

Mr. Austin Maier  
Business Manager/Financial Secretary  
IBEW Local Union 111  
5965 East 39th Avenue  
Denver, CO 80207

**P-2026-2**

February 27, 2026

Dear Mr. Maier,

In accordance with Article 25, Section 2 of the OP&M Collective Bargaining Agreement, below are the items the Company desires to open for general negotiations<sup>1</sup>:

**Article 1 – Recognition**

- Modify Article, including, but not necessarily limited to:
  - a) Section 1 – Add classifications organized during term of last CBA

**Article 2 – Company-Union Relationship**

- Modify Article, including, but not necessarily limited to:
  - a) Section 9(b) – Core Workforce – reduce in Energy Supply, modify Gas Distribution to account for Utility Services changes, modify Electric Distribution to account for Utility Services changes

**Article 6 – Holidays**

- Modify Article, including, but not necessarily limited to:
  - a) Amend Holiday schedule

**Article 7 – Overtime**

- Modify Article, including, but not necessarily limited to:
  - a) Sections 1 & 10 – Discuss and if necessary add language jointly amplifying the parties' historical intent regarding sixteen (16) hours or more in a twenty-four (24) hour period
  - b) Section 1 (b) – Modify to define “consecutive or otherwise” in any twenty-four (24) hour period
  - c) Section 9 – Modify to reduce meal payment expense
  - d) Section 10(a) - Develop joint statement regarding historical intent of rest period after 16 hours of work.
  - e) Adopt a single set of overtime rules within each department, including, but not necessarily limited to those where the issue is mentioned in Departmental Rules below.

**Article 8 – Paydays**

- Modify Article, including, but not necessarily limited to:
  - a) Align holidays in this Article with Bank Holidays

**Article 9 - Vacations**

- Modify Article, including, but not necessarily limited to:
  - a) Section 7 – Modify to deduct vacation taken in the year which it occurs

**Article 10 - Sick Leave**

- Modify Article, including, but not necessarily limited to:
  - a) Section 7 (b) – Eliminate section
  - b) Section 8 - Modify sections (a) & (b)

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<sup>1</sup> The Company reserves the right to open any Article or Section as appropriate in conjunction with proposals concerning the Articles and Sections listed above.

**Article 11 – Other Employee Benefits**

- Modify Article, including, but not necessarily limited to:
  - a) Modify Section 3(d)(II), (III), (IV)
  - b) Sections 3(b)(VI) and 3(b)(VII) - Eliminate sections
  - c) Section 9 - Discontinuation of Company paid 401(k) loan fees

**Article 13 – Health and Safety**

- Modify Article, including, but not necessarily limited to:
  - a) Section 1 - Modify manner in which new or altered safety rules are implemented
  - b) Section 6 – Change Boot Allowance to Boot Expense Reimbursement

**Article 14 – Leaves of Absence**

- Modify Article, including, but not necessarily limited to:
  - a) Section 7 (a) – Personal Leave Days

**Article 15 – Seniority**

- Modify Article, including, but not necessarily limited to:
  - a) Add New Section - Company right of selection for all working foreman roles

**Article 16 – Promotions and Demotions**

- Modify Article, including, but not necessarily limited to:
  - a) Section 4(a) – Modify timelines
  - b) Section 6 - Eliminate

**Article 19 – General Working Rules**

- Modify Article, including, but not necessarily limited to:
  - a) Sections 2 (a) and (b) – Modify timelines

**Article 20 – Departmental Rules**

- Modify Article, including, but not necessarily limited to:
  - I. Appliance Services**
    - a) Remove Department

**IV. Design**

- a) Section A, Paragraph 6 – Eliminate
- b) P-01-0145 - Modify Job Descriptions

**V. Distribution Control Center**

- a) Revise Gas Dispatch line of flow and qualifications to enter department.
- b) Separate Gas and Electric Control Center Departments

**VI. Electric Distribution**

- a) Section A - Apprentice Lineman – Modify to include ability to hire in-step apprentices
- b) Section A Special Rule, Paragraph 10 – Modify Lineman Worker Classification
- c) Section A Special Rule, Paragraph 10 - Modify to adjust start times.
- d) Section A Special Rule (new) – Add right of selection of Foreman roles
- e) Eliminate current practice of bucket washing by internal metro employees
- f) Rescind P-98-0030

**VIII. Energy Supply**

- a) Section 2 – Modify revised schedule notification for Day Workers and Scheduled Workers.
- b) Section 20 - Modify to include Control Specialist Apprentice, Mechanical Working Foreman and Control Specialist
- c) Section 27 - Modify language

**IX. Gas Distribution**

- a) New – Create new entry level classification
- b) Section A, Paragraph 8 – Modify to include Lead Fitters
- c) Section C, Paragraph 5(a) - Modify crew assignment
- d) Section C, Paragraphs 13 and 14 – Remove
- e) Section E – Modify Worker Classifications
- f) Section E – Create new entry level classification
- g) Section E - Change name from High Pressure to Gas Transmission
- h) Modify LOA P-1991-0069- Meter move out

**XV. System Operations**

- a) New - Create a General Foreperson classification for Substation O&M

**XVI. Transportation (Fleet)**

- a) Modify MOSP 314.02

**Article 24 – Sole and Complete Agreement**

The parties will continue the practice of updating Exhibit E.

**Article 25 - Term of Agreement**

- Modify Article, including, but not necessarily limited to:
  - a) Sections 6 & 8 – Three (3) year agreement, adjust wage rates to reflect parties' agreement

**Miscellaneous**

- a) Revise all letters of agreement or other agreements, including, but not necessarily limited to, P-02-0062, to remove all restrictions on the Company's right to use GPS or telematics or similar data for disciplinary purposes.
- b) Incorporate newly organized classifications and work rules since the last printing of the Agreement.
- c) Safety Liaison LOA for various departments
- d) Simplify, standardize, and/or eliminate pay codes, rules and practices as appropriate in a cost-neutral manner

The Company reserves the right to open any Article or Section as appropriate in conjunction with proposals concerning the Articles and Sections listed above as well as to make proposals and counter proposals on items not identified above in response and related to topics opened and proposals made by the Union.

In addition, the parties agree to meet and incorporate any interim or clean up items the parties have identified prior to the printing of the new Agreement, including a review of Exhibit E.

The Company's committee will consist of me as chief spokesperson, Franki Coulter, Kris Farruggia, Gil Salazar, Brandon Diegel, Harlan Hanson, David Hoskins, Rhonda Kovach, Debra Brasset, Makayla Jacob, and Baird McKeivitt. Additional participants will be brought in as proxies or to discuss specific topics.

Sincerely,



Rick Tallarigo  
Senior Director Labor Relations