special discounted rates, whichever is lower. Should the candidate choose to stay elsewhere, the reimbursable rate will not exceed the federal GSA per diem rate.

Payment Arrangements

Once SMUD receives the signed employment offer which includes the candidate's acknowledgement of relocation requirements, the hiring department shall be responsible for submitting vendor invoices for approved expenses through the approved accounting system. Any direct expenses incurred by the candidate will be reimbursable upon hire via submission of receipts following the standard reimbursement process.

The hiring department shall ensure that candidates obtain pre-approval for all arrangements related to air and rail transportation and the movement and storage of personal property. SMUD shall pay vendors directly for such expenses.

SMUD shall reimburse the employee directly for other authorized travel and living expenses upon completion of the move and commencement of employment with receipts submitted. SMUD does not provide any advance payment of relocation expenses.

Taxation Issues

The IRS considers the payment of certain relocation expenses, whether paid directly to a vendor or as an employee reimbursement, as employee compensation subject to taxation. SMUD will deduct federal and state taxes from taxable relocation expense payments. The total taxable relocation expenses are reported quarterly and will be included on the employee's paycheck as imputed income on the next check following the reporting period deadline. The reporting period deadlines are 2/28, 5/31, 8/31 and 11/15. SMUD shall include taxable amounts in the W2 for the employee in the year of reimbursement. The employee shall be responsible for obtaining tax advice about relocation expenses and maintaining receipts for tax purposes.

Related References

IBEW/OSE/PSOA Memorandums of Understanding

Administrative Policy
AP 05.03.03 - Relocation Expenses

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