



Orcas Power & Light Cooperative
Minutes of the Special Board of Directors Meeting (Via Email)
Friday, December 22, 2023

A Special Meeting of the Board of Directors via email occurred on December 22, 2023, whereby the General Manager solicited the Board to ratify the OPALCO 2024-2028 Collective Bargaining Agreement (CBA). Email distribution included Board members Vince Dauciunas, Jerry Whitfield, Brian Silverstein, Mark Madsen, Tom Osterman, Chuks Onwuneme, and Jeff Struthers.

Major CBA Changes:

1. 5-year contract – 2024 through 2028
2. Schedule Flexibility - 9-hour workdays Monday-Thursday with alternating Fridays off and working 8 hours on the “on” Friday. Note OPALCO offices will be officially closed to the membership every Friday (internal work every other Friday).
3. Insurance Health Reimbursement Account (HRA) as stated via email.
4. Wage Increases as stated via email.

A tally of the responses from Board Members was unanimous for the approval of ratification of the 2024-2028 CBA as stated via email. The Board will discuss the detail with Staff at the January Board Executive Session.

DocuSigned by:

Vince Dauciunas

Vince Dauciunas, President

DocuSigned by:

Brian Silverstein

Brian Silverstein, Secretary-Treasurer