



Board Action

BOARD OF DIRECTORS

January 18, 2022

ITEM

SD-8: Employee Relations Monitoring Report

PURPOSE

To ensure full Board review, discussion and acceptance of SD-8: Employee Relations Monitoring Report

FACTS

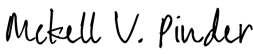
- a. The first set of Board policies was approved by the Board on July 16, 2015. A second set of Board policies was approved by the Board on October 15, 2015.
- b. Each policy was evaluated and assigned to the appropriate Board Committee for oversight of the monitoring process.
- c. The Governance Committee is responsible for evaluating Board Policy SD-8: Employee Relations.
- d. The Governance Committee has reviewed the SD-8: Employee Relations Monitoring Report, as outlined on Exhibit A, and is recommending that OPPD be found sufficiently in compliance with the policy as stated.


ACTION

The Governance Committee recommends Board approval of the 2021 SD-8: Employee Relations Monitoring Report.

RECOMMENDED:

APPROVED FOR BOARD CONSIDERATION:

DocuSigned by:

 275EE9E6286545B...
 McKell V. Pinder
 Sr. Director – Human Capital

DocuSigned by:

 AC309FDCE66247E...
 L. Javier Fernandez
 President and Chief Executive Officer

MVP:mfh

Attachments: Exhibit A – Monitoring Report Resolution

Monitoring Report SD-8: Employee Relations Governance Committee

McKell Pinder

Senior Director-Human Capital

January 20, 2022

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

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

Established In 2017
121 Enrolled Through 2021

- **78 Graduated**
 - 33 interned summer 2021
 - 14 continued interning part-time after summer internship
 - 17 working full-time and 16 working part-time
 - 4 full-time and 2 part-time at OPPD
 - 2 full-time and 9 part-time at QLI
- **58 enrolled in college**
- **7 graduated (Associates Degree)**

2021-2022
Current Roster

- **22 high school students (Cohorts 5 & 6)**

2021 Employer Partners

- **QLI (2020: 7 interns, 2021: 6 interns)**
- **Claas (2 interns)**
- **Peregrine Hotel (3 interns)**
- **Charles Drew Community Health Center (1 intern)**
- **OneWorld Community Health Center (2 interns)**

Employee Resource Groups and Communities of Practice



OPPD
Toastmasters Club



Society of
Engineers



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 Programs
- Financial Wellness Programs
- Retirement Seminars and Workshops

Engage its workforce in personal and professional development.

- **New programs:**
 - Leader Huddles
 - Supervisor Sparks
 - Change Agent Network
 - Blue Ocean Brain
- **Targeted development:**
 - Accelerated Leadership Development Programs
 - Crew Leader University
 - The Gatherings for Professionals of Color & Women
 - Full Diversity Partners-Global/FDP-Allies Labs

Engage its workforce in personal and professional development.

- Enhanced Leadership Framework learning options & online resources for leaders & individual contributors
- DE&I engagement
 - Statement against Asian Hate
 - Brave Conversations in Business Units and Departments

Maintain and communicate written policies that

1. Define procedures and expectations for staff
2. Provide for effective handling of grievances

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

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

*Both parties must be sincere in their attempts to reach an agreement.

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

Estimated Negotiations Timeline



WEEK OF JAN 3

Negotiations opened



WEEK OF FEB 7

Meetings start with negotiation teams: management + unions



WEEK OF JUN 27

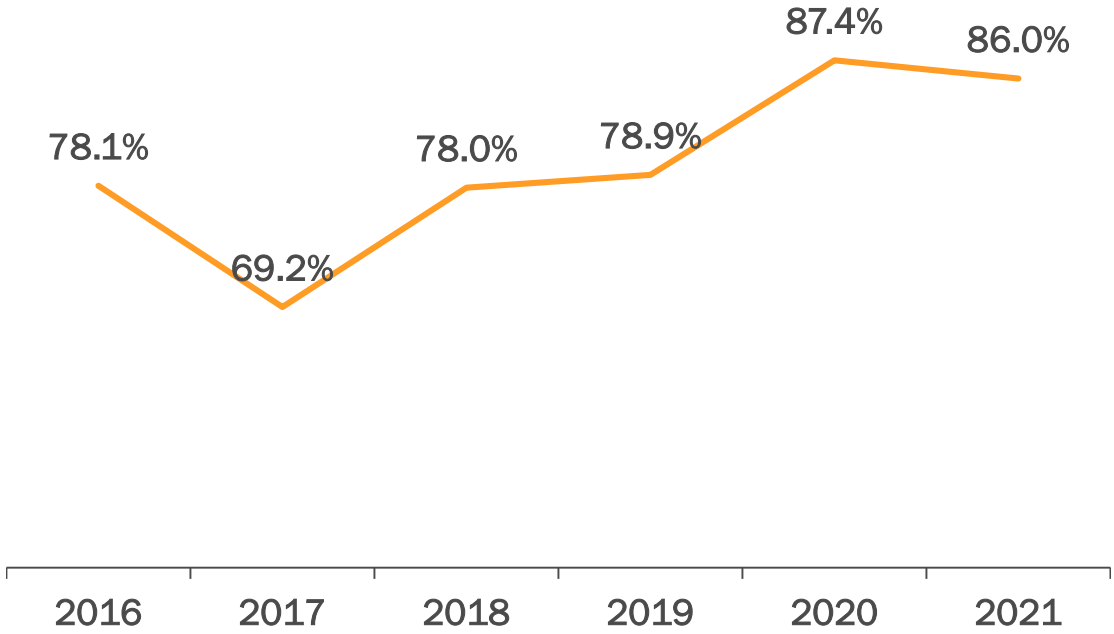
Negotiations completed: contracts in place

- Wages
- Benefits
- Working conditions
- Other terms
 - Seniority
 - Professional development
 - Pandemic/ emergency agreement

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

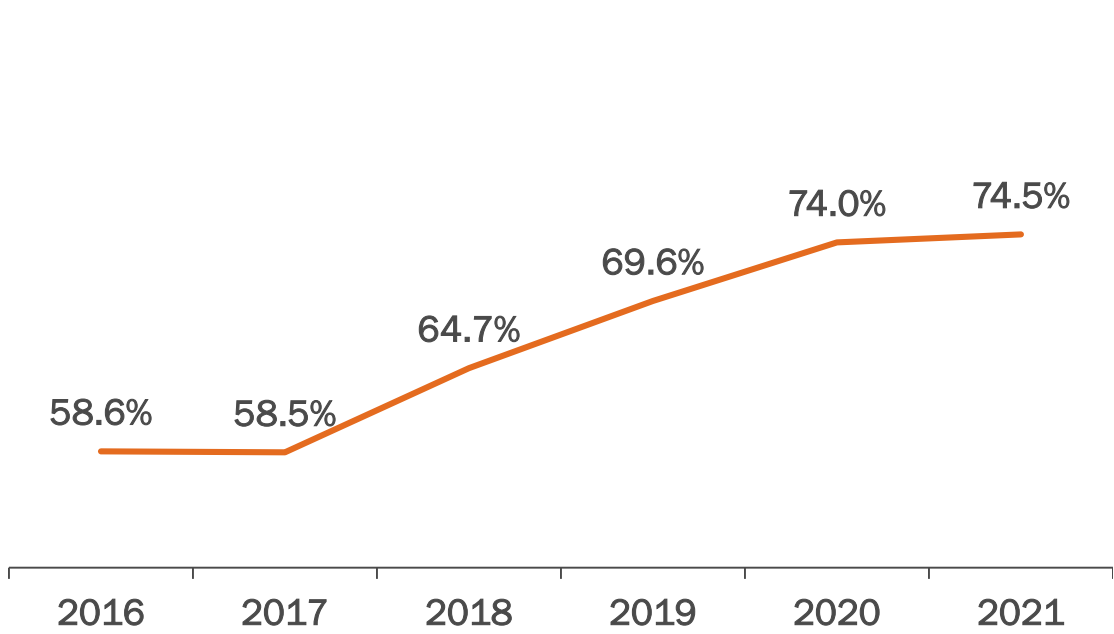
Response Rate

(n=1,581 of 1,838)



Overall % Favorable

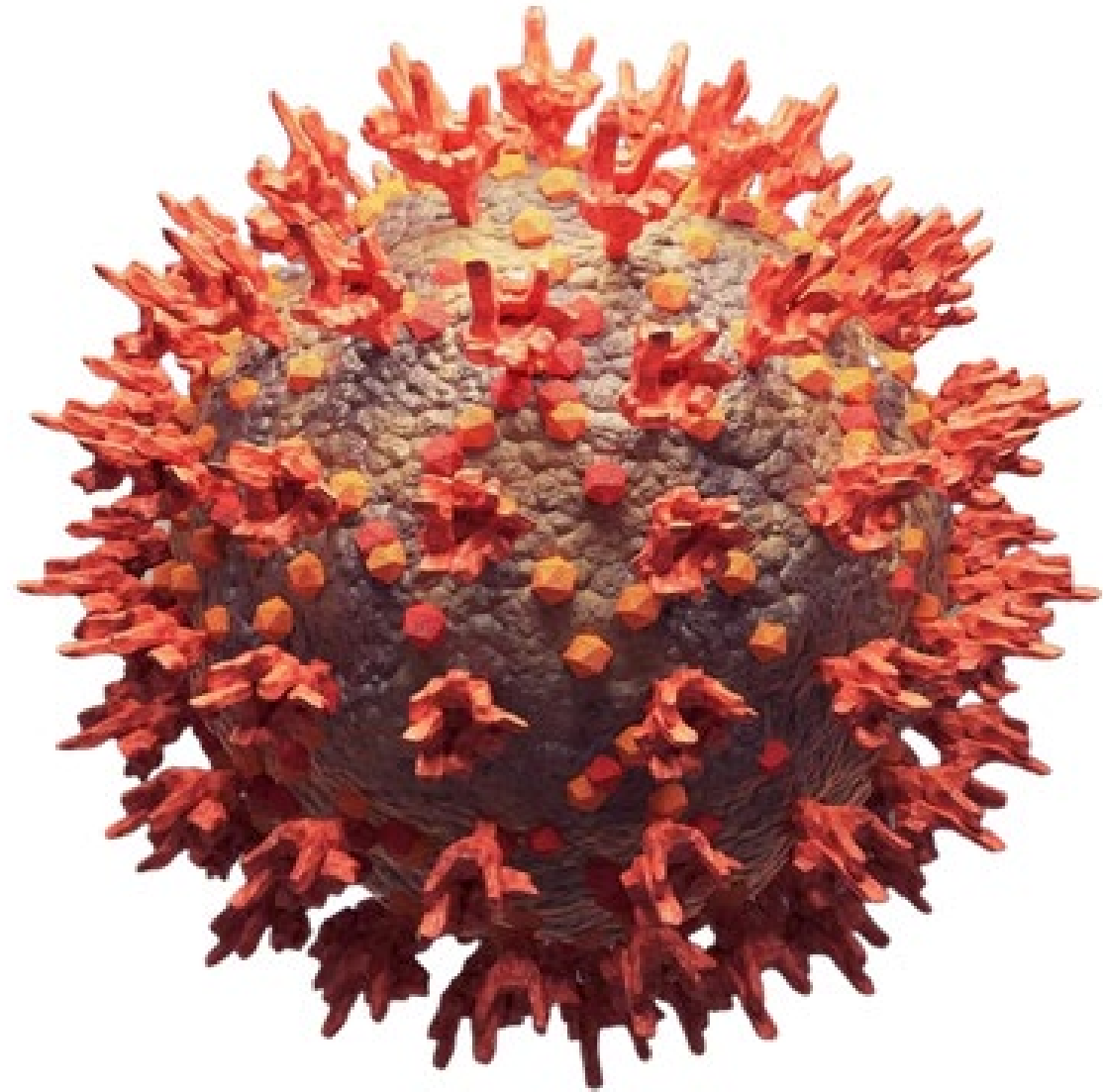
(% Agree / Strongly Agree)



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

- **2021 Goals**
 - Energy Control Center – Females & Minorities
 - Nebraska City Station – Females
 - Omaha Service Center – Females
 - Disabilities
- **Good Faith Efforts**
 - Optimized Sourcing Strategy
 - External/Internal Pipeline Building
 - High Impact DEI Education and Development
 - Employee Value Proposition

And still with us. . .



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.



Moody/Pinder

DRAFT
RESOLUTION NO. 64xx

WHEREAS, the Board of the Directors has determined it is in the best interest of the District, its employees, and its customer-owners to establish written policies that describe and document OPPD's corporate governance principles and procedures; and

WHEREAS, each policy was evaluated and assigned to the appropriate Board Committee for oversight of the monitoring process; and

WHEREAS, the Board's Governance Committee (the "Committee") is responsible for evaluating Board Policy SD-8: Employee Relations on an annual basis. The Committee has reviewed the SD-8: Employee Relations Monitoring Report and finds OPPD to be sufficiently in compliance with the policy as stated.

NOW, THEREFORE, BE IT RESOLVED that the Board of Directors of Omaha Public Power District hereby accepts the 2021 SD-8: Employee Relations Monitoring Report, in the form as set forth on Exhibit A attached hereto and made a part hereof, and finds OPPD to be sufficiently in compliance with the policy as stated.