

**CHUGACH ELECTRIC ASSOCIATION, INC.**  
**Anchorage, Alaska**

**REGULAR BOARD OF DIRECTORS' MEETING**  
**AGENDA ITEM SUMMARY**

**December 18, 2008**

**ACTION REQUIRED**

**AGENDA ITEM NO. XLD.**

**Information Only**  
 **Motion**  
 **Resolution**  
 **Executive Session**  
 **Other**

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**TOPIC**

Board Policy 135 – Approval of Collective Bargaining Agreements

**DISCUSSION**

The purpose of this new Board Policy is to provide a policy for the review and approval by the Board of any collective bargaining agreement with a labor union, labor organization, and trade union or works council representing employees of the Association.

**MOTION**

Move that the Board of Directors approve Board Policy 135 – Approval of Collective Bargaining Agreements as recommended by the Operations Committee.

CHUGACH ELECTRIC ASSOCIATION, INC.

BOARD POLICY: 135

DATE: \_\_\_\_\_

APPROVAL OF COLLECTIVE BARGAINING AGREEMENTS

**I. PURPOSE**

To provide a policy and procedure for the review and approval by the Board of any collective bargaining agreement (CBA) with a labor union, labor organization, trade union or works council representing employees of the Association.

Deleted: [that covers more than \_\_\_\_ employees] ("CBA")

**II. CONTENT**

**A. REQUIRED FINDINGS OF THE BOARD**

The Board retains the responsibility to approve final tentative agreements on CBA's negotiated by management, under Board Policy 106 (a). Board approval of any CBA shall be contingent upon the Board's adoption, in its meeting minutes, of specific findings that the CBA is in the best interests of the Association, and that any anticipated additional costs associated with the CBA are justified, in each case based on a consideration and balancing of the following Association objectives in the best interest of the Association consistent with Board Policy 100.

Deleted: :

Deleted: <#>To maximize the value customers receive by safely providing competitively priced, reliable energy and services through innovation, leadership and prudent management, which includes the establishment of an adequate financial structure, sufficient funds available to cover all costs of service, retirement of outstanding debt obligations, provisions for future expansion to meet the needs of our members, and equitable remuneration to employees.¶

The following considerations shall be expressly excluded from any review and approval by the Board.

<#>To motivate and encourage employees to perform to the highest standards and to foster an increased level of personal responsibility for management of Association resources and efficiency of the work processes.¶

- The personal relationship of any member of the Board with any employee of the Association or any person or entity with significant business dealings with the Association;
- The personal relationship of any member of the Board with any labor union representing employees of the Association, including support received from such labor union in any election to the Board; or
- The personal relationship of any member of the Board with any other person or group that advocates for the election of members to the Board or that has supported the election of such member.

<#>To operate within the bounds of accepted safety practices and to promote the safety and well-being of our members and the general public.¶

<#>To strive constantly for ever higher standards of service through progressive management, utilization of new equipment and techniques, and improved methods of operations; and to also use these factors to increase system efficiency.¶

<#>To develop, operate, and maintain the system at optimum performance to assure the quality of service and safety of the member-owners while maintaining investment at a reasonable level and minimizing premature obsolescence.¶

**B. PROCESS FOR REVIEW**

Any CBA proposed for Board approval shall be accompanied by a written cost-benefit analysis detailing the anticipated costs associated with the CBA and the anticipated benefits, which shall relate to objectives referenced above in this Board Policy. Unless waived by the Board upon a determination of exigent circumstances, (i) such analysis shall be included in the information packets provided to the Board in advance of the meeting to review the CBA

Deleted: [(and the Board findings shall include an express affirmation by each director that he or she has either fully disclosed the impact of such considerations on his or her decision or that such considerations have no impact on his or her decision)];¶

and made available to the public, including by posting in an appropriate location on the Association's website [for a minimum of 28 days prior to Board approval](#), and (ii) any CBA shall be reviewed by the Board only at a regularly scheduled Board meeting.

The aforementioned cost-benefit analysis may be incorporated, with or without modification, into the written findings required by this Board Policy.

**III. RESPONSIBILITIES**

The Board, the Chairman of the Board and the Chief Executive Officer, as appropriate, are responsible for ensuring that this Policy is carried out.

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

Attested: \_\_\_\_\_  
Secretary of the Board

**REVIEW & AMENDMENT HISTORY:**

This Policy should be reviewed at least once every two years. Amendments may occur any time necessary.

Reviewed by	Review Date	Amended by	Amendment Date

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