

**MORA - SAN MIGUEL ELECTRIC COOPERATIVE, INC.**  
**POLICY DEVELOPMENT - EMPLOYEES**  
**BOARD POLICY NO 200**  
**New Policy**

**SUBJECT:** Relationship Between Cooperative and Employees.

**OBJECTIVE:** To establish accountability, interpretation, and communication giving recognition of the agreement between the Cooperative and the Union.

**POLICY:**

1. FLOW OF MANAGEMENT AUTHORITY AND ACCOUNTABILITY.

The Board of Trustees ("Board") has delegated executive and operating authority to the Cooperative Manager to conduct the Board's plans, programs, and policies. The flow of management authority and accountability will pass through the Manager who will also serve as the communications link between all subordinate Cooperative employees and the Board.

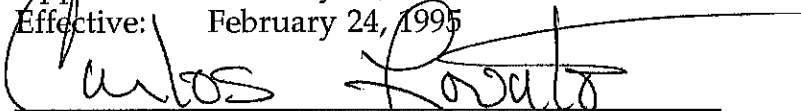
2. BASIC PRINCIPLES. The Cooperative and the Union have a common and sympathetic interest in the utility industry. Therefore, a working system and harmonious relations are necessary to improve the relationship between the Cooperative, and the Union, and the public. Progress in industry demands a mutuality of confidence between the Cooperative and the Union. All will benefit by continuous peace and by adjusting any differences by rational, common sense methods. To these ends, the Union contract is executed.

3. RECOGNITION. The union employees of each and all divisions of the Cooperative in all departments are deemed by both the Union and the Cooperative as an appropriate bargaining unit. The Cooperative recognizes the Union as the sole bargaining agent for the employees in said unit.

The Board shall be responsible for the enforcement of this policy.

Approved: February 24, 1995

Effective: February 24, 1995



Board Secretary