

Agreement
Between
Inland Power & Light Company
&
Local Union No. 77
International Brotherhood of Electrical
Workers
January 1, 2022 through December 31,
2023

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TERM OF AGREEMENT

This agreement, between Inland Power & Light Company, hereinafter called the "Cooperative" and Local Union No. 77 of the International Brotherhood of Electrical Workers, hereinafter called the "Union", will take effect on January 1, 2022 and will remain in full force and effective until December 31, 2023 and will continue thereafter from year to year unless either party notifies the other party in writing not less than 60 days prior to December 31, 2023 or any subsequent year of its desire to terminate or amend this agreement. Without giving notice of termination or amendment, this agreement will be subject to such changes as will be mutually agreed upon by the parties hereto.

If, during the term of this agreement, it is discovered that provisions of the agreement conflict with applicable laws or government regulations or if new laws or regulations are adopted during the term of this agreement with which provisions of this agreement conflict, the laws and regulations will prevail and this agreement will be subject to revision by mutual agreement of the parties hereto, to resolve such conflict. Until such conflict is resolved, the parties are obligated to comply with laws and regulations and such compliance will not be considered a breach of this agreement. If any provision of this agreement is adjudged to be unlawful or invalid by a court of competent jurisdiction, those provisions will be considered null and void, but all other provisions of this agreement will continue in full force and effect.

If the Cooperative should change its corporate status through consolidation, merger, sale, transfer or change in ownership, this contract may be opened by either the Cooperative or the Union for negotiations on provisions, terms and conditions thereof. The provisions, terms and obligations herein contained will be binding on the successors and assigns of the Cooperative and on the Union and its members.

PURPOSE OF AGREEMENT

The Cooperative and the Union have a common and sympathetic interest in providing electric power to the members of the Cooperative in a reliable, efficient and cost-effective manner. Both parties intend this agreement to provide the framework for maintaining the harmonious relations between the Cooperative and the Union necessary to accomplish that purpose.

NON-DISRUPTION OF SERVICE

The Cooperative is engaged in public service requiring continuous operation and it is agreed that neither the Cooperative nor the Union and its members will take any action that would disrupt the ability of the Cooperative to provide such continuous service.