

CHUGACH ELECTRIC ASSOCIATION, INC.
Anchorage, Alaska

OPERATIONS COMMITTEE MEETING
AGENDA ITEM SUMMARY

December 10, 2008

ACTION REQUIRED

AGENDA ITEM NO. XII.

Information Only
 Motion
 Resolution
 Executive Session
 Other

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, trade union or works council representing employees of the Association.

MOTION

Move that the Operations Committee recommend the Board of Directors to approve Board Policy 135 – Approval of Collective Bargaining Agreements.

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 with a labor union, labor organization, trade union or works council representing employees of the Association [that covers more than ___ employees] ("CBA").

II. CONTENT

A. REQUIRED FINDINGS OF THE BOARD

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:

- 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.
- 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.
- 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.

The following considerations shall be expressly excluded from any review and approval by the Board [(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)]:

- 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, 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.

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 and made available to the public, including by posting in an appropriate location on the Association's website, 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

To enter data: From the toolbar select "View" and then select "Header and Footer". Right click in the box above and select "Toggle Field Codes". Enter the data. Once complete, right click again in the box above and select "Toggle Field Codes". Close the "Header and Footer".