

Los Angeles



Department of Water & Power

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**LETTER OF INTENT
BETWEEN THE LOS ANGELES DEPARTMENT OF WATER AND POWER AND
THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL 18
RE: ELECTRICAL TESTING AND RELAY MAINTENANCE SERVICES –
ABB, INC., MASTEK, INC., AND POWER-TECH ENGINEERS, INC.
AGREEMENT NOS. 47402A-6, 47402B-6, AND 47402C-6**

The Los Angeles Department of Water and Power (LADWP) and the International Brotherhood of Electrical Workers (IBEW), Local 18 (hereinafter, "Parties"), have met and discussed the proposed services contract for Electrical Testing and Relay Maintenance Services with ABB, Inc., MasTek, Inc., and Power-Tech Engineers, Inc. Provided that the Board of Water and Power Commissioners (hereinafter, "Board") approves, by resolution, this Letter of Intent (LOI), the Parties agree to the following:

1. IBEW, Local 18, agrees it shall not file any grievance or arbitration request with respect to the proposed Agreement Nos. 47402A-6, 47402B-6, and 47402C-6 for Electrical Testing and Relay Maintenance Services with ABB, Inc., MasTek, Inc., and Power-Tech Engineers, Inc. (hereinafter, "ETRM Agreement").
2. IBEW, Local 18, waives any objection or obligation to meet and confer, including any Appendix B process, with respect to the ETRM Agreement. In exchange for such consideration, LADWP shall adhere to the terms set forth in the paragraphs listed below.
3. LADWP agrees that the following provisions will be followed during its administration of the ETRM Agreement:
 - a. Power Construction and Maintenance (PCM) Division, Testing Laboratories (TL) Section, Station Test, and System Protection and Controls subsections alone shall use the ETRM Agreement for the primary purpose of knowledge transfer.
 - b. All contractors hired under the ETRM Agreement must work with at least one Station Test or System Protection employee at all times. Contractors are not allowed to work alone at any given time.
 - c. As part of a long-term staffing solution to meet future workload requirements, the PCM Division, TL Section, has requested 14 new Electrical Engineering Associate positions. Based on the approved 5-year rate action plan, pending approval of these 14 additional positions in the

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fiscal year (FY) 16/17 and FY 17/18 budget process, PCM may fill up to 50 percent of the approved total number of positions per FY, during FY 16/17 and FY 17/18. Local management will make every effort to fill these positions.

- d. As part of a long-term staffing solution to meet future workload requirements, the PCM Division, TL Section, has requested 15 new Electrical Tester (ET) positions. Based on the approved 5-year rate action plan, pending approval of these 15 additional positions in the FY 16/17 and FY 17/18 budget process, PCM may fill up to 50 percent of the approved total number of positions per FY, during FY 16/17 and FY 17/18. Local management will make every effort to fill these positions.
 - e. The additional new positions requested under Item Nos. 3c and 3d are contingent upon the TL Section being in compliance with rate action requirements. Funding for these new positions may be lost by Board or Los Angeles City Council action for non-compliance.
 - f. IBEW, Local 18, and LADWP management will explore opportunities to develop a process to expedite the path for trainees through the Electrical Tester Apprenticeship Program (ETAP).
 - g. Subject to existing civil service procedures and LADWP appointment and promotional procedures and practices, LADWP shall hire new classes of Electrical Tester Trainees into ETAP every six months based on the availability of trainers, and until such time all existing ET vacancies, and potential new ET positions, as described in Item No. 3d above and in the classifications identified in Item No. 5 below, have been filled, or for the duration of this contract, whichever comes first.
 - h. PCM shall establish a detailed Training Plan and provide documentation for all positions in the organizations and classifications listed below.
 - i. PCM shall provide monthly status reports to IBEW, Local 18, on the fifth of every month regarding the progress of hiring the positions identified above.
4. Consistent with Appendix B¹ of existing Memoranda of Understanding for all bargaining units represented by IBEW, Local 18, and Board Resolution No. 008-042, concerning contracting out, the Parties agree that in order to meet

¹ Appendix B -- Administrative Representative Unit, Professional Unit, Supervisory Professional Unit, Technical Unit, and Supervisory Technical and Business Administration Unit

maintenance and business needs, LADWP, as a condition of contracting out bargaining unit work, shall offer those employees that normally perform the work to be performed by the contractor, at least 8 hours (10 percent) overtime per pay period during the time the contractor is actually performing work under the ETRM Agreement. Specifically, overtime shall begin with the start date of the issuance of a specific task order and end the pay period when the task order deliverables are completed. If an employee chooses to decline an offer of overtime work, such a declination shall count toward LADWP meeting any overtime obligation under this Agreement.

5. The impacted civil service classifications to be identified pursuant to paragraph 4 are anticipated to be in the work groups/subsections listed below. If other work groups/subsections are identified as a result of the process outlined in paragraph 4 during the ETRM Agreement period, the Parties will meet and discuss their inclusion in the terms of this LOI.

Electrical Engineering Series

PCM Division, Testing Laboratories Section
System Protection and Controls Subsection - Organization No. 77610
Station Test Subsection - Organization No. 77620

Electrical Testers Series


PCM Division, Testing Laboratories Section
System Protection and Controls Subsection - Organization No. 77610
Station Test Subsection - Organization No. 77620

The impacted classifications in the impacted work groups/subsections identified above will be offered 10 percent overtime consistent with the provisions of paragraph 4 of this LOI.

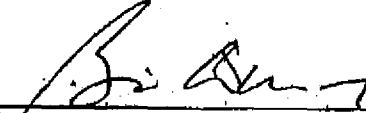
6. This LOI does not bind the Parties with respect to discussions regarding future contracts. However, with respect to the ETRM Agreement identified in paragraph 1, this LOI is the sole and entire agreement between the Parties.
7. This LOI shall terminate upon the termination and/or completion of the ETRM Agreement identified in paragraph 1, including any extensions thereof as may be approved by the Board.
8. This LOI shall be effective upon the effective date of the resolution signifying the Board's approval hereof. Until that resolution is promulgated, this LOI is void and of no effect.

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For the Parties:



DAVID H. WRIGHT
General Manager
Los Angeles Department of Water and Power



BRIAN D'ARCY
Business Manager
International Brotherhood of
Electrical Workers, Local 18

Date: 12-22-16

Date: 1/31/17