

The American Electric Power Companies: AEP Service Corporation, AEP Generation Resources, Inc., AEP Texas, Appalachian Power Company, Indiana Michigan Power Company, Kentucky Power Company, Kingsport Power Company, Ohio Power Company, Public Service Company of Oklahoma and Southwestern Electric Power Company

Offer

**To System Council U-9, International Brotherhood
of Electrical Workers**

**And IBEW Locals 329, 386, 696, 738, 876, 934,
978, 1002, 1392 and 1466**

December 18, 2025

The Companies offer the attached “Master” Collective Bargaining Agreement to the IBEW System Council U-9 and the above named IBEW Local Unions.

In accordance with the MOU regarding negotiations for Master and Local Agreements, the Master and Local Agreements shall become effective for each of the collective bargaining units only after all of the bargaining units have ratified the Master and then as each bargaining unit then ratifies its applicable Local Agreement.

This Offer, listed below, will become effective, (unless another date is shown), when the Local Unions to which it is made have signed the new Master Agreement and the new Local Agreements and delivered them to the Company.

Once ratified as provided immediately above, this “new” Master Agreement and the applicable Local Agreement shall supersede the “old” Master and Local Agreements which expire on April 1, 2026.

If the Master Agreement and the Local Agreements, are not signed and delivered by midnight, March 31, 2026, the effective date shown in this Offer and in the above Agreements shall become the date on which the Agreements are signed and delivered by the Local Unions; and the other effective dates in the Offer shall remain as shown.

It is not necessary for all signatures to appear on the same document, and a scanned copy with a signature will be considered the same as an original.

1. **Wage Rate Adders**

<u>Wage Rate Adder Details</u>	<u>Affected Classifications</u>
<p>The following classifications that have not yet been granted the \$3.00 premium will be provided the \$3.00 premium.</p> <p>The \$3.00 noted above will be added to the wages and no longer considered a “premium” is applied</p> <p>A lump sum payment of \$2,500 will be provided to employees in these classifications to be effective 21 days following ratification of the Master Agreement by all bargaining units and each respective Local Agreement.</p>	<p>Line Mechanic A Network Mechanic A Transmission Line Mechanic A Trans. Line Mechanic B – Certified Network Journeyman Lineman Journeyman Lineman A Network Lineman A Working Foreman Line Working Foreman Senior Network Lineman Line Servicer General Servicer Underground Servicer Troublemán Distribution Station Servicer Senior Lineman Working Foreman Network Cable Splicer</p>
<p>Provide a wage adder of \$3.00 per hour</p>	<p>Station Servicer P&C Technician Senior P&C Electrician A Working Foreman P&C P&C Electrician B – Certified P&C Technician I – Certified P&C Technician Specialist Prin</p>
<p>Increase Step Rates by \$1.50</p>	<p>Station Servicer B</p>
<p>The maximum rate will be increased to match the Journey level lineman wage rate (LMA</p>	<p>Station Electrician A Station Electrician B – Certified Meter Electrician A</p>

rate)	Meter Lab Electrician A
Increase maximum step rate by \$5.00	Meter Technician Specialist Meter Technician Specialist Senior Lead Meter Electrician
Increase Maximum step Rate by \$2.00	Fleet Technician A Senior Fleet Technician Fleet Technician – Journey Fleet Technician - Senior
4.0% Adjustment to top step Generation Unit Operators	Unit Operator Station Operator Control Center Operator Plant Operator Plant Operator A Lead Operator O&M Plant Operator Operator In Charge O&M Plant Tech Senior
Increase Maximum wage rate by \$1.00	Coal Equipment Operator After 2 years (SWEPCO) Coal Handler after 4 years (PSO) Working Foreman Coal Yard (PSO)
Increase top step rate to \$36.21	PSO Stores Attendant A SWEPCO Stores Attendant A PSO Material Handler A
Increase top step rate to \$39.42	PSO Storekeeper SWEPCO Storekeeper Material Receiver
Increase Top Step rate to \$41.82	SWEPCO Storekeeper Senior Add Storekeeper Senior in PSO
Increase Top Step rate to	I&M Field Network Technician

\$39.59	
Increase Top Step rate to \$36.79	PSO Field Meter Servicer KYPco Field Revenue Specialist OPCO Meter Specialist
Increase AEP West Gas Plant Rates to equal AEP West Coal Plant wage rates	Wage Increases outlined in Attachment A to this Offer
Increase Senior and Journey rates for Cook Plant classifications by \$1.00/hr	Cook Nuclear Plant – Journey and Senior classifications affected classifications outlined on Attachment B to this Offer
Adjust salaries for DDC employees by \$1.00/hr	I&M and OPCO represented DDC employees salary adjustment of \$1.00/hr
Increase PSO Electric System Operator by \$1.00/hr	Increase PSO Electric System Operator by \$1.00/hr
Increase certain adders for AEP West	Increase the Circuit Coordinator step-up adder to \$2.00 Add a CEMS step-up adder of \$2.00

All noted wage adder increases will be effective 21 days following the ratification of the Master Agreement and each respective applicable Local Agreement.

2. For particular job classifications that employ time steps in their wage rate structure, eliminate certain steps for the following classifications –

<u>Action</u>	<u>Affected Classifications</u>
Eliminate time steps making it a single step wage rate	P&C Electrician A P&C Electrician B - Certified P&C Technician Senior P&C Technician I - Certified Meter Electrician A Meter Lab Electrician A Equipment Repair Mechanic A PCB Handler

Move the 6-month time step to the start rate time step and eliminate a 6-month step	Fleet Technician A Fleet Technician B
Eliminate "old" first two steps making it a two-step wage rate	P&C Electrician B P&C Technician I Building Maintenance Technician A
Move the 12-month step rate to be the 6-month Step	Stores Truck Driver Stores Equipment Operator Distribution Center Truck Driver

Employees paid in the "old" eliminated time steps prior to their Local Agreement effective date as noted in the table above will be moved to the next "new" time step in their job classification that provides a wage rate increase. The elimination of these time steps noted above, will be effective 21 days following the ratification of the Master Agreement and each respective applicable Local Agreement.

3. A wage schedule for AEP Texas employees currently on the U200 wage schedule will be established at wage rates that are at 98% of the companion SWEPCO wage rates which takes into account the differences in the ICP targets. The effective date for the establishment of such wage schedule will be April 1 and will be developed in Local Negotiations with the Union. Employees who have wage rates above the established rate for their classification will be provided lump sums equal to the GWI percentage until their wage rate falls back to the rate established in the new wage schedule. Should it take less than the full lump sum to move to the rate established on the wage schedule, the remaining GWI amount will be paid in a lump sum.
4. Combine the Station Servicer and Station Servicer A classifications into the "new" Station Servicer classification. Reclassify any current Station Servicer A employees into the Station Servicer classification. The combination of these classifications and reclassifying Station Servicer A employees will be effective 21 days following the ratification of the Master Agreement and each respective applicable Local Agreement.

5. Establish A revised wage schedule for SWEPCO Telecom Techs.

Wage Schedule

Telecom Technician Title	Hourly Rate	Min. Time to progress
Telecom Technician Sr	\$52.79	7 years*
Telecom Technician A	\$51.27	6 years
Telecom Technician B	\$46.66	5 years
Telecom Technician C1	\$44.99	4 years
Telecom Technician C2	\$40.81	3 years
Telecom Apprentice I	\$37.87	2 years
Telecom Apprentice II	\$34.69	1 year
Telecom Apprentice III	\$30.80	Start rate

*Sr. level jobs will be posted as needed by the business unit

The wage increases will be effective 21 days following the ratification of the Master Agreement and each respective applicable Local Agreement.

6. **General Wage Increase** - The Companies and the System Council U-9 have engaged in negotiations and the Companies now offer to increase the wage rate schedules by 4.0% in 2026, 3.5% in 2027, 3.25% in 2028, 3.25% in 2029 and 4.0% in 2030 on the separate and distinct date of each bargaining unit's current Wage Rate Schedule Effective Date (January 1; April 1; May 1; July 1; September 1; October 1; and November 1, respectively).

7. **Incentive Compensation Plan (ICP)** – Represented employees continue to participate in the Incentive Compensation Plan. For represented classifications where ICP targets were reduced starting in 2022, ICP targets will be increased by one-half of one percent for the 2027, 2028, 2029 and 2030 contract years. Payouts for these increased targets will be made in the respective following year.

8. Amend Article I, Section 1, Recognition to include AEP Texas as one of the AEP Companies as a party to the Master Agreement.

9. Revise Article 1, Section 2, Union Security, to provide that

- Employees based in Michigan may be included in the provisions for Maintenance of Membership Union dues should they choose to begin paying such dues after the effective date of their applicable Local Agreement; and include a union security date for Michigan; and
- Employees based in Michigan hired after the effective date of their respective Local Agreement shall be required to pay union dues as a condition of employment.
- Remove Michigan from Article I, Section 3 Unions Dues provisions.

10. Amend Article IV, Mutual Responsibilities, paragraph (e) to update the list of bargaining units and respective strike dates by:

- adding the San Angelo Telecom, APCO/KyPCO/KgPCO Telecom Techs, Huntington/Charleston/Roanoke Customer Design Technicians and Pikeville/Paintsville Line to the bargaining units that have a right to strike date at the CBA expiration date
- adding the Fort Wayne Distribution Dispatch and Bluefield Line to the bargaining units that have a right to strike date at three months past the CBA expiration date;
- adding the Cook Plant QC/NDE Techs to the bargaining units that have a right to strike date at nine months past the CBA expiration date;
- eliminating the reference to IBEW Local 978 Charleston CD Techs as the group decertified.

11. Amend Article V, Section 3, Overtime to provide that when an employee is working on their double time day and continues to work into the next day which is not a double time day, they will continue to be paid double time until released or the start of their next regularly schedule shift.

12. Revise Article V, Section 3, Overtime to provide that an employee will be paid double time when required to work more than 16 hours accumulated during a 24-hour period.

13. Revise Article V, Section 4 Shift, Sunday Premiums to –

- Effective 4/1/26, increase the Afternoon and Night Shift Premiums from 80 cents and 85 cents respectively to \$1.50;

- Effective 4/1/26, increase the Sunday Shift Premium from \$1.10 cents to \$1.50.
- These Shift premium increases do not apply to Cook Nuclear Plant employees.

Current shift premiums of 80 cents (Afternoon), 85 cents (Night) and Sunday premium of \$1.10 will remain in effect until 4/1/26.

14. Modify Article V, Section 7, Major Service Restoration to provide that employees will be paid one and one-half times their regular straight time pay when an MSR is declared.

Employees will be paid double time when sent to assist other AEP Operating Companies or other Utility Companies during a declared MSR. For Transmission or Telecom employees working in other AEP Operating Companies consists of being assigned to an AEP Operating Company outside the employee's reporting location and requiring travel greater than two (2) hours from that reporting location.

15. Establish Flex Rest providing for rest time during the regularly scheduled shift for employees required to work in the 8-hour window prior to their regularly scheduled shift. The Flex Rest time may be up to 4 hours depending on how many hours the employee actually worked.

Time off in the regular schedule is subject to the approval of management. However, if the employee is required to work during their Flex Rest period, they shall be paid double time for those hours worked during their rest period in lieu of rest pay.

The Flex Rest provision will be included in the Local Agreements in proximity to the Rest Period provisions in the Local Agreements.

The Flex Rest provision shall not be applicable to employees in the Fossil/Hydro or Nuclear Generation Groups nor apply when the Company deems it necessary to invoke the Major Service Restoration provisions.

16. Modify Article VI, Section 2 Personal Days Off to provide prorated Personal Days Off for employees during their initial calendar year of employment based on their employment date during that initial calendar year.

17. Amend Article VII, Section 2 Vacation Entitlement to increase vacation entitlements as follows:

- 1-6 Years of Service – 120 hours
- 7-8 years of service - 128 hours
- 9-10 years of service - 136 hours
- 11-12 years of service - 144 hours
- 13-14 years of service - 152 hours
- 15-16 years of service -160 hours
- 17-18 years of service -168 hours
- 19-20 years of service -176 hours
- 21-22 years of service -184 hours
- 23 years of service -192 hours
- 24 years of service - 200 hours

These increased vacation balances will be added to each employee's vacation bank 21 days following the ratification of the Master Agreement and each respective applicable Local Agreement. The amount of vacation added in 2026 will be based on an employee's years of service as of January 1, 2026

During the calendar year of hire, a new employee would be eligible for 10 hours of vacation for each full month of service with a maximum of 120 hours.

18. Revise Article VII, Section 8 Vacation Buy Program to remove the original 1/1/15 effective date for eligibility to purchase additional vacation.

19. Revise Article VIII, Compensation and Wages, Section 1, to delete the paragraph referencing a \$3 premium for certain classifications in the Columbus District.

20. Revise Article VIII, Section 1, Compensation and Wages, to:

- add the San Angelo Telecom, APCO/KyPCO/KgPCO Telecom Techs, Bluefield Line, Huntington/Charleston/Roanoke Customer Design Techs and Cook Plant QC/NDE Tech bargaining units to an April 1 GWI effective date;
- add the Pikeville/Paintsville Line bargaining unit to a May 1 GWI effective date;

- move IBEW Local 1466 Unit 3a from July 15 to a July 1 GWI date.

21. Modify Article IX, Section 2, Funeral Leave, to increase Death in Family benefits to:

- Add in the event of the death of a Spouse, Domestic Partner, Child or Stepchild the employee may receive up to three weeks (120 scheduled work hours) of time off without loss of regular straight time pay;
- increase the time off from a maximum of three regularly scheduled days to five regularly scheduled days for these relationships (including step-relationships):
 - father
 - mother
 - brother
 - sister
 - grandparent (includes great-grandparent)
 - grandchild (includes great-grandchild)
 - father-in-law
 - mother-in-law
 - son-in-law
 - daughter-in-law
 - other individuals residing within the employee's household
- add a provision providing for five days of bereavement leave for a miscarriage and stillbirth for the employee or their spouse or domestic partner:
- clarify what constitutes a "spouse" and a "domestic partner";
- add niece or nephew to the provisions for a day off for the funeral.

22. Amend the provision in Article IX, Section 13, Moving Expense to add the provisions for a lump sum relocation payment that was agreed to in a Memorandum of Understanding in May, 2023.

23. Revise Article X, Benefits, Section 1(a) to clarify and update the names of the AEP System Benefit Plans in which employees may participate.

24. Modify Article X, Benefits, Section 2(c) providing for participation in the Company's Employee Recognition Program.
25. Amend Article XI, Adjustment of Differences, Section 3(b) to reference the Benefit Plans provided in Article X, Section 1 that are excluded from an Arbitrator's authority.
26. Increase overtime meal allowance amounts to those shown on the table below and reflect these amounts in the Local Agreements Overtime Meal Allowance provisions.

	<u>Current</u>	<u>Proposed 4/1/26</u>	<u>Proposed 1/1/28</u>
<u>East Companies</u>	\$17	\$19	\$21
<u>West Companies</u>	\$19	\$19	\$21

27. Revise all Local Collective Bargaining Agreements to provide that the minimum overtime callout will be three hours at the applicable overtime rate. Eliminate all existing callout minimums in each Local Collective Bargaining Agreement.
28. Provide in all Local Collective Bargaining Agreements that the job posting requirements for vacancies will be made electronically and limit the posting period to ten (10) calendar days. However, current Collective Bargaining Agreements that have less than a ten-day posting period at the time of ratification will remain at their respective posting period that is less than ten days.
29. If an opening is not filled with Seniority Bidding Rights as defined in a Local Agreement, the Company and Local Union(s) within each respective Operating Company will negotiate Secondary Bidding Rights.
30. Amend the Cover Page and Article III, Section 1, Duration of Agreement to reflect the term of the Agreement – the Master ratification date through March 31, 2031.

