

***Advancing Collaborative
Relationships with Our Union-Represented Employees***

Labor Relations

Approximately 35 percent of CenterPoint Energy's employees are represented by labor unions. We work with our union-represented employees to achieve business results and operational efficiencies that benefit our employees, our customers and the communities we serve.

Through the collective bargaining process, we have established various career paths and apprenticeship programs to develop the talent pipeline and skills needed for the future and to provide clear opportunities for advancement within the bargaining unit. The respective contracts outline work schedules, time off and other working rules and conditions. Most of our agreements have five-year terms in place to enhance continuity for both the company and our workforce.

When we are not in the collective bargaining process, regular labor management meetings are scheduled to collaborate on union issues, such as talent acquisition, training, safety, and diversity and inclusion activities.

CenterPoint Energy is committed to complying with contract provisions when labor contracts require notice of a given action or decision to employees or their representatives.





Safety Collaborations

Employees of CenterPoint Energy's Electric Transmission and Distribution business and the International Brotherhood of Electrical Workers (IBEW) Local 66 launched a Union Safety Program in 2017. This collaborative approach is aimed to help achieve continuous improvement and a safer workplace. The program's goal is to improve safety performance, safety culture and morale through updates to important work practices. Roles and Rules to Live By help to empower employees to engage in safety with increased accountability.

We have Safety Culture Advisory Committees in our Indiana/Ohio operational region, including the Electric Safety Culture Advisory Committee and the Gas Safety Culture Advisory Committee. Members include senior leaders, safety personnel, union leadership and key operations representatives. The committee meet quarterly to discuss current safety initiatives, develop safety strategy and cover lessons learned. The meetings are led jointly by company and union officials. This committee approach is being evaluated for implementation in other areas of the company.

Topics covered in formal labor agreements related to safety include:

- Membership support of a safe working environment
- Provision of personal protective equipment and uniforms
- Formation of safety committees
- Additional benefits for employees who suffer work-related injuries beyond state worker compensation provisions
- Implementation of safety rules

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