



# GOVERNMENT OF PUERTO RICO

Puerto Rico Electric Power Authority  
Governing Board

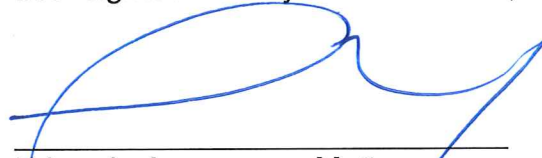
## RESOLUTION 4851 UOSE COLLECTIVE BARGAINING AGREEMENT

- WHEREAS: On December 27, 2018, the Puerto Rico Labor Relations Board (Board) issued the Decision and Order on the Certification of Exclusive Representative in the case between the Puerto Rico Electric Power Authority (PREPA) and the Electric System Operators Union (UOSE) (2018 DJRT 59). The Board resolved to certify the Union as the exclusive representative of the Supervisors of Operations of the Electric System, for the purposes of collective bargaining regarding wages, hours of work and other terms and conditions of employment before its employer, in in this case, PREPA.
- WHEREAS: On October 22, 2019, the UOSE presented its proposal for the first collective bargaining process with PREPA.
- WHEREAS: On November 8, 2019, the collective bargaining process began between the representatives of the bargaining teams from PREPA and UOSE.
- WHEREAS: On October 14, 2020, the negotiation of the first Collective Agreement with the UOSE concluded. The validity will be three (3) years, prospectively.
- WHEREAS: The agreements of this document do not increase costs for PREPA.
- WHEREAS: The negotiated agreements enable the provision of services and operations efficiently, and in response to the fiscal situation of PREPA.
- WHEREAS: The Interim Executive Director recommends the approval of the first Collective Agreement, which will be effective for three (3) years, prospectively.
- THEREFORE: This Governing Board of PREPA resolves to:
1. Approve the agreements negotiated between PREPA and the Electric System Operators Union (UOSE).



2. Authorize the Interim Executive Director, engineer Efran Paredes Maisonet, to sign, on behalf of PREPA, the first Collective Agreement with the Electric System Operators Union (UOSE).

Approved in San Juan, Puerto Rico, this eighteenth day of November, two thousand twenty.

A handwritten signature in blue ink, consisting of a large, sweeping loop followed by a smaller loop and a final stroke extending to the right.

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Eduardo Arosemena-Muñoz  
Secretary of the Board