

# Anticipated Costs of the Collective Bargaining Agreements Between the IBEW and Chugach Electric Association, Inc.

Posted August 19, 2025





# Wage, Pension & Health and Welfare Increases by Year

## Office & Engineering Contract

Contract	Year 1	Year 2	Year 3
Wages	8.0%	5.0%	2.5%
Pension	\$0.06	\$0.25	\$0.25
Health & Welfare	5.0%	5.0%	5.0%

*Health & Welfare are estimated at 5.0%*



# Office & Engineering Estimated Costs and Rate Impact

Contract	Year 1	Year 2	Year 3	Total
Office & Engineering	\$1.065M	\$1.693M	\$2.246M	\$5.004M
Rate Impact	0.3%	0.4%	0.5%	1.3%

Increases effective July 1 of 2025, 2026 & 2027



Anticipated Costs      \$5.004M



# Wage, Pension & Health and Welfare Increases by Year

## Generation Contract

Contract	Year 1	Year 2	Year 3
Wages	8.0%	5.0%	2.5%
Pension	\$0.07	\$0.25	\$0.25
Health & Welfare	5.0%	5.0%	5.0%

*Health & Welfare are estimated at 5.0%*



# Generation Contract Estimated Costs and Rate Impact

Contract	Year 1	Year 2	Year 3	Total
Generation	\$1.394M	\$2.460M	\$3.277M	\$7.131M
Rate Impact	0.4%	0.6%	0.8%	1.8%

Increases effective July 1 of 2025, 2026 & 2027



Anticipated Costs

\$7.131M



# Wage, Pension & Health and Welfare Increases by Year

## Outside Plant Personnel Contract

Contract	Year 1	Year 2	Year 3
Wages	8.0%	5.0%	5.0%
Pension	\$0.97	\$1.00	\$1.00
Health & Welfare	5.0%	5.0%	5.0%

*Health & Welfare are estimated at 5.0%*



# Outside Plant Contract Estimated Costs and Rate Impact

Contract	Year 1	Year 2	Year 3	Total
Outside Plant Contract	\$1.587M	\$2.434M	\$3.648M	\$7.669M
Rate Impact	0.4%	0.6%	0.9%	1.9%

Increases effective July 1, 2025, April 1, 2026 & July 1, 2027



Anticipated Costs      \$7.669M



# Estimated Costs and Rate Impact

Contract	Year 1	Year 2	Year 3	Total
Office & Engineering	\$1.065M	\$1.693M	\$2.246M	\$5.004M
Generation	\$1.394M	\$2.460M	\$3.277M	\$7.131M
Outside	\$1.587M	\$2.434M	\$3.648M	\$7.669M
Total	\$4.046M	\$6.587M	\$9.171M	\$19.804M
Rate Impact	1.0%	1.6%	2.2%	5.0%



Anticipated Costs

\$19.804M



# Highlights Impacting All Three Contracts

- Adding Juneteenth
- Changing Meal Allowance from \$20 to \$30
- Per Diem
- Increased Clothing Allowance
  - Outside Contract: from \$150 to \$220
  - Generation Contract: from \$200 to \$290 for warehouse employees and \$400 to \$578 for all other eligible Generation Contract employees
  - Office & Engineering Contract: from \$250 to \$360
- Drug and Alcohol Policy & Post Accident Language
- Cross Bidding



# Highlights for Outside Personnel Contract

- Increased Annual Boot Allowance from \$95 to \$100
- Updated Apprentice Crew Ratios
- Updated Out of Town Travel and Training Language
- 16/8 Schedule
- Out of Town/Overnight Language
- Substation Language/LOA and Classifications
- Mechanics Tool Allowance
- Increased the Apprenticeship Contribution



# Highlights for Generation Personnel & Office & Engineering Contracts

## Generation Contract

- Work From Home (Pilot) LOA for Programmers and Database Administrators

## Office & Engineering Contract

- Tie Breaker for Bid Awards
- 4/10 and 9/80 Schedules
- Combined and updated Designer Classifications



# Next Steps

- Anticipated economic impact posted on website on August 19, 2025
- Recommend approval of IBEW contracts
- Board will take action at the September 17, 2025 regularly scheduled Board Meeting