On November 1, 2022, IBEW Local 1245 came to terms on a tentative agreement with NV Energy.

The current agreement expired on September 22, 2022, and we are pleased to announce that, after several rounds of negotiations, we’ve secured a new tentative agreement that contains some significant enhancements to the total compensation packages.

The Tentative Agreement includes notable increases to wages and total compensation, with a total compensation package ranging from 16.56% to 31.01% over five years, for an average of 3.31% to 6.21% a year respectively.

All classifications\* will receive the following:

* Within 30 days of ratification: Wages: 2.5%; Inflation Increase: 1.00% (3.5% for year one)
* March 31, 2023: Wages: 2.00%
* September 22, 2023: Wages: 2.50% (Totaling 4.5% for 2023)
* September 22, 2024: Wages: 2.50%
* September 22, 2025: Wages: 2.50%
* September 22, 2026: Wages: 2.50%

Additional inequity raises given to other specified employees:

***\*Lines Classifications*** listed in the offer will be paid at the rate of ***$60.96, $67.06 and $61.87*** as listed in the offer. Additionally, the above annual wage increase shall apply in years 2023, 2024, 2025 and 2026.

***\*System Control*** listed in the offer will be paid at the rate of ***$52.82, $55.60, $55.33, $56.44, $58.13, $60.88,$61.04, $64.09, $67.29, $70.66,*** per their classification as listed in the offer. Additionally, the above annual wage increase shall apply in years 2023, 2024, 2025 and 2026.

***Field Classifications*** listed in the offer will receive ***$2.00*** raise per hour upon ratification

***Generation and Telecommunication Classifications*** listed in the offer will receive ***$1.00*** raise per hour upon ratification

***Clerical classifications*** listed in the offer will receive ***$1.75*** raise per hour upon ratification

In addition to the wage increases, the tentative agreement also contains the following changes:

* Revision of Journeyman Lineman job classifications to include Rubber Gloving.
* Revision of System Control job classifications.
* Changes to the metrics required to receive the annual safety bonus of 2% and making the safety bonus an annual event paid if the metrics are met.
* New options for retiree medical starting January 1, 2024, including the ability to transport the Company subsidy.
* Reno and Carson lines may be assigned as duty employees as needed when volunteers are not available.
* Effective January 1, 2027, employees would no longer be eligible to apply for the employee discount. If an employee retires before the 1/1/2027 they will still be eligible for the employee discount upon retirement.
* Title 17.1(d) would be amended to cap the meal allowance at $38.00 in 2023 and then beginning January 1, 2025, would adjust annually in accordance with the general wage increases at the time of those general wage increases are implemented.
* 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.

Ballots will be mailed out with the list of all the changes, modifications and enhancements and will be counted on ***December 2, 2022 at 1 pm***. Ballots must be received by 10am that same morning to be counted.