



NIPSCO Contract Negotiations Update Employee Guide

Safer, Stronger NIPSCO



OUR VISION IS TO BE A
PREMIER, INNOVATIVE & TRUSTED
ENERGY PARTNER



NIPSCO Contract Negotiations Overview

- **NIPSCO has been negotiating with the United Steelworkers since January 20, 2026. This week, NIPSCO presented a proposal intended to move negotiations to a resolution.**
- **The proposal is consistent with industry standards and focused on:**
 - Safety
 - Long-term service reliability
 - Efficient emergency response
 - Customer affordability
- **The proposal provides our represented employees with:**
 - Pay increases
 - Benefits enhancements
 - Safety enhancements and posting positions
- **We have extended our current contract with the union until April 2, 2026, at 4 p.m. CST as negotiations continue.**
- **If we are unable to reach a tentative agreement on a new collective bargaining agreement, NIPSCO will initiate a lockout of represented employees at 4 p.m. CST on April 2 that will continue until the union accepts our final offer.**

Proposal Overview: Pay Increases

The proposal includes higher-than-historical wage increases for represented employees, with additional increases for lineworkers and senior building mechanics.

	Physical	Clerical
Year 1	<ul style="list-style-type: none">• 4%• +5% additional for lineworkers• +3% additional for senior building mechanic	<ul style="list-style-type: none">• 4%
Year 2	<ul style="list-style-type: none">• 4%• +1% additional for lineworkers	<ul style="list-style-type: none">• 4%
Year 3	<ul style="list-style-type: none">• 4%	<ul style="list-style-type: none">• 4%

Proposal Overview: One-time Ratification Bonus

The proposal includes a one-time ratification bonus, recognizing the importance of resolving the agreement and moving forward together:

IF RATIFIED BY	RATIFICATION BONUS AMOUNT
April 1 – 10	\$5,000
April 11 - 17	\$2,500
After April 17	\$0

Proposal Overview: Safety, Customer Response and Staffing

- **A stepped approach to limiting continuous hours of work for gas and electric.**
 - Today, employees can work up to **32 continuous hours**. The stepped approach moves toward 24 hours and eventually 16 hours.
 - This industry standard is critical to promoting safety and reducing fatigue.
- **Equitable distribution of overtime acceptance expectations.**
 - As an emergency response organization, we must have a reasonable expectation of overtime acceptance by our internal workforce to serve our customers.
 - This also helps get the job done more efficiently and safely with internal resources when customers need power restored.
- **We will hire and expand job opportunities.**
 - **Posting jobs** which will subsequently result in additional hiring
 - **Additionally creating 20 promotional opportunities** to existing employees for a new permanent working foreman role by October 1.
- **New and enhanced roles that strengthen staffing and career pathways.**
 - Includes the creation of a lead solar technician, permanent working foreman and gas combo roles.

Proposal Overview: Benefits And Quality Of Life

- **Two weeks of paid parental leave.**
- **Floating holiday replacing one holiday.**
 - Currently one holiday can be used for President's Day or MLK Day, all other 11 holidays are fixed.
- **Increased safety equipment allowances.**
 - Annual **safety boot** allowance from \$75 to **\$300**.
 - Power Delivery **safety clothing allowances** from \$1,500 to **\$2,000** in year 1 and \$535 to **\$830** annually thereafter.
- **Enhanced vision benefits.**
- **Increased reimbursements.**
 - Monthly increase in meter reader **cell phone reimbursement** from \$20 to **\$35**.
 - Annual **fleet mechanic tool reimbursement** from \$200 to **\$500**.
- **Enhancements to the GM&T Field Technician Apprenticeship program.**
- **Establishment of a Joint Apprenticeship Training Committee.**
- **Expansion of bereavement leave for all represented employees.**
 - Plus, **Bereavement leave pay** for part-time clerical employees.
- **Part-time employees will have the holiday observed on the actual holiday.**
- **\$100 increase to HD PPO 1 Employer H.S.A Employer Contribution eff. 1/1/2027.**
 - No changes to active and retiree medical plan design.

Looking Ahead

This proposal demonstrates our commitment to our customers, communities and employees and positions us to continue delivering safe, reliable and affordable energy.

We value our employees and their well-being and recognize there is uncertainty which can be distracting. Remember, our commitment to keep safety at the forefront of everything we do.

**STAY CONNECTED BY VISITING
NIPSCOConnected.com | NIPSCO.com/Stronger**