



INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL UNION 111

Patrick S. Quinn
President



Epifanio J. Martinez
Business Manager / Financial Secretary

February 28, 2017 **(Hand Delivered)**

Mr. Bruce Anderson
Director, Workforce Relations
Xcel Energy
1800 Larimer Street, Suite 900
Denver, CO 80202

RE: 2017 General Negotiations

Dear Mr. Anderson:

Please be advised that pursuant to Article 25, **Term of Agreement**, in the Operations, Production and Maintenance Agreement between Public Service Company of Colorado and the International Brotherhood of Electrical Workers, Local Union 111, the Union proposes to negotiate the following changes:

1. **AMENDED AGREEMENT**

Modify to reflect correct dates.

2. **Article 1 - RECOGNITION**

Section 1: Modify to include newly organized groups.

3. **Article 5 - WAGE RATES**

Section 1: Modify to Improve.

4. **Article 6 - HOLIDAYS**

Section 1. Holidays
Modify to Improve.

5. **Article 7 - OVERTIME**

Section 1. Overtime
(a) Modify to Improve.



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Section 10. Continuous Work – Rest Periods
(a) Modify to Improve.

6. Article 11 - OTHER EMPLOYEE BENEFITS

Section 2. Retirement
(d) Modify to Improve.

Section 3. Medical Insurance
(a) Modify to Improve.

(b) Employee Contribution Levels for Medical, Dental, and Vision Plans:
(II) Modify to reflect changes.
(IV) (a) Modify to Improve.
(V) Modify to Improve.
(VI) Modify to Improve.
(VII) Modify to Improve.
(IX) Modify to improve.

(d) Retiree Payments for Medical, Dental, and Vision Plans.
(II) Modify to improve.
(III) (A) Modify to Improve.
(III) (B) Modify to Improve.
(III) (C) Propose to Delete.
(III) (D) Propose to Delete.
(III) (E) Modify to Reflect Negotiated Changes.

7. Article 13 - HEALTH AND SAFETY

Section 6. Boot Allowance
Modify to Improve.

8. Article 14 - LEAVES OF ABSENCE

Section 2. Union Service
(a) Modify to Improve.

Section 5. Funeral Leave
Modify Language.

Section 7. Personal Leave Days
Modify to Improve.

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9. **Article 17 - TRANSFERS**

Section 5 (d). Modify Language.

10. **Article 20 - DEPARTMENTAL RULES**

Establish Job Descriptions for each Classification in each Department.

New Sections – Identify and Incorporate all newly organized Departments' rules.

Section VI. ELECTRIC DISTRIBUTION DEPARTMENTAL RULES

A. ELECTRIC LINE DEPARTMENTS:

Modify to allow for an entry level classification.

B. ELECTRIC METER DEPARTMENT:

Modify to allow for an entry level classification.

Section VIII. ENERGY SUPPLY DEPARTMENTAL RULES

Subsection 1: Modify to Improve.

Subsection 25: Modify to replace FJTC with an FJAC.

Subsection 28: Replace FJTC with FJAC, and increase the \$2.50 with the general wage increase percentage.

Section IX. GAS DISTRIBUTION DEPARTMENTAL RULES

A. ALL GAS DEPARTMENTS:

Modify to allow for an entry level classification.

E. HIGH PRESSURE GAS DEPARTMENTS:

Special Rules 6. Delete.

11. **Article 21 - GRIEVANCE PROCEDURE**

Section 4 (c) Step 1: 30-day time limit for the Company's First Step response.

12. **Article 24 - SOLE AND COMPLETE AGREEMENT**

Section 1: The parties will continue the practice of updating Exhibit E.

13. **Article 25 - TERM OF AGREEMENT**

Section 6: Modify to reflect wage increases.

Section 8: Amend.

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14. **EXHIBIT B**

- 1) Modify to reflect a fair and equitable increase to all classifications in Exhibit B.
- 2) Modify all upgrades (i.e.) Sky Climber, I&C Supplemental Tech to reflect the wage increase percentage.
- 3) Add entry level classifications for Electric Line, Electric Meter and Gas Departments.
- 4) Modify to include a Working Foreman for Energy Supply Operations.
- 5) Modify to allow for grade levels 34, 35, 36, 37, 38, 39, and 40.
- 6) Modify to delete Service Fitter A classification.
- 7) Modify to increase shift differentials.
- 8) Modify to include newly organized classifications.

15. **EXHIBIT E**

- 1) Modify to Improve Paragraph 1, Letter of Agreement P-12-0130.
- 2) Update the Letter of Agreement P-03-0014, pertaining to Driver's License Revocation Policy. Remove number 7.

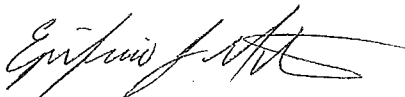
The Union also requests changes to any other Article(s) including Exhibits, as necessary, in order to comply with any negotiated changes pursuant to these negotiations.

The Union's Negotiating Committee will consist of Business Manager Epifenio J. Martinez as the Chief Spokesperson; Assistant Business Managers Richard A. Meisinger Jr., and Michael Kostelecky; President Patrick Quinn; Joe Pacheco, Robert Ore, and Patrick DeHeld.

From time to time, additional Bargaining Unit members will be placed on this Committee, as the Union deems necessary. In addition, Union Business Agents may be present at various times throughout these negotiations.

I am looking forward to the commencement of these negotiations and hopefully the successful completion of these negotiations prior to May 31, 2017.

Sincerely,



Epifenio J. Martinez
Business Manager/Financial Secretary

EJM:jh/ds/opeiu#30/afl-cio

cc: Committee, Union Stewards