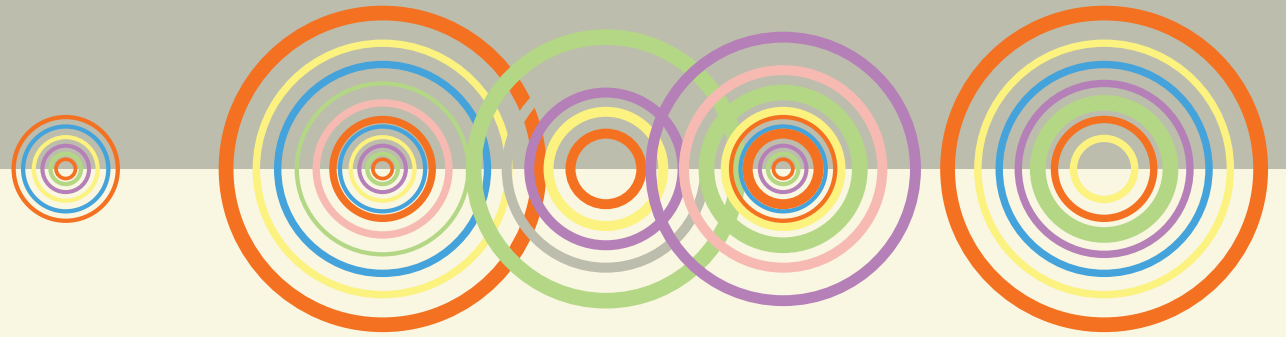


➤ 06.17.25 ➤

# 2025 NEGOTIATED LABOR AGREEMENT WITH IBEW LOCAL UNION NO. 1483



# OVERVIEW

- Opportunity & Goals for 2025 Negotiations
- Approach & Process
- Tentative Agreements
- Results

# **OPPORTUNITY & GOALS FOR 2025 NEGOTIATIONS**

**Competitive Wages, Choice,  
and Clarity**

## **COMPETITIVE WAGES**

Ensure that our wages are competitive in the market to allow us to attract and retain employees.

## **CHOICE**

Comprehensive benefit package emphasizing healthcare, flexibility, and retirement savings to meet the changing needs and expectations of the workforce.

## **CLARIFICATION OF THE AGREEMENT**

Clarifying the Agreement and consider incorporating new sections that capture current practices and procedures and limit our exposure to outdated language.

# APPROACH & PROCESS

Two-tiered approach to create initial proposals and goals:

- **Review and analysis of current agreements, legal requirements and standards, grievances, and labor management trends, combined with an extensive wage/benefit survey of comparable utilities.**
- **Company-wide collaborative effort for maximum input from all levels of Management.**

Created a cross-functional negotiation team that would provide subject matter expertise in various areas of the Company, with experience and education in both a historical and current perspective.

# TENTATIVE AGREEMENT

- Wages and 3-Year Contract
- Health Insurance
- Relocation Assistance
- Post-Retiree Health Changes
- Supplemental Retirement Plan Changes

## OTHER ITEMS INCLUDED:

- Clarification of Provisions
- Classifications: Consolidations and Removals
- Floating Holidays
- Inclement Weather Clothing
- Meal Allowance
- Sick Leave
- Storm Provisions

# RESULTS

**COMPETITIVE WAGES**

**CHOICE**

**CLARITY**

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**We believe these negotiated changes fit within  
OPPD's stated goals.**

- **Your approval is requested.**
- **What questions do you have?**

**Thank you for your consideration**