



Workforce Relations

1800 Larimer St., 9th Floor
Denver, CO 8020

March 16, 2017

P-17-0029

Epifenio Martinez
Business Manager/Financial Secretary
IBEW Local Union No. 111
5965 East 39th Avenue
Denver, CO 80207-1231

Dear Mr. Martinez:

The term of our labor agreement expires May 31, 2017. The parties held their first bargaining session yesterday, March 15, 2017. During our session, I stated the Company was able to meet again to continue bargaining next Friday, March 24, 2017, and again on April 6, 7, 10, and 12, 2017. In response, you informed me that the Union could not meet again to bargain until the week of May 8 through 12, 2017. The Company accepts all of those days, but will also be requesting that arbitration currently scheduled for May 11 be moved to a later date. Are there any dates prior to May 8 that would work for the Union?

As both parties made clear in our opening session, there are many big items on the table and postponing bargaining until just weeks before the contract term expires does not seem prudent or reasonable. I think the parties would be better served to get back to the bargaining table as quickly as possible.

Please let me know if you can alter your schedule to provide any dates sooner than the week of May 8.

Thank you,

Sincerely,

Bruce R. Anderson
Director, Workforce Relations
Xcel Energy