



Spurgeon/Purnell

RESOLUTION NO. 6710

WHEREAS, Management has recommended a general increase in basic wages of 4% for all permanent, full-time non-supervisory employees holding positions covered by the Union Agreement of International Brotherhood of Electrical Workers, Local No. 1483, effective June 1, 2025, and

WHEREAS, the Union Agreement for International Brotherhood of Electrical Workers, Local No. 1483 also reflects additional negotiated changes to the contracts, including, but not limited to, health insurance, retirement savings, post-retirement health insurance, holidays, inclement weather clothing, meal allowances, and relocation assistance, 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 that the collective bargaining agreement between the District and International Brotherhood of Electrical Workers, Local No. 1483, as set forth in the attached exhibit, is hereby approved, effective June 1, 2025.

EXHIBIT A
2025 NEGOTIATIONS
THE OMAHA PUBLIC POWER DISTRICT
(“THE COMPANY” OR “OPPD”)



AND

IBEW LOCAL UNION No. 1483
(“THE UNION” OR “IBEW 1483”)



Tentative Agreement as of May 12, 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.

TABLE OF CONTENTS

GENERAL WAGE INCREASE AND ALIGN GENERAL WAGE INCREASE TO SUNDAY 4	
VOLUNTARY RECOGNITION – REOPENER.....	4
Distribution System Operator Job Family.....	4
Senior Safety Technical Specialist Job Family	4
HEALTH INSURANCE, DEFERRED COMPENSATION MATCH, AND VOLUNTARY	
EMPLOYEE’S BENEFITS ASSOCIATION TRUST CHANGES.....	5
Health Insurance.....	5
Infertility Benefits.....	5
Health Savings Account Funding Enhancement	5
Add Limited Purpose Flexible Spending Account	6
Deferred Compensation (401k/457/HSA) Match: Formula and Enhancement to Amount.....	6
Voluntary Employee’s Benefit Association Trust – Enhancement to Annual Service Credit....	6
ARTICLE IV – WORKING PERIODS AND RULES	6
Floating Holidays	6
ARTICLE VII – VACATION LEAVE, PAID SICK LEAVE AND PAID PARENTAL LEAVE	7
Paid Sick Leave.....	7
EXHIBIT “A” EMPLOYEE CLASSIFICATIONS, WAGE RATES AND RULES	8
Relocation Assistance	8
Removal of Executive Assistants.....	8
General Classification and Wage – Administrative Assistant	8
Removal of Classifications – Nuclear Decommissioning Division.....	10
Removal of Classifications – Creation of Exhibit “E” Dormant Classification	11
Customer Sales and Services Division.....	13
Customer Service Analyst	13
Electrical Service Designer	15
Transmission & Distribution Construction Division	16
Customer Experience and Operations Division	16
Digital Media Coordinator.....	16
Senior Customer Care Representative	17
EXHIBIT “B” DIVISIONAL RULES.....	20

Meal Allowance Enhancement.....	20
Headquarters.....	20
Energy Production.....	21
Programs Engineering Department 459 – Compressed Workweeks.....	21
Forced or Planned Outage Schedule.....	22
Confined Space Rope Rescue Incentive Pay	23
Inclement Weather Clothing.....	23
Nuclear Decommissioning	24
Storm Restoration.....	25
Technology and Security.....	31
AGREEMENT CLEAN-UP	32
Removal of Past Effective Dates.....	32
Conclusion for Incentive for COVID-19 Vaccinations.....	32
EXHIBIT “D” – PART-TIME EMPLOYEES	32
Health Insurance Changes	32
Deferred Compensation Match Changes.....	32
Paid Time Off Enhancement	32
Classifications and Basic Wages – Part-Time Operations Support Clerk	33
JOB ORDER REIMBURSEMENT.....	33

GENERAL WAGE INCREASE AND ALIGN GENERAL WAGE INCREASE TO SUNDAY

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, and 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.

- 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

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

VOLUNTARY RECOGNITION – REOPENER

DISTRIBUTION SYSTEM OPERATOR JOB FAMILY

The Union reserves the right to reopen the Collective Bargaining Agreement only for the purpose of revisiting the proposal for the Company to recognize the DSO classification voluntarily. This Agreement will be reopened for such purpose with written notice from the Union. The Company will, in return, agree to investigate and discuss the possibility of voluntarily recognizing these employees as having a community of interest with Local 1483.

In the event the Agreement is reopened in accordance with this provision, the Agreement shall, nevertheless, remain in full force and effect.

SENIOR SAFETY TECHNICAL SPECIALIST JOB FAMILY

The Union reserves the right to reopen the Collective Bargaining Agreement only for the purpose of revisiting the proposal for the Company to voluntarily recognize the Senior Safety Technical Specialist. This Agreement will be reopened for such purpose with written notice from the Union. The Company will, in return, agree to investigate and discuss the possibility of voluntarily recognizing these employees as having a community of interest with Local 1483.

In the event the Agreement is reopened in accordance with this provision, the Agreement shall, nevertheless, remain in full force and effect.

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	1/1/2026
		1650HDHP	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 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

ARTICLE IV – WORKING PERIODS AND RULES

Effective June 1, 2025, or Board Ratification, whichever is later.

FLOATING HOLIDAYS

The parties agree to add an additional floating holiday.

SECTION 4. HOLIDAYS.

For the purpose of this Agreement, the following shall be the eight (8) recognized fixed 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 fixed holidays, each employee will be credited with ~~four (4)~~five (5) personal floating holidays on the January 1st following the employee's first full calendar year of employment.

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 <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 holidays

The purpose of these personal floating holidays is to enable the employee to tailor observance of holidays based on their own individual ethnic and religious beliefs.

Employees will be credited with one (1) additional floating holiday for a total of five (5) for 2025 upon ratification.

ARTICLE VII – VACATION LEAVE, PAID SICK LEAVE AND PAID PARENTAL 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
More than 6 months-Less than 1 year	1 week-56 hours	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
15 years to 20 years	24 weeks	28 weeks
20 years to 25 years	39 weeks	13 weeks
Over 25 years	52 weeks	

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.

REMOVAL OF EXECUTIVE ASSISTANTS

Offer exempt positions to the following classifications, with the stipulation that those rejecting exempt positions will remain in the bargaining unit.

Executive Assistants

Employees who were hired or promoted into the above classification on or before May 31, 2025, will, at their option, be allowed to remain members of the IBEW Local Union 1483 Bargaining Unit and subject to the terms and conditions of the Collective Bargaining Agreement between IBEW Local Union 1483 and the Omaha Public Power District. Alternatively, these employees may elect to become exempt (in which case their rate of pay will be set by the Company) and relinquish their membership in the Bargaining Unit and coverage by the terms and conditions of the Collective Bargaining Agreement. Such employees will be subject to the policies, procedures, and salary provisions that govern the exempt employees of the Omaha Public Power District. Additionally, these employees will be required to become exempt employees. Employees who were hired or promoted into this classification on or after June 1, 2025, will be exempt employees. The company will set the rate of pay for these employees.

GENERAL CLASSIFICATION AND WAGE – ADMINISTRATIVE ASSISTANT

The parties agree to list the “Administrative Assistant” to Section 5. GENERAL CLASSIFICATIONS AND WAGE RATE and remove from Sections 6 through 17, 19 through 23, 24, 26, and 27.

SECTION 5. GENERAL CLASSIFICATION AND WAGE RATE:

The following classification and basic wage rate will be recognized as Local Union 1483 and apply to all Divisions:

<u>Classification Title</u>	<u>Rate Step</u>	<u>Hourly Rate Effective 6/1/2021</u>	<u>Hourly Rate Effective 6/1/2022</u>	<u>Hourly Rate Effective 6/1/2023</u>	<u>Hourly Rate Effective 6/1/2024</u>
Administrative Assistant	5		\$36.06	\$37.14	\$38.07
	1		\$31.96	\$32.92	\$33.74

The parties further agree to the following section changes:

- SECTION 5. EXECUTIVE OFFICE becomes SECTION 6. EXECUTIVE OFFICE.
- SECTION 6. CORPORATE ACCOUNTING DIVISION. becomes SECTION 7. CORPORATE ACCOUNTING DIVISION.
- SECTION 7. FINANCE OPERATIONS. becomes SECTION 8. FINANCE OPERATIONS.
- SECTION 8. CORPORATE AUDITING DIVISION. becomes SECTION 9. CORPORATE AUDITING DIVISION.
- SECTION 9. FINANCIAL PLANNING AND ANALYSIS DIVISION. becomes SECTION 10. FINANCIAL PLANNING AND ANALYSIS DIVISION.
- SECTION 10. ENGINEERING & SUBSTATION DIVISION. becomes SECTION 11. ENGINEERING & SUBSTATION DIVISION.
- SECTION 11. ENERGY MARKETING AND TRADING DIVISION. becomes SECTION 12. ENERGY MARKETING AND TRADING DIVISION.
- SECTION 12. ENGINEERING SERVICES DIVISION. becomes SECTION 13. ENGINEERING SERVICES DIVISION.
- SECTION 13. ENERGY PRODUCTION DIVISION. becomes SECTION 14. ENERGY PRODUCTION DIVISION.
- SECTION 14. NUCLEAR DECOMMISSIONING DIVISION. becomes SECTION 15. NUCLEAR DECOMMISSIONING DIVISION.
- SECTION 15. CUSTOMER SALES AND SERVICE DIVISION. becomes SECTION 16. CUSTOMER SALES AND SERVICE DIVISION.
- SECTION 16. TRANSMISSION & DISTRIBUTION CONSTRUCTION DIVISION. becomes SECTION 17. TRANSMISSION & DISTRIBUTION CONSTRUCTION DIVISION.
- SECTION 17. OPERATIONS SUPPORT DIVISION. becomes SECTION 18. OPERATIONS SUPPORT DIVISION.
- SECTION 18. GRID OPERATIONS SUPPORT DIVISION becomes SECTION 19 GRID OPERATIONS SUPPORT DIVISION
- SECTION 19. HUMAN CAPITAL DIVISION. becomes SECTION 20. HUMAN CAPITAL DIVISION.
- SECTION 20. TECHNOLOGY & SECURITY DIVISION. becomes SECTION 21. TECHNOLOGY & SECURITY DIVISION.

- SECTION 21. CORPORATE MARKETING AND COMMUNICATIONS DIVISION. becomes SECTION 22. CORPORATE MARKETING AND COMMUNICATIONS DIVISION.
- SECTION 22. ENVIRONMENTAL AND REGULATORY AFFAIRS DIVISION. becomes SECTION 23. ENVIRONMENTAL AND REGULATORY AFFAIRS DIVISION.
- SECTION 23. SUPPLY CHAIN MANAGEMENT DIVISION. becomes SECTION 24. SUPPLY CHAIN MANAGEMENT DIVISION.
- SECTION 24. CUSTOMER SERVICE OPERATIONS DIVISION. becomes SECTION 25. CUSTOMER SERVICE OPERATIONS DIVISION.
- SECTION 25. GOVERNMENTAL AND COMMUNITY RELATIONS DEPARTMENTS becomes SECTION 26. GOVERNMENTAL AND COMMUNITY RELATIONS DEPARTMENTS
- SECTION 26. SAFETY AND FACILITIES DIVISION. becomes SECTION 27. SAFETY AND FACILITIES DIVISION.
- SECTION 27. LEGAL OPERATIONS DIVISION. becomes SECTION 28. LEGAL OPERATIONS DIVISION.
- SECTION 28. ECONOMIC DEVELOPMENT & EXTERNAL RELATIONS DIVISION becomes SECTION 29. ECONOMIC DEVELOPMENT & EXTERNAL RELATIONS DIVISION

REMOVAL OF CLASSIFICATIONS – NUCLEAR DECOMMISSIONING DIVISION

The parties agree to remove the following classifications and wage rates from the new Section 15. Nuclear Decommissioning Division.

Job Code	Classification Title
1810	Senior Engineer
1812	Instructional Technologist
1814	Senior Instructional Technologist
1819	Scheduler
1820	Engineer
1851	Designer I
1852	Designer II
1853	Construction Inspector
1854	Drafter Lead
1855	Drafter I
1856	Drafter II
1857	Surveyor Lead
1858	Surveyor I

Job Code	Classification Title
1859	Surveyor II
1861	GIS Technician Lead
1862	GIS Technician I
1863	GIS Technician II
1864	GIS Specialist
1865	Senior Designer

REMOVAL OF CLASSIFICATIONS – CREATION OF EXHIBIT “E” DORMANT CLASSIFICATION

The parties agree to remove the following classifications from the new Section 14. Energy Production and new Section 15. Nuclear Decommissioning Division and create Exhibit “E” Dormant Classifications:

SECTION 14. ENERGY PRODUCTION DIVISION.

Job Code	Classification Title
2760	Senior Analyst
2770	Analyst
2780	Assistant Analyst
2790	Laboratory Assistant
2800	Laboratory Helper

SECTION 15. NUCLEAR DECOMMISSIONING DIVISION

Job Code	Classification Title
1807	Senior Emergency Planning Rep
1808	Emergency Planning Rep
1817	Procedure Writer
1820	Engineer
1821	Senior QA Lead Auditor
1822	QA Lead Auditor
1823	QA Auditor
1824	QA Auditor Trainee
1826	Procurement Auditor
1827	Senior Procurement Auditor

Job Code	Classification Title
1828	Nuclear Services Clerk I
1829	Nuclear Services Clerk II
1832	Nuclear Services Clerk III
1834	Nuclear Services Clerk IV
1870	Drafting Technician
2740	Environmental Specialist
2760	Senior Analyst
2770	Analyst
2780	Assistant Analyst
2790	Laboratory Assistant
2800	Laboratory Helper
2905	Quality Control Inspector
2907	Senior Quality Control Inspector
3970	Printing Machine Operator Senior
3975	Printing Machine Operator
3980	Printing Machine Operator I
3990	Printing Machine Operator II
3995	Nuclear Security Technician

Exhibit “E” Dormant Classification

The employee classifications and basic wages that follow shall be considered dormant classifications due to the decommissioning of Fort Calhoun Station. These dormant classifications shall be a part of and supplementary to the Agreement between the Omaha Public Power District (hereinafter called “the Company”) and Local Union 1483 of the International Brotherhood of Electrical Workers (hereinafter called “the Union”), dated May 1, 1946 (as amended through May 31, 202#)) hereinafter called “Agreement”).

Further, it is recognized that based on business needs as determined by the nature of the work, if these dormant classifications are necessary for the continuance of efficient operations, the parties may reopen the Agreement for the purposes of negotiating the basic hourly wage rates. In the event, the parties are unable to reach an agreement regarding the basic hourly wage rate, the basic hourly wage rate will be the basic hourly wage rate as of June 1, 2024, subject to subsequent general wage increases.

Job Code	Classification Title
1807	Senior Emergency Planning Rep

Job Code	Classification Title
1808	Emergency Planning Rep
1817	Procedure Writer
1820	Engineer
1821	Senior QA Lead Auditor
1822	QA Lead Auditor
1823	QA Auditor
1824	QA Auditor Trainee
1826	Procurement Auditor
1827	Senior Procurement Auditor
1828	Nuclear Services Clerk I
1829	Nuclear Services Clerk II
1832	Nuclear Services Clerk III
1834	Nuclear Services Clerk IV
1870	Drafting Technician
2740	Environmental Specialist
2760	Senior Analyst
2770	Analyst
2780	Assistant Analyst
2790	Laboratory Assistant
2800	Laboratory Helper
2905	Quality Control Inspector
2907	Senior Quality Control Inspector
3970	Printing Machine Operator Senior
3975	Printing Machine Operator
3980	Printing Machine Operator I
3990	Printing Machine Operator II
3995	Nuclear Security Technician

CUSTOMER SALES AND SERVICES DIVISION

CUSTOMER SERVICE ANALYST

The parties agree to the consolidation of the Customer Service Analyst IV to Senior Customer Service Analyst positions and the creation of the Customer Service Analyst Classification.

SECTION 16. CUSTOMER SALES AND SERVICE DIVISION.

Remove:

<u>Occd</u>	<u>Classification Title</u>	<u>Rate Step</u>	<u>Hourly Rate Effective June 1, 2024</u>
1703	Senior Customer Service Analyst	3	\$48.60
		1	\$47.75
1705	Customer Service Analyst I	6	\$46.39
		1	\$44.18
1715	Customer Service Analyst II	6	\$42.16
		1	\$40.20
1725	Customer Service Analyst III	5	\$38.07
		1	\$36.43
1735	Customer Service Analyst IV	5	\$34.25
		1	\$32.66

Add:

<u>Occd</u>	<u>Classification Title</u>	<u>Rate Step</u>	<u>Hourly Rate Effective May 31, 2025</u>
<u>TBD</u>	<u>Customer Service Analyst</u>	<u>10</u>	<u>\$47.75</u>
		<u>9</u>	<u>\$46.49</u>
		<u>8</u>	<u>\$45.23</u>
		<u>7</u>	<u>\$43.98</u>
		<u>6</u>	<u>\$42.72</u>
		<u>5</u>	<u>\$41.46</u>
		<u>4</u>	<u>\$40.20</u>
		<u>3</u>	<u>\$38.95</u>
		<u>2</u>	<u>\$37.69</u>
		<u>1</u>	<u>\$36.43</u>

The parties agree effective as of May 31, 2025, the affected employees will transfer into the new classification and/or basic wage scales as outlined below:

Emp #	Name	Classification	Rate Step	Hourly Wage Rate	New Classification	Rate Step Effective May 31, 2025	Hourly Wage Rate Effective May 31, 2025
07971	Debra Jones	Customer Service Analyst I	6	\$46.39	Customer Service Analyst	10	47.75
18321	Alyssa Bryant	Customer Service Analyst III	5	\$38.07	Customer Service Analyst	5	41.46
17001	Jake Oster	Customer Service Analyst III	2	\$36.81	Customer Service Analyst	4	40.20
16843	Lindsay Grashorn	Customer Service Analyst IV	2	\$33.06	Customer Service Analyst	1	\$36.43

ELECTRICAL SERVICE DESIGNER

The parties agree to remove the Electrical Service Designer from the No Rate Wage Structure and reduce the number of steps to ten (10).

Occd	Classification Title	Rate Step	Hourly Rate Effective June 1, 2024	Rate Step	Hourly Rate Effective May 31, 2025
2125	Electrical Service Designer		No Rate	<u>10</u>	<u>\$63.13</u>
				<u>9</u>	<u>\$62.39</u>
				<u>8</u>	<u>\$61.59</u>
				<u>7</u>	<u>\$60.92</u>
				<u>6</u>	<u>\$60.28</u>
				<u>5</u>	<u>\$59.77</u>
				<u>4</u>	<u>\$58.71</u>
				<u>3</u>	<u>\$58.22</u>
				<u>2</u>	<u>\$57.55</u>
				<u>1</u>	<u>\$56.71</u>

The parties agree effective as of May 31, 2025, the affected employees will transfer into the new classification and/or basic wage scales as outlined below:

Emp #	Name	Classification	Wage Step	Hourly Wage Rate	Rate Step Effective May 31, 2025	Wage Rate Effective May 31, 2025
9342	Samantha Lineberry	Electrical Service Designer	37	\$53.62	1	\$56.71

TRANSMISSION & DISTRIBUTION CONSTRUCTION DIVISION

The parties agree to the removal of Clerk Specialist classification and wage rate. The parties further agree to a wage upgrade for the Senior Operations Support Clerk.

SECTION 17. TRANSMISSION & DISTRIBUTION CONSTRUCTION DIVISION.

The following shall be the departments, classifications and basic wages of the Transmission & Distribution Construction Division:

Occd	Classification Title	Rate Step	Hourly Rate Effective June 1, 2024	Rate Step	Hourly Rate Effective May 31, 2025
1108	Clerk Specialist	3	\$50.80		
		2	\$50.38		
		1	\$49.84		
3112	Senior Operations Support Clerk	3	\$48.60	<u>3</u>	<u>\$50.56</u>
		2	\$48.11	<u>2</u>	<u>\$49.28</u>
		1	\$47.75	<u>1</u>	<u>\$48.00</u>

The parties agree effective as of May 31, 2025, the affected employees will transfer into the new classification and/or basic wage scales as outlined below:

Emp #	Name	Classification	Hourly Wage Rate as of May 31, 2025	Rate Step as of May 31, 2025	Proposed No Rate Step as of May 31, 2025	Proposed No Rate Wage Rate as of May 31, 2025
9351	Amy Lawler	Sr. Operations Support Clerk	\$48.60	3	3	\$50.56
10337	Nicole McWilliams	Sr. Operations Support Clerk	\$48.60	3	3	\$50.56

CUSTOMER EXPERIENCE AND OPERATIONS DIVISION

DIGITAL MEDIA COORDINATOR

SECTION 22. CORPORATE MARKETING AND COMMUNICATIONS DIVISION.

The parties agree to reduce the Digital Media Wage Scale from eight (8) steps to five (5) steps with a wage enhancement.

<u>Occd</u>	<u>Classification Title</u>	<u>Rate Step</u>	<u>Hourly Rate Effective June 1, 2024</u>	<u>Rate Step</u>	<u>Hourly Rate Effective May 31, 2025</u>
3950	Digital Media Coordinator	8	\$46.39	<u>5</u>	<u>\$47.78</u>
		4	\$43.28	<u>4</u>	<u>\$46.98</u>
				<u>3</u>	<u>\$46.18</u>
				<u>2</u>	<u>\$45.38</u>
				<u>1</u>	<u>\$44.58</u>

The parties agree effective as of May 31, 2025, the affected employees will transfer into the new basic wage scales as outlined below:

<u>Emp #</u>	<u>Name</u>	<u>Classification</u>	<u>Rate Step</u>	<u>Hourly Wage Rate</u>	<u>Rate Step Effective May 31, 2025</u>	<u>Wage Rate Effective May 31, 2025</u>
21666	Danielle Beebe	Digital Media Coordinator	8	\$46.39	4	\$46.98

SENIOR CUSTOMER CARE REPRESENTATIVE

The parties agree to modify the following wages in the Customer Services Department:

SECTION 24. CUSTOMER EXPERIENCE AND OPERATIONS DIVISION

D. Customer Care Services Department

<u>Occd</u>	<u>Classification Title</u>	<u>Rate Step</u>	<u>Hourly Rate Effective June 1, 2024</u>	<u>Hourly Rate Effective May 31, 2025</u>
1465	Senior Customer Care Representative	5	\$39.41	<u>\$43.01</u>
		4	\$38.52	<u>\$42.04</u>
		3	\$37.67	<u>\$41.08</u>
		2	\$36.82	<u>\$40.11</u>
		1	\$35.99	<u>\$39.14</u>
1478	Customer Care Representative	3	\$29.38	<u>\$31.87</u>
		2	\$27.74	<u>\$30.16</u>
		1	\$26.11	<u>\$28.45</u>

The parties agree effective as of May 31, 2025, the affected employees will transfer into the new basic wage scales as outlined below:

Emp #	Name	Classification	Rate Step	Hourly Wage Rate	Rate Step Effective May 31, 2025	Wage Rate Effective May 31, 2025
8680	Brian Anderson	Senior Customer Care Representative	5	\$39.41	2	\$40.11
14565	Jayda Butkus	Senior Customer Care Representative	2	\$36.82	1	\$39.14
20273	Brittany Stock	Senior Customer Care Representative	3	\$37.67	1	\$39.14
22306	Rhea Jensen	Senior Customer Care Representative	2	\$36.82	1	\$39.14
24414	Benjamin Micek	Senior Customer Care Representative	1	\$35.99	1	\$39.14
8788	Fonda Cross	Customer Care Representative*	3	\$34.40	3	\$31.87
13891	Carla Gochanour	Customer Care Representative*	3	\$34.40	3	\$31.87
14926	Lena Foye	Customer Care Representative *	3	\$34.40	3	\$31.87
15529	Mecia Augustine	Customer Care Representative *	3	\$34.40	3	\$31.87
9046	Kim Melton	Customer Care Representative	3	\$29.38	2	\$30.16
9704	Peter Schiltz	Customer Care Representative	3	\$29.38	2	\$30.16
10258	Tammy Grant	Customer Care Representative	3	\$29.38	2	\$30.16
10842	Pamela Reese	Customer Care Representative	3	\$29.38	2	\$30.16
13594	Cassandra Schofield	Customer Care Representative	3	\$29.38	2	\$30.16
13838	Kevin Kerwin	Customer Care Representative	3	\$29.38	2	\$30.16
14530	Jay Young	Customer Care Representative	3	\$29.38	2	\$30.16
17005	Tracy Miller	Customer Care Representative	3	\$29.38	2	\$30.16
16468	Karla Karr	Customer Care Representative	3	\$29.38	2	\$30.16
20154	Deborah Johnson	Customer Care Representative	3	\$29.38	2	\$30.16

Emp #	Name	Classification	Rate Step	Hourly Wage Rate	Rate Step Effective May 31, 2025	Wage Rate Effective May 31, 2025
20149	Jennifer Lippold	Customer Care Representative	3	\$29.38	2	\$30.16
22605	Skylar Dailey	Customer Care Representative	3	\$29.38	2	\$30.16
22610	Anthony Garcia	Customer Care Representative	3	\$29.38	2	\$30.16
22303	Edward Mendoza	Customer Care Representative	3	\$29.38	2	\$30.16
22305	Thomas Frith	Customer Care Representative	3	\$29.38	2	\$30.16
22326	Amanda Brothers	Customer Care Representative	3	\$29.38	2	\$30.16
21986	Faith Sperry	Customer Care Representative	3	\$29.38	2	\$30.16
21327	Karoline Andrlik	Customer Care Representative	3	\$29.38	2	\$30.16
20073	Patrick Eddy	Customer Care Representative	3	\$29.38	2	\$30.16
22604	Hailee Placzek	Customer Care Representative	3	\$29.38	2	\$30.16
24413	Liseth Spencer	Customer Care Representative	3	\$29.38	2	\$30.16
24412	Michael Koczur	Customer Care Representative	3	\$29.38	2	\$30.16
25489	Guadalupe Sanchez	Customer Care Representative	2	\$27.74	2	\$30.16
25490	Mardell Nacarelli	Customer Care Representative	2	\$27.74	2	\$30.16
25500	Emelia Rau	Customer Care Representative	1	\$26.11	1	\$28.45
25618	Linda Lopez	Customer Care Representative	1	\$26.11	1	\$28.45
18318	Steven Neal	Customer Care Representative	1	\$26.11	1	\$28.45
25501	Sarah Stambaugh	Customer Care Representative	1	\$26.11	1	\$28.45
25602	Daniel Arens	Customer Care Representative	1	\$26.11	1	\$28.45

*In accordance with the Memorandum of Understanding | Customer Experience and Operations | Energy Plaza Branch Closure dated September 25, 2024, as of June 1, 2025, the affected

employees, namely Mses. Cross, Gochanour, Foye, and Augustine, will receive the hourly wage rate of a Customer Care Representative, Step 3.

EXHIBIT “B” DIVISIONAL RULES

MEAL ALLOWANCE ENHANCEMENT

The parties agree to increase the meal allowance from \$20.00 to \$22.00, clarify that regardless of the number of meals earned, only one (1) meal hour is earned and such hour is deemed to have been worked. The parties agree that premiums will be paid on the meal hour. This allowance change will be applied throughout the Agreement.

EXHIBIT “B”

SECTION 1. GENERAL RULES

F. 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.

If the employee is classified as a shift worker, who works a straight shift with no scheduled paid or unpaid break, and in Nuclear Operations is not able to leave their ~~post work station or the property for the purposes of eating~~ for a meal, the employee will be paid a meal allowance and will receive one (1) hour of pay at the appropriate wage rate for ~~every each~~ meal earned during overtime. However, only one (1) meal ~~This will not~~ be counted as time worked in determining rest time.

HEADQUARTERS

The parties agree to remove Energy Plaza as a headquarters and add “Metropolitan Omaha”.

SECTION 1. GENERAL RULES

H. Travel Allowance.

3. Travel within the Metropolitan Area. ~~The Metropolitan a~~Area, will be defined as Metropolitan Omaha and include the following Service Center(s) or Power Station(s): Energy Plaza, Elkhorn Center, Papillion Center, Omaha Center, Jones Street Power Station, North Omaha Power Station, Sarpy County Power Station, Standing Bear Lake Power Station, and Turtle Creek Power Station. This provision applies to all employees where the employee is assigned to a location other than their regular job headquarters. Employees will be paid at the existing IRS reimbursement rate for all roundtrip miles. Reimbursement will continue for each relocation per day.

SECTION 8. SUPPLY CHAIN MANAGEMENT (EXCLUDING TRANSPORTATION & CONSTRUCTION EQUIPMENT DEPARTMENT) DIVISION RULES.

A. **Headquarters.** Each employee in this section will be assigned to a Regular Headquarters. However, in order to efficiently and satisfactorily accomplish work, either scheduled or emergency, an employee, may upon reasonable notice, be required to report for work at an alternate location on Temporary Headquarters or Job Headquarters status. Reasonable notice shall be a minimum of twenty (20) hours prior to the reporting time for scheduled work. During emergencies, as defined in Article I, Section 3. Paragraph (H), the notice period shall not apply.

1. **Regular Headquarters.** Regular Headquarters shall be the Fort Calhoun Power Station, North Omaha Power Station, Jones Street Power Station, Nebraska City Power Station ~~or Energy Plaza, or Metropolitan Omaha.~~ When an employee is permanently assigned to Regular Headquarters, the assignment shall be for a period in excess of one (1) year. However, an employee may be reassigned in less than one (1) year if such change is required for immediate or imminent promotion. When an employee is permanently reassigned from one Regular Headquarters to another, the employee shall be given a written notice of such change a minimum of seven (7) calendar days prior to the effective date.

2. **Job Headquarters.** Job Headquarters may be established at the Fort Calhoun Power Station, North Omaha Power Station, Jones Street Power Station, Nebraska City Power Station, or Metropolitan Omaha~~Energy Plaza.~~ When an employee is assigned on Job Headquarters status, the employee will be allowed a travel allowance in accordance with Exhibit "B", Section 1, paragraph (H) Travel Allowance. The employee will be required to report for work and quit work at the employee's regular starting and quitting time at their Job Headquarters' location.

ENERGY PRODUCTION

PROGRAMS ENGINEERING DEPARTMENT 459 – COMPRESSED WORKWEEKS

The parties agree to add the Program Engineering Department 459 to the Compressed Workweek Schedule.

SECTION 5. ENERGY PRODUCTION RULES.

D. Employees with Compressed Workweeks. Employees in the Energy Production Nuclear Decommissioning Business Unit, excluding employees either a.) covered under the Fort Calhoun Station – Decommissioning – Alternative Work Schedule; b.) Design Engineering Department 451; or c.) Radiation Protection/Chemistry Department 843, whose work periods are in accordance with Article IV, Section 2. Non-Shift Workers shall be placed on a compressed workweek schedule as described below.

Training Administrative Department 464	Energy Production Integrated Work Management Online & Outage Planning & Scheduling Department 853
• Administrative Assistant	• Production Planner
• PETS Records Coordinator	• Scheduler
• Instructional Technologist	
• Senior Instructional Technologist	
<u>Programs Engineering Department 459</u>	Nebraska City Administrative Department 480
• <u>CMO Technician - Rotating Equipment</u>	• Chemist
• <u>CMO Technician - Predictive Maintenance</u>	
• <u>Site Specialist NDE</u>	
• <u>Senior Site Specialist NDE</u>	

FORCED OR PLANNED OUTAGE SCHEDULE

The parties agree to add the Program Engineering Department 459 to the Compressed Workweek Schedule.

SECTION 5. ENERGY PRODUCTION RULES.

G. Employees with Compressed Workweeks.

7. Outages

- 1) Employees in these work groups that are performing outage work ~~remain will be placed~~ on ~~an their eight~~ 8-hour ~~or ten 10-hour~~ base day scheduled during all outages (forced or scheduled). A scheduled outage will be designated on the GEMS Schedule. Outages not designate on the GEMS Schedule will be considered forced. Notification for scheduling outage shift assignments, regardless if force or scheduled, will follow Exhibit “B”, Section 1, I (Temporary Change in Working Hours).

- ~~i. If, however, a forced outage starts after the beginning of the workweek, the schedule will revert to an 8-hour day the next succeeding week for all employees working the outage.~~
- ~~ii. If the outage starts after the beginning of the workweek and ends prior to 1800 hours on Sunday of that week, employees will continue to work the 10-hour day schedule.~~
- ~~2) All affected employees will revert back to the 10-hour day schedule the following week if the outage ends by 1800 hours on Sunday. If the outage does not end by 1800 hours on Sunday of that week all employees working the outage schedule (8-hour base day) will continue working the outage schedule.~~

CONFINED SPACE ROPE RESCUE INCENTIVE PAY

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

SECTION 5. ENERGY MARKETING AND TRADING DIVISION, ENGINEERING SERVICES DIVISION, AND ENERGY PRODUCTION DIVISION RULES

H. 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. 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 the initial training has been completed by the employee in July 2025, the employee will be paid the five-hundred-dollars (\$500). If the employee continues to maintain their OSHA compliance as defined above, the employee will receive the 2026 incentive of one-thousand dollars (\$1,000) in January of 2027.

INCLEMENT WEATHER CLOTHING

The parties agree to provide Inclement Weather Clothing for employees required to perform duties in varying outside weather conditions.

I. Inclement Weather Clothing. The Company shall furnish at half cost, to

any employee who is required to perform duties in varying outside weather conditions, one (1) jacket and one (1) pair of bibs. Furnished clothing shall become the personal property of such employee and shall be replaced by the Company, in accordance with above, when it becomes unusable in the service of the Company.

NUCLEAR DECOMMISSIONING

The parties agree to modify the Section 6. Nuclear Decommissioning Rules as follows:

SECTION 6. NUCLEAR DECOMMISSIONING RULES.

~~A. **Employees with Irregular Working Periods.** Employees in the following work Group whose working periods are not in accordance with Article IV, Sections 1 or 2 shall be considered workers with irregular working periods.~~

~~—— Technical Computer Programming Group~~

~~—— [Excluding Nuclear Process Computing Services Department]~~

~~—— Programmer Analyst~~

~~—— Senior Programmer~~

~~—— Programmer~~

~~—— Employees may be assigned to working periods which are not in accordance with Article IV, Sections 1 or 2, if such assignment shall be in the best interest of both parties to the Agreement.~~

A. B. Shift Workers. Workers in the following classification set forth in Exhibit “A” shall be considered shift workers:

Senior Chemistry Technician

Senior Radiation Protection Technician

Radiation Protection Technician

Radiation Protection Technician Trainee

CB. Headquarters. Each employee in Nuclear Decommissioning will be assigned to a Regular Headquarters. However, in order to efficiently and satisfactorily accomplish work, either scheduled or emergency, an employee may, upon reasonable notice, be required to report for work at an alternate location on Temporary Headquarters or Job Headquarters status. Reasonable notice shall be a minimum of twenty (20) hours prior to the reporting time for scheduled work. During emergencies, as defined in Article I, Section 3. Paragraph (H), the notice period shall not apply.

1. Regular Headquarters. Regular Headquarters shall be Cass County Power Station, Fort Calhoun Power Station, Jones Street Power Station, Nebraska City Power Station, North Omaha Power Station, Sarpy County Power Station, Standing Bear Power Station and Turtle Creek Power Station. When an employee is permanently assigned to Regular Headquarters, the assignment shall be for a period in excess of one (1) year. However, an employee may be reassigned in less than one (1) year if such change is

required for immediate or imminent promotion. When an employee is permanently reassigned from one Regular Headquarters to another, the employee shall be given a written notice of such change a minimum of seven (7) calendar days prior to the effective date.

2. Job Headquarters. Job Headquarters may be established at the Cass County Power Station, Fort Calhoun Power Station, Jones Street Power Station, Nebraska City Power Station, North Omaha Power Station, Sarpy County Power Station, Standing Bear Power Station, or Turtle Creek Power Station. When an employee is assigned on Job Headquarters status, a location other than their Regular Headquarters, the employee will be allowed a travel allowance in accordance with Exhibit “B”, Section 1, paragraph (H) Travel Allowance. The employee will be required to report for work and quit work at the employee’s regular starting and quitting time at their Job Headquarters location.

DC. Tools. The Company will transport the necessary tools, including the employees’ personal tools and clothing, if requested, from one location to another. An employee will not be required to transport tools in their personal car. The Company will provide certain hand tools and equipment at each location to supplement the employee’s own tools. The tools furnished by the Company will be available for and normally adequate for emergency work.

~~**E. Change in Working Hours for Training Session.** For training support of the Nuclear Operations Simulator or for training purposes, shift workers and/or employees in the following classifications may be schedule to work any period of eight and one half (8 ½) consecutive hours with a one half (½) hour non-paid lunch period break:~~

~~_____ Senior Instructional Technologist
_____ Instructional Technologist
_____ Programmer Analyst
_____ Senior Programmer
_____ Programmer
_____ Senior Emergency Planning Representative
_____ Emergency Planning Representative~~

FD. Chemistry and Radiation Protection Department

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 10. 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. Additionally, employees who do not normally support System Emergencies, but are called upon to perform duties of a classification who receives the enhanced pay, will earn such pay while performing such duties. It is agreed that Exhibit “D” will be modified to include Part-Time Operations Support Clerks to the enhanced pay provisions during System Emergency.

ARTICLE I

TERM OF AGREEMENT, AMENDMENTS, AND DEFINITIONS

SECTION 1. TERM OF AGREEMENT – AMENDMENTS.

H. Emergencies. shall be defined as any situation wherein it is necessary for the Company and its employees to take immediate action in order to save life or to prevent or relieve serious injury, serious damage to property of the public or of the Company, or interruptions of service to the public. Emergency may include one (1) or more of the following:

- Emergency as declared by the Federal, State or Local Government
- Pandemic as declared by the Federal, State or Local Government
- Civil emergency event including but not limited to rioting, curfews, etc.
- Technological emergency including but not limited to internet outage at an OPPD facility, cyber-attack, ransomware, etc.
- Natural or manmade disaster that has caused or potential to cause damage of such severity affecting lives, OPPD property, public health and safety, or to lessen or avert the threat of such disaster

A declaration of a ~~Level 1 or Level 2 Event~~ System Emergency Event as defined by the Storm Emergency Response Plan is excluded from this definition.

EXHIBIT “B” OMAHA PUBLIC POWER DISTRICT DIVISIONAL RULES

SECTION 10. DIVISIONAL RULES COMMON TO ENGINEERING & SUBSTATION DIVISION, ENGINEERING SERVICES DIVISION, TRANSMISSION & DISTRIBUTION CONSTRUCTION DIVISION, OPERATIONS SUPPORT DIVISION, GRID OPERATIONS DIVISION, TECHNOLOGY & SECURITY DIVISION, SUPPLY CHAIN MANAGEMENT DIVISION, AND CUSTOMER SALES AND SERVICE DIVISION.

A. Storm Restoration.

1. 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 Event~~ System Emergency Event 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 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.

2. Meal allowances earned during the Storm Restoration event will be granted consistent with Meals During Overtime Work, the Scheduled Overtime, Overtime Day (Exhibit B, Section 1, F.) provision [Exhibit B, Section 1, F., 3. a.] until the initial break. Each subsequent day, two (2) meal allowances will be earned each day of a System Emergency. Additionally, each day a meal is earned the employee will be paid one (1) additional hour of pay at the appropriate overtime. Management does reserve the right to furnish meals rather than pay meal allowances during Storm Restoration periods.

3. Employees may be assigned to work alternative schedules during these periods of storm restoration and will only be paid for actual hours worked and not for base hours not worked; however, when the storm is declared over and the employee is transitioned back to their regular schedule, the employee will not lose base hours due to the transition. Once the storm event is declared over or an employee is excused from restoration work, the transition back to a regular schedule will be consistent with the contract provisions contained in Article IV, Section 5, Paragraph G. However, this provision for Storm Restoration will take precedence over the rest time provisions of the Agreement during the storm and restoration period.

4. In accordance with Exhibit "D," Sections 3 and 5, Part Time Operations Support Clerks, who are working the same schedule as full-time employees extended work period, will be entitled to the enhanced pay provisions during a System Emergency Event.

5. Employees in a classification who do not normally support System Emergencies who are temporarily assigned to perform job duties during Storm Restoration and perform such duties for the same extended hours as an employees covered by this section will be entitled to the enhanced pay provisions while working such System Emergency.

B. Storm Restoration Clarification.

OPPD Management and Union Leadership expect Members of IBEW 1483 to respond to the needs of OPPD during any level of Storm Restoration or other Power Restoration work in an effort to provide for Customer Owner Safety, efficient power restoration, and to discourage the use of Contractors.

Storm Classifications

SYSTEM DISTURBANCE: There are NO changes to regular pay, overtime pay or the rest time provisions during a System Disturbance.

EMPLOYEE RELEASES AND REST DURING SYSTEM DISTURBANCES: If an employee is tired due to working long hours, the employee will be released upon stating that they are too tired to work safely due to exhaustion. (Note: It may not be feasible for every employee requesting to be released from duty to have the option of leaving. It will be at management's discretion to decide how many employees can be released.)

When an employee is released, the Company may explain to the employee that they are needed to return to continue the System Disturbance work after their rest break. In cases where the Company asks and schedules the employees to return after their Contract prescribed rest, the employees will work their minimum callout (3 hours) or more. The employee recognizes that being released for rest and returning to duty during a "System Disturbance" breaks their time and that the employee will return to their regular pay schedule (i.e. regular pay and overtime) as dictated by the Contract Agreement.

EMPLOYEES ON REST WHEN A SYSTEM DISTURBANCE IS UPGRADED TO A ~~LEVEL 1 OR LEVEL 2 EVENT~~ SYSTEM EMERGENCY EVENT: If an employee is on a rest break after working a System Disturbance and the storm is upgraded to a ~~Level 1 or Level 2~~ System Emergency event, the employee will be told of the upgrade on their return and will be deemed to have taken their first break. They will then begin working under the pay provisions of the Storm Restoration Clause in the contract and receive the appropriate pay (typically base or regular pay plus 50% for the second day of work).

EMPLOYEES ABSENT FOR PERSONAL REASONS WHEN A SYSTEM DISTURBANCE IS UPGRADED TO A ~~LEVEL 1 OR LEVEL 2 EVENT~~ SYSTEM EMERGENCY EVENT: Employees from time-to-time have scheduled and non-scheduled personal events that they need or want to attend. Management and Union Leadership expect employees to work unless they have plans that can not be reimbursed or that would cause a hardship on their family. Employees being released for such a personal event need to understand the result of the decision they are making.

If during a System Disturbance an employee has a previously planned personal event and requests to be released, and the System Disturbance is subsequently upgraded to a ~~Level 1 or Level 2~~ System Emergency event during their absence, the employee recognizes that they will "start over" under the pay provisions of the Storm Restoration clause of the Contract Agreement when they return to work (i.e. They will return at their regular, non overtime pay rate.)

EMPLOYEE RELEASED FOR SCHEDULED VACATION WHILE WORKING SYSTEM DISTURBANCES: If an employee has scheduled vacation planned before a System Disturbance is declared, they will be released for this vacation if they desire. If the System Disturbance is subsequently upgraded to a ~~Level 1 or Level 2~~ System Emergency event during their absence, the employee recognizes that they will "start over" under the pay provisions of the Storm Restoration clause of the Contract Agreement when they return to work (i.e. They will return at their regular, non overtime pay rate.)

~~LEVEL 1 or LEVEL 2~~ SYSTEM EMERGENCY EVENT: There are regular and overtime pay rule changes that apply during ~~Level 1 or Level 2~~ System Emergency events.

Employees working a ~~Level 1 or Level 2~~ System Emergency event earn no rest time.

BASE HOURS: Employees working ~~Level 1 or Level 2~~ System Emergency events will retain their normal "base 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. Management will go back 24 hours before a storm is declared to adjust time if necessary. Whenever an employee ends their storm duty, the employee's last day will always revert back to their normal base day.

CODING TIME OFF DURING A ~~LEVEL 1 OR LEVEL 2 EVENT~~SYSTEM EMERGENCY

EVENT: Employees who are not working their base hours on base hour days will be on no pay for the hours they are off and will code their base hours during the first eight hours of work. For example, if an individual is working the middle of a storm and their hours are midnight to 0800 and 1600 to midnight. They'll be paid storm pay for 0000 to 0800 (100% to base and either 50% or 100% to storm restoration, Code 512 or 524) and from 1630 to midnight (applicable overtime rate), but no pay during their normal base hours of 0800 to 1630,

CODING TIME AT THE END OF A ~~LEVEL 1 OR LEVEL 2 EVENT~~SYSTEM EMERGENCY

EVENT: When a storm is declared over, employees who do not work their base hours or only work a portion of them will code base hours for the hours worked and code the hours they are off during their base hours at 100% to base. For example, an individual who continues to work after midnight and works to 0600., is released, the storm is declared over, and the individual does not return to work will get 0000 to 0600 at the applicable storm pay and eight (8) hours base pay at Code 827.

EMPLOYEES REQUESTING TO BE RELEASED FROM DUTY DURING A ~~LEVEL 1 OR~~

~~LEVEL 2 EVENT~~SYSTEM EMERGENCY ~~EVENT~~: If an employee requests to be released for personal reasons (previously planned family or personal functions) during a System Emergency~~Level 1 or Level 2~~ event, the employee recognizes that they will "start over" under the pay provisions of the Storm Restoration clause of the Contract Agreement when they return to work (i.e. They will return at their regular, non overtime pay rate if returning on regular workdays.) Management and Union Leadership expect employees to work unless they have plans that can not be reimbursed or that would cause a hardship on their family.

MISCELLANEOUS ITEMS:

1. The order of the storm callout for the Elkhorn, Papillion and Omaha Clerks (Metro Centers) will be as follows:
 - Elkhorn, Papillion and Omaha Operation Clerks (Metro Centers) shall be on one overtime list. The Operation Clerks from the Elkhorn, Papillion and Omaha Centers will be called out based on low overtime from a combined list regardless which Center is open for the storm. Seniority will be based upon classification seniority, employees with the most time as an Operation Clerk will be considered senior to those with less time as an Operation Clerk. In the event of a storm employees will make reasonable efforts to be available to work. Management will determine the order of opening the Centers and fill the Centers according to the order of the callout list (from low overtime to high overtime).
 - In the event that a non-metro Center/Area Office (offices other than Elkhorn, Papillion and Omaha) need additional support beyond their normally assigned clerks, metro

clerks will be called based upon low total of overtime hours. Management reserves the right to determine the location to which these clerks report.

2. Employees will not be told to call in after being released during any level of storm. The Company will call the employee if they need additional resources that were not expected.
3. Employees will be called out to work ~~Level 1 or Level 2 events~~ System Emergency event by a Company Supervisor or in person. Once the Automated Call-Out (ACO) technology is available and communicated, callout will be conducted using this system.
4. It is the Supervisor's responsibility to ensure that ~~clerks-employees~~ stop working in time to be released as scheduled for each break of their rotation and if for some reason the job needs to be finished before leaving, the Supervisor will make that exception.
5. The Company will communicate rest periods to employees working storms as soon as possible to enable them to plan accordingly.

~~7.- Meal allowances earned during the Storm Restoration event will be granted consistent with the Scheduled Overtime, Overtime Day provision, which states an employee must work ten (10) hours to qualify for a meal allowance. However, on day one of the storm event, meal allowances earned will be granted consistent with a callout, which states an employee must work four (4) hours to qualify for a meal allowance. The meal allowance will continue at six (6) hours of work thereafter until released their first break. Management does reserve the right to furnish meals rather than pay meal allowances during the Storm Restoration periods. When a meal is furnished, it shall be of a quality equal to a meal purchased in a restaurant. Considerations will be made for dietary restrictions. For each meal earned and provided by the Company, the employee will be allowed reasonable time away from their desk to eat such meal and will be permitted to leave the facility for one earned meal break. When the meal is provided by the Company and the employee chooses to leave, they will be responsible for the cost of that meal.~~

EXHIBIT "D"
**PART TIME EMPLOYEES REPRESENTED BY THE INTERNATIONAL
BROTHERHOOD OF ELECTRICAL WORKERS LOCAL 1483**

SECTION 3. ARTICLES II, III AND XI AND EXHIBIT "B", SECTION 10
(LIMITED)

Articles II, III, and XI are incorporated into this Exhibit and will be applied to represented part time employees.

Exhibit "B", Section 10, is incorporated into this Exhibit and will only be applied to represent part time employees in the classification of Part Time Operations Support Clerk.

No other Articles or Exhibits of the Collective Bargaining Agreement between OPPD and IBEW Local No. 1483 shall apply to represented part time employees.

SECTION 5. OVERTIME. All employees are expected to be available for work during emergencies or, when in the opinion of the Company, such work is necessary for the continuance of efficient operations or service to the customers.

- A. Overtime is defined as any and all hours worked in excess of forty (40) hours of work in any one work week.
- B. Overtime hours will be compensated at the rate of one and one half (1 ½) times the employee's base hourly rate.
- C. A work week is defined as beginning on Sunday and ending on Saturday.
- D. During a declared System Emergency Event, Part Time Operations Support Clerk who are working extended work periods, will be entitled to the enhanced pay. In accordance with provisions in Exhibit "DB", Sections 10.3 and 5, Part Time Operations Support Clerks, who are working the same schedule as full-time employees, will be entitled to the enhanced pay provisions during a System Emergency event.

TECHNOLOGY AND SECURITY

The parties agree to qualification to be an Acting Service Desk Analyst Lead.

SECTION 7. TECHNOLOGY AND SECURITY DIVISION RULES.

B. Service Management – Out-of-Classification Rate: In the event that the Service Desk Analyst Lead is absent from work for an entire day, the Company will appoint a qualified Service Desk Analyst to act as the Service Desk Analyst Lead. A qualified Service Desk Analyst is an employee with at least two (2) years of experience as a Service Desk Analyst.

The Company will ask for qualified volunteers and appoint based on the employee's classification seniority as defined by Article V. The Company will follow a round-robin sequence; the Company will sequentially start with the most senior qualified employee and ask down the seniority list. After the initial ask, the most senior qualified employee will be slotted at the bottom of the seniority list, and the second most senior qualified employee will become first asked for the next time the Company needs to appoint a Service Desk Analyst to act as the Service Desk Analyst Lead. This round-robin sequence would continue after each ask for volunteers. For Example, the Company would ask for volunteers following the sequence below:

<i>Seniority List</i>	<i>First Request</i>	<i>Second Request</i>	<i>Third Request</i>
<i>Bob</i>	<i>Bob</i>	<i>Sally</i>	<i>Mary</i>
<i>Sally</i>	<i>Sally</i>	<i>Mary</i>	<i>Todd</i>
<i>Mary</i>	<i>Mary</i>	<i>Todd</i>	<i>Bob</i>
<i>Todd</i>	<i>Todd</i>	<i>Bob</i>	<i>Sally</i>

If the Company is unable to fulfill in this manner, the least senior qualified employee will be appointed to act as the Service Desk Analyst Lead.

AGREEMENT CLEAN-UP

REMOVAL OF PAST EFFECTIVE DATES

The parties agree to remove past effective dates from Article I, Section 3. Definitions Paragraph E. Twenty-Four Hour Coverage and Article VII, Section 1. Vacation Leave. The parties agree to modify Exhibit “B”, Section 15. Paragraph A. ISFSI Organization – Security Department at the Fort Calhoun Station as follows:

A. ISFSI Organization – Security Department at the Fort Calhoun Station

6. Vacations.

i. Vacations shall be scheduled in accordance with Article VII, ~~except as amended below:~~

~~To the extent possible, all outstanding 2020 vacation request, will be honored. A determination will be made within twenty one (21) business days upon the implementation of the ISFSI Security and Emergency Plans. If multiple employees request vacation on the same day, and only one (1) employee can be given off, the employee with the highest seniority will be granted the 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.

EXHIBIT “D” – PART-TIME EMPLOYEES

HEALTH INSURANCE CHANGES

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

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

DEFERRED COMPENSATION MATCH CHANGES

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

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

The parties agree, effective June 1, 2025

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

CLASSIFICATIONS AND BASIC WAGES – PART-TIME OPERATIONS SUPPORT CLERK

The parties agree effective May 31, 2025 to modify the wage structure of the Part-Time Operations Support Clerk.

Part-Time Administrative

Occd	Classification Title	June 1, 2024		May 31, 2025	
		Rate Step	Hourly Rate	Rate Step	Hourly Rate
9925	Part-Time Operations Support Clerk	4	\$33.74	<u>8</u>	<u>\$46.39</u>
		<u>3</u>	<u>\$32.69</u>	<u>7</u>	<u>\$44.77</u>
		<u>2</u>	<u>\$31.63</u>	<u>6</u>	<u>\$43.17</u>
		<u>1</u>	<u>\$30.58</u>	<u>5</u>	<u>\$41.55</u>
				<u>4</u>	<u>\$39.95</u>
				<u>3</u>	<u>\$38.34</u>
				<u>2</u>	<u>\$36.73</u>
				<u>1</u>	<u>\$35.12</u>

The parties agree effective as of May 31, 2025, the affected employees will transfer into the new classification and/or basic wage scales as outlined below:

Emp #	Name	Classification	Hourly Wage Rate as of May 31, 2025	Rate Step as of May 31, 2025	Proposed No Rate Step as of May 31, 2025	Proposed No Rate Wage Rate as of May 31, 2025
18245	Karen Bates	PT Operations Support Clerk	\$33.74	4	4	\$39.95

JOB ORDER REIMBURSEMENT

The parties agree the Company shall waive reimbursement for the 2025 Union Negotiations team members only for the 2025 contract negotiations, up to thirty-five thousand dollars (\$35,000).



Board Action

June 17, 2025

ITEM

International Brotherhood of Electrical Workers, Local No. 1483 ("IBEW Local No. 1483") contract settlement.

PURPOSE

To report that a tentative agreement has been reached with IBEW Local No. 1483 for a three (3) year period. The Agreement is presented to the Board of Directors for approval.

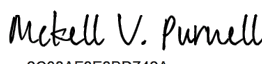
FACTS

- a. IBEW Local No. 1483 represents 381 craft workers.
- b. The Union has ratified its Agreement, included as an attachment: Exhibit A – IBEW Local No. 1483.
- c. The Agreement calls for comparable but competitive increases to wages as follows:
 - IBEW Local No. 1483: 4% effective June 1, 2025, 4% effective June 1, 2026, and 4% effective June 1, 2027.
- d. The Agreement includes language to modify storm provisions, consolidate and remove classifications, and changes to sick leave.
- e. The Agreement also reflects additional negotiated changes to the contracts, including, but not limited to, health insurance, retirement savings plan, post-retiree health insurance, holidays, inclement weather clothing, meal allowances, and relocation assistance.
- f. The settlement includes the ratification of changes agreed upon with the union since the last negotiations.

ACTION


Board approval of the tentative agreement for IBEW Local No. 1483 for a three (3) year period.

RECOMMENDED:

DocuSigned by:

2C08AF8E3DD742A...

McKell V. Purnell
Vice President – Human Capital

APPROVED FOR BOARD CONSIDERATION:

Signed by:

AC399FDCE66247E...

L. Javier Fernandez
President and Chief Executive Officer

Attachment:

Exhibit A – IBEW Local No. 1483