

**PUBLIC SERVICE COMPANY OF OKLAHOMA**

**TO**

**LOCAL UNION 1002**

**OF THE**

**INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS**

**August 22, 2025**

The Company makes the following offer to the Union in exchange for a new “Local” Collective Bargaining Agreement.

This offer, with attachments and listed below, shall become effective per the December 18, 2025 Master Offer.

Acceptance of this Offer shall consist of delivery to the Company of signed copies of the new “Local” Collective Bargaining Agreement, copies of which are attached.

The Company’s Offer is as follows:

Five-year Collective Bargaining Agreement will become effective the next day after the Company is notified of ratification.

Amend the provisions of the Collective Bargaining Agreement as follows:

Article I, Sec. 10, delete B 1&2

Article I, Sec. 11 increase minimum callout to 3 hours

Article I, Sec. 13 Add Secondary Bid Rights

Article II, Section 6. Overtime Meals – Increase the meal allowance from \$19.00 to \$21.00 effective April 1, 2028

Article III, Section 2 Delete (C).

Article III, Section 4 Delete (B) and (D)

Article III, Section 5 Delete entire section

Article III, Section 6. Overtime Meals – Increase the meal allowance from \$19.00 to \$21.00 and on April 1, 2028

Article III, Section 7. Increase \$125.00 to \$140.00 and \$74.00 to \$100.00

Article II, Section 8 (C) and Article III, Section 8 (D) add “electronically” to the job posting.

Article II, Section 8 (C) (5) and Article III, Section 8 (D) (3) add -  
When posting for a job family, the Company will post for the minimum classification level for which candidates can apply. However, candidates who possess qualifications for higher classifications will also be considered for those positions.

Article III Section 8 9 Increase the Residency to 35 mile radius and 40 roadway miles.

Article III, Sec. 9 Add Flex Rest

Article II, Article III Section 8

(B)(1) The tie breaker for seniority is Last name alphabetically.

Increase the Circuit Coordinator step up adder to \$2.00

Add CEMS step up adder \$2.00