



INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
LOCAL UNION 111

Mike E. Kostelecky
President



Michael A. Byrd
Business Manager / Financial Secretary

RECEIVED
JAN 30 2014
WORKFORCE RELATIONS

January 27, 2014

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

RE: Letter of Agreement P-13-0158 (Fall Arrest)

Dear Mr. Anderson:

Please find enclosed the above referenced Letter of Agreement, which was voted on by the affected bargaining unit. The affected membership voted in favor of accepting this agreement and I have enclosed an original executed document for your records and maintained one original for our files.

If you should have any questions, please feel free to contact me.

Sincerely,

Michael A. Byrd
Business Manager/Financial Secretary

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

cc: Martinez, Weak, Line Classification Stewards





RECEIVED

JAN 30 2014

WORKFORCE RELATIONS

Workforce Relations

1800 Larimer St., 9th Floor
Denver, CO 80202

P-13-0158
Letter of Agreement
Between
Public Service Company of Colorado
And
International Brotherhood of Electrical Workers Local 111

In accordance with Article 13, Section 5 and Article 25, Section 4 of the Labor Agreement, the parties agree to jointly direct the Manual Revision Subcommittee to add the following sub sections to Chapter 307.07 of the Manual of Safe Practices:

h) Fall Arrest is required as follows:

1. Fall arrest device will be used when ascending, descending, and changing positions on a pole.
2. An approved pole strap or the fall arrest belt with the fall arrest device disengaged may be used when the employee cannot fall more than four feet on a pole.
3. Fall arrest device will be used when performing pole top rescue, by employees required to use fall arrest. Rescue will be pre-determined and discussed during the job briefing.

i) The following, shall be exceptions to the Fall Arrest rules:

1. When the climber has reached the work area and is belted in, no more than 4 feet above a pole attachment.
2. If a climber encounters a large number of obstacles (telephone trunk lines, telephone or cable vision service drops, etc...) on a pole. In this case the climber shall have the ability to decide whether it would be safer to use mandatory fall arrest or a "scare strap" to climb around those obstacles.

This language is also contained in the attached letter from Guy Runco, International Representative, 8th District, IBEW.

It is agreed that at the job briefing, an employee shall declare his/her intention regarding whether to wear mandatory fall arrest or use a "scare strap" when encountering a large number of obstacles as identified in (i) 2. That decision cannot be later changed unless the employee notifies the foreman in advance.

For the Company:

Bruce R. Anderson
Director, Workforce Relations
Xcel Energy

For the Union:

Michael A. Byrd
Business Manager
IBEW, Local 111

1-21-14



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WORKFORCE RELATIONS

Colorado/Idaho/Montana/Utah/Wyoming
Eighth District

International Brotherhood
of Electrical Workers

Guy P. Runco
International Representative

605 S. Seaside Dr.
Pueblo West, CO. 81007
Phone: 719-250-0429

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

November 27, 2013

Dear Mr. Anderson;

As we discussed when we met on November 6th, at Mike Byrd's office, I have included in this correspondence the language on fall arrest. I did incorporate it, with the language proposed by XCEL. Please review the language below and see if it fits your needs:

307.07 Fall Arrest

h) Fall Arrest is required as follows:

1. Fall arrest device will be used when ascending, descending, and changing positions on a pole.
2. An approved pole strap or the fall arrest belt with the fall arrest device disengaged may be used when the employee cannot fall more than four feet on a pole.
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Please contact Mr. Mike Byrd, if you have any questions or concerns regarding this proposed language.

Thank you for your consideration in this matter.

Sincerely,

Guy Runco
International Representative
8th District , IBEW