

PUBLIC UTILITY DISTRICT NO. 1 OF CHELAN COUNTY

REGULAR COMMISSION MEETING

SPECIAL SESSION

APRIL 11, 2022

Public participation will be by phone or by Microsoft Teams

For phone participation dial: 253-999-5697

Meeting ID: 664-489-73#

Please contact PUD staff at 509-661-4212 to let us know if you intend to participate by phone.

If you would like to participate via Teams, please email rebekah.neumann@chelanpud.org to request the meeting link

****Please remember to mute your phone or device to reduce background noise****

9:30 AM

1. A RESOLUTION APPROVING THE AGREEMENT REACHED PURSUANT TO LABOR NEGOTIATIONS WITH LOCAL NO. 77 OF THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS FOR THE PERIOD APRIL 1, 2022 THROUGH MARCH 31, 2024

Members of the public are encouraged to ask specific questions after each item presented as well as additional comments/questions related to matters not on the agenda.

This agenda and resolutions (if any) may be revised by the Commission as appropriate.

RESOLUTION NO. _____

A RESOLUTION APPROVING THE AGREEMENT REACHED PURSUANT TO LABOR NEGOTIATIONS WITH LOCAL NO. 77 OF THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS FOR THE PERIOD APRIL 1, 2022 THROUGH MARCH 31, 2024

FACTUAL BACKGROUND AND REASONS FOR ACTION

The current Collective Bargaining Agreement (CBA) between the District and Local No. 77 of the International Brotherhood of Electrical Workers (Union) will expire March 31, 2022. The District's labor negotiations team negotiated terms and conditions of a new CBA with the Union for the period April 1, 2022 through March 31, 2024, covering wages and conditions of employment of the bargaining unit. The Union's bargaining unit at the District includes approximately 400 employees.

Subject to Commission approval, the Union and District staff have agreed to certain changes to the CBA contract language for a new term of April 1, 2022 through March 31, 2024. The contract language is attached as Attachment 1.

The parties have negotiated certain agreements on wages and benefits as outlined below:

1. 5.95% General Wage Increase effective April 1, 2022 (\$54.05 Journey Lineman rate)
2. 4.5% General Wage Increase effective April 1, 2023 (\$56.48– Journey Lineman rate).
3. 4.0% General Wage Increase effective April 1, 2024 (\$58.74– Journey Lineman rate).

These tentative agreements were approved by vote of the Union membership on April 6, 2022.

The District's Managing Director of Human Resources recommends approval of the Collective Bargaining Agreement for the period April 1, 2022, through March 31, 2024. The General Manager concurs with this recommendation.

ACTION

IT IS RESOLVED BY THE COMMISSION OF PUBLIC UTILITY DISTRICT NO. 1 OF CHELAN COUNTY, WASHINGTON, as follows:

Section 1. Changes to the CBA contract language contained in Attachment 1 are approved and shall be incorporated into the 2022-2024 Collective Bargaining Agreement. The remaining provisions of the current CBA shall continue unchanged as part of the 2022-2024 CBA.

Section 2. The 5.95% general wage increase effective April 1, 2022, the 4.5% general wage increase effective April 1, 2023, and the 4.0% general wage increase effective April 1, 2024, is approved for incorporation into the 2022-2024 Collective Bargaining Agreement.

Section 3. The Commission authorizes the General Manager to enter into a 2022-2024 Collective Bargaining Agreement effective as of April 1, 2022, as provided in this resolution.

DATED this 11th day of April, 2022.

President

ATTEST:

Vice President

Secretary

Commissioner

Commissioner

Seal

**Attachment 1
2022-2024 Collective Bargaining Agreement
Contract Changes**

NOTE: BOLDED LANGUAGE REPRESENTS NEW/REVISED LANGUAGE.

ARTICLE 2: SCOPE OF AGREEMENT

2.2 UNION MEMBERSHIP

All employees of the District covered by this Agreement, **without unlawful pressure or influence by either the District or the Union, may voluntarily choose and become members or agency fee payers thereof.** to share in the cost of maintaining and operating the Union as their collective bargaining agency, in accordance with its rules, and **become members or agency fee payers** thereof. The foregoing provisions shall not be construed as denying the District the right to select its employees regardless of whether such employees are members of the Union. It is the intent of the parties that new employees **may voluntarily choose to become members of the Union or agency fee payers, or decline to do so.** **Dues shall not be deducted from employees covered by this Agreement until the employee affirmatively consents to pay by signing a dues deduction authorization form.**

2.3 UNION DUES

The District will deduct membership dues from the wages of all employees who authorize such deductions by signing the "Authorization for Payroll Deduction of Union Dues" form. The District will submit to the Union a monthly payment and a listing of such deduction(s), giving the amount deducted opposite the employee's name. Such deductions shall continue until revoked by the employee.

2.3.1 The Union agrees to indemnify and hold the District, and its agents, servants, employees, officers, Commissioners, and directors, harmless from all claims, demands, suits or other forms of liability, including all costs and attorney fees that arise against it or them for or on account of compliance with this Article and any and all issues related to the deduction of dues or fees under this Agreement. The District shall have the right to choose defense counsel and control the defense of any claims against the District

2.3.2 The Union shall be given reasonable access to new employees of the bargaining unit to present information about their exclusive bargaining representation. Up to 30 minutes of access to new employees should occur within 90 days of the employees start date.

ARTICLE 5: EMPLOYEE BENEFITS

5.9 INSURANCE

5.9.4.2 Consumer Directed Health Plan (CDHP) option – On April 1, 2018, through December 31, 2021, the District shall contribute one hundred percent (100%) of the combined monthly group medical and dental insurance premium for the CDHP.

On January 1, 2019, the in-plan annual CDHP VEBA composite contribution will be twelve hundred fifty dollars (\$1250).

5.9.8.4. The monthly premium will be calculated using the current rate for the retiree medical plan minus District subsidy. This subsidy will adjust each plan year by the CPI-W rate established June 30th of the previous year. For 2022 the subsidy rates are as follows: Retiree \$306.69, Spouse 250.21, Children 209.89.

5.9.9 HRA/VEBA

5.9.9.1 The District shall provide a monthly contribution to an employee's HRA/VEBA account. **On January 1, 2021, one hundred dollars (\$100) per month subject to District payroll administration practices.** The parties agree that this contribution is intended for eligible health care expenses and to help employees pay for health insurance upon retirement.

ARTICLE 6: GENERAL WORKING PROVISIONS

6.1 SENIORITY

6.1.3 The first twelve (12) months of continuous service shall constitute a probationary period during which continued employment shall be at the option of the District. A probationary employee shall not have bidding rights prior to successful completion of his/her probationary period **unless the bid meets all of the following criteria: the bid is for the same job title, only a change of location and there are no qualified bidders.**

6.2 POSTING AND BIDDING

6.2.3 When openings occur, **qualified** employees shall first be advanced by **seniority and** then by seasonal ranking. There may be exceptions described in this Agreement covering the selection for certain Work Classifications or jobs. In all cases of promotion, transfer, demotion, layoff and recall from layoff, the following factors shall be considered: knowledge, training, ability, skill and physical fitness.

ARTICLE 7: GENERAL WORKING RULES

7.2.7 MUTUAL AID

When employees are dispatched to Mutual aid, all provisions of the CBA shall be followed with the following exception(s). Employees dispatched to Mutual aid during a regularly scheduled shift shall work the first regularly scheduled shift at the straight time rate. All other hours worked shall be at the overtime rate until the employee returns to their headquarters. Employees dispatched to Mutual aid outside of their regular shift shall be paid the overtime rate for all hours worked until they return to their headquarters.

7.3 MEAL PROVISIONS – PERIODS, ALLOWANCES, PENALTIES

7.3.1. Meals:

7.3.1.1 Employees shall provide their own mid-shift meal during their regular shift. There will be only one meal period per regular shift.

7.3.1.2 Time taken to eat a mid-shift meal, or during overtime assignments, shall be considered time not worked (non-paid time).

7.3.1.3 Rotating shift workers will eat on District time and provide their own mid-shift meal.

7.3.2 Meal Allowance:

7.3.2.1 The meal allowance as of January 1, 2022 is \$25.50. The rate will be adjusted annually by GWI April 1 of each year.

7.3.3 Meal Periods:

7.3.3.1 An employee's designated meal period will either be one-half (1/2) hour or one (1) hour, unless otherwise mutually agreed.

7.3.3.2 Meals periods shall begin:

- **Breakfast – 6:00 am**
- **Lunch – 12:00 pm**
- **Dinner – 6:00 pm**
- **Midnight – 12:00 am**

7.3.3.3 If the designated meal period is less than 3 hours after the start or before the end of the regular shift, the meal period may be set by mutual agreement so it does not fall within 3 hours of either the start or end of the regular shift.

7.3.4 Meal Provisions Regular Shift:

7.3.4.1 The designated meal period may be moved without penalty by an amount of time equal to the length of the employee's regularly scheduled meal period, either before or after the scheduled meal period.

7.3.4.2 If an employee is unable to eat during this window of time and does not take a meal period, the employee will receive a meal allowance and be paid for time worked.

7.3.4.3 If an employee is unable to eat during this window of time, and does take a meal period, the employee will only receive a meal allowance.

7.3.4.4 During scheduled overtime on a day off, the employee will provide the first scheduled meal. The District will provide a meal allowance(s) if the employee works into or through more than one meal period.

7.3.5 Meal Period Provisions - Overtime and Callouts:

7.3.5.1 When an employee is in overtime status and works into the eligible meal period, the employee will receive either:

- 1.) A non-paid meal period and a meal allowance, or**
- 2.) Pay for time worked, and a meal allowance.**

7.3.5.2 The employee shall not be entitled to a meal period if he/she is released from work before a meal period begins.

7.3.5.3 If an employee works overtime up to or into their regular shift, the employee will receive meal allowances for meal periods that fall within their regular shift.

7.3.6 Meal Penalty

7.3.6.1 A meal penalty shall be paid as outlined in this section for the following work groups:

Utility Services:

- Line Crews**
- Network Crews**
- Meter Shop**
- Dispatchers**
- Flagger**
- Water/Wastewater System**
- Power System Electrical Maintenance**
- Fleet Services**
- Procurement/Contract Services/Warehouse**

Operations

7.3.6.2 A meal penalty will be provided in lieu of a meal allowance when an employee works through their regularly scheduled meal period.

7.3.6.3 If an employee is unable to eat during this window of time and does not take a meal period the employee will be paid for time worked, as well as a meal penalty.

7.3.6.4 If an employee is unable to eat during this window of time and does take a meal period, the employee will only receive the meal penalty.

7.3.6.5 If the employee is requested to work through a meal period while on overtime status, the employee will be paid for

time worked and entitled to both a meal allowance and a meal penalty.

7.3.6.5 The meal penalty will be paid at a rate of \$20.

7.8 REVIEW COMMITTEE

Candidates hired into the following positions who have not taken an IBEW journey level exam for the job title in which they were hired shall be expected to complete the IBEW requirements and pass the IBEW journey level exam.

Lineman, Wireman, Hydro-Mechanic, and Meterman shall be expected to pass the IBEW journey level exam prior to one (1) year of hire.

Hydro-Operators IBEW requirements will be governed by LOU#59(*)

Technicians hired externally to fill a journey level position will start as a Technician #1. For Technicians who have not participated in the District's apprenticeship program to advance beyond Technician #3, they will need to take and pass the IBEW journey level exam.

A Review Committee composed of equal representation from the Union and the District will decide on the eligibility of employees to take Journeyman examinations **if the employees are not** under the jurisdiction of the Joint Apprenticeship Committee. The Review Committee shall also have the right to **recommend** examination questions and to perform other review functions assigned by mutual agreement of the District and the Union.

7.9 TRAVEL

7.9.2 Out of District Travel and Training:

7.9.2.1 When an employee travels out of the District for training authorized by the employee's supervisor, time spent traveling or training will be paid at the straight time rate. Travel and training outside of working hours defined in section 7.1.3.1 (a) and (b) will be paid at the double time rate defined in Section 7.2.1

7.9.2.2 Travel time includes time traveling between (a) the employee's Established Headquarters under Section 7.4 or the employee's home and the airport or other transit center; (b) the airport or transit center and lodging; (c) lodging and any training location; and (d) lodging or training location and the employee's Established Headquarters or the employee's home.

7.9.2.3 If out of District training or similar activities end and the employee is scheduled to return to work the next day, and the majority of return travel would exceed four (4) hours and occurs after 5:30 p.m., the employee shall have the pre-authorized option of one additional night's stay, including meals and lodging, and return the next day. The employee will be paid in accordance with Section 7.9.2 for time traveling on the following day.

7.9.2.4 For shift workers the total number of hours regularly scheduled can be rescheduled to a "Training Week" for the purpose of traveling and attending authorized District training and similar activities. The

minimum hours paid will equal the number of hours regularly scheduled work. Total travel and training exceeding the regularly scheduled defined workweek hours will be compensated at twice the straight time rate. Schedule changes affecting days off shall be by mutual agreement between the supervisor and employee. Schedule hours within a “defined workweek” will not be moved from one week to another for the purposes of attending training. Alternate travel arrangements such as arriving at the travel site early or extending past the end of the scheduled training are subject to supervisor approval, District travel policies and must not impact District Operations.

7.9.2.5 Employees will be provided transportation and reimbursed for required expenses while traveling outside the District.

7.9.3 Work/Job Assignments: The provisions of Section 7.9 apply to work/job assignments.

7.10 REGULATORY CERTIFICATION

The District agrees to pay a **\$600.00** annual stipend to employees who, as a part of their assigned duties, are required by state or federal regulations to obtain and maintain formal Asbestos Supervisor certification through continuing education credits. Such payment will be made annually per required certification as long as an individual remains responsible for all applicable work activity.

7.11 EMERGENCY MEDICAL TECHNICIAN STIPEND

7.11.1 The District will provide an annual stipend of up to **\$1200.00** to those regular full-time employees who obtain and maintain an EMT Certification, paid in equal payments of **\$46.15**. This stipend is in recognition of service to the District’s employees and the public.

7.11.2 With supervisory approval, EMT certified employees working in a seasonal or limited assignment classification are eligible for the EMT stipend on a prorated basis of **\$46.15** per pay period.

7.14 TOOLS AND EQUIPMENT

7.14.1.2 Employees required by the District to wear safety toe foot protection shall receive an annual stipend of \$200.

7.15 BILINGUAL PAY

The parties agree to establish a premium of **one hundred twenty-five (\$125)** dollars per month for those employees who use a second language when needed by the District.

ARTICLE 8: WORKING RULES BY CLASSIFICATION GROUP

8.4.11 OPERATOR/MAINTAINER – CHELAN FALLS HYDRO

8.4.11.1 The District will, at this time, retain one (1) regular full time Operator/Maintainer at the Chelan Falls Hydro power plant.

8.4.11.2 The scheduled shift will be five (5) days on, two (2) days off, Monday through Friday. Other day shift schedules and days off may be required per the Collective Bargaining Agreement.

8.4.11.4 This job will be open to Journey Level Operators or Hydro Operator Trainees as outlined in Letter of Understanding #14 which will accrue seniority in the Operator classification.

8.9 TECHNICIAN/METER RELAY TECHNICIAN

8.9.1.1 There are three routes to become a Technician; the Technician Apprentice, Meter Relay Technician progression, and being hired as a Journeyman Technician.

8.9.1.2 Post Apprenticeship at each six (6) month interval the Technician Supervisor, Technician Foremen, and the Technician will meet to ensure the Technician is getting the proper training and work assignments needed to meet the requirements for continued advancement.

8.9.4 Hired as Journeymen Technician

See Section 7.8 REVIEW COMMITTEE

8.9.4.1 All Technicians hired as a Journeymen Technician will be required to receive a General Radio Operators License (GROL) or comparable by the end of the first year of employment.

8.9.4.2 All Technicians hired as a Journeymen Technician will be governed by the following progression with wages as established in Exhibit A of this Agreement:

Step Exhibit A

1st 6 Months Tech #1
2nd 6 Months Tech #2
3rd 6 Months Tech #3
4th 6 Months Tech #4
5th 6 Months Tech #5
6th 6 Months Tech #5
Thereafter Tech #6

8.9.4.3 At each six (6) month interval the Technician Supervisor, Technician Foremen, and the Technician will meet to ensure the Technician is getting the proper training and work assignments needed to meet the requirements for continued advancement.

8.9.4.4 Technicians hired as a Journeymen Technician and having three (3) years of employment will be expected to demonstrate proficiency in at least three (3) areas as outlined in the “Technician Area Responsibility Form” to advance to Tech #6.

8.9.4.5 The District may also advance a Technicians hired as a Journeymen Technician based on the Technician’s certifications, endorsements and/or experience and knowledge as determined by the Technician Supervisor and Technician Foreman.

8.9.5 Technician Foreman

8.9.5.1 In order to be qualified to bid a Technician Foreman position over either the Meter/Relay or Communication specialties, the bidder must have worked four (4) years in that specialty.

8.11 FLEET SERVICES

8.11.10 The District shall pay at the first pay period following April 1 of each year a tool allowance of \$350.00 and boot allowance of **\$200.00** to any employee in Fleet Services who is in a classification Service Person, Mechanic, Technician, or Foreman that requires the employee to supply their own tools and safety-toe work boots. When Fleet Services informs payroll that an employee has been newly hired or promoted into a classification eligible for the tool and boot allowance, that employee shall receive in the next full pay period a prorated tool and boot allowance based upon the number of months between the point of hire or promotion and the next full pay period in April.

8.18 PROCUREMENT/CONTRACT SERVICES/WAREHOUSE OPERATIONS

8.18.1 Materials Specialist Foremen will be accountable for assigning temporary upgrades to Materials Specialist Foreman during a Foreman’s absence. It is the Foreman’s responsibility to use discretion and good judgement in their decision-making when assigning Foreman upgrades.

8.18.2 A temporary Foreman upgrade will be assigned to the senior qualified Materials Specialist in that work location (Rocky Reach, Rock Island, Distribution) in the following situations;

- a) When a Foreman is away from his/her work location for a period of two (2) hours and**
- b) The Materials Specialist receiving the upgrade is a Step 2 or higher.**

8.18.3 Overtime and call outs will be covered by each headquarters overtime list. If coverage is not available, materials specialist from other locations will be called out to provide coverage.

8.19 Rocky Reach Utility Department

8.19.1 Rocky Reach Utility Department may be scheduled to work 6:00 a.m. to 2:30 p.m., which is a departure from the regular Rocky Reach start time of 7:00 a.m.

8.20 Engineering Classification Progression

8.20.1 Career progression in the Engineering Classification series shall be from the Drafting Technician/Surveyor pool to Engineer Aide/Distribution & Transmission, Engineer Aide/Fiber & Telecom or FM/GIS Aide as shown. Advancement or promotion within these series shall be at the discretion of the Supervisor. Advancement and promotion shall not require posting or bidding as provided in Section 6.2 of the Collective Bargaining Agreement except that changes for lateral moves, location or headquarters must be posted and bid.

Beginning at the Aide position, the normal progression through the following Engineering Classification series shall be:

Fiber Telecom	Distribution T & D	FM/GIS
<p style="text-align: center;">Assistant Engineer "A" Assistant Engineer Junior Engineer Engineer Aide</p>	<p style="text-align: center;">Assistant Engineer "A" Assistant Engineer Junior Engineer Engineer Aide</p>	<p style="text-align: center;">FM/GIS Analyst FM/GIS Assistant FM/GIS Editor FM/GIS Aide</p>
Drafting Technician/Surveyor		

The knowledge, skill and ability required for the Aide positions are interchangeable for lateral moves.

Movement between the series above the Aide position will require documented experience and demonstrated proficiency in the knowledge, skill and ability required to meet the essential functions of the available position.

The District will assign work such that the employee will be exposed to all aspects of the work in his/her classification in preparation for meeting the requirements for advancement to the higher levels.

Movement between series where experience, knowledge, skill and ability are insufficient will require a return to the next lower step in the specific line of progression for which they are qualified.

Successful bidders for the Engineer Aide Distribution & Transmission /Engineer Aide Fiber & Telecom /FM GIS Aide positions will be slotted to the nearest pay rate. Credit for relevant work experience can be used to slot at a higher pay rate.

8.21 METER SERVICES AGREEMENT

Payment of the Meter Reader boot allowance of \$200 will be paid April 1 of each year. This allowance is paid to any employee in Meter Services who is in a classification of Lead Meter Reader, Meter Reader or Seasonal Meter Reader.

9.1 GENERAL WAGE INCREASE

9.1.1 Except as otherwise provided below, the wage rates set forth hereinafter become effective **April 1, 2022**. These are minimum rates and nothing contained herein shall prohibit the District from paying higher rates provided that no adjustment in individual pay rates shall be made without first notifying the Union.

April 1, 2022	5.95% GWI
April 1, 2023	4.5% GWI
April 1, 2024	4.0% GWI

10.1 LETTERS OF UNDERSTANDING The Union and the District may mutually develop Letters of Understanding to resolve the various labor relations issues confronting the parties. These Letters of Understanding will carry the same weight and value as this Agreement. This Agreement may be amended only by the mutual written agreement of the Parties. Such amendment shall be dated and signed by the Parties, and together with the attached Appendices, shall constitute a part of this Agreement.

2022 Letters of Understanding

Chief Operator – Relief Operator – Succession Hydro Facilities	3
Discovery Center Non-Standard Shift Schedules e-signed	5
Revised – Addendum Fleet Services	7R
Revised Fleet Services	7
Corrective Action Record Keeping	8
Revised Learner Diver Eligibility	11R
Revised Hydro Operations Qualification Standards & Progression for Advancement Review	14R
Chief Operator Clearance Chief Operation Duties and Schedules	15
New Services Coordinator	17
Gary Klingele Grievance	19
Dive Foreman Supervisor	21
Journeyman Assigned to Networks	22
Energy Isolation and Lockout/Tagout Testing Procedure	30
Revised Flex Time for Customer Accounting, Offices Services, General Accounting	31R
Revised – system Operators Qualification Stds & Prof for Adv Review	32
Revised Stehekin Operations Attendant	37R
Revised Prof Development Courses for Office Support Specialists	
Discovery Center Shared Person Selection	47
Revised – Visitor Center Utility Persons Schedules and Selection Process	47R
To be titled	55
Journeyman Level Hydro Operations	59R
#71 Impact of Failing to Meet Job Requirements Related to Driver's Licenses	71
#73 Impact of Losing a Commercial Driver's License	73

10.5 DURATION

Unless otherwise agreed, this Agreement shall be effective April 1, **2022**, and shall remain in full force and effect through March 31, **2024**, and from year to year thereafter, unless either party requests, in writing at least sixty (60) days prior to March 31, **2024**, that the Agreement be amended, terminated or extended.

Miscellaneous Housekeeping Items

- Modify Exhibit A to add Engineer Assistant “A” Fiber and Engineer Assistant Fiber
- Modify Exhibit A to add pound sign # to Power Management/System Operations classification
- Modify Exhibit A to reduce number of steps in Drafting Technician job title

Thereafter	\$37.83
6 th six months	\$36.92
5 th six months	\$36.00
4 th six months	\$34.71
3 rd six months	\$33.41
2 nd six months	\$32.29
1 st six months	\$31.17

- Modify Exhibit A to add (4) to Technician classification, Technician 2# job title
- Modify Exhibit A to change Natural Resources General Foreman job title to Fish and Wildlife General Foreman
- Senior Foreman – Move discussions to Labor Management
- Fleet Service Apprenticeship – Move Discussion to Labor Management
- Customer Service Reorganization
 - Modify Exhibit A to move Customer Accounts Coordinator and Customer Account Specialist into Customer Service Classification
 - Modify Exhibit A to change job title from Customer Accounts Specialist title to Customer Service Representative 1 (CSR1)
 - Modify Exhibit A to change job title from Customer Accounts Representative to Customer Accounts Representative 3 – Construction (CSR3)
 - Create On Call Customer Service Representative using CSR1 and add \$0.50 in lieu of benefits
 - Modify Exhibit A to move Utility Clerk position to unused job titles

- Sunset Letter of Understanding #1 and #9
- Update Letter of Understanding #31
- Create Letter of Understanding to capture progression from CSR1 to CSR2
- Modify Exhibit A to the following:

Wage rate before 2022 GWI	CSR1	CSR2
3 rd Year	\$27.63	\$32.84
2 nd Year	\$29.98	\$33.93
1 st Year	\$31.25	\$34.87

- Networks Crews wage adjustment 7% (before 2022 GWI)
- On Call Flagger wage adjustment 25% (before 2022 GWI) and remove c-level pay language
- Dive Site Supervisor Pay calculated using the Journeyman Mechanic Foreman rate
- Student wage rate adjustment
 - Engineering Student wage adjustment 30% (before 2022 GWI)
 - Student wage adjustment 20% (before 2022 GWI)

DATED AT WENATCHEE, WASHINGTON, THIS _____ of _____
_____, 2022, PUBLIC UTILITY DISTRICT NO. 1
OF CHELAN COUNTY, WASHINGTON:

Kirk Hudson
General Manager

This Agreement is subject to the approval of the District's Board of Commissioners and International President of the International Brotherhood of Electrical Workers.

APPROVED _____, 2022,
INTERNATIONAL OFFICE, INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS.

Rex Habner
Business Manager

Tim Barnett
Business Representative