

International Brotherhood of Electrical Workers

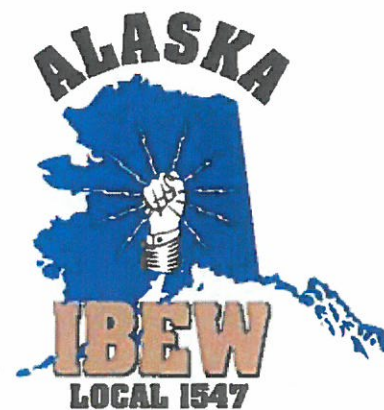
Local 1547

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MIKE HODSDON
BUSINESS MANAGER • FINANCIAL SECRETARY

KNUTE ANDERSON
PRESIDENT



February 6, 2016

Lee Thibert, CEO
Chugach Electric, Assoc.

Re: Contract Extension Offer

Dear Mr. Thibert:

Thank you for a productive meeting on Thursday, the IBEW appreciates your efforts to extend the agreements at CEA.

This offer is made as a package deal.

Upon ratification by the bargaining units and with a four-year agreement, the IBEW is prepared to agree to the following percentage wage and pension increases:

Wages:

- Effective, July 1, 2017, the base wage rates for all classifications shall increase by one and one half percent (1.5%).
- Effective, July 1, 2018, the base wage rates for all classifications shall increase by the Anchorage CPI-U at no less than two percent (2%) and at no more than two and one half percent (2.5%).
- Effective, July 1, 2019, the base wage rates for all classifications shall increase by the Anchorage CPI-U at no less than two percent (2%) and at no more than two and one half percent (2.5%).
- Effective, July 1, 2020, the base wage rates for all classifications shall increase by three percent (3%).

Pension Contribution:

- Effective, July 1, 2017, the employer will add \$.25 to the hourly pension contribution, for all bargaining units.
- Effective, July 1, 2018, the employer will add \$.25 to the hourly pension contribution, for all bargaining units.
- Effective, July 1, 2019, the employer will add \$.25 to the hourly pension contribution, for all bargaining units.
- Effective, July 1, 2020, the employer will add \$.25 to the hourly pension contribution, for all bargaining units.

This offer is made in context of an extension for all three bargaining units and assumes no other changes to the status quo on health insurance or other terms in the current extension agreement.

Thank you and I am looking forward to your response.

Sincerely,



Mike Hodsdon
Business Manager/Financial secretary
IBEW, Local 1547