



Spurgeon/Purnell

RESOLUTION NO. 6705

WHEREAS, Management has recommended a general increase in basic wages of (a) 4% for all permanent, full-time non-supervisory employees holding positions covered by the Union Agreement of International Association of Machinists and Aerospace Workers, Local No. 31; and (b) 4% for all permanent, full-time non-supervisory employees holding positions covered by the Union Agreements of International Brotherhood of Electrical Workers, Local No. 763 effective June 1, 2025, and

WHEREAS, the Union Agreements for International Association of Machinists and Aerospace Workers, Local No. 31, and of International Brotherhood of Electrical Workers, Local No. 763 also reflect additional negotiated changes to the contracts, including, but not limited to, health insurance, retirement savings plans, post-retirement health insurance, holidays, meal allowances, relocation assistance, and travel allowances, and

WHEREAS, the Board of Directors has given careful consideration to the recommendations of Management and has determined that said recommendations should be approved.

NOW, THEREFORE, BE IT RESOLVED by the Board of Directors of the Omaha Public Power District that the collective bargaining agreements between the District and International Association of Machinists and Aerospace Workers, Local No. 31 and International Brotherhood of Electrical Workers, Local No. 763, as set forth in the attached exhibits, be and hereby are approved, effective June 1, 2025.

EXHIBIT A
2025 NEGOTIATIONS

THE OMAHA PUBLIC POWER DISTRICT
(“THE COMPANY” OR “OPPD”)



AND

IBEW LOCAL UNION No. 763
(“THE UNION” OR “IBEW 763”)



Tentative Agreement Reached on April 3, 2025

KEY:

BLUE = Language agreed to by the parties that will be added to the Labor Agreement

~~RED~~ = Language in the labor agreement the parties have agreed to remove.

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GENERAL WAGE INCREASE, MARKET ADJUSTMENTS, TITLE CHANGES, AND CLASSIFICATION CONSOLIDATION

GENERAL WAGE INCREASE

The parties agree to a three (3) year contract effective June 1, 2025, to May 31, 2028. The parties agree to a 4% general wage increase effective June 1, 2025, a 4% general wage increase effective June 1, 2026, a 4% general wage increase effective June 1, 2027.

The parties agree that the general wage increase will be effective Sunday of the payroll week closest to June 1st of the respective year.

MARKET ADJUSTMENTS AND CLASSIFICATION TITLE CHANGES

The following market adjustments will be made on May 31, 2025, before the application of the general wage increase. Applicable adjustments are based on the basic wage rate of the journey level classification.

CABLE SPLICER

The parties agree to a 4% wage rate increase.

Occd	Classification Title	Rate Step	Current Hourly Rate	May 31, 2025 Hourly Rate
6501	Working Cable Splicer Crew Leader	1	\$57.42	\$59.74
6512	Cable Splicer	1	\$52.70	\$54.81
6525	Apprentice Cable Splicer – 8 th six months	8	\$48.67	\$50.70
6525	Apprentice Cable Splicer – 7 th six months	7	\$47.41	\$49.33
6525	Apprentice Cable Splicer – 6 th six months	6	\$46.06	\$47.96
6525	Apprentice Cable Splicer – 5 th six months	5	\$44.77	\$46.59
6525	Apprentice Cable Splicer – 4 th six months	4	\$43.44	\$45.22
6525	Apprentice Cable Splicer – 3 rd six months	3	\$42.12	\$43.85
6525	Apprentice Cable Splicer – 2 nd six months	2	\$40.83	\$42.48
6525	Apprentice Cable Splicer – 1 st six months	1	\$39.49	\$41.11

ELECTRICIAN 1ST CLASS

The parties agree to a 4% wage rate increase and to change the classification title Electrician 1st Class to Substation Electrician.

Occd	Classification Title	Rate Step	Current Hourly Rate	May 31, 2025 Hourly Rate
7001	Working Substation Electrician Crew Leader	1	\$58.28	\$60.63

Occd	Classification Title	Rate Step	Current Hourly Rate	May 31, 2025 Hourly Rate
7005	Substation Electrician	1	\$53.48	\$55.62
7017	Apprentice Substation Electrician – 9 th six Months	9	\$49.48	\$51.45
7017	Apprentice Substation Electrician – 8 th six months	8	\$48.11	\$50.06
7017	Apprentice Substation Electrician – 7 th six months	7	\$46.76	\$48.67
7017	Apprentice Substation Electrician – 6 th six months	6	\$45.45	\$47.28
7017	Apprentice Substation Electrician – 5 th six months	5	\$44.11	\$45.89
7017	Apprentice Substation Electrician – 4 th six months	4	\$42.77	\$44.50
7017	Apprentice Substation Electrician – 3 rd six months	3	\$41.44	\$43.11
7017	Apprentice Substation Electrician – 2 nd six months	2	\$40.11	\$41.72
7017	Apprentice Substation Electrician – 1 st six months	1	\$38.75	\$40.32

LINE TECHNICIAN

The parties agree to a 4% wage rate increase.

Line Maintenance Technician \$1.00 above the Working Line Crew Leader

Occd	Classification Title	Rate Step	Current Hourly Rate	May 31, 2025 Hourly Rate
6011	Working Line Crew Leader	1	\$57.42	\$59.74
6015	Senior Working Line Crew Leader	1	\$58.42	\$60.74
6130	Troubleshooter	1	\$55.68	\$57.88
6035	Senior Line Technician	1	\$53.70	\$55.81
6030	Line Technician	1	\$52.70	\$54.81
6040	Apprentice Line Technician – 8 th six months	8	\$48.67	\$50.70
6040	Apprentice Line Technician – 7 th six months	7	\$47.41	\$49.33
6040	Apprentice Line Technician – 6 th six months	6	\$46.06	\$47.96
6040	Apprentice Line Technician – 5 th six months	5	\$44.77	\$46.59
6040	Apprentice Line Technician – 4 th six months	4	\$43.44	\$45.22

Occd	Classification Title	Rate Step	Current Hourly Rate	May 31, 2025 Hourly Rate
6040	Apprentice Line Technician – 3 rd six months	3	\$42.12	\$43.85
6040	Apprentice Line Technician – 2 nd six months	2	\$40.83	\$42.48
6040	Apprentice Line Technician – 1 st six months	1	\$39.49	\$41.11
6125	Line Maintenance Technician	1	\$58.52	\$60.74

RELAY SPECIALIST 1ST CLASS

The parties agree to a 5% wage rate increase.

Occd	Classification Title	Rate Step	Current Hourly Rate	May 31, 2025 Hourly Rate
7100	Senior Relay Specialist	1	\$59.54	\$62.52
7110	Relay Specialist	1	\$54.63	\$57.36
7115	Relay Specialist Work Coordinator	1	\$61.74	\$64.84
7130	Apprentice Relay Specialist – 8 th six months	8	\$50.53	\$53.06
7130	Apprentice Relay Specialist – 7 th six months	7	\$49.17	\$51.62
7130	Apprentice Relay Specialist – 6 th six months	6	\$47.80	\$50.19
7130	Apprentice Relay Specialist – 5 th six months	5	\$46.44	\$48.76
7130	Apprentice Relay Specialist – 4 th six months	4	\$45.07	\$47.32
7130	Apprentice Relay Specialist – 3 rd six months	3	\$43.70	\$45.89
7130	Apprentice Relay Specialist – 2 nd six months	2	\$42.34	\$44.45
7130	Apprentice Relay Specialist – 1 st six months	1	\$40.97	\$43.02

SENIOR ELECTRICIAN

The parties agree to a 4% wage rate increase and to change the classification title from Senior Electrician to Plant Electrician.

Occd	Classification Title	Rate Step	Current Hourly Rate	May 31, 2025 Hourly Rate
5401	Working Plant Electrician Crew Leader	1	\$58.28	\$60.63
5420	Plant Electrician	1	\$53.48	\$55.62
5435	Apprentice Plant Electrician – 8 th six months	8	\$49.48	\$51.45
5435	Apprentice Plant Electrician – 7 th six months	7	\$48.11	\$50.06
5435	Apprentice Plant Electrician – 6 th six months	6	\$46.76	\$48.67
5435	Apprentice Plant Electrician – 5 th six months	5	\$45.45	\$47.28

Occd	Classification Title	Rate Step	Current Hourly Rate	May 31, 2025 Hourly Rate
5435	Apprentice Plant Electrician – 4 th six months	4	\$44.11	\$45.89
5435	Apprentice Plant Electrician – 3 rd six months	3	\$42.77	\$44.50
5435	Apprentice Plant Electrician – 2 nd six months	2	\$41.44	\$43.11
5435	Apprentice Plant Electrician – 1 st six months	1	\$40.11	\$41.72

TRANSPORTATION

The parties agree to a 2.6% wage rate increase and to change the classification title from Transportation Mechanic to Fleet Technician.

Occd	Classification Title	Rate Step	Current Hourly Rate	May 31, 2025 Hourly Rate
7505	Working Fleet Crew Leader	1	\$53.95	\$55.32
7515	Hydraulic Specialist	1	\$53.95	\$55.32
7510	Mechanical Specialist	1	\$49.53	\$50.83
7220	Fleet Technician	1	\$48.67	\$49.93
7540	Apprentice Fleet Technician – 8th six months	8	\$45.06	\$46.19
7540	Apprentice Fleet Technician – 7th six months	7	\$43.85	\$44.94
7540	Apprentice Fleet Technician – 6th six months	6	\$42.65	\$43.69
7540	Apprentice Fleet Technician – 5th six months	5	\$41.43	\$42.44
7540	Apprentice Fleet Technician – 4th six months	4	\$40.20	\$41.19
7540	Apprentice Fleet Technician – 3rd six months	3	\$38.97	\$39.94
7540	Apprentice Fleet Technician – 2nd six months	2	\$37.73	\$38.70
7540	Apprentice Fleet Technician – 1st six months	1	\$36.54	\$37.45

CLASSIFICATION CONSOLIDATION AND TITLE CHANGES

WAREHOUSE DEPARTMENT

The parties agree to modify the Stores Classification titles as follows:

Current Classification Title	New Classification Title
Crew Leader	Working Warehouse Crew Leader
Stores Clerk 1 st Class	Senior Warehouse Specialist
Stores Clerk 2 nd Class	Warehouse Specialist

The parties agree to Consolidate the Classifications of Stores 3rd Class, Helper, Utility Worker, and Laborer as follows:

Current Classification Title	New Classification Title	New Rate Step	May 31, 2025 Hourly Rate
Stores 3 rd Class	Warehouse Associate	3	\$34.34
Helper		2	\$32.83
Utility Worker		1	\$31.31
Laborer	Warehouse Worker	3	\$30.32
		2	\$28.96
		1	\$27.59

TRANSPORTATION

The parties agree to modify the Transportation Classification titles as follows:

Current Classification Title	New Classification Title
Helper	Fleet Technician Helper

The parties agree to Consolidate the Classifications of Utility Worker₅ and Laborer as follows:

Current Classification Titles	New Classification Title	New Rate Step	May 31, 2025 Hourly Rate
Utility Worker	Fleet Servicer	3	\$30.32
Laborer		2	\$28.96
		1	\$27.59

HELPER, UTILITY WORKER, LABORER

The parties agree to change the Classification Title “Helper” to the following for each respective department:

Job Code	New Classification Title
TBD	Cable Splicer Helper
TBD	Communication Technician Helper
TBD	Instrument & Control Helper
TBD	Line Technician Helper
TBD	Meter Technician Helper
TBD	Operations and Maintenance Helper
TBD	Peaking Station Helper

Job Code	New Classification Title
TBD	Plant Electrician Helper
TBD	Production Operations Helper
TBD	Relay Specialist Helper
TBD	Steamfitter Mechanic Helper
TBD	Streetlight Helper
TBD	Substation Helper
TBD	Yard Equipment Helper

The parties further agree to consolidate the Utility Worker and Laborer Classifications in the above identified areas to [Respective Discipline] Laborer. The new classification will have three steps:

New Wage Rate:

Classification Title	Rate Step	Current Hourly Rate	May 31, 2025 Hourly Rate
[Respective Discipline] Laborer	3	\$28.38	\$30.32
	2	\$28.02	\$28.96
	1	\$27.59	\$27.59

Update Wage Rate:

Job Code	Classification Title	Rate Step	June 1, 2024 Hourly Rate	May 31, 2025 Hourly Rate
6660	Underground Construction Laborer	3	\$30.32	\$30.32
		2	\$28.12	\$28.96
		1	\$27.59	\$27.59

Laborer Classification is being removed from Yard Equipment and Production Operations Progression.

NEW CLASSIFICATIONS:

TRANSPORTATION

The parties agree to the creation of the Upfitter Specialist Classification. The Upfitter Specialist will be classified as a Regular Worker.

Classification Title	Rate Step	May 31, 2025 Hourly Rate
Upfitter Specialist**	1	\$49.53

**The Company will follow the recruitment and hiring practices as identified in the OPPD Corporate Policy, Recruitment and Hiring Practices, 7.01, including but not limited to posting and interviewing of candidates.

In addition to the new classification, the parties agree to modify Exhibit “B” Section 7. Supply Chain Management Division Rules as follows:

J. Work Rules for Transportation & Construction Equipment.

2. **Acting Working Fleet Crew Leader.** In the absences of a Working Fleet Crew Leader during base hours, the Company shall fill the vacancy with a qualified Hydraulic Specialist or Fleet Technician working at the respective garage. After three (3) days the Upfitter Specialist, if assigned to such garage, will be eligible to be the Acting Fleet Working Crew Leader. The vacancy will be filled in accordance to Exhibit “B”, Section 1. Paragraph F (Acting Crew Leader).

The parties agree to modify Exhibit “B”, Section 7., Paragraph I. Transportation & Construction Equipment Department Mutual Aid Assignment Guidelines to add the Upfitter Specialist as qualified to go on Mutual Aid events.

1. Selection Criteria (in order of consideration)

a. **Qualifications** – Only Working Fleet Crew Leaders, Fleet Technician~~Transportation Mechanics~~, Upfitter Specialist, and Hydraulic Specialist will be considered for mutual aid assignment.

REMOVE CLASSIFICATIONS

OBSOLETE CLASSIFICATIONS

The parties agree to remove the following classifications and wages:

Job Code	Classification:	Rate Step	Hourly Wage Rate
5430	Electrician, 2 nd Class	1	\$41.12
5440	Electric Maintenance Worker	1	\$37.44
5510	Steamfitter	1	\$51.73
5750	Measuring and Testing Equipment Clerk	1	\$33.21
5940	Simulator Technician Trainee	8	\$51.40
5945	Simulator Technician	1	\$56.05
7652	Custodian	6	\$30.98
7010	Electrician, 2 nd Class	4	\$45.35

OPERATIONS – MATERIAL HANDLING

The parties agree to remove the Yard Equipment Attendant Classification.

HEALTH INSURANCE, DEFERRED COMPENSATION MATCH, AND VOLUNTARY EMPLOYEE'S BENEFITS ASSOCIATION TRUST CHANGES

The parties agree, effective January 1, 2026, to the following:

HEALTH INSURANCE

Add an additional HDHP plan with a Narrow Network (Nexus narrow network through UMR)

Deductible tiers for this plan:

- Narrow Network Deductible \$1,650 single and \$3,300 family, 95% coinsurance
- In-Network Deductible \$2,000 single and \$4,000 family, 90% coinsurance
- Out-of-Network Deductible \$4,000 single and \$8,000 family, 70% coinsurance

HDHP			
Coverage Level	Narrow Network	In-Network	Out-of-Network
Current HDHP: Single	n/a	\$2,000 / 90%	\$4,000 / 70%
Current HDHP: Family	n/a	\$4,000 / 90%	\$8,000 / 70%
2nd HDHP: Single	\$1,650 / 95%	\$2,000 / 90%	\$4,000 / 70%
2nd HDHP: Family	\$3,300 / 95%	\$4,000 / 90%	\$8,000 / 70%

Health Insurance Plans Summary:

Hire Date	High Deductible Health Plan 1650	High Deduction Health Plan 2000	Preferred Provider Organization
Hired after June 1, 2013	Eligible	Eligible	Not Eligible
Hired before June 1, 2013	Eligible	Eligible	Eligible

INFERTILITY BENEFITS

Add infertility coverage to our HDHP and PPO plans:

\$25,000-lifetime maximum paid out

HEALTH SAVINGS ACCOUNT FUNDING ENHANCEMENT

Coverage Level	Current	1/1/2026 1650HDHP	1/1/2026 2000HDHP
Employee Only	\$700	\$660	\$800
Employee + Spouse	\$1,200	\$1,320	\$1,700
Employee + Child(ren)	\$1,200	\$1,320	\$1,700

		1/1/2026	1/1/2026
Coverage Level	Current	1650HDHP	2000HDHP
Employee + Family	\$1,600	\$1,320	\$1,700

ADD LIMITED PURPOSE FLEXIBLE SPENDING ACCOUNT

A Limited Purpose FSA (LPFSA) is another tax-advantaged reimbursement plan that allows employees to set aside pre-tax money to pay for eligible dental and vision expenses. These plans are intended for employees enrolled in an HDHP with an HSA. 2025 IRS contribution limit for an LPFSA is \$3,300

DEFERRED COMPENSATION (401K/457/HSA) MATCH: FORMULA AND ENHANCEMENT TO AMOUNT

Current Match is \$4,000 for full time employees and \$2,000 for part time employees

- dollar for dollar on the first \$150 of contributions per pay period, plus 50% on the difference between 6% of base pay.

New Match is \$5,000 for full-time employees and \$2,500 for part-time employees

- dollar for dollar up to 8% of base pay

VOLUNTARY EMPLOYEE'S BENEFIT ASSOCIATION TRUST – ENHANCEMENT TO ANNUAL SERVICE CREDIT

Current funding:

- \$10,000 placed into the fund at the time an employee is employed as a full time regular employee of OPPD.
- \$1,000 to be added to the fund for each year of service completed by the employees covered by the Trust

New funding:

- \$10,000 placed into the fund at the time an employee is employed as a full time regular employee of OPPD.
- \$1,500 to be added to the fund for each year of service completed by the employees covered by the Trust

The Company and the International Brotherhood of Electrical Workers Local No. 763 agree to meet during the first quarter of 2026 to discuss retroactively increasing the annual credit to the Voluntary Employee's Benefit Association Trust (VEBA).

ARTICLE II – RECOGNITION AND COOPERATION

UNION PAYROLL DEDUCTION

The parties agree to modify Article II Section 2. Union Maintenance as follows:

- Delete Paragraphs A, B, and C.
- Add Paragraph A.
- Paragraph D. becomes Paragraph B.

A. UNION DUES DEDUCTION.

1. The Company agrees to deduct all dues and fees, or their equivalent from the pay of each employee from whom it receives a lawful written authorization and will continue to make such deductions while the authorization remains in effect. Such deductions shall be made from the payroll in the month following the month in which written authorization is received by the Company. The sums so collected shall be paid by the Company to the Financial Secretary of the Union. The Union shall notify the Company in writing of any changes in said fees and/or dues, or their equivalent, but in no case shall the Company collect and/or pay over to the Union any sums in excess of those authorized.

ARTICLE V – SENIORITY

CREW LEADER UNIVERSITY

The parties agree to modify Section 5. Promotions, Paragraph D. (2)(c) to reference Article XI and (5) to remove the requirement of passing an oral board.

SECTION 5. PROMOTIONS

D. Crew Leader University (CLU)

2. Admissions Requirements:

c. Participant may not have any active disciplines to be considered for CLU. An active discipline is defined ~~in accordance with Article XI. as any suspension or last chance agreements, which is active for four (4) years from issuance to the employee, provided no other disciplinary actions have been issued during the intervening time; a written warning or Performance Improvement Plan (PIP), which is active for two (2) years from issuance to the employee, provided no other disciplinary actions have been issued during the intervening time. Coaching and verbal warnings are not considered active disciplines for purposes of CLU.~~

5. Exam/Graduation from CLU:

~~a. The final oral board will be comprised of the applicable director or manager, Human Capital representative, plus a supervisor from the applicable division, plus two (2) crew leader representatives selected by the Union.~~

~~e. Participants will be scored by all individuals participating on the oral~~

~~board team. Oral boards will be a pass/fail model.~~

~~e. If participant fails the CLU oral board they will have the opportunity to retake the oral board within two (2) weeks from the initial oral board. If they fail the oral board the second time, they will be eligible to repeat the CLU program in two (2) years.~~

~~g. If participant fails CLU oral boards on their second attempt at the CLU program, they will not be eligible to participate in CLU in the future.~~

~~i. The final oral board will cover items from the six (6) modules, as well as job specific/technical items that were learned/reinforced during time spent as acting crew leader.~~

~~k.a.~~ Certificate of Completion will be awarded to the participant once all modules and, exams have been successfully completed.

ARTICLE IV – WORKING PERIODS AND RULES

FLOATING HOLIDAYS

The parties agree to add an additional floating holiday and allow for floating holidays to be taken in at least eight (8) hour increments.

SECTION 4. HOLIDAYS.

In addition to the above fixed holidays, each employee will be ~~credited with four (4) personal floating holidays on the January 1st following the employee's first full calendar year of employment. provided 40 hours of floating holiday leave to be used in at least 8-hour increments.~~

Employees hired after January 1st will be entitled to personal floating holidays on a pro-rata basis during the calendar year of their hire in accordance with the schedule below:

~~Hire Date Pro-rata schedule Jan 1 through Mar 31 4 personal floating holidays~~

~~Apr 1 through Jun 30 3 personal floating holidays~~

~~Jul 1 through Sep 30 2 personal floating holidays~~

~~Oct 1 through Dec 31 1 personal floating holiday~~

Hire Date	Pro-rata schedule
Jan 1 through Mar 31	<u>4</u> 40 hours of personal floating holidays
Apr 1 through Jun 30	<u>3</u> 32 hours of personal floating holidays
Jul 1 through Sep 30	<u>2</u> 24 hours of personal floating holidays
Oct 1 through Dec 31	<u>1</u> 16 hours of personal floating holidays

The purpose of these personal floating holidays is to enable the employee to tailor observance of holidays based on his/her own individual ethnic and religious beliefs. Examples of other days employees may like to choose may include, but are not limited to, observance of Cinco de Mayo, Good Friday, Hanukah, Kwanzaa, Martin Luther King Day, Presidents' Day, Yom Kippur, Juneteenth, etc.

Effective June 1, 2025, employees will be credited with one (1) additional floating holiday for a total of five (5) for 2025. Floating Holiday may only be taken in eight (8) hour increments in 2025.

ARTICLE VI – LEAVES OF ABSENCE

LEAVE WHILE SERVING AS PALLBEARER

The parties agree to remove the cap of serving as Pallbearer once per year through the Agreement.

SECTION 7. LEAVING WHILE SERVING AS PALLBEARER

An employee shall be granted a leave, with pay, in order to serve as a pallbearer on the day of the funeral when requested to do so. Such leave shall be for whatever time may be necessary but not to exceed one (1) full day ~~in each calendar year~~. Should an employee be on scheduled vacation when requested to serve as a pallbearer, upon notifying the department head the employee shall be allowed to reschedule the day during the vacation period as defined in Article VII, Section 1 of the Agreement.

ARTICLE VII – VACATION LEAVE, PAID SICK LEAVE, PAID PARENTAL LEAVE AND WELLNESS LEAVE

PAID SICK LEAVE

The parties agree that at time of hire, employees will receive fifty-six (56) hours of sick leave. As part of this transition, employees hired within the last year, will be awarded sick leave or additional sick leave, not to exceed fifty-six (56) hours.

SECTION 2. PAID SICK LEAVE

Years of Continuous Service	Period at Full Time	Period at Half Time
<u>More than 6 months Less than 1 year</u>	<u>1 week 56 hours</u>	0 weeks
1 year to 2 years	2 weeks	2 weeks
2 years to 5 years	6 weeks	7 weeks
5 years to 10 years	14 weeks	12 weeks
10 years to 15 years	18 weeks	21 weeks

Years of Continuous Service	Period at Full Time	Period at Half Time
15 years to 20 years	24 weeks	28 weeks
20 years to 25 years	39 weeks	13 weeks
Over 25 years	52 weeks	

The parties agree to document current practices regarding requesting and supplying adequate medical documentation.

2. Upon request of the Company the employee shall furnish to the Company a certificate, from the employee's attending physician, as to the nature of the sickness. After a serious illness or injury, a physician's statement may be required before the employee is permitted to return to work. An employee will not receive paid sick leave benefits if they fail to provide adequate medical documentation to support their absence from work when so requested by the department head.

WELLNESS LEAVE

The parties agree employees can take up to eight (8) hours of paid wellness leave per year for preventative care examinations.

Section 4. Wellness Leave

Employees are entitled to up to eight (8) hours of paid leave each year for preventative care examinations. This includes but is not limited to, annual physicals, cancer screenings, mammograms, cholesterol/lipid panels, colorectal screenings, and dental or vision appointments. Leave can be taken in two-hour increments. Notification must be provided fourteen (14) days in advance. Employees must provide appropriate documentation of their appointments.

ARTICLE XI. DISCIPLINE ACTION

The parties agree to modify Article XI. to add disciplinary actions may be held in abeyance at the Company's discretion and that Last Chance Disciplinary Action will not be a permanent part of the employee file and will be active for eight (8) years.

Disciplinary Actions may be held in abeyance at the company's discretion. The abeyance will be placed in the employee's personnel file administered by the Human Capital Business Unit. The Disciplinary Action will be removed upon successful completion of the abeyance period. During the abeyance period, the Disciplinary Action will be considered an active discipline.

~~Last Chance Agreements were a permanent part of the employee's corporate personnel file.~~

At the Company's discretion, an employee may receive a Last Chance Disciplinary Action in lieu of termination. The Last Chance Disciplinary Action will be placed in the employee's personnel file administered by the Human Capital Business Unit. The Last Chance Disciplinary

Action will be considered an active discipline for a period of eight (8) years.

EXHIBIT "A" EMPLOYEE CLASSIFICATIONS, WAGE RATES AND RULES

RELOCATION ASSISTANCE

The parties agree to add Relocation Assistance for newly hired employees who are relocating their primary residence.

SECTION 4. INCENTIVE LINKED TO COMPANY/BUSINESS UNIT PERFORMANCE, ~~OR~~ EMPLOYEE SERVICE OR RELOCATION ASSISTANCE FOR NEWLY HIRED EMPLOYEES.

D. Relocation Assistance. Newly and rehired employees will receive two thousand five hundred dollars \$2,500 (less applicable taxes), provided they are relocating their primary residence and meet the following distance test a.) at least fifty (50) miles from their current home; and b.) within fifty (50) miles of the new work location. Some classifications may require living arrangements less than fifty (50) miles from the work location, and those requirements will take precedence. The distance between the two points must be determined via the most direct route.

Employees accepting relocation assistance will be required to reimburse OPPD for all relocation assistance paid to them if they voluntarily terminate their employment within two (2) years after the effective date of employment. Repayment must be made within six (6) months of the termination date.

EXHIBIT "B" DIVISIONAL RULES

MEAL ALLOWANCE ENHANCEMENT

The parties agree to increase the meal allowance from \$20.00 to \$22.00, clarify that the meal hour is deemed to have been worked, and pay premiums including Acting Crew Leader Pay on the meal hour.

SECTION 1. GENERAL RULES.

B. Meals During Overtime Work.

1. When an employee is required to work overtime for four (4) hours, the employee will receive a meal allowance of ~~twenty dollars (\$20.00)~~ twenty-two dollars (\$22.00) with their payroll deposit. The meal allowance will continue at six (6) hours of work thereafter until released from duty. For each meal, the employee will be allowed reasonable time, at the appropriate wage rate to eat. Travel time allowance will not be considered in determining when an employee has earned a meal allowance. If, when released from work, the employee has earned a meal allowance, along with the meal allowance, the employee will receive one (1) hour of overtime regardless of the number of meals earned. Such hour of overtime is deemed to have been worked at the appropriate wage rate, ~~excluding any premium payments~~. An employee can be held for up to two (2) hours beyond meal eligibility if it is determined that the job can be completed or scheduled overtime will

end in this time period. An employee will not continue to earn meal allowances during paid rest periods. At its discretion, the Company may furnish a meal instead of giving a meal allowance. When a meal is furnished, it shall be of a quality equal to a meal purchased in a restaurant.

ACTING CREW LEADER

The parties agree to add “other top classification” to existing Acting Crew Leader language.

SECTION 1. GENERAL RULES.

F. **Acting Crew Leader.** If a crew leader, ~~or~~ coordinator, or other top classification is absent from any work- group normally requiring crew leader, ~~or~~ coordinator, or other top classification supervision, a qualified employee in a crew leader, ~~or~~ coordinator, or other top classification from the department or group involved shall be appointed to act as crew leader, ~~or~~ coordinator, or other top classification and while so acting shall receive the basic wage of the crew leader, ~~or~~ coordinator, or other top classification to which the employee is appointed subject to applicable divisional rules.

TRAVEL ALLOWANCE

The parties agree to pay 1.3 hours of travel pay for travel between Nebraska City and Cass County or Cass County and the Metropolitan area.

The parties also agree to change “North Omaha” to “North Omaha Station”, “Nebraska City Power Station” to “Nebraska City Station”, and “Standing Bear” to “Standing Bear Lake”.

SECTION 2. DIVISIONAL RULES COMMON TO ENERGY PRODUCTION AND NUCLEAR DECOMMISSIONING DIVISION.

C. Travel Allowance.

Whenever an employee is required to report to the Cass County Power Station and the employee’s regular headquarters is the Nebraska City Station or in the Metropolitan area (Jones Street, North Omaha, Sarpy County, Standing Bear Lake or Turtle Creek), or an employee is required to report for work at the Nebraska City Station or in the Metropolitan area (Jones Street, North Omaha Station, Sarpy County, Standing Bear Lake, or Turtle Creek), when the employee’s Regular Headquarters is the Cass County Power Station; the employee will receive a travel allowance equivalent to 1.3 hours pay at the employee’s base hourly rate for each required trip to and from the specified location for days traveled Monday through Friday. The employee shall receive the equivalent of one and one-half (1 ½) times pay for travel on Saturday and double (2) time-times pay for travel on Sundays and holidays.

SECTION 7. SUPPLY CHAIN MANAGEMENT DIVISION RULES

D. Work Rules for Stores – Fossil.

3. Travel Allowance.

Whenever an employee is required to report to the Cass County Power Station and the employee's regular headquarters is the Nebraska City Station or in the Metropolitan area (Jones Street, North Omaha Station, Sarpy County, Standing Bear Lake, and/or Turtle Creek), or an employee is required to report for work at the Nebraska City Station or in the Metropolitan area (Jones Street, North Omaha Station, Sarpy County, Standing Bear Lake, and/or Turtle Creek), when the employee's Regular Headquarters is the Cass County Power Station; the employee will receive a travel allowance equivalent to 1.3 hours pay at the employee's base hourly rate for each required trip to and from the specified location for days traveled Monday through Friday. The employee shall receive the equivalent of one and one-half (1 ½) times pay for travel on Saturday and double (2) times s pay for travel on Sundays and holidays.

TEMPORARY 24-HOUR COVERAGE SHIFT ASSIGNMENT

The parties agree to add language to clarify how employees are paid when 24-hour coverage is required for reasons other than in accordance with Section 2. Paragraph A. Temporary Coverage Shift Assignments, or an Emergency as defined in Article I, Section 4., Paragraph G.

SECTION 2. DIVISIONAL RULES COMMON TO ENERGY PRODUCTION AND NUCLEAR DECOMMISSIONING DIVISION.

A. Temporary 24-Hour Coverage Shift Assignments.

In the event the Company requires 24-hour coverage for a reason other than, to conduct start-up operation, testing or refueling of a unit, or due to a forced outage of a major piece of equipment which is vital to the full load operation of a unit, or to complete a scheduled overhaul of major equipment, due to regulatory requirements, or for an Emergency as defined in Article I, Section 4, Paragraph G employees will remain on their regularly assigned base hours. All hours assigned outside of their base hours will be paid at the applicable overtime rate. Since employees will remain on their day shift base hours, they are not eligible to receive shift premiums.

ENERGY PRODUCTION

CONFINED SPACE ROPE RESCUE INCENTIVE PAY

The parties agree to clarify the Confined Space Rope Rescue Incentive pay.

SECTION 3. ENERGY PRODUCTION RULES.

O. Confined Space Rope Rescue Incentive. The Company will request for volunteers from North Omaha Station, Nebraska City Station, and Peaking Stations to qualify and participate for the Confined Space Rope Rescue Teams at North Omaha, Nebraska City, and Peaking Stations. Employees must obtain supervisory approval to volunteer and participate on this team and be available when the need arises to be available for rescue. Management will determine the number

of volunteers needed per location and will distribute the opportunity as equally as possible amongst the three (3) Local Unions and Exempt personnel. Volunteers are required to maintain compliance with Occupational Safety and Health Administration (OSHA) Standard 1910.146. Volunteers will be required to complete a minimum of forty (40) hours of annual training each calendar year. Additionally, monthly refresher training will be offered throughout each year. Volunteers must attend at a minimum four (4) of the twelve (12) refresher training opportunities to continue on the voluntary team. The refresher training will not count towards the forty (40) hour annual required training. Upon initial successful completion of annual training, volunteers will be paid a five-hundred-dollar (\$500) incentive. After the initial year, Each proceeding year, volunteers will receive a one-thousand dollar (\$1,000) annual incentive for maintaining OSHA compliance for the entire calendar year for the entire calendar year. Payment of the annual incentive will be completed January of the following calendar year. If more employees volunteer than spots available, or to backfill vacancies, the Company will use company seniority to fill the available spots.

For example, if initial training is completed in July 2025, the employee will receive five-hundred-dollars (\$500). If the employee continues to maintain their certification as defined above, the employee will receive the 2026 incentive of one-thousand dollars (\$1,000) in January of 2027.

CRANE OPERATION

The parties agree to add Paragraph P. Crane Operations to Section 3. which will allow Steamfitter Mechanics to operate OPPD mobile and truck mount cranes when T&D Construction is unable to provide support.

P. Crane Operations. In the event a Transmission and Distribution Construction (T&D) Equipment Operator is unavailable to support Maintenance Services, a qualified (NCCCO or Non-NCCCO) Steamfitter Mechanics will be allowed to operate OPPD mobile or truck mount cranes. The following must occur for a Steamfitter Mechanic to operate such cranes:

1. T&D Equipment Operators are not available due to performing other work.
2. Steamfitter Mechanic must be either NCCCO or Non-NCCCO qualified.
3. An OPPD mobile or truck mount crane is available.

The use and availability of OPPD cranes and Equipment Operators will be determined by T&D Management.

STORM RESTORATION

The parties agree to remove the reference to Level I and Level II Storms and refer to both levels as “System Emergency” in Section 5. and Section 7. The level of storm will continue to be referenced in the Storm Manual. The parties further agree that all employees supporting a System Emergency will receive two (2) meals per day after the initial break. Clarification was made to when employee’s within T&D schedule base hours during a System Emergency.

SECTION 5.

H. Storm Restoration. If an event occurs that causes significant damage to the OPPD Transmission and Distribution system, the Company may declare or elevate a System Disturbance to a System Emergency. In order to efficiently restore electric service to customers after a major storm that has resulted in the declaration of a ~~System Level 1 or Level 2~~ Emergency ~~as defined in the Storm Emergency Response Plan~~, each employee designated to work on storm restoration shall be paid their normal base hourly wage rate, or the applicable overtime rate, for their first sixteen (16) hours or more of work. Upon returning to work after an initial break, the employee will be paid at 150% for the first eight (8) hours of work (or the applicable overtime rate, if greater), and at 200% for all hours worked after that for the duration of the work period. Upon returning to work after the second break, the employee will be paid at 200% for all hours worked for each new work period until the service restoration condition has returned to normal or the employee is no longer needed for storm restoration activity. In the event the employee is required to work an extended period during the initial phase of the restoration event, a period of twenty-four (24) continuous hours or more, Management may deem a rest period in excess of eight (8) hours necessary. If Management deems a longer rest period necessary, the employee will not be disqualified from receiving the overtime compensation as stated in this section.

Meal provisions set forth in Exhibit "B" Section 1. Paragraph B. will apply until the initial break. Each subsequent day, two (2) meal allowances will be earned each day of a declared System Emergency Level 1 or Level 2 Emergency. Additionally, each day a meal is earned the employee will be paid one (1) additional hour of pay at the appropriate overtime rate.

STORM CLASSIFICATIONS

2. ~~SYSTEM LEVEL 1 OR 2~~ EMERGENCY:

b. BASE HOURS ON REGULAR WORKDAYS: Employees working Level 1, Level 2 and Mutual Aid events will retain their normal "base ~~days~~hours" for purposes of determining pay for the first and last work period of the storm. Base hours will be adjusted depending on when the time is earned for days between the first and last work period of the storm, the first eight (8) hours worked during that work period will be considered base hours. All employees will code eight (8) hours of base pay each day of their normal base days. Should at the end of a Level I or Level II storm the employee does not have eight (8) hours of base pay, the employee may be released for a rest period. Whenever an employee ends ~~their~~ ~~his/her~~ storm duty, the employee's last day will revert back to ~~their~~ ~~his/her~~ normal base day. Overtime hours worked previous to the Storm Declaration will be per the Contract Agreement (individual employee overtime hours before the Storm Declaration will count towards hours worked when the Storm is declared).

SECTION 7.

IIH. Storm Restoration – Transportation & Construction Equipment and Stores – District Operations. If an event occurs that causes significant damage to the OPPD Transmission and Distribution system, the Company may declare or elevate a System Disturbance to a System Emergency. ~~In order to efficiently restore electric service to customers after a major storm that~~

~~has resulted in the declaration of a Level 1 or Level 2 Emergency as defined in the Storm Emergency Response Plan, e~~ Each employee designated to work on storm restoration shall be paid ~~his/her/their~~ normal base hourly wage rate, or the applicable overtime rate, for their first 16 hours or more of work. Upon returning to work after an initial break, the employee will be paid at 150% for the first 8 hours of work (or the applicable overtime rate, if greater), and at 200% for all hours worked after that for the duration of the work period. Upon returning to work after the second break, the employee will be paid at 200% for all hours worked for each new work period until the service restoration condition has returned to normal or the employee is no longer needed for storm restoration activity. In the event the employee is required to work an extended period during the initial phase of the restoration event, a period of 24 continuous hours or more, Management may deem a rest period in excess of eight hours necessary. If Management deems a longer rest period necessary, the employee will not be disqualified from receiving the overtime compensation as stated in this section.

~~Employees in the Warehouse (Stores – District Operations) department will earn two (2) meal allowances each day of a declared Level 1 or Level 2 Emergency. Employees in the Transportation department will receive one (1) meal allowance during a Level 1 Emergency, unless twelve (12) hour shifts or more are established in which two (2) meals would be earned, and two (2) meals will be earned during a Level 2 Emergency. Meal provisions set forth in Exhibit “B” Section 1. Paragraph B. will apply until the initial break. Each subsequent day, employees in the Warehouse (Stores – District Operations) and Transportation department will earn two (2) meal allowances each day of a declared System Emergency.~~

TRANSMISSION & DISTRIBUTION CONSTRUCTION

CREW SCHEDULING EVENINGS AND SATURDAYS

The parties agree, effective January 2026, agree to modify the Evening and Saturdays Crew Scheduling as follows:

M. Crew Scheduling – Evenings and Saturdays.

4. Staffing of Positions: The positions will be posted at each Service Center and Rural Office using the current promotional process (for staffing with volunteers). Employees moving into a Senior role will transition to the respective classification, wage rate, and location effective the start of the first pay period after January 15th of the respective year or the start of a pay period following a vacancy due to separation of employment. Positions will not be filled from outside the Division. Any employee accepting this position will be required to live within 35 miles of their Headquarters per the Agreement. If a Rural Office employee accepts this position, their job will be permanently backfilled and they will not be able to return to the Rural Office at the end of DST and will be reassigned to a Metro Service Center.

Any positions that are not filled through the current promotional process will be filled by low seniority within classification using Metropolitan area employees. If an employee is required to work, they will be rotated after four (4) weeks by low seniority. ~~and will not receive the \$1.00 upgrade.~~ No one will be required to work for more than a four (4) week period (one rotation per year) to include Crew Leaders and Line Technicians.

Forced employees will receive the \$1.00 upgrade while working their assigned four (4) week rotation. Such employees will not be placed into the respective senior classification.

5. Staffing Location: The Monday through Friday Evening/Tuesday through Saturday Day Three Person Line Crews will be worked out of the Elkhorn ~~and/or~~ Papillion Service Centers. Only one crew will be headquartered at each location. The location will be based upon the reporting Headquarters of the Senior Line Crew Leader.

a. If one Senior Line Crew Leader is headquartered at the Elkhorn Service Center and the other is Headquartered at the Papillion Service Center, the Senior Line Crew Leaders will remain at such location.

b. If both Senior Line Crew Leaders are located at the same headquarters, the Senior Line Crew Leaders will select their headquarters in seniority order.

c. If the most senior Senior Line Crew Leader is headquartered at the Omaha Center and the other Senior Line Crew Leader is headquartered at either Elkhorn or Papillion, the senior Senior Line Crew Leader will go to the headquarters with a vacancy.

a.d. The Senior Line Technicians will choose their headquarters in seniority order, applying the rules of Paragraph 5 (a), (b), and (c).

~~b. — unless one (1) or both Senior Line Crew Leader's headquarters is the Omaha Center. If the Senior Line Crew Leader's headquarters is the Omaha Center, the Senior Line Crew Leader and crew will report to either Papillion or the Elkhorn Center. It is the preference of Management for only one (1) crew to be headquartered at Elkhorn and one (1) crew headquartered at Papillion. However, if both Senior Line Crew Leaders are headquartered at either Papillion or Elkhorn, both crews will remain at such center. If the crews are headquartered at two (2) different service centers, the Senior Line Technicians will choose their headquarters in seniority order. Management may reserve the right to limit the available Service Center in an effort to having the Service Centers most efficiently covered during DST.~~

~~b. —~~

~~For example: a.) if two (2) Senior Line Crew Leader's reporting Headquarters is the Elkhorn Center, both the Monday through Friday Evening/Tuesday through Saturday Day Three Person Line Crew will work out of the Elkhorn Center; b.) if one (1) Senior Line Crew Leader's reporting Headquarters is the Papillion Center and one (1) Senior Line Crew Leader's Headquarters is the Elkhorn Center, one crew will report out of the Elkhorn Center and the other crew will report out of the Papillion Center; c.) if one (1) Senior Line Crew Leader is from the Papillion Center and one (1) Senior Line Crew Leader is from the Omaha Center, one (1) crew will report out of the Papillion Center and the Senior Line Crew Leader from Omaha and respective crew will report to the Elkhorn Center; d.) if two (2) Senior~~

~~Line Crew Leader's reporting Headquarters is the Omaha Center, the most senior Senior Line Crew Leader will choose to report to either the Papillion or Elkhorn Center. The second Senior Crew Leader and respective crew will report to the remaining open center, either Papillion or Elkhorn Center.~~

~~e.e.~~ Employees who move to another Service Center to work the DST coverage will remain at such Service Center throughout the year~~return to their original Service Center when DST has concluded~~. If the employee originated from a Rural Office, upon completion of DST they will be placed in a Metro Service Center and not returned to the rural.

6. Transition Off Evenings and Saturdays Crew: Any Senior Classification employee interested in giving up their Senior Classification will have the opportunity to opt-out yearly, between November 1st and January 15th of each year. ~~Any Senior Classification employee giving up their Senior Classification~~ Such employee will return to their original Service Center and to their original classification. In addition, they will forfeit their additional pay. Classification, wage, and if applicable, location will revert effective the start of the first pay period following January 15th of the respective year. If the employee originated from a Rural Office, they will be permanently placed in a Metro Service Center and not returned to the rural.

~~8.7. Any Senior Classification employee interested in giving up their Senior Classification will have the opportunity to opt-out yearly, between November 1st and January 15th of each year.~~

The parties agree that Mr. Scot Dasovic (Senior Line Crew Leader) and Mr. Brian Tedesco (Senior Journey Line Technician) will be allowed to remain at the Papillion Service Center regardless of a more senior employee filling a Senior Working Line Crew Leader or the Senior Journey Line Technician position. If a more senior Working Line Crew Leader or more senior Line Technician volunteers for a Senior position, they will be assigned to the Elkhorn Service Center while Mr. Tedesco or Mr. Dasovic remain at the Papillion Service Center. If Mr. Dasovic and/or Mr. Tedesco vacate the Senior position or leave the Papillion Service Center, they will no longer be grandfathered should they return to a Senior position in the future. If either Mr. Tedesco or Mr. Dasovic leaves the Senior position or Papillion Service Center, the remaining employee will continue to be grandfathered at the Papillion Service Center.

NON-METRO ON-CALL SYSTEM

The parties agree to modify Paragraph N. Non-Metro On-Call Periods (2) to change on-call periods from Friday to Friday to Thursday to Thursday.

WAREHOUSE DEPARTMENT

WORK RULES

The parties agree to remove Section 7. Supply Chain Management Rules, Paragraph E (6) Stores Clerk Call-outs Day Light Savings Time.

TRANSFERS

The parties agree to modify Section 7. Supply Chain Management Rules, Paragraph F Transfers – Stores Department.

F. Transfers – ~~Warehousing~~Stores Department.

1. The following applies to the transfer of ~~Warehousing~~Stores department personnel:

b. ~~Warehousing~~Stores personnel within the job classifications of ~~Warehouse Worker or Warehouse Associate~~~~Laborer, Utility Worker, or Helper~~ may transfer between “like” and “unlike” ~~warehouses~~~~storerooms~~ without loss of their department and/or classification seniority. “Like” ~~warehouses~~~~storerooms~~ are ~~Fossil/Energy Production and Nuclear Decommissioning~~ to another ~~Fossil/Energy Production and Nuclear Decommissioning~~ ~~warehouse~~~~storeroom~~ or ~~District Operations/Energy Delivery~~ to another ~~District Operations/Energy Delivery~~ ~~warehouse~~~~storeroom~~.

c. ~~Stores~~~~Warehousing~~ personnel within the classifications of ~~Senior Warehouse Specialist and Warehouse Specialist~~ ~~Stores 3rd-Class, Stores 2nd-Class, or Stores 1st-Class~~ who transfer from an “unlike” ~~warehouse~~~~storeroom~~, will lose their seniority. Such employee’s classification and department seniority will start over the effective date of their transfer.

2. The following applies to the transfer of ~~Warehousing~~Stores department personnel for a limited time duration in all classifications ~~within “like” or “unlike” warehouses. between Fossil and District Operations:~~

a. In the event of a business need (i.e. ~~Energy Production~~~~fossil generating~~ unit outage, T&D storm-related emergency, or minimal staffing) ~~Warehousing~~~~storeroom~~ personnel from ~~Energy Production~~~~Fossil~~ and ~~Energy Delivery~~~~District Operations~~ ~~warehouses~~~~storerooms~~ may volunteer to provide additional staffing to ~~Energy Production~~~~Fossil~~ and ~~Energy Delivery~~~~District Operations~~ ~~warehouses~~~~storerooms~~ in need of support.

i. ~~Volunteers will be asked to assist from “like” warehouses first.~~

ii. ~~b. The Company will make notification if there is an operational need for volunteers. When practicable, volunteers will be asked to assist from “like” storerooms first. If more than one (1) person volunteers, the list of volunteers will be evaluated initially in order of overtime (low to high, when determining low to high the Company will use total hours for~~ ~~Energy Production~~~~Fossil/Nuclear~~ and total dollars for ~~Energy Delivery~~~~District Operations~~).

iii. The Company reserves the right to not send volunteers to provide assistance in cases where it would adversely impact the required expertise and experience levels at a specific location or due to other business-related reasons deemed sufficient by the Company.

b. When a Working Warehouse Crew Leader is absent, the most senior Warehousing personnel, regardless of regularly assigned location, will receive acting crew leader pay when volunteering at a “like” warehouse.

~~b.c.~~ It is understood that WarehousingStores personnel who volunteer for an “unlike” warehouse and are sent to provide additional staffing support at an “unlike” warehouse ~~another storeroom under these circumstances~~ will be working under the direction of the senior regularly assigned ~~Warehousing~~ WarehousingStores personnel at the ~~warehouse storeroom~~ receiving the support. ~~(e.g., a Crew Leader or a Stores Clerk, 1st Class who volunteers to provide support at another storeroom will be performing work under the direction/guidance of the Crew Leader, Stores Clerk, 2nd Class or Stores Clerk, 3rd Class regularly assigned at the location.)~~ It is the intent of the Company to pay only one (1) WarehousingStores personnel Acting Crew Leader pay when a Crew Leader is absent. In the event that neither the assisting or regularly assigned personnel is a Crew Leader, the regularly assigned Warehousingstores personnel will receive Acting Crew Leader pay regardless of seniority. If a Crew Leader is assisting at another location both the assisting Crew Leader and the regularly assigned Warehousingstores personnel, regardless of classification, will receive either Acting Crew Leader or Crew Leader pay.

ACTING CREW LEADER

The parties agree to add Paragraph F. Acting Crew Leader for an Extended Absence to Section 7. Paragraphs in *SECTION 7. Will be modified; Paragraph G becomes H; H becomes I; I becomes J; J becomes K; K becomes L; L becomes M; and M becomes N.*

G. Acting Crew Leader for an Extended Absence. In the event a Working Warehouse Crew Leader is on an extended absence of more than five (5) days and all regularly assigned personnel at the Working Warehouse Crew Leader’s assigned location are in a classification of Warehouse Associate or Warehouse Worker, the Company may ask for volunteers from Senior Warehouse Specialist and Warehouse Specialist in “like” warehouses to perform as a Crew Leader at such location. If no one is available or volunteers to work in such capacity at the location within like warehouses, the Company will force the least senior employee in the Warehouse Specialist or above classifications to such location.

HEADQUARTERS

The parties agree to remove Energy Plaza as a Headquarters in Exhibit A:

- Section 5. Divisional Rules Common to Engineering & Substation Division, Transmission & Distribution Construction Division, Planning & Strategy Division, Work Management Division, And Technology & Security Division Paragraph C.

- Section 6. Safety & Facilities, Paragraph B.
- Section 7. Supply Chain Management Division Rules Paragraph J.

The parties agree to clean-up Section 7. Supply Chain Management Division Rules Paragraph E as follows:

1. **Headquarters.** Regular Headquarters shall be at Omaha (~~T&DEO~~ Center); at Papillion (~~T&DEO~~ Center); at Elkhorn (~~T&DEO~~ Center); at Louisville (~~Area Office~~~~Service Headquarters~~); ~~at Arlington~~; at Ashland (~~Area Office~~); at Blair (~~Area Office~~); ~~at Cedar Bluffs~~; ~~at Hooper~~; at Humboldt (~~Area Office~~); at North Bend (~~Area Office~~); at Syracuse (~~T&D Center~~); ~~and at Tecumseh (Area Office)and at Weeping Water.~~ Job Headquarters may be established by the Company in any town most convenient to a job.

AGREEMENT CLEAN-UP

REMOVAL OF PAST EFFECTIVE DATES

The parties agree to remove past effective dates from Article I, Section 4. General Rules, Paragraph E. Twenty-Four Hour Coverage and Article VII Vacation Leave, Paid Sick Leave and Paid Parental Leave, Section 1. Vacation.

CONCLUSION FOR INCENTIVE FOR COVID-19 VACCINATIONS

The parties agree to discontinue the Memorandum of Understanding Incentive for Employees Fully Vaccinated for COVID-19.

REMOVAL OF REFERENCE TO CLASSIFICATIONS IN WRONG SECTIONS

The parties agree to modify Exhibit “B” Section 5., Paragraph E. and Section 7., Paragraph E. (3) as follows:

SECTION 5.

E. **Changes in Daytime Working Schedules.** In the Line, Underground, Substation, ~~Stores~~ and Metering Services Departments, a part of the employees (not to exceed eight [8] each in the Underground, Substation, and Metering Services Departments; and, in the Line Department ~~and Stores Department~~, not to exceed a total of eight [8] employees at each regular EO Headquarters) in the Line Maintenance Technician, Equipment Operator, Helper, Utility Worker, Laborer, Utility Crew Leader, Shop Maintenance Worker, Shop Worker, ~~Crew Leader (Stores)~~, ~~Stores Clerk 1st Class~~, ~~Stores Clerk 2nd Class~~, ~~Stores Clerk 3rd Class~~, Maintenance Worker 1st Class, Maintenance Worker 2nd Class, and Maintenance Worker classifications may be assigned to work a substitute regular work day between the hours of 0700 to 1800, in place of the regular established daytime working hours of 0800 to 1700. Such changes in work schedules will be posted five (5) days in advance of their effective date.

SECTION 7.

3. **Changes in Daytime Working Schedules.** In the ~~Line, Underground, Substation, Warehousing Stores and Metering Services~~ Departments, a part of the employees (~~not to exceed eight [8] each in the Underground, Substation, and Metering Services Departments; and, in the Line Department and Stores Department,~~ not to exceed a total of eight [8] employees at each regular EO Headquarters) in the ~~Line Maintenance Technician, Equipment Operators, Helper, Utility Worker, Laborer, Utility Crew Leader, Shop Maintenance Worker, Shop Worker, Crew Leader (Stores), Stores Clerk 1st Class, Stores Clerk 2nd Class, Stores Clerk 3rd Class, Maintenance Worker 1st Class, Maintenance Worker 2nd Class, and Maintenance Worker Working Warehouse Crew Leader, Senior Warehouse Specialist, and Warehouse Specialist~~ classifications may be assigned to work a substitute regular work day between the hours of 0700 to 1800, in place of the regular established daytime working hours of 0800 to 1700. Such changes in work schedules will be posted five (5) days in advance of their effective date.

TEMPORARY CREW LEADER

The parties agree when an I&C Coordinator, Steamfitter, or Electrical Maintenance Crew Leader volunteers for the Fix It Now Team and a respective journey level employee is appointed as Acting Crew Leader or Coordinator, the employee will be temporarily promoted to Crew Leader or Coordinator. The following will be modified in the Company's Letter of Intent sent to Local 763:

The senior craft person will be temporarily promoted into the Crew Leader positions of their respective craft and will be required to perform the function of Crew Leader while working on FIN Team work and while supporting plant outages. If a full time Crew Leader is on the FIN Team for a particular craft, then no employee will temporarily promote to the Crew Leader position on the FIN Team. In the event the Shop Crew Leader volunteers for the FIN Team, the appointed journey level employee will be temporarily promoted to the respective craft Crew Leader position. If employee leaves the FIN team after meeting the respective minimum time requirements, all affected temporarily promoted employee(s) will transfer back to their classification and associated wage rate prior to being temporarily promoted to Crew Leader.

PART-TIME EMPLOYEES

HEALTH INSURANCE CHANGES

Add the \$1,650 High Deductible Health Plan (HDHP 1650), at the same coverage levels as the full-time employee.

DEFERRED COMPENSATION MATCH CHANGES

Increase company match up to \$2,500 to be used for the Deferred Compensation Plan or for HSA employee contributions; previously, it was \$2,000.

PAID TIME OFF ENHANCEMENT

New employees will be given twenty (25) hours of PTO on their hire date.

EXHIBIT B

2025 NEGOTIATIONS

OMAHA PUBLIC POWER DISTRICT

(“THE COMPANY” OR “OPPD”)



AND

IAM&AW LOCAL UNION No. 31

(“THE UNION” OR “IAM&AW”)



Tentative Agreement Reached on March 13, 2025

KEY:

BLUE = Language agreed to by the parties that will be added to the Labor Agreement

RED = Language in the labor agreement the parties have agreed to remove.

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GENERAL WAGE INCREASE, SIGNING BONUS, AND WORKING MACHINIST LEADER WAGE RATE

GENERAL WAGE INCREASE & TERM OF THE CONTRACT

The parties agree to a three (3) year contract effective June 1, 2025, to May 31, 2028. The parties agree to a 4% general wage increase effective June 1, 2025, a 3% general wage increase effective June 1, 2026, and 3% general wage increase effective June 1, 2027.

SIGNING BONUS

OPPD agrees to pay one thousand five hundred dollars (\$1,500) to each bargaining unit member for ratification of the Collective Bargaining Agreement.

WORKING MACHINIST LEADER WAGE RATE

Effective May 31, 2025, the Working Machinist Leader Hourly Rate will be \$60.41, 9% above the hourly wage rate of the First Class Machinist.

HEALTH INSURANCE, DEFERRED COMPENSATION MATCH, AND VOLUNTARY EMPLOYEE'S BENEFITS ASSOCIATION TRUST CHANGES

The parties agree, effective January 1, 2026, to the following:

HEALTH INSURANCE

Add an additional HDHP plan with a Narrow Network (Nexus narrow network through UMR)

Deductible tiers for this plan:

- Narrow Network Deductible \$1,650 single and \$3,300 family, 95% coinsurance
- In-Network Deductible \$2,000 single and \$4,000 family, 90% coinsurance
- Out-of-Network Deductible \$4,000 single and \$8,000 family, 70% coinsurance

HDHP			
Coverage Level	Narrow Network	In-Network	Out-of-Network
Current HDHP: Single	n/a	\$2,000 / 90%	\$4,000 / 70%
Current HDHP: Family	n/a	\$4,000 / 90%	\$8,000 / 70%
2nd HDHP: Single	\$1,650 / 95%	\$2,000 / 90%	\$4,000 / 70%
2nd HDHP: Family	\$3,300 / 95%	\$4,000 / 90%	\$8,000 / 70%

Health Insurance Plans Summary:

Hire Date	High Deductible Health Plan 1650	High Deduction Health Plan 2000	Preferred Provider Organization
Hired after January 1, 2013	Eligible	Eligible	Not Eligible
Hired before January 1, 2013	Eligible	Eligible	Eligible

Infertility Benefits

Add infertility coverage to our HDHP and PPO plans:

\$25,000-lifetime maximum paid out

HEALTH SAVINGS ACCOUNT FUNDING ENHANCEMENT

Coverage Level	Current	1/1/2026 1650HDHP	1/1/2026 2000HDHP
Employee Only	\$700	\$660	\$800
Employee + Spouse	\$1,200	\$1,320	\$1,700
Employee + Child(ren)	\$1,200	\$1,320	\$1,700
Employee + Family	\$1,600	\$1,320	\$1,700

ADD LIMITED PURPOSE FLEXIBLE SPENDING ACCOUNT

A Limited Purpose FSA (LPFSA) is another tax-advantaged reimbursement plan that allows employees to set aside pre-tax money to pay for eligible dental and vision expenses. These plans are intended for employees enrolled in an HDHP with an HSA. 2025 IRS contribution limit for an LPFSA is \$3,300

DEFERRED COMPENSATION (401K/457/HSA) MATCH: FORMULA AND ENHANCEMENT TO AMOUNT

Current Match is \$4,000

- dollar for dollar on the first \$150 of contributions per pay period, plus 50% on the difference between 6% of base pay.

New Match is \$5,000

- dollar for dollar up to 8% of base pay

VOLUNTARY EMPLOYEE'S BENEFIT ASSOCIATION TRUST – ENHANCEMENT TO ANNUAL SERVICE CREDIT

Current funding:

- \$10,000 placed into the fund at the time an employee is employed as a full time regular employee of OPPD.
- \$1,000 to be added to the fund for each year of service completed by the employees covered by the Trust

New funding:

- \$10,000 placed into the fund at the time an employee is employed as a full time regular employee of OPPD.
- \$1,500 to be added to the fund for each year of service completed by the employees covered by the Trust

STRIKE “LODGE” FROM THE COLLECTIVE BARGAINING AGREEMENT BETWEEN THE OMAHA PUBLIC POWER DISTRICT AND LOCAL NO. 31

Strike and remove the word “Lodge” from the entire Collective Bargaining Agreement between Omaha Public Power District and Local No. 31, except for any language with historical aspects.

ARTICLE I – TERM OF AGREEMENT, AMENDMENTS, DEFINITIONS

CLARIFICATION OF TWENTY-FOUR HOUR COVERAGE DEFINITION

The parties agree to modify Article I, Term of Agreement, Amendments, Definitions, Section 4., Definitions, as follows:

D. **Twenty-Four Hour Coverage.** Notwithstanding anything in Section 1 of Article IV hereof to the contrary, - all employees covered by this Agreement ~~who are hired after that date~~ may be assigned to an 8-hour shift commencing and concluding at any time during the 24-hour day when, in the opinion of the Company, such assignment will aid the more efficient utilization of the Company's facilities and equipment and its service to its customers.

ARTICLE II – RECOGNITION AND COOPERATION

UNION MAINTENANCE

The parties agree to modify Article II, Recognition and Cooperation, Section 2., Union Maintenance, as follows:

B. Deductions provided in A. shall be remitted to ~~the IAMAW, 9000 Machinists Place, Upper Marlboro, MD 20772~~ the Union no later than the fifteenth (15th) day of the ensuing month in which the deduction was made and shall include all deductions made in the previous month. District 6 shall provide payment location. The Company shall furnish the Union, monthly, with a record of those for whom deductions have been made and the amounts of the deduction, and the names of those members for whom deductions were not made and the reasons they were not made.

ARTICLE IV – WORKING RULES AND PERIODS

FLOATING HOLIDAY ENHANCEMENT

The parties agree to modify Article IV, Working Rules and Periods, Section 3., Holidays, as follows:

SECTION 3. HOLIDAYS.

For the purpose of this Agreement, the following shall be the eight (8) recognized holidays:

New Year's Day	Thanksgiving Day
Memorial Day	Day after Thanksgiving
Independence Day	Christmas Eve Day
Labor Day	Christmas Day

In addition to the above holidays, each employee will be credited with ~~four (4)~~five (5) personal floating holidays on January 1 of each calendar year following the employee's first full calendar year of employment.

Employees hired after January 1 will be entitled to personal floating holidays on a pro-rata basis during the calendar year of their hire in accordance with the schedule below:

Hire Date	Pro-rata schedule
Jan 1 through Mar 31	4 <u>5</u> personal floating holidays
Apr 1 through Jun 30	3 <u>4</u> personal floating holidays
Jul 1 through Sep 30	2 <u>3</u> personal floating holidays
Oct 1 through Dec 31	1 <u>2</u> personal floating holiday <u>s</u>

OVERTIME – HOLIDAY CLARIFICATION

The parties agree to modify Article IV, Working Rules and Periods, Section 4., Overtime, as follows:

SECTION 4. OVERTIME.

A. All work performed by a worker outside of their regular hours as designated in Section 1 of this Article, shall be paid for at the rate of one and one-half (1½) times the hourly wage rate of such worker, except that any such work performed on Sundays or OPPD observed ~~OPPD-observed~~ holidays, and as provided in Section 7, paragraph (E) of this Article, shall be paid for at two (2) times their regular hourly wage rate.

ARTICLE V – SENIORITY

TRANSFER REQUEST MODIFICATION

The parties agree to modify Article V, Seniority, Section 6., Transfers, as follows:

SECTION 6. TRANSFERS.

A transfer is defined as the permanent movement of an employee in a job classification from one production station to another production station within the Company. Employees may

only be transferred into a job classification if a vacancy is approved to be filled by the Company. For transfers from a Production Station to another Production Station under the following conditions.

A. This provision for voluntary transfer requests is available for the following classifications:

- a. Working Machinist Leader
- b. First Class Machinist / Apprentice Machinist
- c. Tool Room Attendant

B. Requests must be made in writing using the “Request for Transfer to a Production Station” (referred to hereafter as “Transfer Request”) form and will be maintained by the Labor Relations Department.

- a. The form must be acknowledged by the employee’s current Supervisor, Manager, or designee, and signed by the employee.
- b. A request will be considered active on the date that it is signed by the appropriate Manager or their designee and will continue to be active until it is revoked or withdrawn by the employee.
 - i. Such withdrawal or revocation must be in writing.
 - ii. The written revocation or withdrawal will not become effective until the Manager or their designee acknowledges it. The Human Capital Business Unit, Labor Relations Department, will maintain the records.

C. When an opening occurs at a Production Station, the Labor Relations Department will review the active Transfer Requests on file and fill the vacancy with the most senior employee within the classification needed.

D. If an employee has a Transfer Request on file and is granted the vacancy in accordance with this provision, the employee will be required to accept the transfer and will be reassigned to the Production Station. The Company shall provide transfer requests on file quarterly.

E. It is the employee’s responsibility to make certain that the appropriate Transfer Requests are on file and accurately reflect the employee’s assignment preference.

F. Transfer Requests must be on file prior to the date of the opening at the Production Station to which the employee wants to transfer. (The effective date of the opening will be determined by the date the vacancy is approved to be filled by the Company.)

G. Following the acceptance of a voluntary transfer assignment, the employee will not be permitted to be voluntarily transferred to another Production Station for a period of ~~one (1) year~~six (6) months from the date of the transfer. (This does not preclude promotional opportunities.)

EXHIBIT "A" EMPLOYEE CLASSIFICATIONS, WAGE RATES AND RULES

ALIGN GENERAL WAGE INCREASE TO SUNDAY

The parties agree to modify Exhibit "A", Employee Classifications, Wages Rates and Rules, Preamble, as follows:

EXHIBIT "A"

OMAHA PUBLIC POWER DISTRICT

EMPLOYEE CLASSIFICATIONS, WAGE RATES AND RULES

The employee classifications, basic wages and rules appertaining thereto that follow shall be a part of and supplementary to the Agreement between the Omaha Public Power District and the International Association of Machinists and Aerospace Workers Local ~~Lodge~~ No. 31 dated May 1, 1946 (as amended through May 31, ~~2025~~2028).

The parties agree that the general wage increase will be effective Sunday of the payroll week closest to June 1st.

- June 1st falls on Sunday; the general wage increase will be effective that Sunday, June 1st
- June 1st falls on Monday, Tuesday, or Wednesday; the general wage increase will be effective the Sunday before June 1st
- June 1st falls on Thursday, Friday, or Saturday; the general wage increase will be effective the Sunday following June 1st

<u>Day of the Week - June 1</u>	<u>Sunday before/after June 1</u>
<u>Sunday, June 1, 2025</u>	<u>Sunday, June 1, 2025</u>
<u>Monday, June 1, 2026</u>	<u>Sunday, May 31, 2026</u>
<u>Tuesday, June 1, 2027</u>	<u>Sunday, May 30, 2027</u>

RELOCATION ASSISTANCE

The parties agree to modify Exhibit "A", Employee Classifications, Wages Rates and Rules, Section 3., Incentives Linked to Company of Business Unit Performance, as follows:

INCENTIVES LINKED TO COMPANY, ~~OR~~ BUSINESS UNIT PERFORMANCE, ~~OR~~ EMPLOYEE SERVICE, ~~OR~~ RELOCATION ASSISTANCE FOR NEWLY HIRED EMPLOYEES.

D. Relocation Assistance.

1. Newly and rehired employees will receive two thousand five hundred dollars \$2,500 (less applicable taxes), provided they are relocating their primary residence and meet the following distance test a.) at least fifty (50) miles from their current home; and b.) within fifty (50) miles of the new work location. Some classifications may require living arrangements less than fifty (50) miles from the work location, and those requirements will take precedence. The distance between the two points must be determined via the most direct route.

Employees accepting relocation assistance will be required to reimburse OPPD for all relocation assistance paid to them if they voluntarily terminate their employment within two (2) years after the effective date of employment. Repayment must be made within six (6) months of the termination date.

EXHIBIT “B” DIVISIONAL RULES

APPRENTICESHIP PROGRAM – CLARIFICATION

The parties agree to modify Exhibit “B”, Divisional Rules, Section 1., General Rules, Paragraph B, Apprenticeship Program, as follows:

B. Apprenticeship Program. An on-the-job Apprenticeship Program shall exist and be administered by an Apprenticeship Committee consisting of two (2) representatives of the Company and two (2) representatives of the Union. One of the Company representatives will serve as Chairperson. This committee shall operate with the counsel and cooperation of the Training and Safety Department, Production Operations Division, and the Management Development Department, Human Capital Division and all Machinist Apprentice Trainees.

1. The Apprenticeship Program shall include up to four (4) years of training including a study course on the trainee's own time. Written examinations for each segment of the course will ~~also~~ be completed on the ~~trainee's own~~Company time.

2. A trainee with experience shall be placed into an appropriate step in the program upon the recommendation of the Apprenticeship Committee.

3. Following entrance into the Apprenticeship Program, an Apprentice must maintain a required standard of performance in all phases of training or be dropped from the Apprenticeship Program at the discretion of the Apprenticeship Committee.

The company shall provide full reimbursement for the cost of all required textbooks during the course of the Apprenticeship Program to those employees who maintain an average score of ninety percent (90%) or higher on all test administered as part of the program. The Apprentice shall have the opportunity to be reimbursed for the textbooks on a ~~quarterly-step~~ basis, provided all criteria is met for that ~~quarterstep~~. If an Apprentice has a test score of below eighty-five percent

(85%) for that quarter-step then there will not be any reimbursement for that quarterstep. However, that employee shall still have the opportunity for the next quarter's-step's reimbursement provided all criteria are met during that quarterstep.

TEMPORARY CHANGE IN WORKING HOURS – CLARIFICATION FOR NON-EMERGENCY

The parties agree to modify Exhibit “B”, Divisional Rules, Section 1., General Rules, Paragraph D, Temporary Change in Working Hours, as follows:

D. Temporary Change in Working Hours

1. Whenever in order to conduct start-up operation, testing or refueling of a unit, or due to a forced outage of a major piece of equipment which is vital to the full load operation of a unit, or to complete a scheduled overhaul of major equipment, the Company shall deem a temporary change in working hours to be necessary, any non-shift worker may be assigned to work a Temporary Work Period during: A.) (1530 - 0230) or Temporary Work Period; B.) (2330 - 0830) in place of their regular work period, provided that the employee is given at least thirty-six (36) hours' notice of such change of hours. The thirty-six (36) hours' notice does not apply if the Company assigns new regular base hours during daytime working hours. Such notification can be verbal or written. If verbal notification is given, a written notification will be posted by 1200 of the next business day. For example, if the employee's current regular hours are 0630 to 1500, they may be assigned new regular base hours from 800 to 1630 without thirty-six hours' notice.

A worker who is assigned to Temporary Work Period A or B covered by this provision shall not be assigned to either Temporary Work Period for longer than four (4) calendar weeks unless the employee volunteers to extend the period and Management agrees to the extension. If more employees volunteer than are needed, the employee with the lowest overtime will be assigned. The period of time in which a worker shall be assigned to a Temporary Work Period shall not exceed twenty (20) workweeks in a calendar year. When there is a requirement to schedule workers, the Working Machinist Leader, First Class Machinist, Apprentice Machinist, Tool Room Attendant, or Machinist Helper worker may volunteer to work these periods. If more employees volunteer than are needed, the employee with the lowest overtime will be assigned. Based on business needs and at the discretion of the Company, additional Working Machinist Leader, First Class Machinist, Apprentice Machinist, Tool Room Attendant, or Machinist Helper workers beyond those who have volunteered may be assigned to Work Periods A or B will be selected from the current seniority report as follows:

Unscheduled Outage:

Selecting the worker with the least departmental seniority first at the applicable location.

Schedule Outage:

Selecting the worker with the least departmental seniority first based on the assigned crew supporting the scheduled outage.

This procedure will be used for each new work period when a second or third work period is required, each time selecting workers other than those previously assigned if possible. When a worker is assigned to Work Periods A or B covered by this provision, the worker shall be credited with a minimum of one (1) workweek for any portion of a week in which they work these hours.

Employees assigned to this shift will be paid premium pay for working the temporary work period. Employees working this shift shall receive a shift premium payment of one dollar and eighty-four cents (\$1.84) per hour for all hours worked in this scheduled shift period. [This shift premium payment replaces the afternoon/night shift premium contained within Exhibit “A”, Section 2, Premium Pay for 24-Hour Coverage.]

An employee who is assigned to a temporary 24-hour coverage shift cannot be rotated back to their regular shift with less than ten (10) hours off work. In the event that this situation would occur, any and all hours worked during the ten (10) hour rotation back to their regular shift will be considered hours worked outside the employee’s base hours and paid at the prevailing overtime rates.

This provision shall supersede the provisions of Article IV, Section 7, paragraph (F).

2. In the event the Company requires a Temporary Change in Working Hours for a reason other than, to conduct start-up operation, testing or refueling of a unit, or due to a forced outage of a major piece of equipment which is vital to the full load operation of a unit, or to complete a scheduled overhaul of major equipment,-or for an Emergency as defined in Article I, Section 4, Paragraph C employees will remain on their regularly assigned base hours. All hours assigned outside of their base hours will be paid at the applicable overtime rate. Since employees will remain on their day shift base hours, they are not eligible to receive shift premiums.

MEAL ALLOWANCE ENHANCEMENT

The parties agree to modify Exhibit “B”, Divisional Rules, Section 1., General Rules, Paragraph E, Meals During Overtime Work, as follows:

E. Meals During Overtime Work

1. When an employee is required to work overtime for four (4) hours, the employee will receive a meal allowance of ~~twenty dollars (\$20.00)~~ twenty-two dollars (\$22.00) with their payroll deposit. The meal allowance will continue at six (6) hours of work thereafter until released from duty. For each meal, the employee will be allowed reasonable time, at the appropriate wage rate to eat. Travel time allowance will not be considered in determining when an employee has earned a meal allowance. If, when released from work, the employee has earned a meal allowance, along with the meal allowance, the employee will receive one (1) hour of overtime at the appropriate wage rate, excluding any premium payments. An employee can be held for up to two (2) hours beyond meal eligibility if it is determined that the job can be completed or scheduled overtime will

end in this time period. An employee will not continue to earn meal allowances during paid rest periods. At its discretion, the Company may furnish a meal instead of giving a meal allowance. When a meal is furnished, it shall be of a quality equal to a meal purchased in a restaurant.

TRAVEL ALLOWANCE – PERMANENT ASSIGNMENT

The parties agree to modify Exhibit “B”, Divisional Rules, Section 1., General Rules, Paragraph I, Travel Allowance, as follows:

I. **Travel Allowance/Table of Travel Time.**

1. **Permanent Assignment.** The purpose of travel pay under this provision is to provide payment to an employee who has incurred additional expenses due to the Company requiring the employee to ~~move to or from the Nebraska City Station~~relocate permanent headquarters. This provision does not apply, nor will a travel allowance be paid to an employee who has not incurred additional expenses by the required assignment change or in the event the employee has elected to change work locations at their request or has applied for another position which caused the assignment location change.

If the employee meets the intent of this provision and provided an employee relocates their place of residence, the employee will provide their own transportation to the new assignment from the date of permanent assignment to or from the Nebraska City Station until the employee has relocated their place of residence but not to exceed a period of three (3) months under the following rules and conditions:

The employee will be granted thirty (30) days travel allowance in accordance with the Table of Travel Time~~equivalent to two (2) hours pay~~ at the employee's base hourly wage rate for each required trip in conjunction with the provisions of Article V, Section 5. In the event the employee relocates, they will be paid the actual number of days for travel up to a total of two (2) additional months for travel allowance. Payment of the travel allowance, following the thirty (30) day provision, will be in lump-sum after the employee's relocation of residence.

EMERGENCY SCHEDULE CLARIFICATION

The parties agree to modify Exhibit “B”, Divisional Rules, Section 1., General Rules, Paragraph K, Staffing and Work Locations During an Emergency, as follows:

K. **Staffing and Work Locations During an Emergency.** In case of emergency as defined in Article I, Section 4. paragraph (C), OPPD may begin operating under the following guidelines in terms of its employees:

1. **Locations.** Employees may be assigned to work at an alternate location with

minimal notice. The location may be either an OPPD facility or non-OPPD facility to include the individual's home residence. The alternate location may be other than an identified headquarters. Travel allowance will continue unless the employee is assigned a new headquarter during the declared emergency. If assigned a new headquarters, travel allowances will be paid for the first ten (10) calendar days following the establishment of such headquarters.

While during the emergency, if an employee is assigned to remain home and is called to work, the employee will not receive mileage or travel pay for reporting to their primary headquarters at any time during the emergency.

2. **Schedules.** The Company will determine the coverage that is required based on business needs and particulars of the emergency. Employees shall be given five (5) days' notice if a schedule change is deemed necessary. Any portion of the day shall be considered one (1) calendar day when establishing a five (5) day notification period. If an employee is given less than five (5) days' notice, they will be considered on their new base hours after five (5) days. Prior to meeting the minimum five (5) days' notice all hours outside of normal base hours will be paid at the applicable overtime rate. For the purpose of staffing the emergency without sheltering in place, it shall be staffed in accordance with Exhibit "B", Section 1, D. Temporary Change in Working Hours.

CONFINED SPACE ROPE RESCUE INCENTIVE

The parties agree to modify Exhibit "B", Divisional Rules, Section 1., General Rules, Paragraph L, Confined Space Rope Rescue Incentive, as follows:

L. Confined Space Rope Rescue Incentive. The Company will request for volunteers from North Omaha Station, Nebraska City Station and Peaking Stations to qualify and participate for the Confined Space Rope Rescue Teams at North Omaha Station, Nebraska City Station and Peaking Stations. The teams will be comprised of members from IAM&AW Local Lodge No. 31, IBEW Local Union No. 763, IBEW Local Union No. 1483, and Exempt personnel. Management will determine the number of volunteers needed per location and will distribute the opportunity as equally as possible amongst the three (3) Local Unions and Exempt personnel. Volunteers are required to maintain compliance with Occupational Safety and Health Administration (OSHA) Standard 1910.146. Volunteers will be required to complete a minimum of forty (40) hours of training each calendar year. Additionally, monthly refresher training will be offered throughout the year. Volunteers must attend at a minimum four (4) of twelve (12) refresher training opportunities to continue on the voluntary team. The refresher training will not count towards the forty (40) hours annual required training. Upon initial successful completion of training, volunteers will be paid a five hundred dollar (\$500) incentive. After the initial year, Each proceeding year, volunteers will receive a one-thousand dollar (\$1000) annual incentive for maintaining their certificationeach proceeding year, volunteers will receive a one-thousand dollar (\$1,000) annual incentive for maintaining their certification for the entire calendar year, which includes the minimum annual training requirements. Payment of the annual incentive will be

completed in January of the following calendar year. —If more employees volunteer than spots available, or to backfill vacancies, the Company will use company seniority to fill the available spots.

For example, if initial training is completed in July 2025, the employee will receive the five hundred dollars (\$500). If the employee continues to maintain their certification as defined above, the employee will receive the 2026 incentive of one thousand dollars (\$1,000) in January of 2027.

EXHIBIT “C” MEMORANDA AND OTHER AGREEMENTS

CONCLUSION OF THE INCENTIVE FOR EMPLOYEES FULLY VACCINATED FOR COVID-19

The parties agree to discontinue the Memorandum of Understanding Incentive for Employees Fully Vaccinated for COVID-19.

CONCLUSION FORT CALHOUN EFFECT BARGAINING

The parties agree to discontinue the Memorandum of Understanding on the Decommissioning of Fort Calhoun Nuclear Station—Severance, Layoffs, Bumping, and Recall/Re-employment Rights.

Remove Exhibit “C”

~~EXHIBIT “C” OMAHA PUBLIC POWER DISTRICT MEMORANDA AND OTHER AGREEMENTS~~

Rename Exhibit “D” as Exhibit “C”

EXHIBIT “~~D~~C” OMAHA PUBLIC POWER DISTRICT DUES DEDUCTION AUTHORIZATION



Board Action

May 13, 2025

ITEM

International Brotherhood of Electrical Workers, Local No. 763, (“IBEW Local No. 763”), and International Association of Machinists and Aerospace Workers, Local No. 31 (“IAM&AW Local No. 31”), contract settlements.

PURPOSE

To report that tentative agreements have been reached with IBEW Local No. 763 and IAM&AW Local No. 31 for a three (3) year period. The Agreements are presented to the Board of Directors for approval.

FACTS

- a. IBEW Local No. 763 represents 692 craft workers, and IAM&AW Local No. 31 represents 40 craft workers.
- b. The Unions have ratified their respective Agreements, included as attachments: Exhibit A – IBEW Local No. 763, and Exhibit B – IAM&AW Local No. 31.
- c. Each Agreement calls for comparable but competitive increases to wages as follows:
 - IBEW Local No. 763: 4% effective June 1, 2025, 4% effective June 1, 2026, and 4% effective June 1, 2027.
 - IAM&AW Local No. 31: 4% effective June 1, 2025, 3% effective June 1, 2026, and 3% effective June 1, 2027. Signing Bonus of one thousand five hundred dollars (\$1,500) to each bargaining unit member for ratification.
- d. Each Agreement creates a non-emergency clause, in the event the Company requires coverage for reasons other than an outage or an emergency.
- e. The IBEW Local No. 763 Agreement includes language to modify storm provisions, consolidate and remove classifications, and changes to sick leave.
- f. The IAM&AW Local No. 31 Agreement includes changes to clarify existing language and modify the transfer request process.

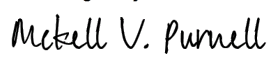
- g. The Agreements also reflect additional negotiated changes to the contracts, including, but not limited to, health insurance, retirement savings plans, post-retiree health insurance, holidays, meal allowances, relocation assistance, and travel allowances.
- h. The settlements include the ratification of changes agreed upon with the unions since the last negotiations.


ACTION

Board approval of the tentative agreements for IBEW Local No. 763, and IAM&AW Local No. 31 for a three (3) year period

RECOMMENDED:

APPROVED FOR BOARD CONSIDERATION:

DocuSigned by:

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McKell V. Purnell
Vice President – Human Capital

Signed by:

AC399FDCE56247E...
L. Javier Fernandez
President and Chief Executive Officer

Attachments:

- Exhibit A – IBEW Local No. 763
- Exhibit B – IAM&AW Local No. 31