



# UNITE H.E.R.E Local 878

2022 – 2024 Contract Extension  
Regular Board of Directors' Meeting  
April 27, 2022

# Benefits and Anticipated Costs

Beluga Power Plant Culinary Employees  
(UNITE H.E.R.E. Local 878)  
Bargaining Unit Agreement  
July 1, 2022 – June 30, 2024

# What You Need to Know



## How Many Employees?

This contract covers six (6) current culinary employees supporting the Beluga Power Plant



## Contract Terms

This contract was extended beyond the normal expiration date of June 30, 2021, by mutual agreement, with zero cost impact



## Proposal from H.E.R.E. Business Representative

<u>Wages</u>	<u>Health &amp; Welfare</u>	<u>Pension</u>
2022 \$0.75 increase	2022 \$7.31 (no increase)	2022 \$0.15 increase
2023 \$0.75 increase	2023 \$7.53	2023 \$0.15 increase
2024 \$0.75 increase	2024 \$7.53 (no increase)	2024 \$0.15 increase



## Anticipated Costs

Three-year impact for H.E.R.E Local 878:  
**\$50,000** (includes negotiated increases shown above)

# Contract Extension Impacts

Head Cook	2021	2022	2023	2024	3-year Increases
Base	\$28.65	\$29.40	\$30.15	\$30.90	\$2.25
H+W	\$7.31	\$7.31	\$7.53	\$7.53	\$0.22
Pension	\$8.53	\$8.68	\$8.83	\$8.98	\$0.45
<b>Total</b>	<b>\$44.49</b>	<b>\$45.39</b>	<b>\$46.51</b>	<b>\$47.41</b>	<b>\$2.92</b>
		<b>2.0%</b>	<b>2.5%</b>	<b>1.9%</b>	<b>6.6%</b>

  

Bull Cook	2021	2022	2023	2024	3-year Increases
Base	\$24.73	\$25.48	\$26.23	\$26.98	\$2.25
H+W	\$7.31	\$7.31	\$7.53	\$7.53	\$0.22
Pension	\$8.53	\$8.68	\$8.83	\$8.98	\$0.45
<b>Total</b>	<b>\$40.57</b>	<b>\$41.47</b>	<b>\$42.59</b>	<b>\$43.49</b>	<b>\$2.92</b>
		<b>2.2%</b>	<b>2.7%</b>	<b>2.1%</b>	<b>7.2%</b>

  

Weighted Average	2021	2022	2023	2024	3-year Increases
Base	\$26.04	\$26.79	\$27.54	\$28.29	\$2.25
H+W	\$7.31	\$7.31	\$7.53	\$7.53	\$0.22
Pension	\$8.53	\$8.68	\$8.83	\$8.98	\$0.45
<b>Total</b>	<b>\$41.88</b>	<b>\$42.78</b>	<b>\$43.90</b>	<b>\$44.80</b>	<b>\$2.92</b>
		<b>2.1%</b>	<b>2.6%</b>	<b>2.1%</b>	<b>7.0%</b>



An aerial photograph showing a long line of high-voltage power transmission towers stretching across a vast, flat landscape. The terrain is a mix of green forest and brownish, possibly cleared or marshy ground. In the background, a large, rugged mountain range is visible under a cloudy sky. In the foreground, a dirt road runs alongside the power line, and there are some construction-related vehicles and equipment. A dark blue rectangular box is overlaid on the right side of the image, containing the text "Thank you." in white.

**Thank you.**