



**LANSING BOARD OF WATER & LIGHT BOARD OF COMMISSIONERS
HUMAN RESOURCES COMMITTEE MEETING
Tuesday, January 20, 2026 ♦ 5:30 P.M.
Board of Water & Light Headquarters – REO Town Depot
1201 S. Washington Ave., Lansing, MI 48910**

Human Resources Committee: Tony Mullen, Committee Chairperson; Semone James, DeShon Leek, Sandra Zerkle; Alternates: David Price, Chris Harkins

BWL full meeting packets and public notices/agendas are located on the official web site at <https://www.lbwl.com/about-bwl/governance>.

AGENDA

Call to Order

Roll Call

Public Comments on Agenda Items

1. Human Resources Committee Meeting Minutes of September 9, 2025 **TAB 1**
2. Collective Bargaining Agreement between the BWL & IBEW, AFL-CIO, Local 352
 - a. Collective Bargaining Agreement between the BWL & IBEW, AFL-CIO,
Local 352 Resolution..... **TAB 2**
3. Conduct Personnel Evaluation of An Appointee **INFORMATION ONLY**

Other

Adjourn

HUMAN RESOURCES COMMITTEE
Meeting Minutes
September 9, 2025

Human Resources (HR) Committee: Commissioner Tony Mullen, Committee Chairperson; Commissioners Semone James, DeShon Leek and Sandra Zerkle; Alternates: David Price, Chris Harkins; Non-Voting Members: Commissioners J. R. Beauboeuf, Brian Ross, and Robert Worthy.

The HR Committee of the Lansing Board of Water and Light (BWL) met at the BWL Headquarters-REO Town Depot located at 1201 S. Washington Ave., Lansing, MI, on Tuesday, September 9, 2025.

HR Committee Chairperson Tony Mullen called the meeting to order at 5:00 p.m. and asked the Corporate Secretary to call the roll. The following members were present: Commissioners Tony Mullen, Semone James, DeShon Leek, and Sandra Zerkle; also present, Alternates: Commissioners Chris Harkins (arrived @5:09 p.m.) and David Price; and Non-Voting Commissioners J. R. Beauboeuf (East Lansing) and Robert Worthy (Delta Township)
Absent: None.

The Corporate Secretary declared a quorum.

Public Comments

There were no public comments.

Approval of Minutes

Motion by Commissioner DeShon Leek, **Seconded** by Commissioner Sandra Zerkle, to approve the HR Committee meeting minutes of May 13, 2025.

Action: Motion Carried.

2026 PA 152 Healthcare Premium Sharing Update

General Manager Peffley introduced Executive Director of Human Resources Michael Flowers and Human Resources Manager Dan Barnes, who presented the 2026 PA 152 Healthcare Premium Sharing update. Mr. Barnes reviewed the options within PA 152, namely the HSA option, Blue option and Green option, the alternatives of the Blue and the Green options, and the affordability provisions. Mr. Barnes stated that the resolution is for the plan year beginning January 1, 2026, and needs to be approved annually.

Chairperson Mullen requested an explanation for opting out of the options. Mr. Barnes responded that an individual could opt out of the plans if health care insurance is obtained from an employer they retired from or from a spouse or significant other, and the employee would be reimbursed \$186.00 monthly.

Commissioner Zerkle asked what the benefit of the HSA option for employees is, whether the employee could spend it any way they want or save it forever. Mr. Barnes responded that

whatever amount that was put into the HSA account and wasn't used would build over time, would always belong to the employee, and can also be used toward any health expenses.

Chairperson Mullen asked whether BWL contributed to the HSA accounts. Mr. Barnes responded that BWL is considering a contribution of \$600 for an individual and \$1,200 for a family to incentivize use of the HSA plan.

Commissioner Zerkle asked whether the HSA can be used for the employee's 20% requirement. Mr. Barnes responded that the employee still has to pay the 20% share but the amount deducted from paychecks is less.

Commissioner Schrader asked whether employees can opt out of health care altogether. GM Peffley responded that employees have to have health care insurance from BWL, a spouse or significant other – they cannot go without health care insurance and Mr. Barnes affirmed.

Commissioner Zerkle asked when the law was changed and BWL didn't opt out, the union agreed to the 80%/20% combination as there would be less benefits. GM Peffley affirmed.

Motion by Commissioner Sandra Zerkle, **Seconded** by Commissioner DeShon Leek to forward the PA 152 Healthcare Premium Sharing resolution to the full Board for approval.

Action: Motion Carried.

Other

There was no other business.

Adjourn

Meeting adjourned at 5:13 p.m.

Respectfully Submitted,
Tony Mullen, Chairperson
Human Resources Committee

RESOLUTION #2026-01-XX
Collective Bargaining Agreement between the Lansing Board of Water & Light and the
International Brotherhood of Electrical Workers, AFL-CIO, Local 352

WHEREAS, on December 1, 2025, the Lansing Board of Water & Light (BWL) and International Brotherhood of Electrical Workers, AFL-CIO, Local 352 (IBEW Local 352) entered into a Tentative Agreement to extend the Collective Bargaining Agreement (CBA) for four years; and

WHEREAS, the terms and conditions of the Tentative Agreement are in accordance with the direction and authority that was delegated to the BWL's negotiating team by the General Manager; and

WHEREAS, the Tentative Agreement was submitted by the IBEW Local 352 negotiating team to the IBEW membership for its approval and was ratified on December 5, 2025.

THEREFORE, it is:

RESOLVED, that the Board of Commissioners approve the attached "Final Tentative Agreement" dated and signed December 1, 2025, and

FURTHER RESOLVED, that the Chairperson of the Board of Commissioners and Corporate Secretary are hereby authorized to execute the Collective Bargaining Agreement effective November 1, 2025.

Staff comments: The BWL and IBEW Local 352 have tentatively agreed to a four-year CBA, in effect November 1, 2025 through October 31, 2029. The CBA provides for across the board increases to all bargaining unit employees on November 1, 2025, 4.5%; November 1, 2026, 4%; November 1, 2027, 4%; and November 1, 2028, 4%. Also, beginning November 1, 2025, shift premiums will be increased by one dollar (\$1.00) per hour for both shifts.

In addition, the BWL and the IBEW Local 352 agreed upon non-economics and the economic changes as set forth in the attached Final Tentative Agreement that outlines such changes in the CBA.

Motion by Commissioner _____, Seconded by Commissioner _____, to approve the Resolution for Collective Bargaining Agreement between the Lansing Board of Water & Light and the International Brotherhood of Electrical Workers, AFL-CIO, Local 352 at a Board meeting held on January 27, 2026.

Action: