



COMPANY'S FINAL PROPOSAL
November 1, 2022

Background:

The term of the parties' collective bargaining agreement expired on September 22, 2022. As general negotiations have progressed, NV Energy believes that a new five-year term is in both parties' interest as follows:

1. Term of Agreement: The current collective bargaining agreement, which expired on September 22, 2022, will be extended through September 22, 2027.
2. Wages:
 - Effective no later than 30 days after a successful ratification vote, 2.5% base wage increase and 1% base wage inflationary market adjustment
 - Effective first pay period after March 31, 2023, 2% base wage inflationary market adjustment and then first pay period after September 22, 2023, 2.5% base wage increase
 - Effective first pay period after September 22, 2024, 2.5% base wage increase
 - Effective first pay period after September 22, 2025, 2.5% base wage increase
 - Effective first pay period after September 22, 2026, 2.5% base wage increase
3. Revision to Journeyman Lineman Classifications:

Rubber Gloving Specifications (Tentatively Agreed to by Lines Subcommittee)

- NV Energy currently uses rubber gloving up to 7500 volts nominal phase-to-phase and has safety rules governing this work method.
- Due to the introduction of covered conductor (Spacer Cable and Tree Wire), rubber gloving at higher voltages, up to and including 25KV, is a practical work method and is therefore an important addition and revision to the Lineman classifications.
- The parties agree to revise all Journeyman Lineman classifications¹ to include the option to perform work with rubber gloves, when wearing all proper PPE on voltages up to and including 25KV.²

¹ Eligible classifications include: 6013 Foreman, General, Line, Working; 6051 Foreman, Line Working; 6038 Foreman, General, Line, Working, Transmission; 6053 Foreman, Line Working Transmission; 7225 Troublemán, Electric; 7200 Inspector, Transmission; 7210 Inspector, Electric; 7330 Lineman, Electric; 7332 Lineman, Transmission; 7595 Patrolman, Electric Line; 6052 Lines, Trainer.

² For a period of 3 years after execution of this agreement, employees will only perform work with rubber gloves on voltages up to and including 21KV. This will give the Company and Union time to evaluate training and performance before moving to higher voltages up to and including 25KV.

- It is not the Company's intent to utilize this rubber gloving revision as a means to contract out additional Lines work. If the outcome of this agreement precipitates an increase in contracting out work prescribed in this agreement, the parties agree to meet and confer over the increase in contracted work.
- It is not the Company's intent to prescribe a particular work method to any crew. It is up to the crew to determine the best and safest method for accomplishing the work.

Establishment of a Rubber Gloving Committee (Tentatively Agreed to by Lines Subcommittee)

- The parties agree to form a temporary Rubber Glove Advisory Committee comprised of three (3) represented employees and (3) management personnel that are knowledgeable on the subject. The Committee would be tasked with establishing the revised safety rules and policies, determining the proper PPE, additional tooling, equipment testing requirements, and training and certification requirements. After these tasks are completed and documented as new safety rules in the NV Energy Safety Manual, or as a separate policy, the Rubber Glove Advisory Committee could be disbanded unless mutual agreement exists to continue the Committee.

Rubber Gloving Training (Tentatively Agreed to by Lines Subcommittee)

- The parties agree that the initial training will be a formal class, taught by outside instructors, which will include, at a minimum: work methods for working the higher voltages, usage and familiarization of the new PPE, usage of insulated cover and insulated platforms, etc. It is suggested that the parties attempt to utilize the Northwest Line College to administer this training.
- Training would be mandatory for all journeyman (Foremen, Linemen, Troubleman, Inspector) and hot apprentice personnel.
- Refresher/new hire training would be completed either utilizing in-house trainers or outside trainers, depending on the staffing and experience of the training department.

New Wage Rates - Lines

- The new wage rates, which include and reflect the 2.5% base wage increase and 1% base wage inflationary market adjustment listed above, will take effect for lines classifications within 30 days of a successful ratification vote:
 - 7330 Lineman, Electric; 7332 Lineman, Transmission; 7595 Patrolman, Electric Line: \$60.96
 - 6051 Foreman, Line Working; 6053 Foreman, Line Working Transmission; 6052 Lines, Trainer: \$67.06
 - 7225 Troubleman, Electric; 7200 Inspector, Transmission; 7210 Inspector, Electric: \$61.87

4. Revision to System Control Classifications

(Tentatively Agreed to by, in substantive part, by System Control Subcommittee)

The parties agree to incorporate the language from Attachment 1 to this agreement and agree to the following new wage rates, which include and reflect the 2.5% base wage increase and 1% base wage inflationary market adjustment listed above, and which will take effect for system control classifications within 30 days of a successful ratification vote:

- Distribution Outage Coord. (entry level): \$52.82
- Distribution Outage Coord. (1 yr. step): \$55.60
- Assistant Dist. System Operator: \$55.33
- Distribution System Operator 1: \$56.44
- Distribution System Operator 2: \$58.13
- Distribution System Operator 3: \$61.04
- System Operator 1: \$61.04
- System Operator 2: \$64.09
- System Operator 3: \$67.29
- Lead System Operator: \$70.66
- Trans. Outage Coord. (entry level): \$60.88
- Trans. Outage Coord (1 yr. step): \$64.09

5. Inequity Increase: Given retention and attraction issues, and other equity issues, the Company agrees to adjust the wages for the following field classifications listed below with a \$2.00 per hour increase to the base hourly wage no later than 30 days after a successful ratification vote. This increase shall be applied before calculating and applying the 2.5% general wage increase and 1% base wage inflationary market adjustment for 2022.

Field Classifications: 6049 Foreman, Control (Reno), Working; 6031 Foreman, Control Working; 7018 Foreman, Relay Technician Working; 7015 Senior Relay Technician; 7075 Relay Technician; 7130 Inspector Substation; 7340 Electrician; 7342 Electrician, Transformer Shop; 6030 Substation Trainer; 7052 Substation Tech; 7545 Fab/Const/Maint, Welder Certif; 6375 Foreman, Fab/Const/Maint, Wkg; 7170 Meter Technician; 6082 Wkg Foreman Meter Technician; 7405 Gas Inspector; 8625 Facilities Senior Locator; 8115 Gas Pressure Operator; 7125 Regulator Technician; 6280 Heavy Wkg Gas Foreman; 6277 Gas Pressure Foreman; 7620 Fitter; 7460 Fitter/Welder; 8774 Equipment Operator II; 8771 Equipment Operator II, Service; 8773 Equipment Operator III; 7485 Customer Serviceman; 6286 Working Foreman, Gas Serviceman;

The Company further agrees to adjust the wages for the following generation and telecom classifications listed below with a \$1.00 per hour increase to the base hourly wage no later than 30 days after a successful ratification vote. This increase shall be applied before calculation and applying the 2.5% general wage increase and 1% base wage inflationary market adjustment for 2022.

Generation Classifications: 7180 Technician, Maintenance (Tiers 1 through 4); 7181 Technician, Maintenance, Lead; 7530 Operator, Plant, Lead; 7536 Operator, Plant (Tiers

1 through 4); 7537 Operator, Plant, Lead; 7146 Technician, Communications; 7133 Technician, Communications System; 6022 Foreman, Communications System, Wkg.

The Company further agrees to adjust the wages for the following customer service classifications listed below with a \$1.75 per hour increase to the base hourly wage no later than 30 days after a successful ratification vote. This increase shall be applied before calculation and applying the 2.5% general wage increase and 1% base wage inflationary market adjustment for 2022.

Customer Service Classifications: 9776 Representative, Customer Service; 9779 Representative, Customer Service Bilingual; 9776NW Representative, Customer Service-CBA07; 9779NW Representative, Customer Service-CBA07; 9735 Representative, Customer Service, Sr.; 9737 Representative, Customer Service, Sr., Bilingual; 9735NW Representative, Customer Service, Sr.-CBA07; 9737NW Representative, Customer Service, Sr.-CB07 Bilingual; 6825 Foreman, Customer Service Representative, Working; 6825NW Foreman, Customer Service Representative, Working CBA-07; 6827 Foreman, Customer Service Representative, Working Bilingual; 6827NW Foreman, Customer Service Representative, Working CBA07 Bilingual; 8966 Representative, Support Services; 9861 Representative, Clerical; 9861NW Representative, Clerical-CBA07; 9863 Clerical Representative, Sr.; 9777 Representative, Accounts Payable; 9725 Representative, Accounts Payable, Sr.; 9730, Clerk, Remittance Processing, Sr.

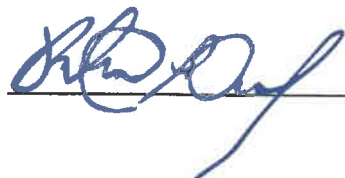
6. Safety Bonus: Current safety bonus percentage and metrics will be retained for 2022 and the safety bonus will be paid by the Company on Thursday, December 15, 2022. Starting with the 2023 calendar year, the safety bonus will be modified as set forth below:
 - 1% lump sum will be a safety bonus and will be earned and paid out if an employee has no safety violations which resulted in disciplinary action (written warning and above) during the calendar year and upon achievement of safety leading indicators (i.e. hazard recognition/correction) to be mutually determined by the Company and Union
 - If an individual safety improvement plan is completed to earn the safety bonus back, an employee will only be able to earn a .5% safety bonus
 - 1% lump sum will be a short term incentive payment which will be paid upon achievement of the corporate scorecard as defined by the Company. The short term incentive payment will be paid out at the same percentage paid out to non-represented employees.

7. General Negotiations Proposals: The parties hereby adopt the proposals tentatively agreed to during general negotiations as follows (attached):
 - IBEW Local 1245 Proposal #1 (Title 5)
 - IBEW Local 1245 Proposal #15 (Attachment IV)
 - NVE Proposal #2 (Title 6) (6.8)
 - NVE Proposal #3 (Title 6) (6.13)
 - NVE Proposal #17 (Attachment VIII) (A.1.)

8. Holidays: Both Christmas Eve and one (1) floating holiday will be added as holidays under Title 11 and President's Day will be removed.
9. Retiree Medical: Starting January 1, 2024, employees retiring under the term of this agreement will receive their retiree medical subsidy benefit which can be used for medical plans on a retiree medical exchange or for reimbursement of medical costs instead of only the NVE retiree medical plan.
10. Emergency Response Program: Attachment VIII will be amended to add Section E. as follows:

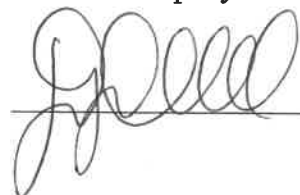
If, in the event there are no employees who have accepted a voluntary pager duty assignment in Reno or Carson lines in conjunction with coverage needed for a holiday, special event (e.g. Super Bowl, PSOM, etc.), or day with a significant shortage in staffing due to PTO requests, the employees with the least amount of overtime at the 2x rate of pay (double time), if tracked by the department, or by equivalent overtime if tracked by the department, in the job classification needed, may be assigned by the Company as duty employees. In the event an assigned employee is unable to carry out the duty, with supervisor approval, he/she may be allowed to find a qualified replacement within the headquarters to fulfill the assignment.
11. Utility Discount Program: Effective January 1, 2027, employees will no longer have the ability to reduce their 401(k) match in exchange for a discount on their electric and gas bills and this program will be eliminated.
12. Expenses: Title 17.1(d) shall be amended to cap the meal allowance at \$38.00 and removing the annual adjustment tied to the consumer price index. Commencing on January 1, 2025, this meal allowance will be adjusted annually in accordance with the general wage increases at the time those general wage increases are implemented.
13. Incorporate Letters of Agreement: During the term of the current collective bargaining agreement, several letters of agreement have been agreed to; these agreements state that they will be incorporated into the next collective bargaining agreement. The parties will revise the collective bargaining agreement accordingly.

For the Union:



 11/01/2022
 Date

For the Company:



 11/01/2022
 Date