2024 Wage Increase Letter of Agreement

Between I.B.E.W. Local Union 659

And

Avista Utilities

This letter shall serve as an agreement to adjust the Wages in Exhibit "A", the Wage Schedule, of the Collective Bargaining Agreement between IBEW Local 659 and Avista Utilities dated April 1, 2022 - March 31, 2025.

The parties do hereby agree to a general wage increase of 5.0% for all classifications effective April 1, 2024 with an additional 5.0% increase effective January 1, 2025 (see attached wage schedule). In addition, both parties agree to extend the Collective Bargaining Agreement for one year setting the new effective through date to March 31, 2026.

All other terms and conditions of the Collective Bargaining Agreement shall remain in full force and effect excepting such items of that CBA and/or this Letter as are modified by mutual agreement between the parties.

For Avista Utilities

By: Elizabeth Frederiksen

Elizabeth Frederiksen

Director of Labor Relations

Date 09-03-2024

For IBEW Local Union No. 659

By:

Nick Carpenter

Business Manager

Date 9/4/2024

APPROVED
INTERNATIONAL OFFICE - I.B.E.W.
09/19/2024
Kenneth Cooper,
International President
This approval does not make the International a party to this agreement.

SOUTHERN OREGON AGREEMENT
EXHIBIT "A"
CLASSIFICATIONS AND RATES OF PAY

Job#	Classification	4/1/2023	**4/1/2024**	**1/1/2025**
	GWI	3.50%	**5.00%**	**5.00%**
5811	OQ Evaluator	$62.22	**$65.33**	**$68.60**
5815	Sr Gas Meas/Inst Tech	$61.49	**$64.56**	**$67.79**
5814	Gas Meas and Inst Tech	$59.98	**$62.98**	**$66.13**
	MIT Entry Level Tech 1	$47.98	**$50.38**	**$52.90**
	MIT Entry Level Tech 2	$53.98	**$56.68**	**$59.51**
	Measurement and Control Tech (MCT):			
5850	MCT Trainee - Entry	$49.31	**$51.78**	**$54.37**
5851	MCT Trainee - 1	$52.56	**$55.19**	**$57.95**
5852	MCT Trainee - 2	$55.76	**$58.55**	**$61.48**
5853	MCT Trainee - 3	$58.91	**$61.86**	**$64.95**
5854	MCT Journeyman - 1	$62.13	**$65.24**	**$68.50**
5901	MCT Journeyman - 2	$63.19	**$66.35**	**$69.67**
	Gas Pressure Controlman:			
5910	Step 1	$55.93	**$58.73**	**$61.67**
5911	Step 2	$58.91	**$61.86**	**$64.95**
5912	Step 3	$62.20	**$65.31**	**$68.58**
5916	Gas Requlator Repairman	$55.93	**$58.73**	**$61.67**
5816	Local Representative Gas	$55.93	**$58.73**	**$61.67**
5817	**Gas Foreman Lead**	$59.09	**$62.04**	**$65.14**
5818	Air Cond. Serviceman	$52.19	**$54.80**	**$57.54**
5819	Journeyman Gas Serviceman	$51.63	**$54.21**	**$56.92**
	Apprentice Gas Serviceman:			
5823	Start**	$39.24	**$41.20**	**$43.26**
5824	End of 1/6 months - 1	$41.22	**$43.28**	**$45.44**
5825	End of 2/6 months - 2	$43.80	**$45.99**	**$48.29**
5826	End of 3/6 months - 3	$45.86	**$48.15**	**$50.56**
5886	Gas Foreman	$55.42	**$58.19**	**$61.10**
5887	Journeyman Gas	$49.38	**$51.85**	**$54.44**
	Trainee Journeyman Gas:			
5917	Trainee Step - 1	$37.02	**$38.87**	**$40.81**
5913	Trainee Step - 2	$39.45	**$41.42**	**$43.49**
5914	Trainee Step - 3	$41.90	**$44.00**	**$46.20**
5915	Trainee Step - 4	$45.36	**$47.63**	**$50.01**
	Construction Specialist			
5839	Start - 1	$41.51	**$43.59**	**$45.77**
5840	End of 1/6 months - 2	$44.02	**$46.22**	**$48.53**

5841	End of 2/6 months - 3	$45.14	**$47.40**	**$49.77**
LaGrande Construction Specialist will receive an additional .50 cents per hour during training which will increase to .92 cents when qualified for Standby when a Construction Specialist is used for emergency response coverage.				
Job#	Classification	4/1/2023		
	GWI			
	Utilitvman:			
5834	Start - 1	$30.32	**$31.84**	**$33.43**
5835	End of 1/6 months - 2	$33.00	**$34.65**	**$36.38**
5836	End of 2/6 months - 3	$35.66	**$37.44**	**$39.31**
5837	End of 3/6 months - 4	$38.31	**$40.23**	**$42.24**
5838	End of 4/6 months - 5	$40.97	**$43.02**	**$45.17**
	* Weldinq Certified			
	* Grandfathered if at Hiqher Rate			
5801	Outside Meter Tech - 1	$27.50	**$28.88**	**$30.32**
5802	Outside Meter Tech - 2	$29.07	**$30.52**	**$32.05**
5803	Outside Meter Tech - 3	$30.67	**$32.20**	**$33.81**
	Inspector:			
5821	Start - 1	$28.94	**$30.39**	**$31.91**
5822	End of 1/6 months - 2	$30.75	**$32.29**	**$33.90**
	Locator:			
5842	Start - 1	$28.94	**$30.39**	**$31.91**
5843	End of 1/6 months - 2	$30.75	**$32.29**	**$33.90**
	Gas Field Service (Entry)			
5862	Start - 1	$21.66	**$22.74**	**$23.88**
5863	End of 1/6 months - 2	$24.69	**$25.92**	**$27.22**
	Cathodic Protection Technician:			
5827	Start- 1	$40.18	**$42.19**	**$44.30**
5828	End of 1/6 months - 2	$42.66	**$44.79**	**$47.03**
5829	End of 2/6 months - 3 (Note 1)	$45.52	**$47.80**	**$50.19**
5830	End of 3/6 months - 4	$47.79	**$50.18**	**$52.69**
5831	End of 4/6 months - 5	$50.01	**$52.51**	**$55.14**
5832	End of 5/6 months - 6 (Note 2)	$53.60	**$56.28**	**$59.09**
Note 1 - 5829 This level requires NACE "CP Tester" (CP Level 1) certification in addition to the time in the job. This certification requires a minimum of 6 months of job experience before taking the certification course.				
Note 2 - 5832 This level requires NACE "Cathodic Protection Technician" (CP Level 2) certification in addition to the time in the job. This certification requires 3 years of job experience and NACE CP Level 1 certification before taking the certification course.				

5848	Meter Repairman	$50.01	**$52.51**	**$55.14**
	Trainee Meter Repairman:			
5844	Trainee Step - 1	$37.52	**$39.40**	**$41.37**
5845	Trainee Step - 2	$40.01	**$42.01**	**$44.11**
5846	Trainee Step - 3	$42.53	**$44.66**	**$46.89**
5847	Trainee Step - 4	$46.02	**$48.32**	**$50.74**
	Division Storekeeper			
5857	Start- 1	$36.00	**$37.80**	**$39.69**
5858	End of 1/6 months - 2	$38.41	**$40.33**	**$42.35**
5859	End of 2/6 months - 3	$40.32	**$42.34**	**$44.46**
5860	End of 3/6 months - 4	$41.72	**$43.81**	**$46.00**
5861	End of 4/6 months - 5	$45.17	**$47.43**	**$49.80**
Job#	Classification	4/1/2023		
	GWI			
	Division Draftsman:			
5890	Start - 1	$34.94	**$36.69**	**$38.52**
5891	End of 1/6 months - 2	$36.72	**$38.56**	**$40.49**
5892	End of 2/6 months - 3	$38.41	**$40.33**	**$42.35**
5893	I:nd of 3/6 months - 4	$40.32	**$42.34**	**$44.46**
5894	End of 4/6 months - 5	$41.77	**$43.86**	**$46.05**
	Warehouseman:			
5864	Start - 1	$30.32	**$31.84**	**$33.43**
5865	End of 1/6 months - 2	$32.12	**$33.73**	**$35.42**
5866	End of 2/6 months - 3	$34.02	**$35.72**	**$37.51**
5867	End of 3/6 months - 4	$35.87	**$37.66**	**$39.54**
	Dispatcher:			
5871	Start - 1	$33.57	**$35.25**	**$37.01**
5872	End of 1/6 months - 2	$36.15	**$37.96**	**$39.86**
5873	End of 2/6 months - 3	$38.85	**$40.79**	**$42.83**
	*** Meter Reader/Collector			
5868	Start - 1	$36.61	**$38.44**	**$40.36**
5869	End of 1/6 months - 2	$38.45	**$40.37**	**$42.39**
5870	End of 2/6 months - 3	$39.74	**$41.73**	**$43.82**
	Gas Technician:			
5880	Start - 1	$24.38	**$25.60**	**$26.88**
5881	End of 1/6 months - 2	$25.93	**$27.23**	**$28.59**
5882	End of 2/6 months - 3	$27.50	**$28.88**	**$30.32**
5883	End of 3/6 months - 4	$29.07	**$30.52**	**$32.05**
5884	End of 4/6 months - 5	$30.66	**$32.19**	**$33.80**

	Meter Reader:			
5876	Start - 1	$24.69	**$25.92**	**$27.22**
5877	End of 1/6 months - 2	$27.07	**$28.42**	**$29.84**
5878	End of 2/6 months - 3	$28.94	**$30.39**	**$31.91**
5879	End of 3/6 months - 4	$32.49	**$34.11**	**$35.82**
	Route Driver:			
5888	Start - 1	$21.66	**$22.74**	**$23.88**
5889	End of 1/6 months - 2	$24.69	**$25.92**	**$27.22**
5899	Student*****	$17.62	**$18.50**	**$19.43**