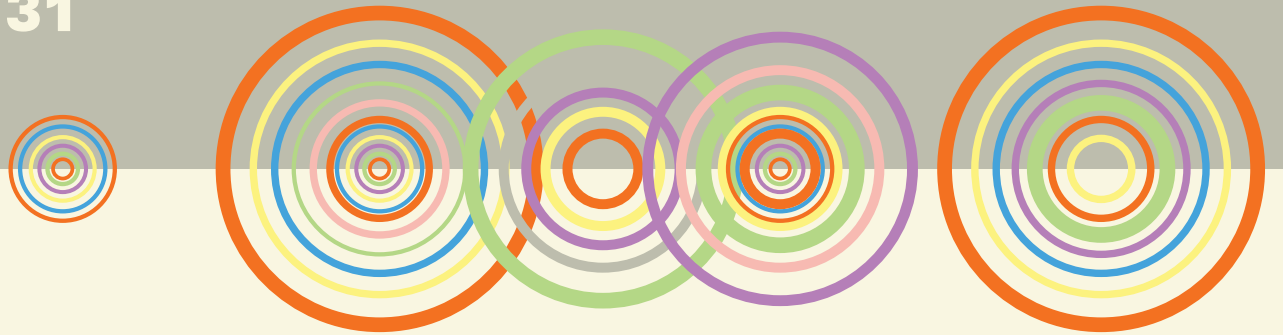# 2025 NEGOTIATED LABOR AGREEMENTS WITH IBEW LOCAL UNION NO. 763, AND IAM & AW LOCAL UNION NO. 31

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Vice President – Human Capital

OPPD
Omaha Public Power District

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and consider incorporating new sections that capture current practices and procedures and limit our exposure to outdated language.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

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TENTATIVE AGREEMENT

- Wages and 3-Year Contract
- Health Insurance
- Non-Emergency Language

- Relocation Assistance
- Post-Retiree Health Changes
- Supplemental Retirement Plan Changes

OTHER ITEMS INCLUDED:

- Clarification of Provisions
- Classifications: Consolidations, New, and Removals
- Discipline (763 Only)
- Floating Holidays

- Meal Allowance
- Sick Leave (763 Only)
- Storm Provisions (763 Only)
- Transfer Request (31 Only)
- Travel Allowance

RESULTS

COMPETITIVE WAGES   CHOICE   CLARITY

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