



Workforce Relations

1800 Larimer Street, 9th Floor
Denver, CO 80202

P-17-0013
Letter of Agreement
Between
Public Service Company of Colorado
And
International Brotherhood of Electrical Workers
Local Union 111

In accordance with Article 25, Section 4 of the Operations, Production and Maintenance Agreement, the above mentioned parties enter into this Letter of Agreement for the purpose of expanding, if need be, the current retirement window regarding the Retirees' Medical Managed Care / Medicare Coordinate (M/M) Plan. The following will apply:

Article 11, Section 3(d)(ii) of the current labor agreement states:

“Employees who both (a) entered the bargaining unit before July 1, 2003, and (b) retire between June 1, 2014 and May 31, 2017,”

If a full tentative agreement for the successor labor agreement is not reached prior to May 31, 2017, Article 11, Section 3(d)(ii) of the current labor agreement will be modified to state:

“Employees who both (a) entered the bargaining unit before July 1, 2003, and (b) retire between June 1, 2014 and: (1) the date a full tentative agreement for the successor labor agreement is reached (or a successor labor agreement is awarded by an interest arbitrator), or (2) December 31, 2017, whichever is sooner,”

The topic of health care for employees who retire during the term of the successor labor agreement will remain open for negotiation even if the language above becomes effective. Also, as the parties have previously discussed and agreed, following December 31, 2017, the Company's obligation to freeze M/M terms for persons who retire prior to June 1, 2017 ends. Persons who retire under the extension above will likewise be subject to the Company's right to make unilateral changes in the M/M just like all other retirees.

For the Company:

For the Union:

2/21/2017

Bruce R. Anderson Date
Director, Workforce Relations

Epifenio J. Martinez Date
Business Manager / Financial Secretary