

RESOLUTION**Authorizing the Chief Executive Officer to Execute an Agreement
regarding the Future Status of Represented Employees**

WHEREAS, Chugach Electric Association, Inc. (Chugach) has existing collective bargaining agreements (Agreements) with the International Brotherhood of Electrical Workers (IBEW); and

WHEREAS, current business opportunities may require in the future, that those Agreements address the status of employees that may become subject to those Agreements; and

WHEREAS, those business opportunities present the opportunity to save hundreds of millions of dollars for Chugach customers and residents of the Municipality of Anchorage; and

WHEREAS, successful realization of those opportunities will require the full support of both Chugach employees and employees of entities subject to the current business opportunities; and

WHEREAS, the Board of Directors has discussed in executive session the principles and conditions under which possible future employees would become Chugach employees under the Association's existing collective bargaining agreements; and

WHEREAS, the Board of Directors has reviewed and discussed an initial version of a written cost-benefit analysis of these changes in executive session; and

WHEREAS, the Board of Directors has also discussed in executive session the circumstances under which the best potential exists for approval of this business opportunity; and

WHEREAS, the Board of Directors has received an economic analysis from the Chief Executive Officer demonstrating to its satisfaction that the proposed Transition Agreement is in the best interest of the Association and that any additional costs are justified; and

WHEREAS, the Board of Directors is committed to the principle that new business opportunities should not result in the layoff of employees; and

WHEREAS, the Board of Directors acknowledges that this business opportunity is subject to approval by the voters of the Municipality of Anchorage, and

WHEREAS, the Board of Directors has communicated those principles and conditions to the Chief Executive Officer; and

WHEREAS, the current circumstances create a situation not contemplated by Board Policy 404; and

WHEREAS, the Board of Directors desires to maximize the potential for approval of the business opportunity while honoring the transparency requirements of Board Policy 404; and

WHEREAS, the Board of Directors will authorize the Chief Executive Officer to execute the

Transition Agreement and engage in further negotiations as needed to negotiate terms and conditions of agreements covering all employees subject to IBEW collective bargaining agreements; and

WHEREAS, the Chief Executive Officer has engaged in discussions with representatives of the IBEW regarding draft terms and conditions of a proposed Transition Agreement and discussed that draft agreement with the Board of Directors in Executive Session;

THEREFORE, BE IT RESOLVED BY THE BOARD OF DIRECTORS, that the Chief Executive Officer is, consistent with the principles and conditions regarding possible future employees discussed in executive session, authorized to execute the Transition Agreement relating to IBEW collective bargaining agreements as discussed in Executive Session; and

BE IT FURTHER RESOLVED, that the Board of Directors will post a summary of the Transition Agreement and associated cost-benefit analyses within ten days of the approval of this Resolution; and

BE IT FURTHER RESOLVED, that when such agreements are reached and no other contingencies exist, they will be presented to the Board for final review and approval pursuant to Board Policy 404.

CERTIFICATION

I, James Henderson, do hereby certify that I am the Secretary of Chugach Electric Association, Inc., an electric non-profit cooperative membership corporation organized and existing under the laws of the State of Alaska: that the foregoing is a complete and correct copy of a resolution adopted at a meeting of the Board of Directors of this corporation, duly and properly called and held on the 22nd day of January, 2018; that a quorum was present at the meeting; that the resolution is set forth in the minutes of the meeting and has not been rescinded or modified.

IN WITNESS WHEREOF, I have hereunto subscribed my name and affixed the seal of this corporation the 22nd day of January, 2018.


Secretary

Transition Agreement

Benefits and Economics

Process

The Chugach Board of Directors passed a resolution on January 20, 2018 authorizing the Chief Executive Officer to enter into a Transition Agreement with IBEW Local 1547

Process Continued

- * The Transition Agreement will lead to three new Collective Bargaining Agreements
- * Board Policy 404 will apply to the three new Collective Bargaining Agreements
- * In advance of the Board Policy 404 process the Chugach Board of Directors is providing the following summary of benefits and economics associated with the Transition Agreement

Benefits to Chugach

- * Employee support and employment security through transition into a Combined Utility
- * Rate stability through known labor costs
- * Cooperative Members benefit from employees focused on the efficiencies of the Combined Utility
- * Significant bargaining issues resolved prior to integration

Summary of Key Non-Monetary Terms

- * Contingent on closure of the sale of Anchorage Municipal Light and Power to Chugach Electric Association
- * Employment security through “No-Layoff” provision
- * Negotiation of operational issues
- * Duration through June 30, 2025

Summary of Key Monetary Terms

Wages, Health and Welfare, and Pensions adjusted over time to avoid the development of two tier pay plan

- * Wage Rate adjustments
- * Health and Welfare employee contributions
- * Pension Contribution Rate adjusted

Tentative Agreement

Estimated Six Year Nominal Impact

Estimated cumulative Impact over six years

Wages:

Low case \$6 million

High case \$8 million

Pension: \$1 million

Health and Welfare: no change

Total Impact Low: \$7 million

Total Impact High: \$9 million

High and Low cases reflect potential influence of the consumer price index on future wage increases.