



COMPANY \*REVISED\* PROPOSAL NVE #3  
to IBEW 1245

October 19, 2022

Title 6 – Working Hours

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Title 6 Working Hours

6.13 (a)(1)

Company may change shift employee(s) normal work week and/or work hours no more than ~~three (3)~~ ~~two (2)~~ times in a calendar year. **When Company changes employee's start time back to regular start time, it will not count as a change.** If split work weeks are used, equalization of conditions and rotation of assignments will occur. Such rotations for equalization shall not be considered as a change in schedule.

**Example:**

**08:00 AM is the current start time. If the current start time is changed to 09:00AM, that constitutes as one change. Changing the start time back from 9:00AM to the original start time of 08:00AM does not constitute as an additional change. This example counts as a single start time change. 08:00AM to 09:00AM, then back to 08:00AM is one change. \***

**Example:**

**08:00 AM is the current start time. If the current start time is changed to 09:00AM, that constitutes as one change. Changing the start time from 09:00AM to 10:00AM constitutes as an additional change. Changing the start time back from 10:00AM to the original start time of 08:00AM does not constitute as a change. This example counts as two start time changes. 08:00AM to 09:00AM, then 09:00 to 10:00AM and then back to 08:00AM is two changes. \***

**\*08:00AM is the original start time. Converting back to the original start time does not constitute as a change.**

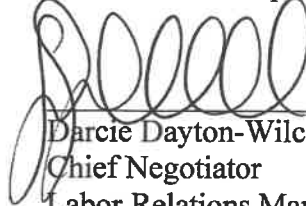
TA- For the Union:



Dylan Gottfried  
Chief Negotiator  
Sr. Asst. Business Manager  
IBEW Local 1245

10/19/22  
Date

TA- For the Company:



Darcie Dayton-Wilcox  
Chief Negotiator  
Labor Relations Manager  
NV Energy

10-19-22  
Date