

UTAH POWER & LIGHT COMPANY

1407 WEST NORTH TEMPLE STREET

SALT LAKE CITY, UTAH 84140

*Return to Ted*

89 JUN -1 P 4:15

THOMAS W. FORSGREN  
VICE PRESIDENT  
REGULATORY AND GOVERNMENTAL AFFAIRS  
801-220-4261

UTAH PUBLIC  
SERVICE COMMISSION

June 1, 1989

Chairman Brian T. Stewart  
Public Service Commission of Utah  
Heber M. Wells Building  
160 East 300 South  
4th Floor  
Salt Lake City, Utah 84111

Dear Chairman Stewart:

Transmitted herewith please find the correspondence regarding "Preservation of Employment Opportunities for Bargaining Unit Employees When their Position is Eliminated Due to the Merger" which we discussed today.

Also enclosed is the Petition sent to Governor Bangerter regarding the eliminated arbitration clause.

If you have questions regarding these documents, please contact me at your convenience.

Very truly yours,



THOMAS W. FORSGREN

TWF:hlr  
Enclosure  
cc: Frank Johnson



1407 West North Temple  
Salt Lake City, Utah 84140

RECEIVED

'89 JUN -1 P4:13

UTAH PUBLIC  
SERVICE COMMISSION

RECEIVED

JUN 1 1989

UP&L REG. & GOV.  
AFFAIRS DEPT.

May 31, 1989

Mr. Blaine A. Newman  
Business Manager  
I.B.E.W., Local 57  
1743 West North Temple  
Salt Lake City, UT 84116

Dear Mr. Newman:

It is regrettable that by your correspondence of May 31, 1989, the union rejects the company's final offer relating to the **"Preservation of Employment Opportunities for Bargaining Unit Employees When Their Position is Eliminated Due to the Merger"**. The company has no alternative but to implement the terms of the agreement as proposed, to be effective June 1, 1989.

Because we do not have mutual agreement, the attached letter dated June 1, 1989, directed to you will be the procedure to be utilized and communicated to bargaining unit employees in the future when the company determines their position is being eliminated due to the merger. Please note it does recognize that you are not in agreement.

The company's intention is to operate under this procedure throughout the duration of the existing labor agreement, at which time the matter is obviously subject to negotiations as is the entirety of the contract.

I believe it is necessary to respond to several points raised in your May 31, 1989 correspondence. The company would agree with your second paragraph that both parties have been trying to "negotiate an acceptable proposal to address the concerns of the company due to the merger". The fact is, however, the primary issue of disagreement and the resulting impasse was over your contention that all excess employees be treated as merger related.

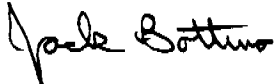
You further state in your third paragraph that "the company has taken a stand where they have the only say as to what positions with the company would be merger related". I believe your statement is not factual. If you review my May 25, 1989 letter to you, it clearly states that "if the union is not convinced that a position to be excessed is not merger related, the grievance process as outlined in Article 5 of the labor agreement is available for appeal".

Mr. Blaine A. Newman  
May 31, 1989  
Page 2

In summary, attached is a letter specifically setting forth the procedure to be utilized by the company during the life of our existing labor agreement when we are proposing that a bargaining unit position be excessed because of the merger. This position will be communicated to all employees so identified, and they will be afforded the opportunity to elect which option they choose under the procedure as the attached "Notice of Reduction in Force" form provides.

I trust there is no confusion regarding this communication. If you should have questions, do not hesitate to contact me.

Sincerely,



D. Jack Bottino  
Manager of Labor Relations

/sc:cmpt2.opr

enclosures



1407 West North Temple  
Salt Lake City, Utah 84140

June 1, 1989

Mr. Blaine A. Newman  
Business Manager  
I.B.E.W., Local 57  
1743 West North Temple  
Salt Lake City, UT 84116

**SUBJECT: PRESERVATION OF EMPLOYMENT OPPORTUNITIES FOR  
BARGAINING UNIT EMPLOYEES WHEN THEIR POSITION IS  
ELIMINATED DUE TO THE MERGER**

Dear Mr. Newman:

The following procedure shall be applied to any I.B.E.W., Local 57 represented employee whose position is eliminated due to the merger with PacifiCorp. The purpose of this procedure is to preserve employment opportunities for bargaining unit employees whose positions are eliminated for merger-related reasons. While acknowledging employee force reduction rights set forth in the Labor Agreement, this procedure also provides an alternative process to preserve employment opportunities.

For the purpose of this procedure, "**merger-related**" will be determined by the Company. If the Union should disagree or have questions regarding the Company's determination, the Union will be given an opportunity to meet with the Company's Personnel Review Committee (PRC) to discuss the decision.

Each employee excessed for merger related reasons will have two (2) options:

**OPTION NO. 1** The employee can exercise all bumping and related force reduction rights provided by the present Labor Agreement.

**OR**

**OPTION NO. 2** The employee can follow the process outlined below:

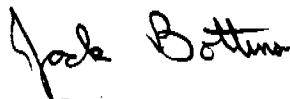
- 1) Once an employee has been informed that their position is being excessed due to the merger, the employee will be allowed to maintain their employment and present grade consistent with the provisions of this procedure. The employee will also have the option to terminate and receive severance pay as described in Section 3.2.11 of the Labor Agreement.
- 2) If at the time the employee is notified that his or her position is excessed there is no comparable position vacancy (i.e., a job vacancy at the same grade or two (2) grades below for which the employee is qualified) under the Labor Agreement which does not require relocation, the employee will be placed in a temporary position created by the Company and will continue to maintain his or her current pay and grade.

Mr. Blaine A. Newman  
June 1, 1989  
Page 2

- 3) While in the temporary position, employees may bid for any vacant position in accordance with the Labor Agreement. If the employee fills a vacancy at the same grade or two (2) grades below, the employee's salary will continue to be maintained while the employee remains in the new position. If the employee fills a vacancy which is more than two (2) grades below, the employee's salary will be determined based on the new position's grade as provided in Section 4.7.1 of the Labor Agreement.
- 4) Employees will be required to bid any comparable position vacancies which do not require relocation of the employee. Position vacancies will be awarded in accordance with the Labor Agreement.
- 5) Should an employee choose not to exercise their right to bid for a comparable position vacancy or decline a comparable position awarded to the employee, an additional 120 day placement period will be provided to the employee to bid on other available vacancies. If the employee fails to obtain a position during that period, he or she will be terminated with severance pay and existing outplacement benefits with no right of recall.
- 6) If at the end of twelve (12) months the employee is still assigned to a temporary position because of a lack of comparable position vacancies or a failure to be awarded such a position that was available, the employee may be placed by mutual agreement of the Company and Union into an available vacant bargaining unit position for which the employee is qualified. The employee's current pay and grade will be maintained while the employee remains in the new position.

This procedure will remain in effect until the expiration of the current Labor Agreement, and it is recognized by the company that it has been imposed without the concurrence of the union following impasse over the subject matter.

Sincerely



D. Jack Bottino  
Manager of Labor Relations

/sc: cmpt.opr



1407 West North Temple  
Salt Lake City, Utah 84140

**NOTICE OF REDUCTION IN FORCE**

Date: \_\_\_\_\_

Name: \_\_\_\_\_

Address: \_\_\_\_\_

Hire Date: \_\_\_\_\_ Full Time Employment Date: \_\_\_\_\_

Your position of \_\_\_\_\_ in the \_\_\_\_\_ Department has been exceeded due to the merger with PacifiCorp.

Therefore, you will have seven (7) days or until \_\_\_\_\_, to choose either Option 1 or Option 2 from the attached procedure.

You will remain in your present position until such time you are notified to report to your new position.

Please contact Labor Relations in Room 1115 or on extension 2838 if you have any questions, or require a bumping seniority list.

Sincerely,

D. Jack Bottino  
Manager of Labor Relations

/sc:bumpltr.4

I choose Option No. \_\_\_\_\_.

\_\_\_\_\_  
Name

\_\_\_\_\_  
Date

RECEIVED

The Honorable Norman Bangerter  
Governor of Utah  
State Capitol Building  
Salt Lake City, Utah 84114

'80 JUN-1 10:13

Dear Governor Bangerter:

We, as employees of Utah Power & Light Company and share-holders of Pacificorp, are very concerned by the Company's elimination of the arbitration clause from our contract since the merger of Utah Power & Light Company and Pacific Corporation. Not only does it affect us directly and the customers we serve, but the entire community as well.

We, as employees of Utah Power & Light Company, are not satisfied with the frivolous answer Utah Power & Light gave the media.

The undersigned would like you, as our elected Governor, to determine why Utah Power & Light feels it necessary to remove a peaceful means of settling a contract that has worked well for 50 years.

Respectfully,

Utah Power & Light Co. employees

cc: Honorable Cecil D. Andrus Governor of Idaho	John A. Lindquist, Sr. Chairman, Board of Directors
Honorable Mike Sullivan Governor of Wyoming	Blaine Newman Business Manager I.B.E.W., Local #57
A. M. Gleason President of Pacific Corp. Chairman of Pacific Telecom	John Flynn, Ombudsman University of Utah
Frank N. Davis President, Utah Power Division	Division of Public Utilities
Dave Bolender President, Electric Operations	Committee of Consumer Services
Bob Moench President, Pacific Power Division	KUTV - Kimberly Leslie Director, Community Affairs

Governor Bangerter

P.S. Recently, the Company has exhibited an attitude which we fear may push the employees into a strike position, which will affect the citizens in the State of Utah in the event of power outages.

That attitude is the callous disregard for the promise to the Public Service Commission that no employee would lose their job due to the merger.

The Company has announced that 20-30 positions are being eliminated due to the merger. Please see attached UP&L Newsbreaker dated May 1, 1989.

Attachment



May 1, 1989

COMPUTER SITE SELECTED

Following several months of study, the Information Management department decided to consolidate the Salt Lake Data Center into the Portland Computer Center. The transition begins May 1 and will take several months to complete.

This consolidation will ultimately reduce department staff by about 20 to 30 people. Many of these positions are covered by a collective bargaining agreement, and those employees affected will have the opportunity to exercise their "bumping" rights.

Going to a single site for the computer will create savings in a variety of areas, including operations, maintenance and licenses. Studies showed the Portland center would require the least amount of upgrading to handle the larger company.

"Clients of Information Management will notice no appreciable difference in computer service," said Rod Boucher, vice president, Information Services. "Most computer functions will remain the same. Response time and data integrity will be as good or better once the change is made to a single site."

INFORMATION  
POWER  
&  
LIGHT  
COMPANY  
BREAKER

We, the undersigned employees of Utah Power & Light, feel that taking the arbitration clause out of the Contract is both irresponsible and potentially detrimental to the employees of Utah Power & Light, as well as the community and the States of Utah, Idaho and Wyoming.

The undersigned would like a response as to why Utah Power & Light feels it necessary to remove a peaceful means of settling a Contract that has worked well for 50 years.

1. Craig Pierce
2. Van Duerow
3. Royden Menderhall
4. Tony & Toltan
5. Steven Johnson
6. Gandy Beckstead
7. Jacob Bylsma
8. M. Sealfman
9. Noel McQuivey
10. Howard L. Adams
11. E. Neuman
12. Jay Johnson
13. Paul Alperin
14. J. D. Stevens
15. Carol Jean Johnson
16. William K. King
17. O. Harry Savenport
18. Jack & Wade
19. Sherry Holman
20. Betty Sanchez
21. JoAnne Helms
22. Todd J. Smith
23. Bob Anderson
24. Summit & Chadwick
25. Dennis R. Patten
26. Martin K. Smith
27. Sam Shultz
28. Alan Johnson
29. Tom Carter
30. Jon Burdham
31. Craig Green
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The undersigned would like a response as to why Utah Power & Light feels it necessary to remove a peaceful means of settling a Contract that has worked well for 50 years.

1. [Signature] 21.
2. [Signature] 22.
3. [Signature] 23.
4. [Signature] 24.
5. [Signature] 25.
6. [Signature] 26.
7. [Signature] 27.
8. [Signature] 28.
9. [Signature] 29.
10. [Signature] 30.
11. [Signature] 31.
12. [Signature] 32.
13. [Signature] 33.
14. [Signature] 34.
15. \_\_\_\_\_ 35.
16. \_\_\_\_\_ 36.
17. \_\_\_\_\_ 37.
18. \_\_\_\_\_ 38.
19. \_\_\_\_\_ 39.
20. \_\_\_\_\_ 40.

1  
 2 RICHARD ROOT  
 3 Mrs. L. Pierce  
 4 The Bergan  
 5 Miss Behuni  
 6 Joe Davis  
 7 Alvin Martini  
 8 Miss Korman  
 9 Bert Horn  
 10 Paul A. Gale  
 11 Eddie Keys  
 12 Roger Warner  
 13 George W. Shuff  
 14 Scott Jackson  
 15 Tom Brester  
 16 Louis Rich  
 17 Pat Inel  
 18 Scott S. Rammson  
 19 Garth Hake  
 20 G. Hasekoper  
 21 Robt Brook  
 22 Gof Maxwell  
 23 Steve R. Burgess  
 24 Al Cowler (FREE LOADER)  
 25 Paul Huntington  
 26 Shamus Tamm  
 27 Paul Huntington

29 J. Sutt  
 30  
 31  
 32 Edward Terry  
 33 Michael McEwen  
 34 Dale O. Hanson  
 35 Ed Lake  
 36 Scott Ridge  
 37 Jim Sandan  
 38 Jerry Cully  
 39 Tom Radis  
 40 Douglas David  
 41 Larry Christophers  
 42 Steve R. Jackson  
 43 Kevin J. Sutt  
 44 Paul Cowler  
 45 Michael A. Briggs  
 46 Monte J. Gu  
 47 Troy B. Gray  
 48 Terry Lee  
 49 Greg S. Great  
 50 Richard Podesta  
 51 Ed Wells  
 52  
 53 Michael T. Humphrey  
 54 Phil S. Hansen

We, the undersigned employees of Utah Power & Light, feel that taking the arbitration clause out of the Contract is both irresponsible and potentially detrimental to the employees of Utah Power & Light, as well as the community and the States of Utah, Idaho and Wyoming.

The undersigned would like a response as to why Utah Power & Light feels it necessary to remove a peaceful means of settling a Contract that has worked well for 50 years.

1. Ray Mullen
2. Don Sjoren
3. Boyd [unclear]
4. Boyer E. Byrd
5. Laurin Pearce
6. Wesley Robertson
7. [unclear]
8. Vincent Simons
9. Arvid Huntington
10. Arnette Hyman
11. Dorcas Quick
12. Lin Hoyer
13. [unclear]
14. A. I. [unclear]
15. [unclear]
16. Jay S. [unclear]
17. Kirk Allen
18. M. A. Swanson
19. [unclear]
20.  Dennis K. Olsen
21. Kevin L. Warham
22. Larry Z. Butts
23. [unclear]
24. Clara Boone
25. Arnold [unclear]
26. [unclear]
27. Derald Blivest
28. [unclear]
29. Rick [unclear]
30. Jay Robinson
31. [unclear]
32. Russell H. Kessel
33. Jay E. Willock
34. Floyd [unclear]
35. Carl Garcia
36. Hub. Thomas
37. Phillip A. Cordova
38. [unclear]
39. [unclear]
40. John [unclear]

55 Gene C. Brown  
56 Michael Burrows  
57 Lloyd A. Cady  
58 Gordon Ehle  
59 Joe ...  
60 Jayne Milled  
61 Mike Borich

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We, the undersigned employees of Utah Power & Light, feel that taking the arbitration clause out of the Contract is both irresponsible and potentially detrimental to the employees of Utah Power & Light, as well as the community and the States of Utah, Idaho, and Wyoming.

The undersigned would like a response as to why Utah Power & Light feels it necessary to remove a peaceful means of settling a Contract that has worked well for 50 years.

- |                          |           |
|--------------------------|-----------|
| 1. <u>Danny Tomillo</u>  | 21. _____ |
| 2. <u>Jim Huntington</u> | 22. _____ |
| 3. <u>John A. Middle</u> | 23. _____ |
| 4. <u>Ray Baruch</u>     | 24. _____ |
| 5. _____                 | 25. _____ |
| 6. _____                 | 26. _____ |
| 7. _____                 | 27. _____ |
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| 16. _____                | 36. _____ |
| 17. _____                | 37. _____ |
| 18. _____                | 38. _____ |
| 19. _____                | 39. _____ |
| 20. _____                | 40. _____ |

We, the undersigned employees of Utah Power & Light, feel that taking the arbitration clause out of the Contract is both irresponsible and potentially detrimental to the employees of Utah Power & Light, as well as the community and the State of Utah.

The undersigned would like a response as to why Utah Power & Light feels it necessary to remove a peaceful means of settling a Contract that has worked well for 50 years.

1. Miss S. W. Skidoff
2. Bonnie Ramos
3. Jack Hill
4. Michael B. Bissett
5. Gene E. Pickins
6. Gene - S. H. -
7. Paul D. Brown
8. Lance Workman
9. Michael Jayala
10. John -
11. Ken Campbell
12. John -
13. William J. -
14. Christie -
15. Ray Purcell
16. John -
17. Randall -
18. DAVID SHOPE
19. John -
20. Dennis J. -

21. David -
22. Angie Lee
23. Pauline Caranese
24. Mary Carson
25. MURIEL MORGAN
26. Joan -
27. Kathleen -
28. John -
29. Stacy -
30. Ed -
31. Raven -
32. Anthony -
33. Melody -
34. Clayton -
35. Blaine R. -
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We, the undersigned employees of Utah Power & Light, feel that taking the arbitration clause out of the Contract is both irresponsible and potentially detrimental to the employees of Utah Power & Light, as well as the community and the States of Utah, Idaho and Wyoming.

The undersigned would like a response as to why Utah Power & Light feels it necessary to remove a peaceful means of settling a Contract that has worked well for 50 years.

1. Russ Blackman
2. Keith J. Conry
3. Terry Christensen
4. Young Tanner
5. Larry A. Mills
6. Jimmy Houston
7. Tom McDellane
8. Don Blackman
9. Neal Wilson
10. Tom O'Holmsten
11. Sammy Spill
12. M. Jay Slade
13. Greg Brinton
14. Don Kempel
15. Paul Hallma
16. Burton L. Johnson
17. R. Scott Lopez
18. Fernando P. Bergenson
19. David G. Riedel
20. James Smith

21. Lidie up Rowell
22. Jill Payne
23. (Blank)
24. (Blank)
25. (Blank)
26. Richard Refaides
27. Russell C. Carter
28. Mike Littlefield
29. Wesley Green
30. Sandra Ross
31. Anna May Jensen
32. Patricia Smith
33. Sam P. Johnson
34. Bill Sanders
35. Ray O'Holmsten
36. James E. White
37. Charles B. Hoff
38. Kent Childs
39. (Blank)
40. Rodney M. Stewart

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The undersigned would like a response as to why Utah Power & Light feels it necessary to remove a peaceful means of settling a Contract that has worked well for 50 years.

- |                              |           |
|------------------------------|-----------|
| 1. <u>Earl Nelson</u>        | 21. _____ |
| 2. <u>Todd Spencer</u>       | 22. _____ |
| 3. <u>Edilton Thompson</u>   | 23. _____ |
| 4. <u>Kerry R Jones</u>      | 24. _____ |
| 5. <u>E.D. Volney</u>        | 25. _____ |
| 6. <u>Ken Rupp</u>           | 26. _____ |
| 7. <u>Boyd F. Johnson Jr</u> | 27. _____ |
| 8. <u>Larry D. Mullis</u>    | 28. _____ |
| 9. <u>Shen Foster</u>        | 29. _____ |
| 10. <u>Nadine N. Ferre</u>   | 30. _____ |
| 11. _____                    | 31. _____ |
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The undersigned would like a response as to why Utah Power & Light feels it necessary to remove a peaceful means of settling a Contract that has worked well for 50 years.

1. Joe Beeson
2. Curtis Mansfield
3. Michael Johnson
4. ~~Bob Ferguson~~
5. Bob Ferguson
6. Bill Zeiler
7. Brett Adams
8. Ned W. Burnett
9. ~~Bob Ferguson~~
10. ~~Bill Zeiler~~
11. Randy Williams
12. Dilben Mueddeget
13. Kelley Buser
14. Jeannette Holden
15. Betty Bradshaw
16. Randy Harris
17. Alan O. Foster
18. Robert D. Willen
19. Ron Clark
20. Warren Merrill
21. Sam J. Blom
22. Gary K. Scott
23. Dan P. Sewell
24. Kim Ho-
25. Mickey B. Hyman
26. J. Kullbert
27. Charles Shelman
28. Raymond M. Males
29. Alan D. Hobley
30. ~~Tom Mottel~~
31. ~~Scott Jolley~~
32. ~~Ag! Jolley~~
33. Felix Anderson
34. ~~Thomas M. Munn~~
35. Gary Fisher
36. Robert Paul
37. Kent D. W. W. W.
38. Fanny A. Kennell
39. Don L. Boig
40. Ben Davis

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The undersigned would like a response as to why Utah Power & Light feels it necessary to remove a peaceful means of settling a Contract that has worked well for 50 years.

1. Dave [Signature]
2. David L. Brotherson
3. [Signature]
4. Harry B. Wathen
5. Greg Payne
6. David J. Hodson
7. J. Manning
8. Byron [Signature]
9. Norman Hanchett
10. Scott [Signature]
11. James E. Dalry
12. David [Signature]
13. Craig [Signature]
14. Larry [Signature]
15. Richard [Signature]
16. [Signature]
17. Robert A. Wolford
18. [Signature]
19. [Signature]
20. [Signature]

21. James [Signature]
22. Robert [Signature]
23. [Signature]
24. [Signature]
25. [Signature]
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The undersigned would like a response as to why Utah Power & Light feels it necessary to remove a peaceful means of settling a Contract that has worked well for 50 years.

1. Sue S. Brown
2. Jay Purcell
3. Don Bobley
4. Daphne Davis
5. Nancy Ansel
6. Cindy N. Christoffersen
7. John P. Alford
8. Jennifer D. Pratt
9. Dan Gillen
10. Mike S. Miller
11. Chad Latta
12. Norman M. French
13. Bill L. Pegg
14. Doris T. Jaki
15. Kay West
16. Lisa Pebles
17. Grant Pegg
18. Barbara Soderberg
19. Scott Hopkinson
20. Veronica L. Robley
21. Marion Walden
22. LaZelle Anderson
23. Lina Knighton
24. John C. To
25. Francis Hunt
26. ~~Marie P. Miller~~
27. Vickie Esparza
28. Stephen Schisch
29. Savonah Hutchins
30. Roni Baker
31. Larry Johnson
32. ~~Michael H. Hines~~
33. Merritt Danner Decker
34. Keith Webb
35. Cliff D. Dwyer
36. Cal W. Cassell
37. S. Ogilvie
38. Jack Martinez
39. Judy G. G.
40. Linda Fedus

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1. *J. B. Wood*
2. *Art Palmer*
3. *B. D. Plant*
4. *Bob Myhill*
5. *Joe Edwards*
6. *Art St.*
7. *Art J. Wheeler*
8. *Michael Clyde*
9. *Kristine E. Bailey*
10. *Don R. [unclear]*
11. *Bruce J. [unclear]*
12. *Debbie M. Shea*
13. *Thomas A. [unclear]*
14. *Karen [unclear]*
15. *Spencer [unclear]*
16. *Tom [unclear]*
17. *John [unclear]*
18. *Richard D. Morgan*
19. *Gene Lawrence*
20. *Paul M. Clark*
21. *William B. [unclear]*
22. *Steve B. [unclear]*
23. *Paul T. [unclear]*
24. *Chuck [unclear]*
25. *Dwain [unclear]*
26. *Joe [unclear]*
27. *Ronald Taylor*
28. *R. [unclear]*
29. *Richard [unclear]*
30. *Frank [unclear]*
31. *Nan [unclear]*
32. *Bob [unclear]*
33. *Paul [unclear]*
34. *Francis M. [unclear]*
35. *Ed [unclear]*
36. *Frank [unclear]*
37. *Mike [unclear]*
38. *Steve E. [unclear]*
39. *James [unclear]*
40. *Ray [unclear]*

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The undersigned would like a response as to why Utah Power & Light feels it necessary to remove a peaceful means of settling a Contract that has worked well for 50 years.

1. Paul Newman
2. Jack [unclear]
3. Kenneth H. [unclear]
4. Judy W. Smith
5. Wayne [unclear]
6. Paul J. [unclear]
7. Alvin P. [unclear]
8. Boby K. [unclear]
9. Eric E. [unclear]
10. Kenneth R. Rigby
11. [unclear]
12. Dennis [unclear]
13. [unclear]
14. [unclear]
15. Gray [unclear]
16. Don [unclear]
17. Lydia D. Rogers
18. Wayne [unclear]
19. [unclear]
20. Lynn [unclear]
21. Norman [unclear]
22. Connie [unclear]
23. Ted H. [unclear]
24. L. A. [unclear]
25. Mike [unclear]
26. Grace [unclear]
27. Wendy P. [unclear]
28. Randy T. Salt
29. Betty [unclear]
30. Cathie [unclear]
31. Laura [unclear]
32. John [unclear]
33. Carley [unclear]
34. Kathryn [unclear]
35. Susan L. [unclear]
36. [unclear]
37. [unclear]
38. William [unclear]
39. [unclear]
40. John W. [unclear]

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1. Amy M Robinson
2. Steve Combs
3. Kurt West
4. Edwin Montoya
5. Robert Allen
6. Russell C. Stevenson
7. Stephanie James
8. E. Lynn
9. James A. Crowell
10. Joe A. Montoya
11. Lisa Belden
12. Michael D. Barber
13. James F. Gynn
14. Harley D. Lewis
15. Kent Coan
16. Robert D. Dehler
17. Amy K. Shepard
18. Craig MacFarlane
19. James B. Linder
20. Glynda Greene
21. [Signature]
22. Patricia J. Monson
23. Cheryl Polonous
24. Jerri Jean D. Washburn
25. [Signature]
26. [Signature]
27. [Signature]
28. [Signature]
29. [Signature]
30. [Signature]
31. [Signature]
32. [Signature]
33. [Signature]
34. [Signature]
35. [Signature]
36. [Signature]
37. [Signature]
38. [Signature]
39. [Signature]
40. [Signature]



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1. Cal. O'Keefe
2. John F. Kantor
3. Darel A. Behar
4. Thomas Sigell
5. April Harrison
6. Caroline Readington
7. Mike Roper
8. Mike Roper
9. Mike Johnson
10. Frank Petzold
11. Wayne Stewart
12. John Clark
13. Pete Sanderson
14. John Jensen
15. Leon Cunningham
16. Gene Brown
17. Eddie R. Fox
18. Donald L. Moton
19. Will Young
20. Ray Bismar
21. Kelly Farnsworth
22. Randy Hauptstadt
23. Bob P. Deane
24. Quay Hansen
25. Mike Perry
26. Randy Smith
27. Clifford Mott
28. David Vudis
29. Andrew E. Lehman
30. Rich Luma
31. Joe Anselmo
32. Ray C. Dal
33. Charles Agnew
34. Duke Peay
35. Danell Cunningham
36. Steve Buchanan
37. Brent Thomas
38. Don Whitehead
39. Edwin H. Lu
40. Wanda Vaughan

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1. Susan Morris
2. Gayle Fox
3. John Thomas
4. Chris Manning
5. Tom Rasmussen
6. Connie Strauss
7. Bob Clark
8. Dan Jorgensen
9. M. H.
10. Sam W. Brown
11. Brent Barrows
12. Richard M. Blain
13. Theresa A. Garcia
14. Gary R. Nelson
15. M. Smith
16. Phil Oman
17. Carl Lindbergh
18. Donny Brown
19. Ben Jon
20. Allan J. Laird
21. Carol Clark
22. Riley Rosta
23. R. L. White
24. Kent Bean
25. Rick J. Dykes
26. Victor M. Lopez
27. Tom Buttery
28. Doug Edt
29. Scott Sharp
30. Kenneth S. Anderson
31. Dewey Stroy
32. Shuan F. Hoff
33. Bill Vison
34. W. J. Hilliard
35. Bob Heine
36. Rick Stockburg
37. Tim Mat
38. David D. Kirkwood
39. Terry J. K. J.
40. Andrew Spier

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1. Chas L. Kell
2. Chuck O'Byrne
3. Tom Giles
4. Ray Jones
5. Kayla Lynne Agford
6. Deborah Jones
7. Lynne Ryan
8. Brent Ungerman
9. Stephen Randall
10. Les Howell
11. ~~\_\_\_\_\_~~
12. Larry J. Pifer
13. Robert E. Dittler
14. Lyle R. Tolson
15. Tom Reid
16. Wesley Fulton
17. Kerry Powell
18. Red Larson
19. Margene Jones
20. Clayton P. Brown

21. Randy L. Hansen
22. Carl Becker
23. Ernest A. Taylor
24. Bruce Peterson
25. Terry Blum
26. John A. Butler
27. Bruce Wilson
28. Bud A. Wilstead
29. Richard Johnson
30. Clinton E. Sherman
31. Wm. Rasmussen
32. Walt Erickson
33. Jay Reed
34. Walt Wharram
35. Steven Jones
36. Steve Baker
37. Dave Loring
38. Scott K. Young
39. Johnnie Looce
40. Dennis Fuller

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1. ~~Ed Egan~~ H. Williams
2. Mark B. Malan
3. Jeanne Egan
4. ~~Veronica S. Jones~~
5. Janet J. Elliott
6. ~~Len K. U.S.~~
7. Cheryl M. Smith
8. Linda Johnson
9. Richard Adams
10. Becky Smith
11. James Sully
12. Vicki Meade
13. Alan Davis
14. ~~Dr. Terri M. Brunette~~
15. Kathy Green
16. Nancy Purcell
17. ~~Robert H. Russell~~
18. Lee H. Murrain
19. Linda H. Harris
20. ~~John Payne~~
21. ~~Alan C. Wilson~~
22. Paula Peterson
23. ~~Karl Luedel~~
24. ~~Stephen K. Colford~~
25. ~~Bob Carter~~
26. ~~John C. Co~~
27. ~~John A. Barst~~
28. ~~Ronald B. Laif~~
29. ~~Allen Fair~~
- 30.
- 31.
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- |                            |                               |
|----------------------------|-------------------------------|
| 1. <u>Dave Lopez</u>       | 21. <u>Guy Paulsen</u>        |
| 2. <u>S. King Kelly</u>    | 22. <u>Jerry Zunker</u>       |
| 3. <u>Randy Steynson</u>   | 23. <u>Timothy D. Hill</u>    |
| 4. <u>Robert Arnold</u>    | 24. <u>Stanley R. Simmons</u> |
| 5. <u>Billie Springs</u>   | 25. <u>Deborah Nessent</u>    |
| 6. <u>Tom Hawkins</u>      | 26. <u>Jerry Skinner</u>      |
| 7. <u>Larry Beer</u>       | 27. <u>Sharon Brown</u>       |
| 8. <u>Mon A. Kelstrom</u>  | 28. <u>Madeline B. Price</u>  |
| 9. <u>Jim Justozak</u>     | 29. <u>Edmund J. Smith</u>    |
| 10. <u>Ed. Keating</u>     | 30. <u>Ken Mason</u>          |
| 11. <u>Guia E. Mawer</u>   | 31. <u>Mark Rowler</u>        |
| 12. <u>Mike J. Terry</u>   | 32. <u>Craig Patton</u>       |
| 13. <u>Dwain Archuleta</u> | 33. <u>Rob Pupa</u>           |
| 14. <u>Nelda J. Jensen</u> | 34. _____                     |
| 15. <u>Jeannette Jones</u> | 35. _____                     |
| 16. <u>Mary Johnson</u>    | 36. _____                     |
| 17. <u>Kerry Beckman</u>   | 37. _____                     |
| 18. <u>Jerry Wilson</u>    | 38. _____                     |
| 19. <u>Betha Nutein</u>    | 39. _____                     |
| 20. <u>Louise Kameetha</u> | 40. _____                     |

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1. Kathleen A. Larsen
2. Fairlie Burr Keller
3. Laura G. Duple
4. Darise Thomas
5. Mauree Justley
6. L. Sant
7. ~~XXXXXXXXXXXX~~
8. Don Wilhe
9. Fairlie Sparks
10. A. Lamb
11. Richardson, Zedek
12. Steve Christman
13. A. Charles Jop
14. D. Buller
15. James Adams
16. Roy Smith
17. Joseph Beerman
18. John Vate
19. My wife
20. Letty Fairman

21. Johnny H. Carter
22. Scott B. Brimbleby
23. William E. Pitt
24. Shelby Stafford
25. Brandt Paugherty
26. Dave Garner
27. Ron Meyer
28. John Peterson
29. \_\_\_\_\_
30. \_\_\_\_\_
31. \_\_\_\_\_
32. \_\_\_\_\_
33. \_\_\_\_\_
34. \_\_\_\_\_
35. \_\_\_\_\_
36. \_\_\_\_\_
37. \_\_\_\_\_
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40. \_\_\_\_\_

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1. Jim Ward
2. Eric Beckman
3. Carl Thompson
4. T. Wayne Smith
5. Floyd R. Bergquist
6. John Kolbits
7. Brian Leggett
8. Eric Cook
9. Eric Rudy
10. Jim Sawicki
11. Hazel Angus
12. Dave Walt
13. Steven Simpson
14. Doug O'Neil
15. Duncan Seale
16. Roger Adams
17. Don Black
18. Mike Hall
19. Richard Black
20. Oscar C. Carrist

21. James Sedey
22. Charles L. Larson
23. Jim D. Puller
24. Stan Nelson
25. Mickey Bond
26. Rudy Miller
27. Bob Stet
28. Bill Fennest
29. Mark A. Hywell
30. Kent Stonerick
31. Ed Puller
32. Ed Whisler
33. D. Marv. Duff
34. James D. Duff
35. Bill Duff
36. Keith Wood
37. James M. Boyt
38. Dawn Osterman
39. Bill Sparrow
40. Arnie Z. Zwickel