

# **Successor Collective Bargaining Agreement with IBEW Local 77**

**June 16, 2025**

Rosario Nystrom, Chief Human Resource Officer  
Allison Brodine, Total Rewards Manager



CHELAN COUNTY

# Background & Purpose

- Our Collective Bargaining Agreement (CBA) expired on March 31, 2025
- On June 6, 2025, IBEW Local 77 members ratified a tentative agreement
- This agreement was reached under the authority delegated by the Board
- We are now requesting Board approval of the new CBA, which will cover about 420 employees for the period of April 1, 2025, through March 31, 2028

# Compensation Updates

| Year | General Wage Increase (GWI) | Apprenticable Market Adjustment                                       |
|------|-----------------------------|-----------------------------------------------------------------------|
| 2025 | 4.5%                        | +7.52%                                                                |
| 2026 | 4.41%                       |                                                                       |
| 2027 | 4.0%                        | +Possible market adjustment (per LOU) -<br>Apprenticable Crafts Only. |

*These increases reflect both market corrections and a commitment to fair, sustainable pay.*

# List of Apprenticable Craft Positions

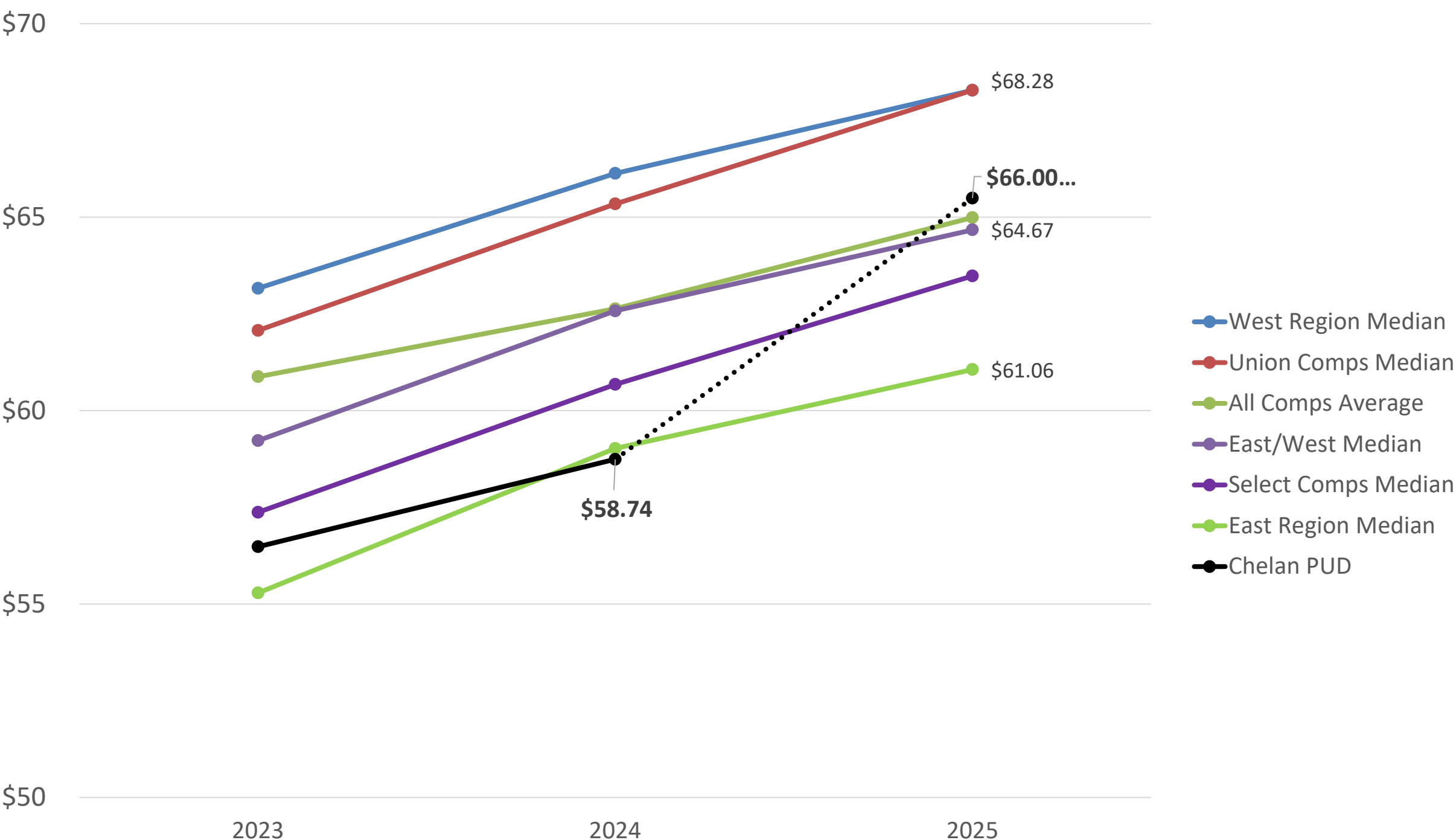
Line Crews Apprentice Lineman (1) (3)  
Equipment Operator  
General Foreman #  
Groundman \*  
Head Groundman  
Journeyman Lineman #  
Line Foreman #  
Lineman Apprentice Trainee \*  
New Construction Inspector #  
Service Lineman #  
Meter Shop Journeyman Meterman #  
Meter Shop Foreman #  
Meterman Apprentice (1) (3)  
Meterman Apprentice Trainee \*  
Network Crews Communication  
Serviceman  
Communications Foreman  
Communications Foreman – Outside  
Communications General Foreman  
Communications Lineman  
Communications Lineman Trainee

Communications Lineman-in-Training  
Communications Specialist  
Power System Electrical Maintenance  
PS General Foreman  
PS Journeyman Wireman #  
PS Wireman Apprentice (1) (3)  
PS Wireman Apprentice Trainee \*  
PS Wireman Foreman #  
PS Wireman Shop Foreman #  
Water/Wastewater System Treatment  
Plant Operator  
W/WW Operations and Maintenance  
Coordinator  
Water Quality Program Coordinator  
Water Technician Apprentice  
W/WW System Water Technician  
Foreman  
Water Technician Journeyman  
Water Technician Serviceman  
Water Technician Trainee  
General Electrical Maintenance  
Foreman Wireman #

Journeyman Wireman #  
Plant Foreman Wireman#  
Relief Wireman #  
Wireman Apprentice (1) (3)  
Wireman Apprentice Trainee \*  
Generation Mechanical Maintenance  
Foreman Mechanic #  
Journeyman Mechanic #  
Mechanic Apprentice (1) (3)  
Mechanic Apprentice Trainee \*  
Plant Foreman Mechanic #  
Relief Mechanic #  
Power Plant Operations Apprentice  
Operator (1) (3)  
Chief Operator #  
Journeyman Operator #  
Operator Apprentice Trainee \*  
Operator/Maintainer – Chelan #  
Relief Operator #  
Senior Operator #

Technician Apprentice Technician (1) (3)  
Meter Relay Technician #  
Technician (4)  
Technician 1 #  
Technician 2 #  
Technician 3 #  
Technician 4 #  
Technician 5 #  
Technician 6 #  
Technician Apprentice Trainee \* (7)  
Technician Foreman 1 # (2)  
Technician Foreman 2 # (2)  
Technician Foreman 3 # (2)  
Technician Foreman 4 # (2)  
Technician Foreman 5 # (2)  
Technician Foreman 6 # (2)  
Power Management/System Operations  
Senior System Operator  
System Operator  
System Operator-in-Training

# Market Realignment for Skilled Craft Positions



| Lineman Market Data |          |          |          |
|---------------------|----------|----------|----------|
| Cuts                | 2023     | 2024     | 2025     |
| West Region Median  | \$ 63.16 | \$ 66.13 | \$ 68.28 |
| Union Comps Median  | \$ 62.07 | \$ 65.34 | \$ 68.28 |
| All Comps Average   | \$ 60.87 | \$ 62.63 | \$ 64.99 |
| East/West Median    | \$ 59.22 | \$ 62.58 | \$ 64.67 |
| Select Comps Median | \$ 57.37 | \$ 60.68 | \$ 63.48 |
| East Region Median  | \$ 55.29 | \$ 59.02 | \$ 61.06 |
| Chelan PUD          | \$ 56.48 | \$ 58.74 | \$ 65.49 |

| Variance to Market                          |        |        |        |
|---------------------------------------------|--------|--------|--------|
| Cuts                                        | 2023   | 2024   | 2025*  |
| West Region Median                          | -11.8% | -12.6% | -16.2% |
| Union Comps Median                          | -9.9%  | -11.2% | -16.2% |
| All Comps Average                           | -7.8%  | -6.6%  | -10.6% |
| East/West Median                            | -4.9%  | -6.5%  | -10.1% |
| Select Comps Median                         | -1.6%  | -3.3%  | -8.1%  |
| East Region Median                          | 2.1%   | -0.5%  | -3.9%  |
| * Variance to Chelan's 2024 Rate of \$58.74 |        |        |        |





# Employee Benefit Update - What's New

- Martin Luther King Jr. Added Holiday in 2026
- AD&D benefit increase to 2X salary (January 2026)
- COBRA coverage for dependents in case of worker fatality

# Benefits for Our Customer-Owners

| Provision                          | Impact / Value                                                                                                                                            |
|------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>PFML – Voluntary Plan</b>       | Simplifies administration by combining PFML and STD. Saves approx. <b>\$200K/year</b> for bargaining unit; <b>\$100K/year</b> for non-bargaining.         |
| <b>Holiday Pay Clarification</b>   | Avoids duplicate pay during PFML leave on District holidays. Controls unnecessary compensation.                                                           |
| <b>Meal Periods Clarified</b>      | Streamlines implementation, clarity, and prevents grievances.                                                                                             |
| <b>Bilingual Pay Language</b>      | Now clearly tied to job requirement. Reduces future grievances and ensures intent is met.                                                                 |
| <b>Comp Time (Pilot Extension)</b> | Structured to improve outage response time and service reliability for customer-owners. Aims to increase participation in emergency and after-hours work. |



# Benefits for Our Customer-Owners, cont.

| Provision                               | Operational or Financial Benefit                                                                                                                                                                                                                                                                                       |
|-----------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>PPO Employee Cost Share Increase</b> | Helps manage rising healthcare costs and ensures long-term benefits sustainability. Provides an estimated Chelan PUD cost saving of \$1,253,000 for bargaining and non-bargaining employees.                                                                                                                           |
| <b>Use of Technology</b>                | Enhancements were made to our technology framework to support the adoption of emerging tools with increased flexibility and reduced disruption. These improvements enhance operational efficiency and allow Chelan PUD to more effectively assign minor data entry tasks to employees based on evolving business needs |
| <b>Elective Training Participation</b>  | Union employees may voluntarily pursue professional development outside regular shifts without overtime pay. Encourages growth while managing labor costs.                                                                                                                                                             |



# Expected Outcomes

- Improved Talent Attraction & Retention
- Competitive & Balanced Compensation
- Stronger Workforce Development
- Streamlined Leave Administration
- Sustainable & Competitive Benefits



# Board Action Requested

By approving the resolution, you authorize and direct the General Manager to execute the 2025-2028 Collective Bargaining Agreement on behalf of the District, effective April 1, 2025, and to take all necessary action to implement its provisions