



INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL UNION 111

Charles R. Carrera
President

Austin A. Maier
Business Manager / Financial Secretary

February 27, 2026

CERTIFIED MAIL & US MAIL
7018 0360 0000 1294 2098

Mr. Rick Tallarigo
Sr. Director, Workforce Relations
c/o Debra Brassett
Xcel Energy
3500 Blake Street, Suite 600
Denver, CO 80205

RE: 2026 General Negotiations

Dear Mr. Tallarigo:

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**

Modify Article, including, but not necessarily limited to:
Section 1: Modify to include newly organized groups.

3. **ARTICLE 2 – COMPANY-UNION RELATIONSHIP**

Modify Article, including, but not necessarily limited to:
Section 9: Modify to Improve

4. **ARTICLE 5 – WAGE RATES**

Modify Article, including, but not necessarily limited to:
Section 1: Modify with an across the board increase for each year and each classification of the new Collective Bargaining Agreement to ensure compensation meets the current increases in cost of living within PSCO's operating jurisdiction.
Grade level adjustments.



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5. **ARTICLE 6 – HOLIDAYS**

Modify Article, including, but not necessarily limited to:
Section 1: Modify to improve.

6. **ARTICLE 7 – OVERTIME**

Modify Article, including, but not necessarily limited to:
Section 1: Overtime: Modify to make all overtime paid at two times the regular rate of pay.
Section 2: Scheduled Overtime: Modify to improve.
Section 3: Immediate Duty: Modify to improve.
Section 10: Continuous Work – Rest Periods: Modify to improve.

7. **ARTICLE 9 – VACATIONS**

Modify Article, including, but not necessarily limited to:
Section 2: Modify to improve.

8. **ARTICLE 10 – SICK LEAVE**

Modify Article, including, but not necessarily limited to:
Section 1: Remove language clarifying application of HFWA
Section 2: Modify to improve.
Section 6: Modify to improve.
Section 8: Subsection (a): Remove language related to HFWA.
Section 8: Subsection (b): Modify to improve.
Section 13: Add new section to allow for donation of sick leave.

9. **ARTICLE 11 – OTHER EMPLOYEE BENEFITS**

Modify Article, including, but not necessarily limited to:
Section 2: Retirement, Subsection (c): Modify to improve the retirement eligibility calculation.
Add new Subsection (h)
Section 3: Medical Insurance: Modify to improve.
(b) Employee Contribution Levels for Medical, Dental, and Vision Plans:
(I) Modify to improve.
(II) Modify to improve.
(IV) Modify to improve.
Section 9: Add language to reflect 401k match and modify to improve.
Section 11: Add new section related to light duty.

10. **ARTICLE 13 – HEALTH AND SAFETY**

Modify Article, including, but not necessarily limited to:
Section 6: Boot Allowance: Modify to improve.
Section 7: Add new section related to FR clothing.

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11. **ARTICLE 15 – SENORITY**

Modify Article, including, but not necessarily limited to:
Section 11: Modify Section to add resignation language.

12. **ARTICLE 17 – TRANSFERS**

Modify Article, including, but not necessarily limited to:
Section 5, Subsection (e): Add new subsection to create electronic transfer portal.

13. **ARTICLE 18 – TRAVEL ALLOWANCE**

Modify Article, including, but not necessarily limited to:
Modify Article to improve travel allowance and improve existing language.

14. **ARTICLE 19 – GENERAL WORKING RULES**

Modify Article, including, but not necessarily limited to:
Section 9: Add new Subsection (d) and (e)
Section 22: Modify to improve.
Section 29: Add new section related to storm work.

15. **ARTICLE 20 – DEPARTMENTAL RULES**

Modify Article, including, but not necessarily limited to:
Section 2: Modify to improve.
Section 4: Modify to improve.
Section 5: Modify to improve.
Section 6: Modify to improve.
Section 8: Modify to improve.
Section 9: Modify to improve.
Section 15: Modify to improve.
Section 16: Modify to improve.
Section 18: Modify to improve.

16. **ARTICLE 21 – GRIEVANCE PROCEDURE**

Modify Article, including, but not necessarily limited to:
Section 4 (c) Step 1: Modify to improve.

17. **ARTICLE 24 – SOLE AND COMPLETE AGREEMENT**

Modify Article, including, but not necessarily limited to:
Section 1: The parties will continue the practice of updating Exhibit E.

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18. **ARTICLE 25 – TERM OF AGREEMENT**

Modify Article, including, but not necessarily limited to:
Section 6: Modify to reflect wage increases.
Section 8: Amend to reflect correct dates.

19. **TRAINING STANDARDS**

Modify to include Transportation/Fleet Department.

20. **EXHIBIT A**

Modify Exhibit. The Union would suggest both parties meet and negotiate all changes to Exhibit A during negotiations, but outside of the main bargaining table.

21. **EXHIBIT B**

Modify Exhibit, including, but not necessarily limited to:

- 1) Modify to reflect a fair and equitable increase to all classifications in Exhibit B.
- 2) Modify to improve shift differential.
- 3) Modify to delete language concerning Design Department Wage Structure B.
- 4) Modify grade levels of Relay Tech, Test Department, Civil, Substation Electricians, Transportation (Fleet), Plant Planners.
- 5) Modify grade level for Geographic Gas classifications.
- 6) Modify wages for HP Gas.
- 7) Modify to add Lead Field Operator in HP Gas.
- 8) Modify wages for Distribution Stores classifications to match the Energy Supply Stores classifications and eliminate the two tier pay structure under the Distribution Stores classification.
- 9) Modify apprentice wage scales to be a percentage of the appropriate journeyman wage.
- 10) Modify P-12-0130 to add locations and classifications to this LOA.

22. **EXHIBIT C**

Modify Exhibit, including, but not necessarily limited to:
Reflect changes agreed to.

23. **EXHIBIT D**

Modify Exhibit. The Union would suggest both parties meet and negotiate all changes to Exhibit D during negotiations, but outside of the main bargaining table.

24. **EXHIBIT E**

Modify Exhibit, including, but not necessarily limited to:
Reflect changes agreed to and create a joint electronic filing system.

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LOCAL UNION NO. 111

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The Union also reserves the right to open any Article, Section, or Exhibit as appropriate in conjunction with proposals concerning Articles and Sections listed above.

The Union's Committee will change per the needs of the Union, and I will be the Chief Spokesperson.

Sincerely,

A handwritten signature in cursive script that reads "Austin Maier".

Austin A. Maier
Business Manager/Financial Secretary

AAM:em/ds/opeiu#30/afl-cio