

SD-8: Employee Relations Monitoring Report Governance Committee

Mart Sedky, Vice President Human Capital
Board of Directors All Committees Meeting
December 8, 2020

SD-8 Employee Relations

OPPD shall develop and maintain a diverse and inclusive workplace reflective of OPPD's core values that engages and inspires employees to commit to the vision and mission of OPPD.

OPPD establishes a goal to achieve top-quartile performance in employee engagement for similar sized companies.

OPPD shall:

- Engage its workforce in personal and professional development.
- Maintain and communicate written policies that define procedures and expectations for staff and provide for effective handling of grievances.
- Bargain in good faith with the official agents of represented employees and comply with Collective Bargaining Agreements.
- Conduct an annual engagement survey and provide a report of results to the Board.
- Provide an annual report to the Board on OPPD's Affirmative Action Plan.

Legacy I³

The Legacy I³ Workforce Program model provides OPPD with a low-cost, sustainable method of developing local, diverse talent into viable candidates for employment.

Established in 2017
71 enrolled (2017-2019)

- 61 Graduated
- 35 interned summer of 2020
- 27 currently interning part-time
- 9 working full-time and 2 working part-time
- 49 enrolled in college
- 5 graduated

QLI Joined

- 7 interns

2020

- 34 students

Employee Resource Groups and Communities of Practice



OPPD
Toastmasters Club



Society of
Engineers



Newly Formed ERG – *emPOWERING Working Families*
Forming Community of Practice – *Project Management*

Engage its workforce in personal and *professional* development.

- New programs:
 - Leader Huddles
 - Supervisor Sparks
 - Change Agent Network
 - Blue Ocean Brain – on-line, micro learning sessions
- Targeted development:
 - Accelerated Leadership Development Programs- levels 3 & 2
 - Crew Leader University program
 - The Gathering for Professionals of Color & Women
 - Full Diversity Partners-Global/FDP-Allies Labs
- Enhance Leadership Framework learning options & online resources for leaders & individual contributors
- DEI engagement
 - Commitment to Opportunity, Diversity & Equity (CODE) Survey
 - Resolution against Racism, Injustice and Inequality
 - Town Hall on Race
 - Brave Conversations in Business Units and Departments

emPOWERed U

Learning to power our future



Employee
Functional
Path



Employee
Ongoing
Learning
Path
(Level 1 & 2)



Emerging
Leader
Path
(Level 2)



Leader
Ongoing
Learning
Path
(Level 2 & 3 & 4)



Sponsored
Development
(ALL Levels)

emPOWERed U, a learning community, will provide the platform for every employee to grow and develop skills that will progress with the rapid pace of change.



CORE – ALL Employee Onboarding – Welcome to Your OPPD

CORE – Leader Onboarding – LEADING the Way

Engage its workforce in *personal* and professional development.

- *Mindfulness Moments*
- *Stretching with Stacey*
- Wellness Portal
 - Education Programs/Instructional Videos
 - Wellness Challenges
 - Health Assessment
 - Biometric Screening
 - Real Appeal Online Weight Loss Program
- Sleep Hygiene Programs
- Tobacco Cessation
- Financial Wellness Programs
- Retirement Seminars and Workshops

Maintain and communicate written policies that define procedures and expectations for staff and provide for effective handling of grievances.

- Collective Bargaining Agreements
- Corporate Policies/Procedures
- Employee Handbook
- Code of Conduct
- Grievances
- Ethics Point
- Internal Complaints
- External Complaints

Bargain in good faith with the official agents of represented employees and comply with Collective Bargaining Agreements.

- Collective Bargaining Agreements (Negotiated in 2017)
- Memoranda and Letters of Understanding
- Quarterly Benefits Topics Meetings
- Quarterly Safety Meetings
- Supervisor Training
- Crew Leader University

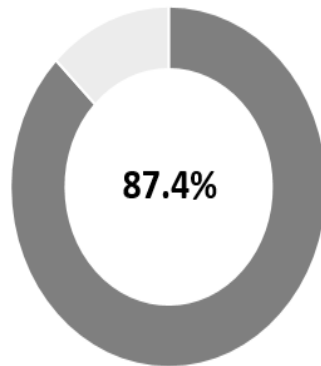
The requirement to bargain in good faith generally means that both parties must be sincere in their attempts to reach an agreement.

Conduct an annual engagement survey and provide a report of results to the Board.

Survey Overview:

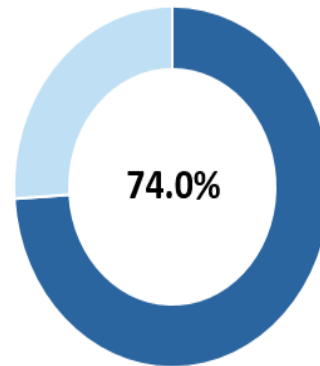
Response Rate

1626 of 1861 Responded



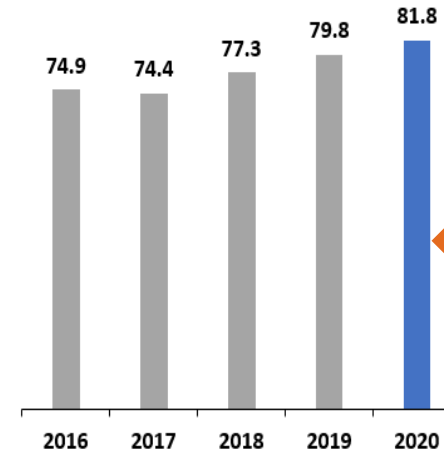
vs. 78.9% 2019

Overall % Favorable



vs. 69.6% 2019

Overall Score (100pt Scale, converted from 6pt average)



TIER 1

Moving forward, we will be focusing on "Overall % Favorable" as the target metric, rather than Overall Score

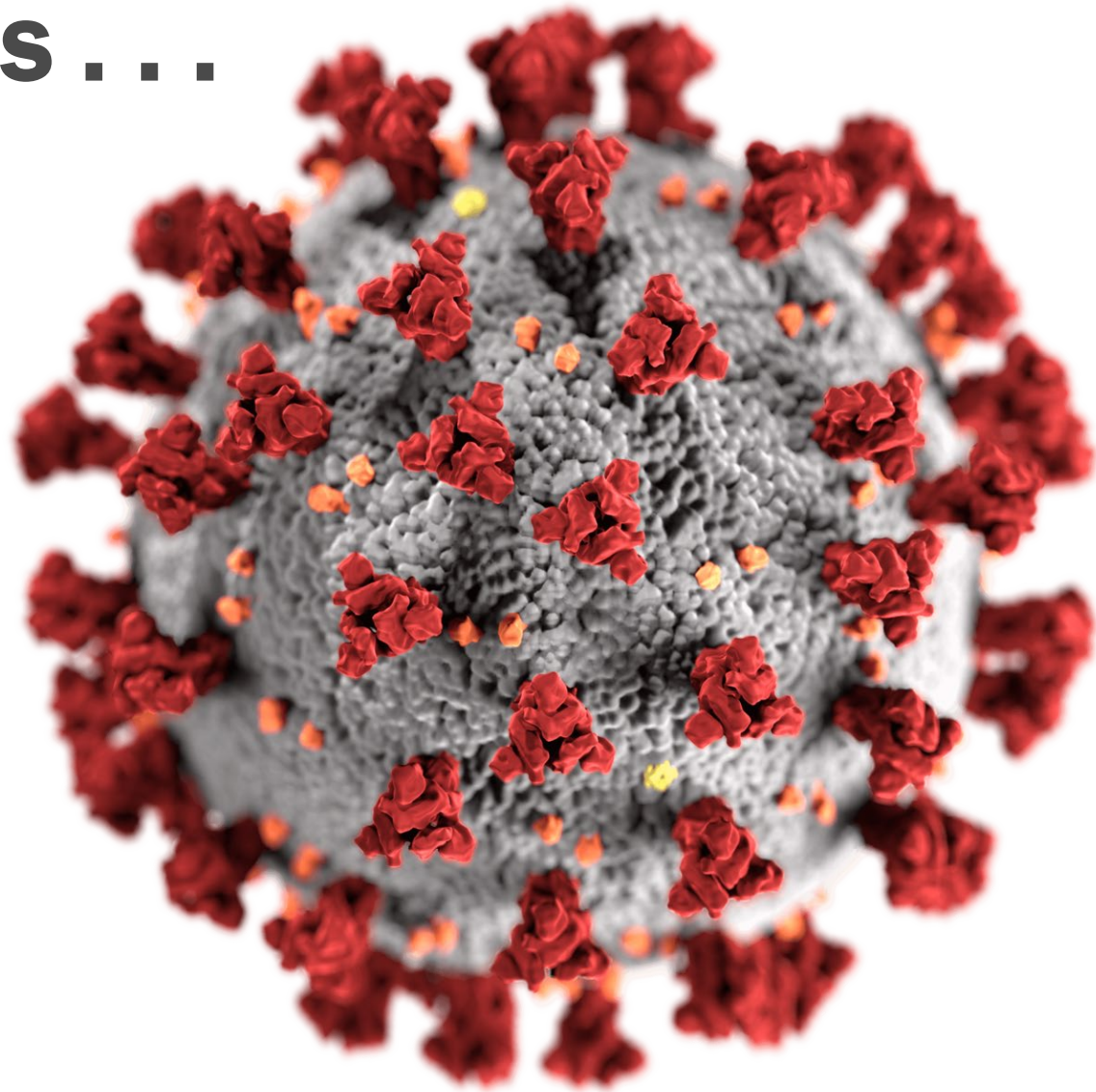
- % Favorable allows to more easily measure improvements and declines (e.g., if we see a 5% improvement, we know that we shifted perceptions for 5% of the population).
- Overall Score, while the main metric used in Best Places to Work events, does not easily allow us to determine how perceptions have changed over time.

Provide an annual report to the Board on OPPD's Affirmative Action Plan (AAP).

- 2020 Goals
 - Elkhorn Center – Females
 - Energy Plaza – Minorities
 - Disabilities

- Good Faith Efforts
 - Optimized Sourcing Strategy
 - Workforce Development
 - High Impact Diversity, Equity and Inclusion Efforts
 - Employee Value Proposition
 - Careers in Energy Outreach

And then there was . . .



Recommendation

The Governance Committee has reviewed and accepted this Monitoring Report for SD-8 and recommends that the Board find OPPD to be sufficiently in compliance with Board Policy SD-8.