


MEMORANDUM OF UNDERSTANDING

The current collective bargaining agreement between IBEW Local No. 602 and Southwestern Public Service has a stated term of November 1, 2014 through October 31, 2016. This memorandum is to evidence the parties' mutual agreement and understanding that the terms of that agreement, assuming a new agreement is not first reached, extend and continue past October 31, 2016 until changed by agreement of the parties or, if necessary, by an interest arbitration award. Should the parties resort to interest arbitration to resolve wage differences, the parties retain the right to argue their respective positions to the arbitrator regarding retroactivity. However, should the parties reach an agreement on wages, the parties agree that any wage increase will be retroactive to November 1, 2016, provided the Union does not unreasonably delay negotiations. Any dispute over whether there was unreasonable delay shall be resolved through arbitration, consistent with the process outlined in the collective bargaining agreement.

AGREED BETWEEN THE PARTIES THIS 18TH DAY OF OCTOBER, 2016

For the Employer:

For the Union:

 B. Anderson Oct 18, 2016

Bruce Anderson
Director Workforce Relations
Southwestern Public Service

 RM 10-18-16

Robert Melton
Business Manager
IBEW Local 602

10/3/2016
Company Item # 2

**ARTICLE I SECTION 5 & ARTICLE II, SECTION 1. G.
As Amended November 1, 2014-2016
EFFECTIVE DATE - TERMINATIONS - AMENDMENTS**

EFFECTIVE DATE

ARTICLE 1, SECTION 5 & ARTICLE II, SECTION 1. G.

To effectuate the removal of interest arbitration from the Agreement and also remove the corresponding exception to the rule that arbitrators do not have authority to change any of the provisions of the Agreement, the parties agree the Agreement should be modified as stated below:

~~ART. 1, SECTION 5.~~

~~In the event that the parties hereto are unable to agree on changes duly proposed in accordance with Section 2 of this Article, within the sixty (60) day period, then and in such event the proposed changes shall be adjusted by arbitration as hereinafter provided.~~

ART. 2, SECTION 1.G. The Arbitrator shall have no authority to change any of the provisions of this Agreement, ~~except as provided for in Article I.~~

For the Union:  2-3-2017
Robert Melton Date
IBEW Local Union 602

For the Company:  2/3/17
Bruce R. Anderson Date
Southwestern Public Service

Company Item 3 – Counter
11/3/16

Upon acceptance, the Union agrees to withdraw Union Proposal 3 (Temporary Employees) and Union Proposal 14 (Signatory Contractors). Article III, Section 2 will be revised as follows¹:

ARTICLE III

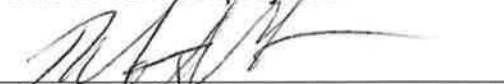
TEMPORARY EMPLOYEES **PROBATIONARY EMPLOYEES**

SECTION 2.

UNION ORIENTATION WITH NEW EMPLOYEE:


All new employees shall be considered as ~~temporary~~ probationary employees until they have been employed for a period of ~~ninety (90)~~ one hundred twenty (120) days, and such employees shall be employed on an hourly rate of pay based on the scale of wages as authorized in this Agreement. After new employees have been employed for ~~ninety (90)~~ one hundred twenty (120) days, they shall become regular employees and shall be paid on a monthly basis on the scale of wages as authorized in this Agreement. Probationary employees will be eligible for medical insurance coverage effective on the first of the month following or coincident with the employee's hire date. During the probation period, such probationary employee will have sixteen (16) hours of paid time off, subject to management approval prior to use. If an employee's employment ends for any reason prior to the expiration of his/her one hundred twenty (120) day probationary period, any unused time will be forfeited and not paid out. Probationary employees will be allowed one floating holiday of eight (8) hours after the one hundred twenty (120) day probationary period. The Company will allow a Union Steward or his representative a reasonable amount of time for orientation with all new employees.

For the Union:


Robert Melton
IBEW Local Union 602

11-3-16
Date

For the Company:


Bruce R. Anderson
Southwestern Public Service

Nov. 3, 2016 12:00
Date

This tentative agreement is pending ratification by the Union and Executive approval.

¹ **THIS LANGUAGE WILL HAVE NO APPLICATION TO THE PROBATIONARY PERIOD REFERRED TO IN ARTICLE IV, SECTION 11.**

ARTICLE VI
As Amended November 1, 2014-2016
Working Rules – Power Plants


MAINTENANCE WORK ON TEMPORARY MULTIPLE SHIFTS

SECTION 4.

Maintenance jobs of ~~one (1) or more weeks duration or major overhauls~~ may be performed on a two (2) or more shift basis. The work group expected to work the two (2) or more shift maintenance schedule will be given a minimum of ~~one (1) week's~~ **four (4) days'** notice before the shift work begins. Where two (2) or more shifts are worked, any eight (8) consecutive hours, plus meal time, shall constitute a regular workday; and five (5) days shall be the regular work period in each work schedule. The days off shall be consecutive. **In situations where the second (2nd) or third (3rd) shift is more than a week in duration, then the shifts can be rotated as mutually agreed to in writing,** and shifts shall be rotated weekly at each location unless, with mutual consent, another plan is developed. However, if any employees are needed on a second (2nd) or third (3rd) shift and are not given proper notice [~~seven (7)~~ **four (4)** day minimum], they will be paid ~~one and one-half (1-1/2)~~ **two (2)** times for the work performed on second (2nd) or third (3rd) shift for ~~seven (7)~~ **four (4)** days from date of notice.

Upon completion of the work required for the second (2nd) or third (3rd) shift, employees will be returned to their regular shift and rate of pay. Employees will be allowed an eight (8) hour rest period prior to returning to their regular shift. No loss of straight time pay shall occur during the transition day going on the second (2nd) or third (3rd) shift, or on the transition day coming off the second (2nd) or third (3rd) shift.

~~Work on jobs of less than one (1) week will be paid under applicable overtime provisions.~~

For the Union:  10-20-16
Mike Andrade Date
IBEW Local Union 602

For the Company:  Oct 20, 2016 5:39 pm
Bruce R. Anderson Date
Southwestern Public Service

This tentative agreement is pending ratification by the Union and Executive approval.

Company Item ⁹~~13~~ - Counter (2)
10/20/16

JOINT STATEMENT OF UNDERSTANDING

The following sample schedule illustrates how maintenance work on temporary shifts shall be paid for operational events.

For the Union: Mike Andrade 10-20-16
Mike Andrade Date
IBEW Local Union 602

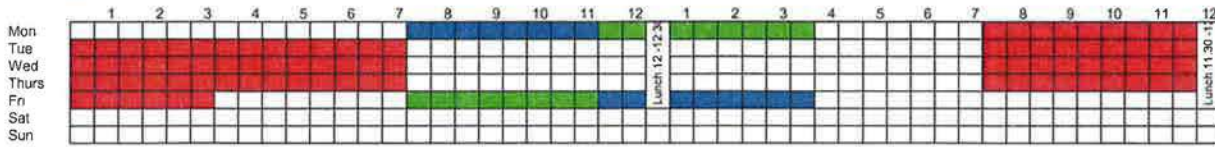
For the Company: B. Anderson Oct. 20, 2016 5:30 pm
Bruce R. Anderson Date
Southwestern Public Service

This tentative agreement is pending ratification by the Union and Executive approval.

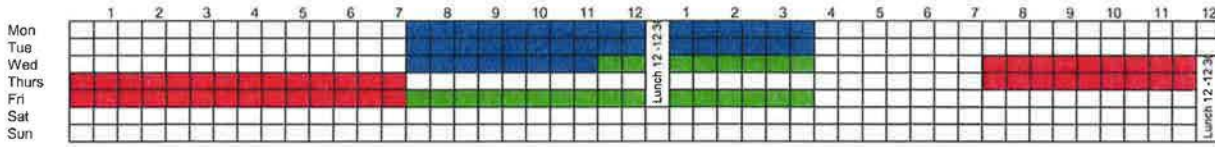
Maintenance Work on Temporary Shifts

Pay Rate blocks are in 30 minute increments

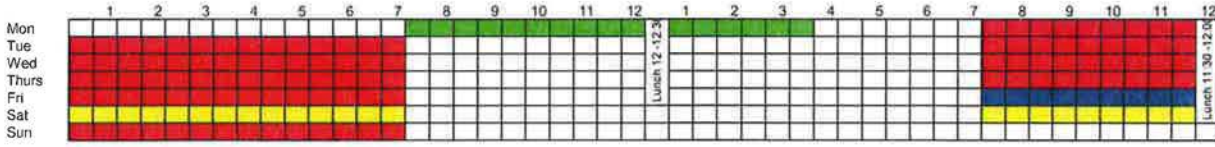
- 1X
- Rest time
- 1.5X
- 2X
- 2.5X
- 3X



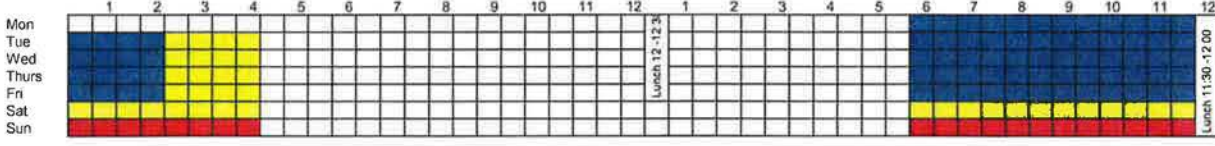
Example 1 Notes:
 1. Emergency outage that required an evening shift to clean up the boiler and support maintenance crew activities.
 2. Began evening shift without knowing how long the outage would take. Notified Crew at 11:00 AM Monday to move to evening shift.



Example 2 Notes:
 1. Emergency outage that required an evening shift to test the condenser for leaks.
 2. Began evening shift at 7:00 PM without how long the outage would take. Notified Crew at 8:30 AM Wednesday to move to evening shift.



Example 3 Notes:
 1. Emergency outage that required an evening shift to make repairs to a coal mill.
 2. Began evening shift at 7:00 PM without how long the outage would take. Notified Crew Sunday night to move to Monday evening shift. Crew could work until 11 a.m. Monday at management's discretion.
 3. Work was completed Sunday morning at 7:00 AM.



Example 4 Notes:
 1. Planned outage with proper notice.
 2. Began evening shift at 5:30 PM with a two week planned outage.

11-2-16
 Mike Cardinale
 Brent Hoffer
 11-2-16



IBEW Local Union 602

2016 Contract Negotiation Proposals

DATE: 10-5-16 TIME 2:26 pm

Company Item # 10, Union Counter Proposal October 4, 2016

ARTICLE VI

As Amended November 1, 2016

Working Rules -Power Plants

APPRENTICES

Section 6.

A. In the development of Apprenticeship programs within Energy Supply, for all classifications, the Union will have input in connection with the formation, review and modification to those programs.

B. A Helper, including Janitor, selected to fill a vacancy as Maintenance Apprentice, may receive credit on his apprenticeship for his time as a Helper. But, in no case shall more than one (1) year credit be given.

C. Apprentices shall be advanced from 1st year to 2nd year; 2nd year to 3rd year; 3rd year to 4th year; 4th year to Control Room Operator B/Journeyman; at twelve (12) month intervals, if the Apprentice has completed all required curriculum. However, the Apprentice may be allowed to advance after completion of no less than six (6) months of any level, if all of the following conditions are met: (1) The Apprentice has requested in writing, 30 days prior, of their desire to take the advancement test, (2) They have completed all required checklists, curriculum and obtained appropriate signatures, and (3) Received recommendation from management and the union steward. Management's recommendation will be based upon information gathered from personal observations and qualified employees regarding aspects such as safety, ability to take orders, attitude, team-work, mechanical aptitude and ability. If an apprentice achieves advancement to the next higher classification in less than 12 months, as outlined above the remaining time may be banked and added back to any portion of the program desired by the apprentice. Overall the apprentice must still complete the entire 4-year program in 48 months. Time saved in earlier levels of the apprenticeship can be distributed to an apprenticeship level presenting higher difficulty.

D. Apprentices must complete all Apprentice/Journeyman testing with a minimum test score of 80%. Failure to do so will result in a one-time delay (not to exceed six (6) months) in advancement. Failing the required testing a second time will result in removal from the Apprentice Program and possible termination.

E. If for any reason, an Apprentice is unable to complete the appropriate testing/curriculum within the twelve (12) months outlined above, it will be their responsibility to request, in writing, an extension. It will be the sole and exclusive right of management to grant or deny the request.

For the Union: 
Robert Melton
IBEW Local Union 602

10-5-16
Date

For the Company: 
Bruce R. Anderson
Southwestern Public Service

10-5-16 2:39.
Date

Joint Statement of Understanding Apprenticeship Programs

Example 1: Joe was hired with 15 years' experience as a mechanic. He entered the mechanic apprenticeship program:

- 1st year apprentice – completed training material in 5 months and requested an early test. He took the test at 6 months and successfully passed.
- 2nd year apprentice – completed training material in 6 months and requested an early test. He took the test at 7 months and successfully passed.
- 3rd year apprentice – completed the training material in 9 months and requested an early test. Joe worked two overhauls outside of his area, and then took the test at 11 months and successfully passed.
- 4th year apprentice – completed the training material in 6 months and requested an early test. He took the final exam at 7 months and successfully passed.
- Joe completed the apprentice program in 29 months.

Example 2: Ralph was hired with no power plant experience and he entered the operator apprenticeship program:



- 1st year apprentice – he completed the training material in 12 months and successfully passed with some difficulty.
- 2nd year apprentice – he completed the training material in 12 months and failed the apprentice test. Ralph was given 6 months to retrain the material. He took the test at the end of 6 months and successfully passed the test.
- 3rd year apprentice – he completed his training material in 12 months and successfully passed the test.
- 4th year apprentice – he worked toward completing the training material, but his spouse had a serious illness. At the end of the 12 months, and after much discussion with management over the year, Ralph asked for an extension in writing to have an additional 4 months to complete the training. Management granted the extension and Ralph took the test at 5 months. He successfully passed the test.
- Ralph completed the apprenticeship program in 59 months, and was given 1 month's back pay to when he first requested the test.

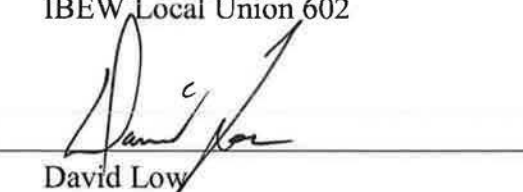
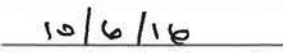
Example 3: Max was hired with no power plant experience and he entered the electrician apprenticeship program:

- 1st year apprentice – he completed his training in 12 months and successfully passed the test with much difficulty.
- 2nd year apprentice – he completed the training in 12 months and failed the apprentice test. Max was given 6 months to retrain the material, and he successfully passed the test.
- 3rd year apprentice – he completed his training in 12 months. He took the test, but failed the oral demo.
- Max was removed from the program and terminated.

Example 4: Mary was hired with some industrial experience and entered the operator apprenticeship program:

- 1st year apprentice – she completed training in 5 months and requested early testing. Management and the union steward declined her request due to safety concerns. She needed additional training with lock out procedures. She completed 12 months of training and successfully passed the test.
- 2nd year apprentice – she completed training in 6 months and requested to take the test early. She took the test at 7 months and successfully passed the test.
- 3rd year apprentice – she completed the training at 7 months and waited to take the test at 12 months. She successfully passed the test.
- 4th year apprentice – she completed the training in 10 months and took the test at 12 months. She successfully passed the test.
- Mary completed the apprenticeship program in 43 months.

For the Union:  _____ Date  _____
Robert Melton
IBEW Local Union 602

For the Company:  _____ Date  _____
David Low
Southwestern Public Service

This tentative agreement is pending ratification by the Union and Executive approval.

**Letter of
Agreement Between
Southwestern Public Service Company
And
International Brotherhood of Electrical Workers
Local Union No. 602**

New Job Classifications within the Power Plants will be contained within the notes section as a Letter of Understanding are as follows:

Job Classification

Chemical Technician	"E"
Chemical Technician	"D"
Chemical Technician	"C"
Chemical Technician	"B"
Chemical Technician	"A"

Notes: All Job Classifications are based on minimum six (6) month progression and recommendation from Chemistry Resources Department. Affected employees must have successfully completed all practical training and academic requirements at their present level before advancement to the next Chemical Technician level.

The following modifications to the labor agreement will be made:

- A.** The present job classifications of Chemical Technologist "A", "B", "C", and "D" will be changed to Chemical Technician "A", "B", "C", and "D". A new job classification of Chemical Technician "E" will be added.
- B.** The above classifications and pay scales will apply to employees classified as Chemical Technician.

The parties also agree to the following:

- 1.** Positions shall first be bid/hired (other than Chemical Technician E) from within Southwestern Public Service Company from a qualified pool of applicants as provided by Item 2 below. In the event no bids are received or qualified applicants are not available, the company may fill the vacancy from outside of Southwestern Public Service.
- 2.** Employees interested in a Chemical Technician position may complete the required training (vendor training not included) for a Chemical Technician "E" and "D". This training will require satisfactory completion of a written test as well as oral/demonstration requirements with a minimum score of eighty percent (80%). No more than two attempts will be allowed to pass this test with a minimum waiting period of three months between attempts. Those meeting

requirements will be put into a pool of applicants for future Chemical Technician jobs.

3. Any Energy Supply bargaining unit employee within Southwestern Public Service completing the requirements of Item 2 above can be transferred into the pool and will receive the wage of their current classification while in the pool. If selected to fill a Chemical Technician posting, they will continue to receive that wage until conditions of Item 4 are met.
4. To progress from Chemical Technician "E" through "B" the candidate must satisfactorily complete all required training for each level; Pass a written and oral/demonstration test with a minimum score of eighty percent (80%) on each part. If the candidate fails the test, a second test will be given in three months. If the candidate fails the second test, he/she will be subject to removal from the program.
5. To progress from Chemical Technician "B" to "A" the candidate must have satisfactorily completed all required training as outlined above and complete Chemical Technician "A" required training. After meeting these requirements, the employee must pass a written and oral/demonstration test of the required training with a minimum score of eighty percent (80%). If the candidate fails to meet these requirements, a second test will be given in three months.
6. An overtime call out list will be developed which will include the individual's qualifications, classification and hours worked.
7. All employees entering the Chemical Technician classification from another classification will not be allowed to return to their former position unless an opening is available.
8. ~~All Chemical Technicians, within the pool shall be selected on the basis of qualifications and local department seniority.~~ **Employees shall be selected for the Chemical Technician position based on highest Chemical Technician classification. If more than one employee of the same Chemical Technician classification is being considered, the employee with the most seniority in that classification shall be chosen.**

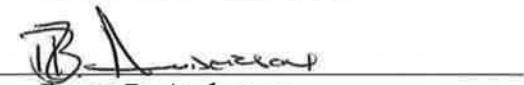
For the Union:



Robert Melton
IBEW Local Union 602

10-5-16
Date

For the Company:



Bruce R. Anderson
Southwestern Public Service

10-5-16 ll: Anderson
Date

Joint Statement of Understanding

The following employees all request to get into the Chemical Technician pool:

- Bob is a Journeyman Lineman with no Operations experience requests on 1/1/2017.
- Carol is a Maintenance journeyman with no Operations experience requests on 1/2/2017.
- Steve is a Maintenance 1st Year Apprentice that was 2nd Year Operations Apprentice requests on 1/3/2017.
- Shirley is an Operations 1st Year Apprentice requests on 1/4/2017.
- Tom is an Operations 2nd Year Apprentice requests on 1/5/2017.
- Linda is a CRO A with 6 hours of college chemistry requests on 1/6/2017.

All six employees will be considered Chemical Technician "E" in the pool. If a chemistry position comes open sometime after 1/6/2017 and nobody has progressed to Chemical Technician "D", Bob will have seniority in the pool and be selected for the position. If Bob does not bid on the position, preference will be given based on seniority in the pool and in the order listed above.


The following employees complete the training and testing required to advance to Chemical Technician "D":

- Shirley is an Operations 1st Year Apprentice completes on 1/1/2018. This employee also advances to 2nd Year Operations Apprentice on this date.
- Steve is a Maintenance 1st Year Apprentice completes on 1/2/2018.
- Linda is CRO A with 6 hours of college chemistry completes on 1/3/2018.
- Bob is a Journeyman Lineman with no Operations experience completes on 1/4/2018.

All four employees will be considered Chemical Technician "D" in the pool. If a chemistry position comes open sometime after 1/4/2018, Shirley will have seniority in the pool at the highest classification and be selected for the position. If Shirley does not bid on the position, preference will be given based on seniority in the pool and in the order listed below:

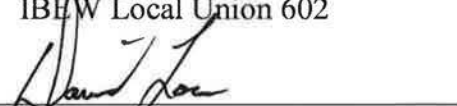
- Shirley is an Operations 1st Year Apprentice completes on 1/1/2018. This employee also advances to 2nd Year Operations Apprentice on this date.
- Steve is a Maintenance 1st Year Apprentice completes on 1/2/2018.
- Linda is CRO A with 6 hours of college chemistry completes on 1/3/2018.
- Bob is a Journeyman Lineman with no Operations experience completes on 1/4/2018.
- Carol is a Maintenance journeyman with no Operations experience requests on 1/2/2017.
- Tom is an Operations 2nd Year Apprentice requests on 1/5/2017.

For the Union:


Robert Melton
IBEW Local Union 602

10/5/16
Date

For the Company:


David Low
Southwestern Public Service

10/5/16
Date

Company Item 12 (2)

NOTES SECTION

ARTICLE VIII

As Amended November 1, 2014 2016

WAGE INCREASES

The agreement on wages Article VIII, General Classification and Minimum Rates of Pay, effective November 1, 2014 2016 to be presented to the membership for ratification will be as follows:

Southwestern Public Service Company and IBEW Local Union 602 agree to a wage increase of **2.5% effective November 1, 2016, and 2.5% effective November 1, 2017, and 2.5% effective November 1, 2018 to all classifications except apprentice classifications.**

Immediately after the November 1, 2016 wage increase, a \$0.75 adjustment will be added to the wage rates of the following classifications: **Lineman Journeyman, Serviceman Journeyman, Substation Electrician Journeyman, Dispatcher, Inspector/Patrolman.**

Immediately after the November 1, 2016 wage increase, a \$0.25 adjustment will be added to the wage rates of the following classifications: **Lineman Working Foreman, Serviceman Working Foreman, Substation Electrician Working Foreman.**

Immediately after the November 1, 2016 wage increase, a \$0.50 adjustment will be added to the wage rates of the following classifications: **Protective Material Tester A and Lead.**

Control Room Operator A wage rate shall be 104% of the Control Room Operator B wage rate.


For the Union:



Robert Melton
IBEW Local Union 602

2-3-17
Date

For the Company:



Bruce R. Anderson
Southwestern Public Service

2/3/17
Date

This tentative agreement is pending ratification by the Union and Executive approval.

**Letter of Agreement
Between
Southwestern Public Service Company And
International Brotherhood of Electrical Workers Local
Union No. 602**

SYSTEM PROTECTION DEPARTMENT

The parties agree that the job duties of Relay Technicians will include, among others, the installation and maintenance of all DFRs (Digital Fault Recorders) and all RTUs (Remote Terminal Units).

As to DFRs this would include, but not be limited to:


- Upload, **download, and modify** configuration files to the DFR
- Verify and test all CT/PT circuits and inputs
- Calibrate analog signals as needed following manufacture procedures
- Verify alarms to EMS are working correctly
- Investigate and correct alarms
- Make minor wiring changes as needed
- Repair and or replace failed equipment
- Download event records when requested

As to RTUs, this would include any RTU work done by any bargaining unit employee, including, but not be limited to:

- **Remote Terminal Unit (RTU), programming, installation, maintenance work for all generation and interconnect sites**
- **Transmission line switch RTU**


The parties agree to a one-time \$1.00 / hr. increase of the individual Relay Technician's hourly wage rate when this agreement becomes effective and the Relay Technicians begin performing the above described work.

For the Union:


Robert Melton
IBEW Local Union 602

10-20-16
Date

For the Company:


Bruce R. Anderson
Southwestern Public Service

Oct 20, 2016 9:40 am
Date

This tentative agreement is pending ratification by the Union and Executive approval.

Union Item 4
2/3/17

ARTICLE III

COMPANY RIGHTS - UNION RIGHTS

As Amended November 1, ~~2002~~2016

New Section:

UNION DUES, NEW MEXICO STATIONED EMPLOYEES

SECTION 4.

- E.** Employees active as of the ratification date of this Agreement with a predominant job situs (as determined by their permanent station or facility) in New Mexico, and employees who transfer after the ratification date of this Agreement into New Mexico facilities or stations, shall be required, as a condition of employment, to become members of the Union and maintain their membership in good standing or to tender to the Union an amount equal to the periodic dues and fees which are to be used for the purpose of collective bargaining, contract administration, or grievance adjustment, within thirty (30) days after the ratification date of this Agreement or their date of transfer, whichever is later.

For the purpose of this Article, an employee shall be considered a member of the Union in good standing if he tenders the periodic dues and fees uniformly required by the Union's bylaws and constitution as a condition of membership.


All new employees with a predominant job situs (as determined by their permanent station or facility) in New Mexico, shall be required, as a condition of employment, to become members of the Union and maintain their membership in good standing or to tender to the Union an amount equal to the periodic dues and fees which are to be used for the purpose of collective bargaining, contract administration, or grievance adjustment, within thirty (30) days after the expiration of their probationary period.

The Company shall, upon receipt of a mutually agreed authorization form from existing or new employees, deduct from the wages of such employees the amounts referred to above and tender such money to the Union. The deduction will be made from the first paycheck of each month for the current month and the same paid to the Financial Secretary of IBEW Local Union 602 on or before the fifth day of the following month.

In the case that any employee shall become delinquent under the provisions of the foregoing paragraphs, the Union will notify the Company's Director of Workforce

Relations of such fact in writing. The Company will notify the delinquent employee within ten (10) workdays that such employee's employment will cease upon the expiration of thirty (30) workdays after delivery of such notice, unless in the meantime he shall exhibit to his Manager a receipt or certificate issued by the Union showing that such Employee has been placed in or restored to membership or non-delinquency.

The Union shall indemnify and save harmless the Company against any and all claims, demands, suits, and other forms of liability that may or shall arise out of or by reason of action taken or not taken by the Company in reliance upon the authorization submitted to the Company under this Section.

For the Union:  2-3-17
Robert Melton Date
IBEW Local Union 602

For the Company:  2/3/17
Bruce R. Anderson Date
Southwestern Public Service

This tentative agreement is pending ratification by the Union and Executive approval.

Union Item 5
2/3/17

ARTICLE IV
As Amended November 1, ~~2014~~2016

**GENERAL WORKING RULES AND CONDITIONS FOR EMPLOYMENT
FOR DEPARTMENTS COVERED BY THIS AGREEMENT**

WORK SCHEDULE

SECTION 1.

E. Employees classified as Shift Workers shall receive a shift differential for the straight time hours worked (or portion thereof) during the night shift hours. Shift workers are classified as Power Plant Operators, Transmission Control Operators, and Distribution Dispatchers. For the purpose of this provision the night shift hours are defined as any hours worked between 7:00 pm and 7:00 am.

- a. The rate of the Shift Differential will be an increase of ~~.50~~.75 cents an hour for all straight time hours worked fitting the definition above.
- b. Employees will not be eligible for the shift differential if earning a rate other than the straight time rate.


For the Union:



Robert Melton
IBEW Local Union 602

2-3-2017
Date

For the Company:



Bruce R. Anderson
Southwestern Public Service

2/3/17
Date

This tentative agreement is pending ratification by the Union and Executive approval.



IBEW Local Union 602

2016 Contract Negotiation Proposals

DATE: _____ Time _____

Union Proposal #8 (2/3/17):

ARTICLE IV
As Amended November 1, 2014~~2016~~
GENERAL WORKING RULES AND CONDITIONS FOR EMPLOYMENT
FOR DEPARTMENTS COVERED BY THIS AGREEMENT
WORK SCHEDULE

Article IV
MEALS

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SECTION 6.

A. When workers are required to remain away from their headquarters overnight, lodging and meals shall be arranged and furnished by the Company, such arrangements to be made by the supervisor in charge and to be approved by the Steward, or his representative. When workers are called out to work in emergency cases without previous notice and miss a meal thereby, the Company shall provide a meal where feasibly possible or pay for such meal; and the Company agrees to provide or pay a reasonable amount for meals when employees are working overtime during normal meal periods. Payment for such meals, and meals under the Supplemental Lunch Agreement, will require a verifying itemized receipt from the employee, and the Company will pay for a meal up to the site-applicable GSA meal-specific rate as of November 1 prior to when the expense is incurred. in accordance with the Travel and Employee Expense Reimbursement Policy.

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~~Site-applicable means the location where the meal expense was incurred. For illustration purposes, as of November 1, 2013 the applicable GSA rates for a meal purchased in Amarillo were: \$7, \$11, \$23 for breakfast, lunch, dinner, respectively. These amounts include taxes and tips.~~

ARTICLE V
As Amended November 1, 2002-2016

WORKING RULES – SUBSTATIONS
LINE DEPARTMENT AND ELECTRIC METER DEPARTMENT
(WHICH INCLUDES TRANSFORMER SHOPS)
WORK AWAY FROM HEADQUARTERS

ARTICLE V

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SUPPLEMENTAL LUNCH AGREEMENT

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E. Two (2) Ways on Company Time:

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The Company may elect to furnish transportation two (2) ways on Company time for employees working outside the boundaries of the district of responsibility agreed to at each service location, provided that the Company shall in such event notify the employees affected not later than the evening of the preceding work day of its election. In such event, the employees shall be required to stay on the job site during their lunch period and in such case each such employee shall receive eight dollars and fifty cents (\$8.50) ~~three dollars, twenty-five cents (\$3.25)~~ per day in addition to the regular pay. In the event any employee is working inside the boundary of the district of responsibility and chooses to stay on the job site rather than returning to the Service Center, said employee will be entitled to the additional eight dollars and fifty cents (\$8.50) ~~three dollars, twenty-five cents (\$3.25)~~ provided herein. In the event an employee spends the lunch period at the Service Center, or the Company furnishes the meal, said employee will not be entitled to the additional eight dollars and fifty cents (\$8.50) ~~three dollars, twenty-five cents (\$3.25)~~ provided herein. In the event the Company provides the noon meal pursuant to Section 6, Article IV, such employees will not be entitled to the additional eight dollars and fifty cents (\$8.50) ~~three dollars, twenty-five cents (\$3.25)~~ provided herein.

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3. The following shall be added as Subsection F of Section 1, which is applicable to employees of the Line, Meter and Substation Departments of Southwestern Public Service Company.

F. When employees are working outside of their district of responsibility, the towns in which they live, either in or near a neighboring town, they will be furnished a hot lunch by the Company if it is possible for the employees to be transported to and from the nearest available eating place such town and eat their lunch within a one hour period. In those cases where employees are away from their home town outside their district of responsibility and working directly with a crew from the district which they are supporting of a neighboring town, they should conform to the usual noon hour policy of ~~the that~~ crew of that town, thus, if the lunch period is one-half hour, the out of town district crew should carry lunches, otherwise, if the local noon hour policy

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is one hour and if the job and distance permits, as described above, hot meals will be provided.

When crews are sent out of **their district of responsibility** town to some rural area where it would not be practical to drive to and from the nearest available eating place and to eat within the one hour period, then in that case, the employees should be so instructed, the previous day, to bring a lunch for the ensuing day.

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(a) Furthermore, it is agreed that all members of the crew will adhere to this meal arrangement where the Company deems it necessary.

For the Union:


Robert Melton
IBEW Local Union 602

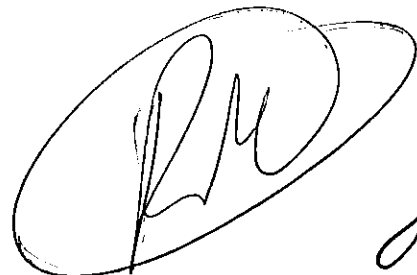
2-3-17
Date

For the Company:


Bruce R. Anderson
Southwestern Public Services


2/3/17
Date

SPS Distribution Districts				
Amarillo District	Carlsbad District	Hereford District	Lubbock District	Perryton District
Adrian	Carlsbad	Bovina	Cone	Booker
Amarillo	Loving	Dawn	Crosbyton	Darrouzett
Bushland	Malaga	Friena	Idalou	Farnsworth
Claude	Whites City	Hereford	Lorenzo	Follett
Lake Tanglewood			Lubbock	Higgins
Palisades	Clovis District	Hobbs District	Meadow	Lipscomb
Timbercreek	Cannon AFB	Eunice	New Deal	Perryton
Vega	Clovis	Hobbs	Post	Spearman
Wildorado	Melrose	Jal	Ralls	Waka
	Portales		Ropesville	
Borger District	Texico/Farwell	Levelland District	Shallowater	Plainview District
Borger	Tucumcari	Levelland	Slaton	Plainview
Fritch		Morton	Tahoka	Hart
Gruver	Dumas District	Smyer	Wolforth	Silverton
Panhandle	Cactus	Sundown		Hale Center
Skellytown	Channing	Whiteface	Pampa District	Lockney
Stinnett	Dalhart	Whitharral	Brisoe	Floydada
	Dumas		Canadian	Kress
Canyon District	Hartley	Littlefield District	Groom	Petersburg
Canyon	Stratford	Amherst	Lefors	Abernathy
Happy	Sunray	Anton	Maimi	Olton
Umbarger		Earth	McLean	
		Lariat	Mobeetie	Roswell District
		Littlefield	Pampa	Roswell
		Muleshoe	Wheeler	Hagerman
		Springlake	White Deer	Dexter
		Sudan		Artesia
				Seminole District
				Denver City
				Seagraves
				Seminole
				Wellman

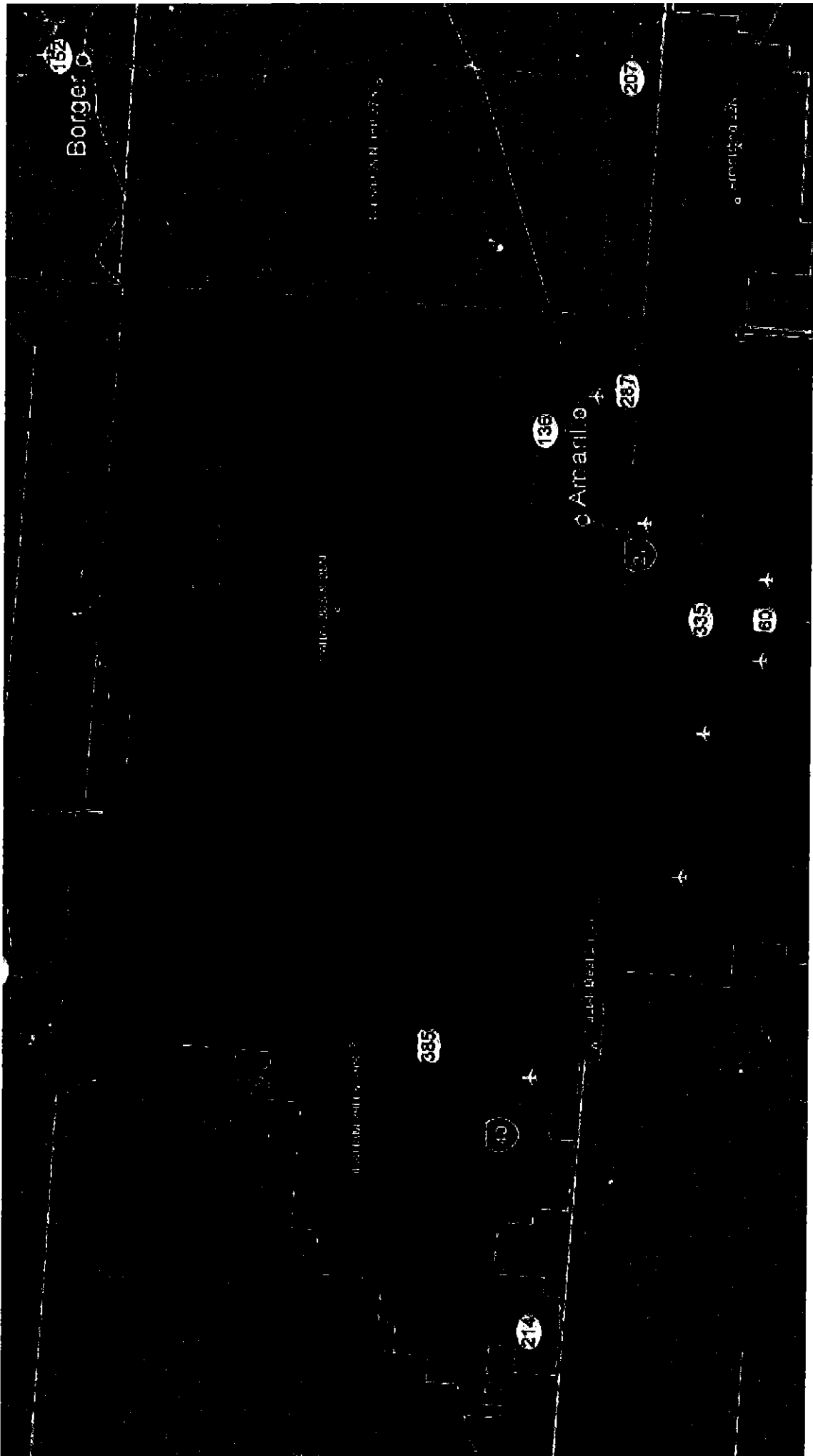


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 J.W. J.



SPS Metering							
Amarillo	Borger	Pampa	Carlsbad	Roswell	Hobbs	Clovis	Lubbock
Amarillo District	Borger District	Pampa District	Carlsbad District	Roswell District	Hobbs District	Clovis District	Lubbock District
Canyon District	Spearman	Perryton District			Seminole District		Plainview District
Hereford District							Littlefield District
Dumas District							Levelland District
Guymon							



152
Borger

136
Amarillo

207

207

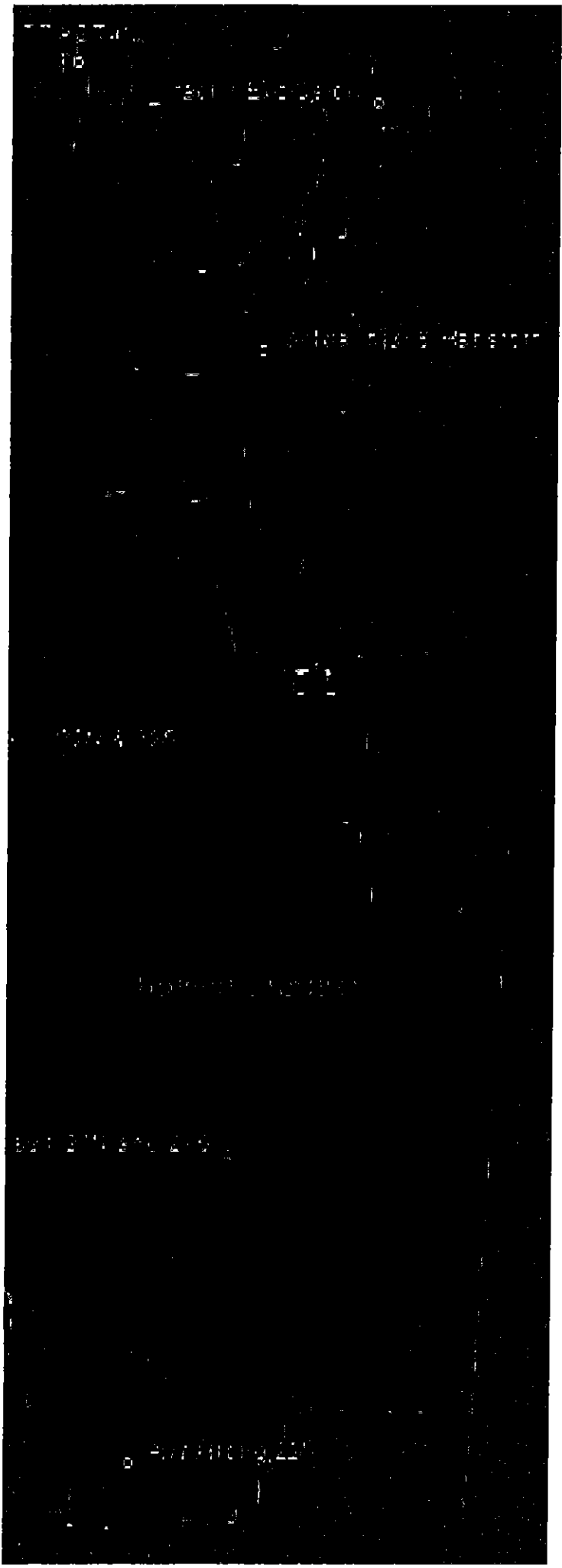
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Umbarger
Canyon

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87

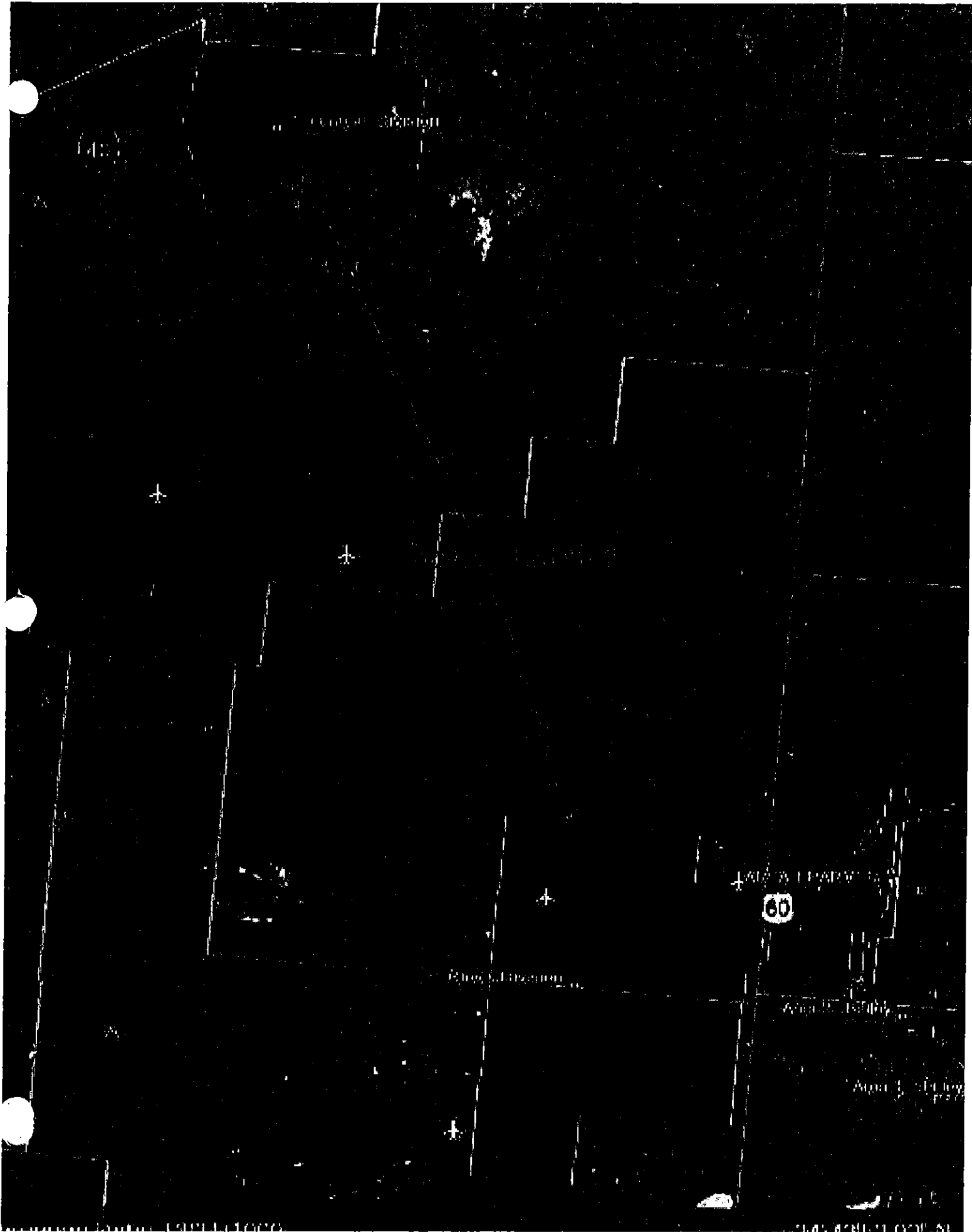
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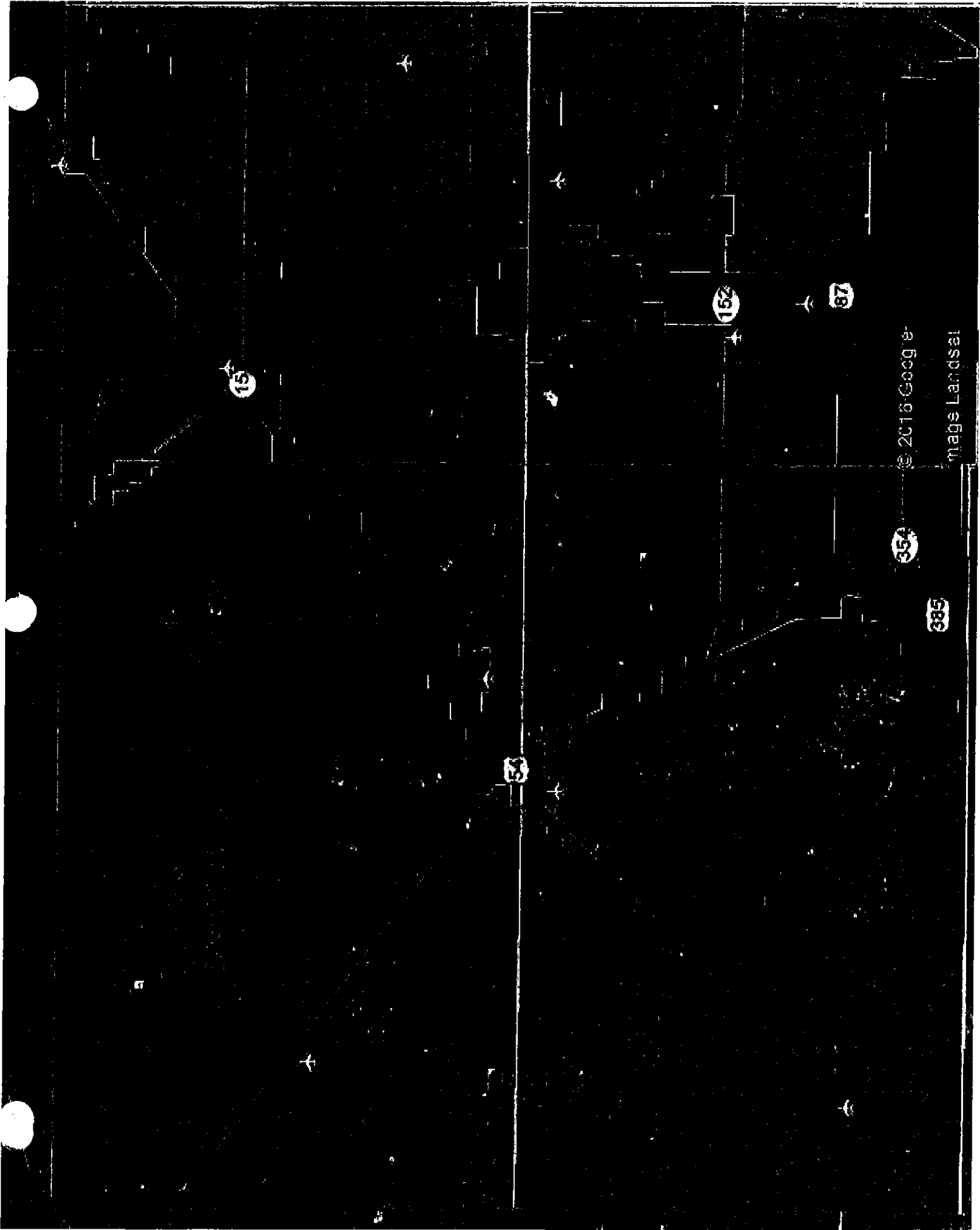
Carlsbad District



Carlsbad District



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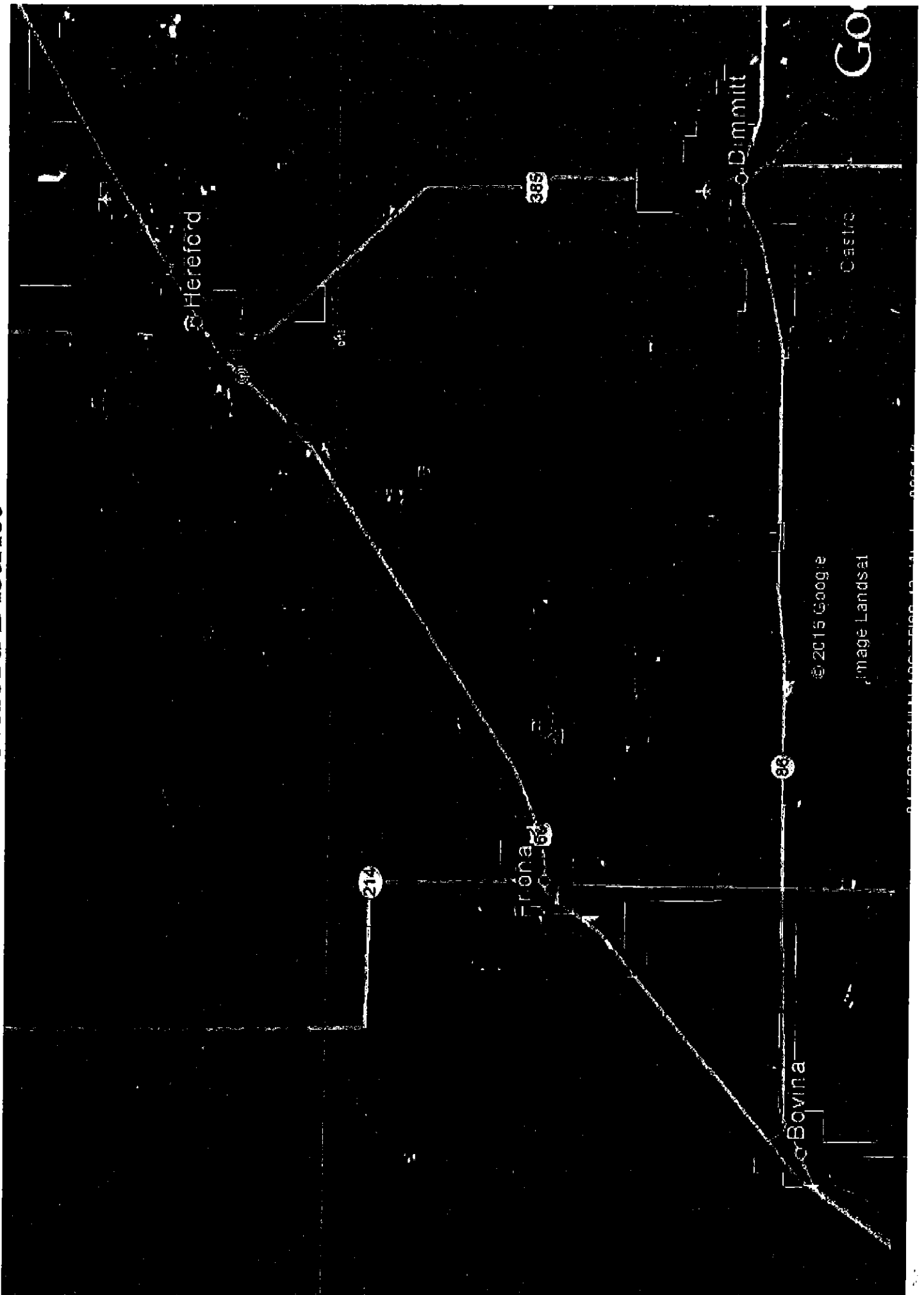
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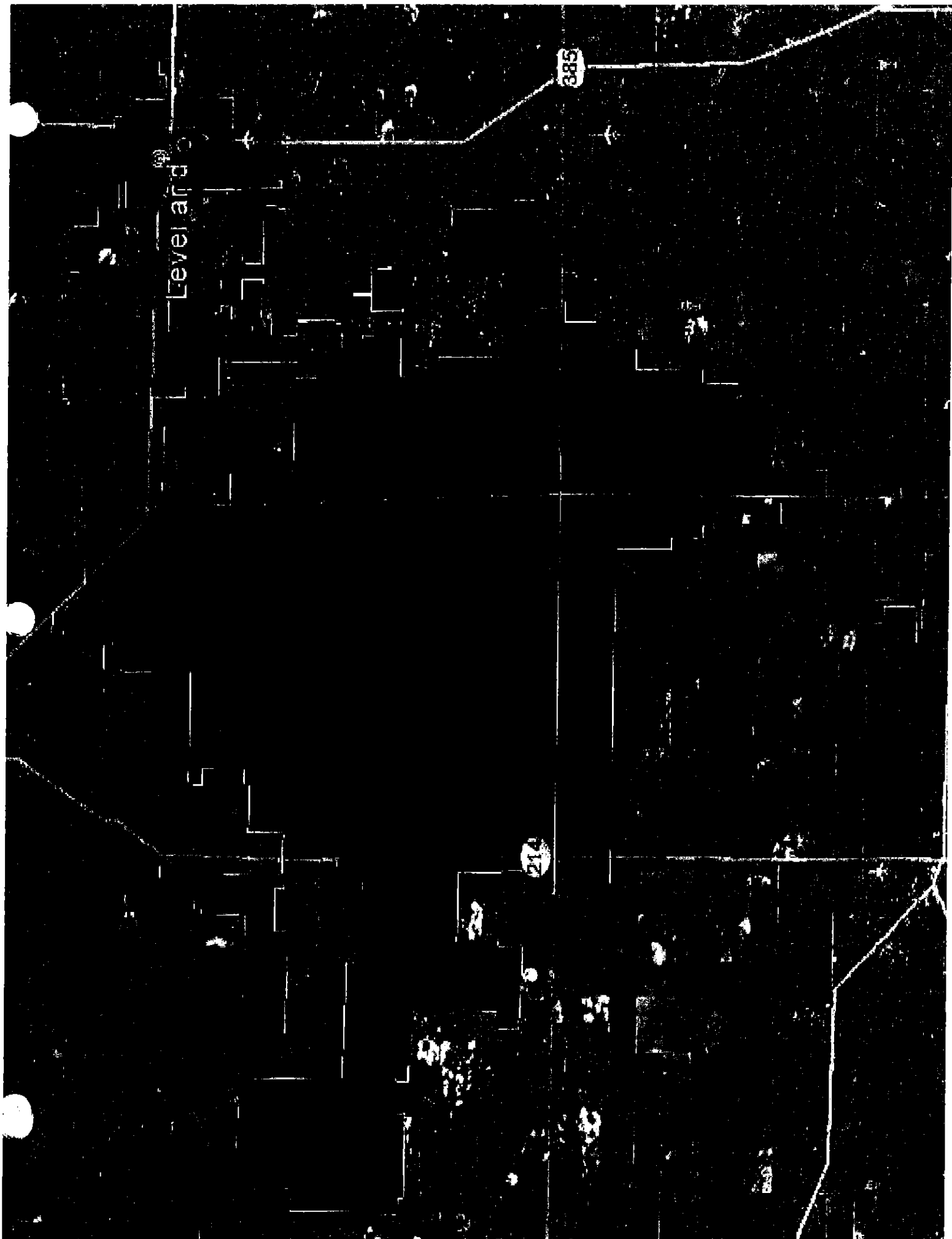
Hereford District



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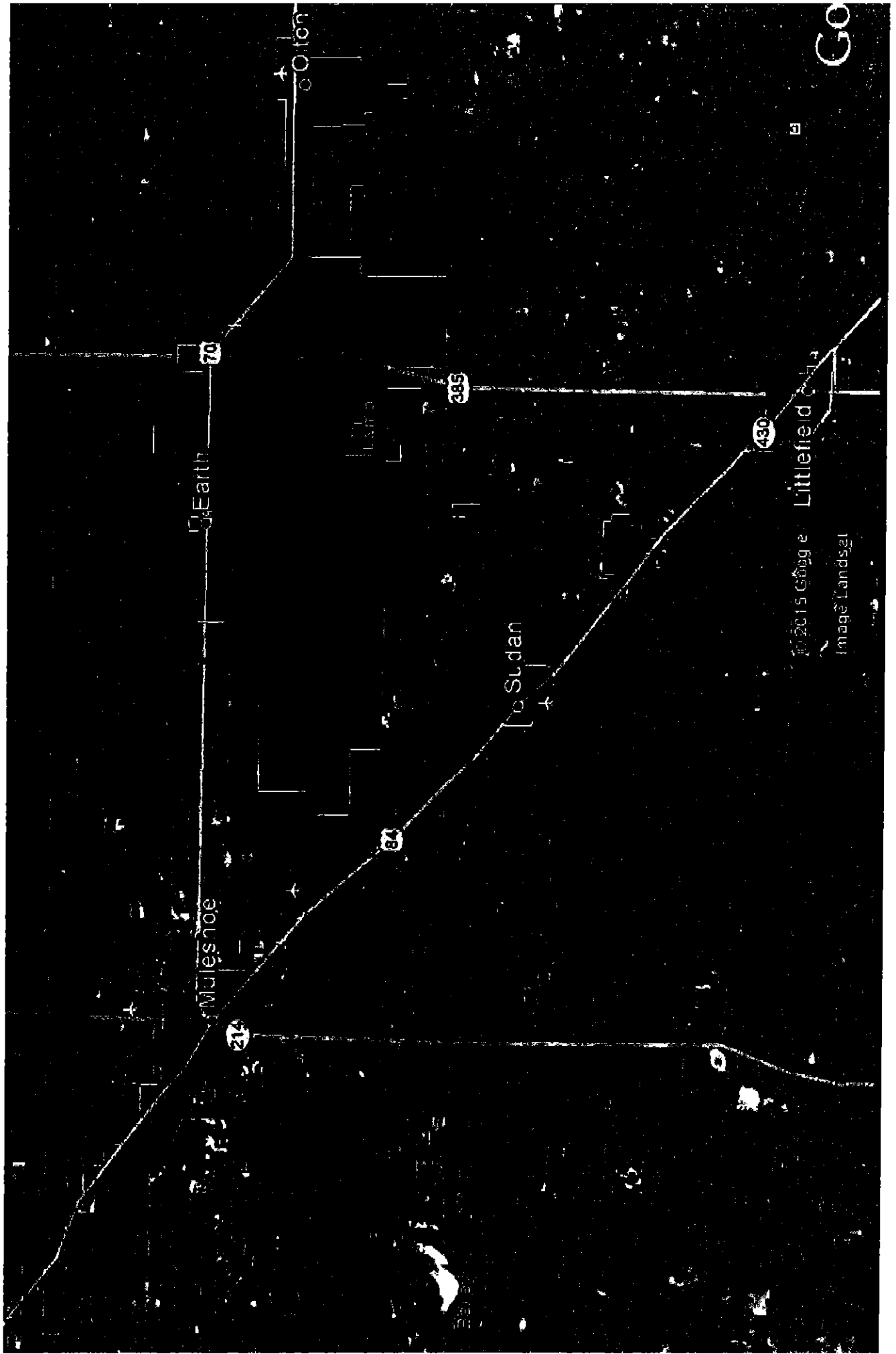


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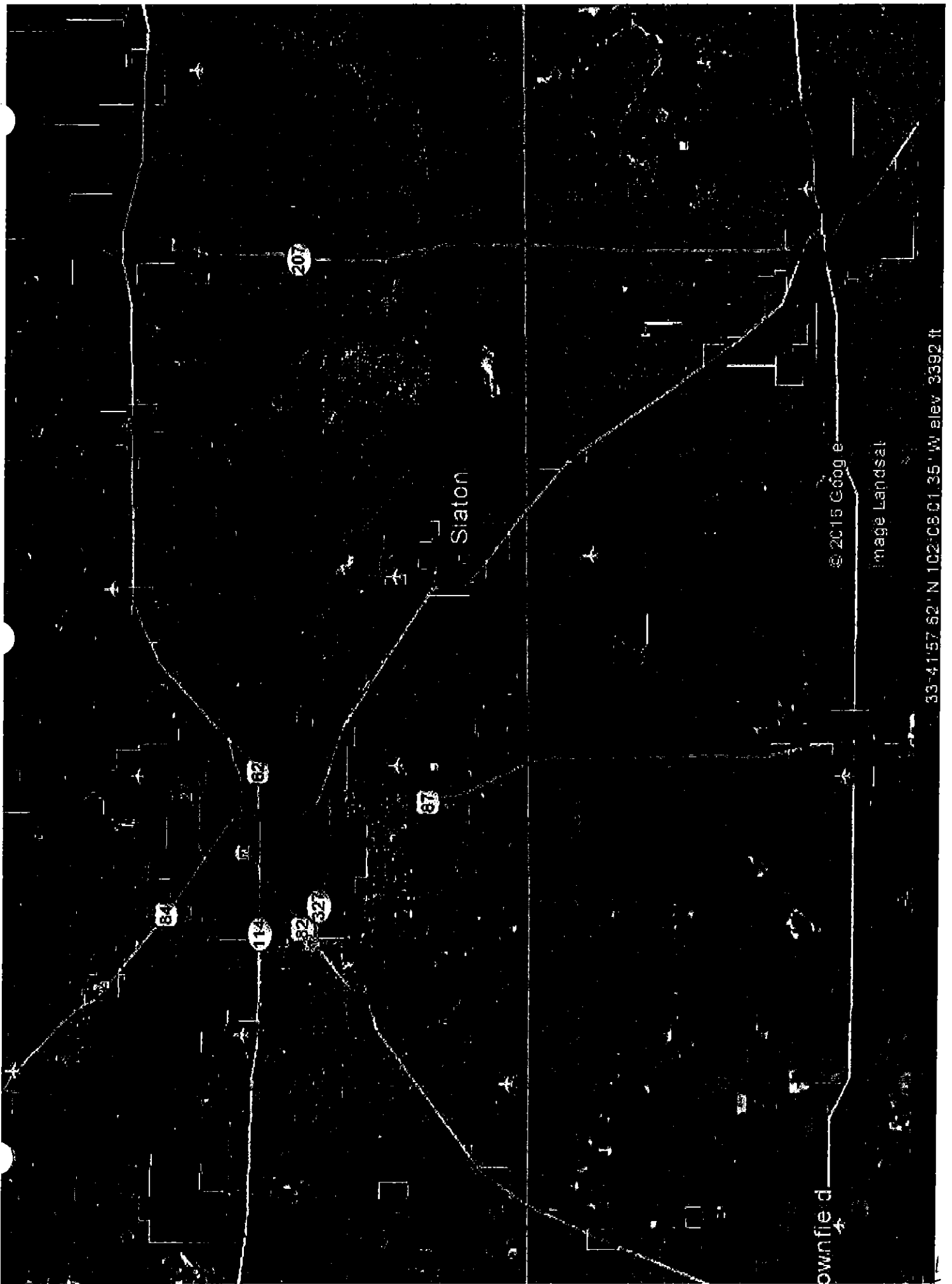
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Littlefield District



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5-1



ownfield

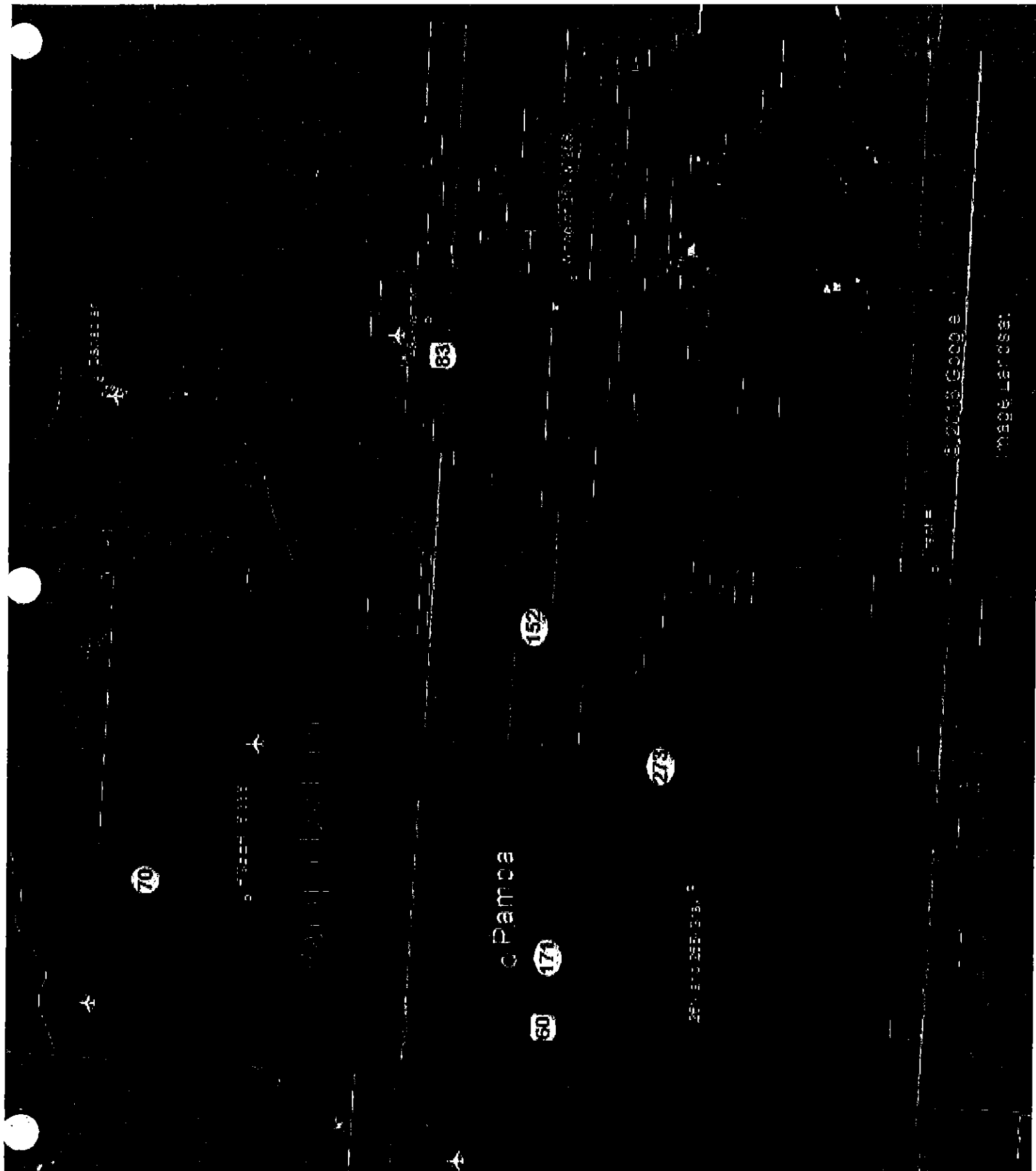
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Image Landsat

33-41'57.62' N 102-08'01.35' W elev 3392 ft

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ESTADO LIBRE ASSOCIADO DE PAGO

Pamoa

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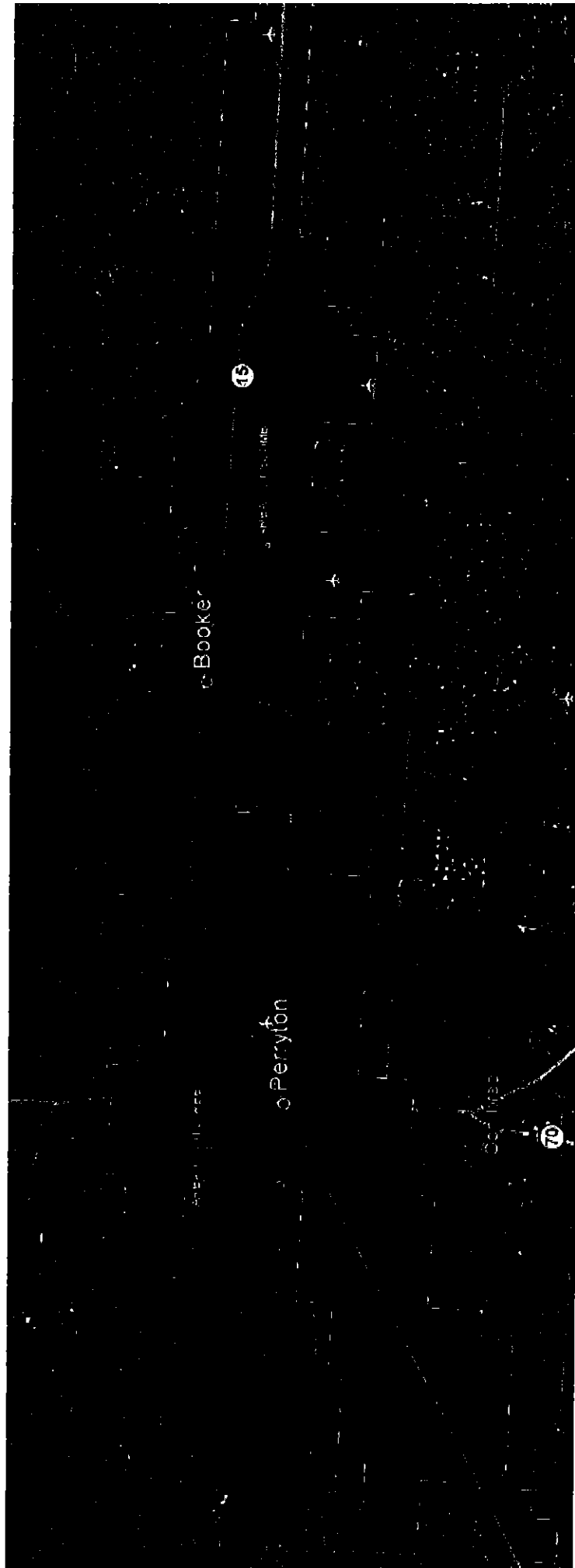
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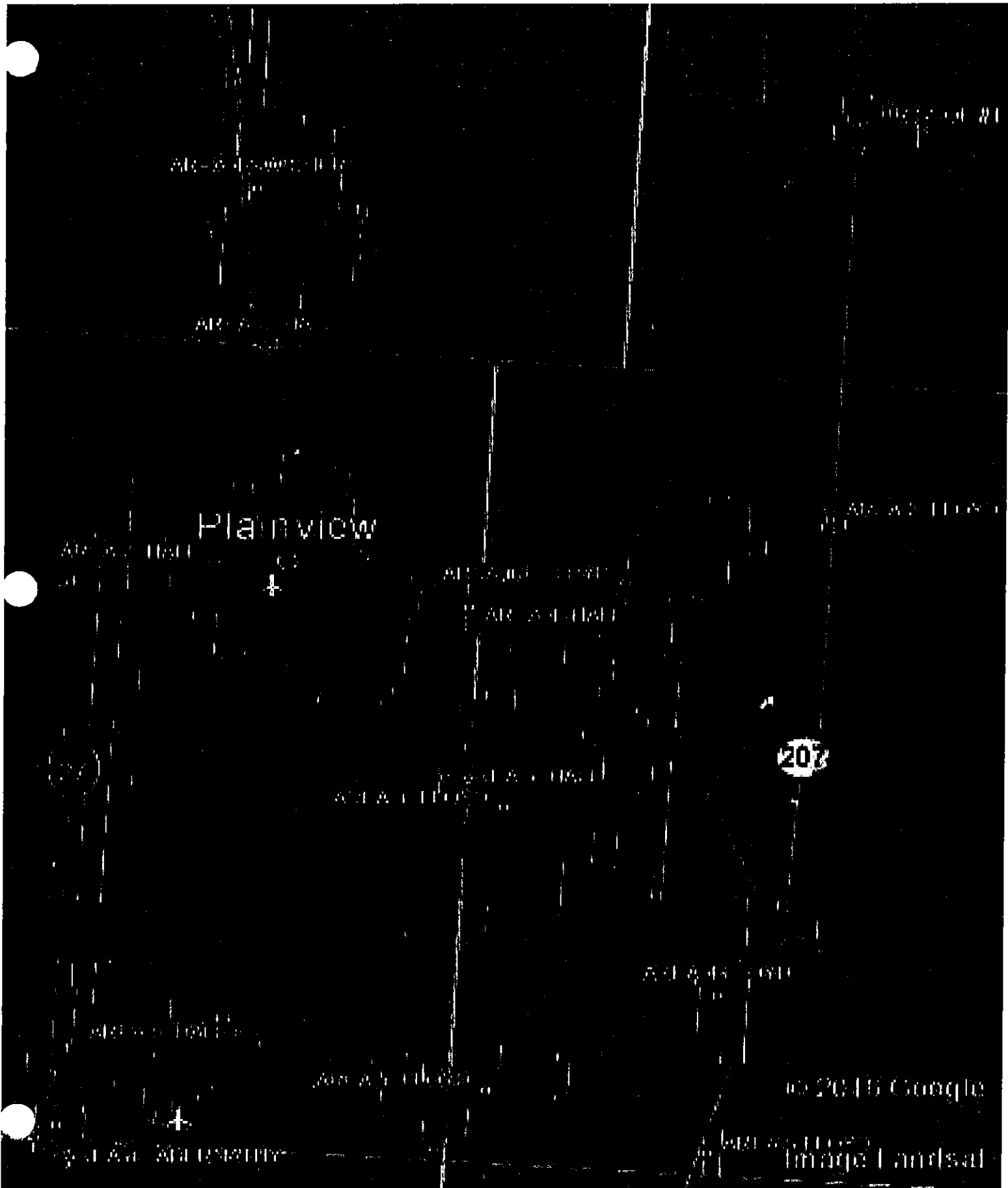
ESTADO LIBRE ASSOCIADO DE PAGO

ESTADO LIBRE ASSOCIADO DE PAGO

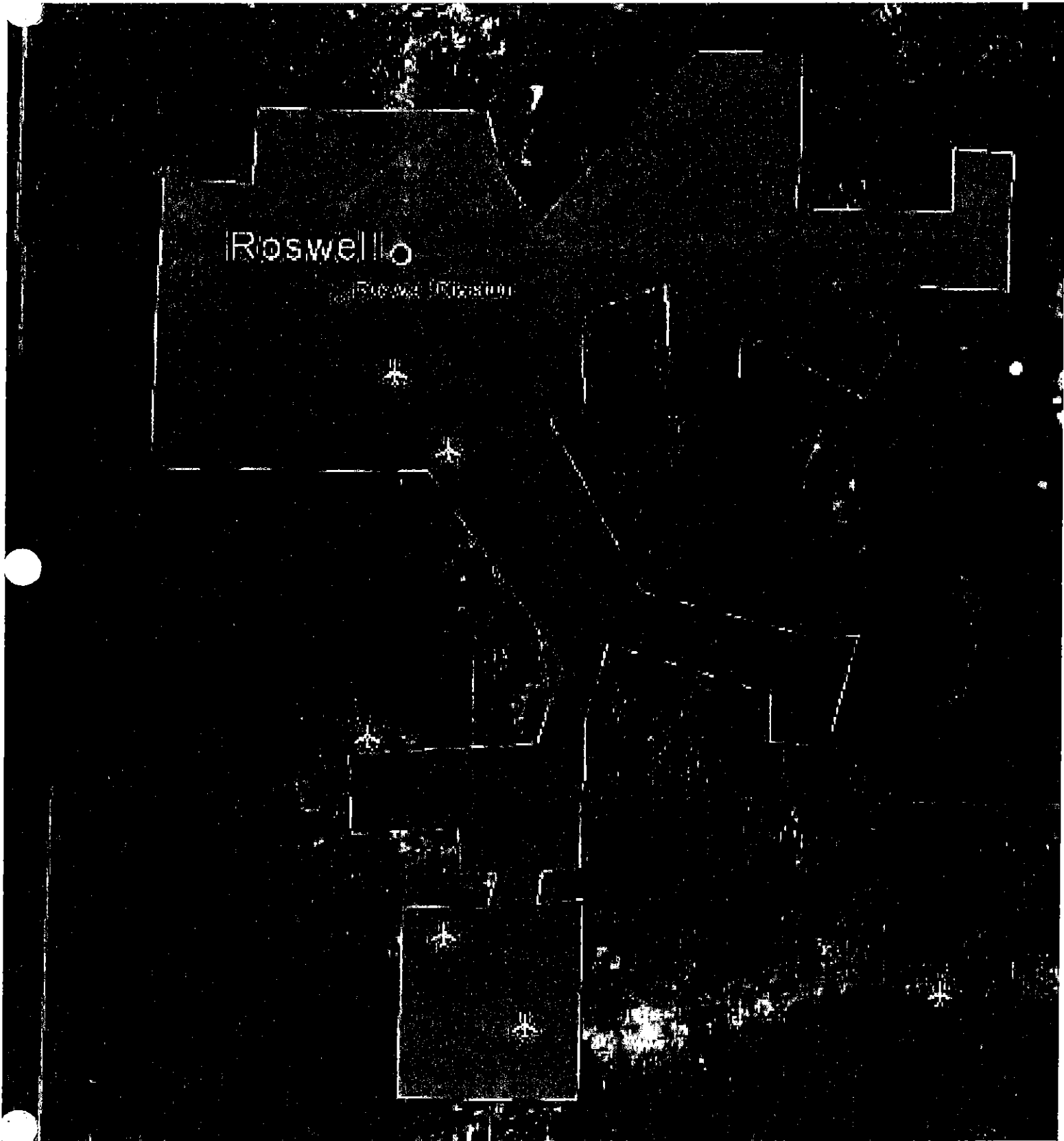
Perryton District



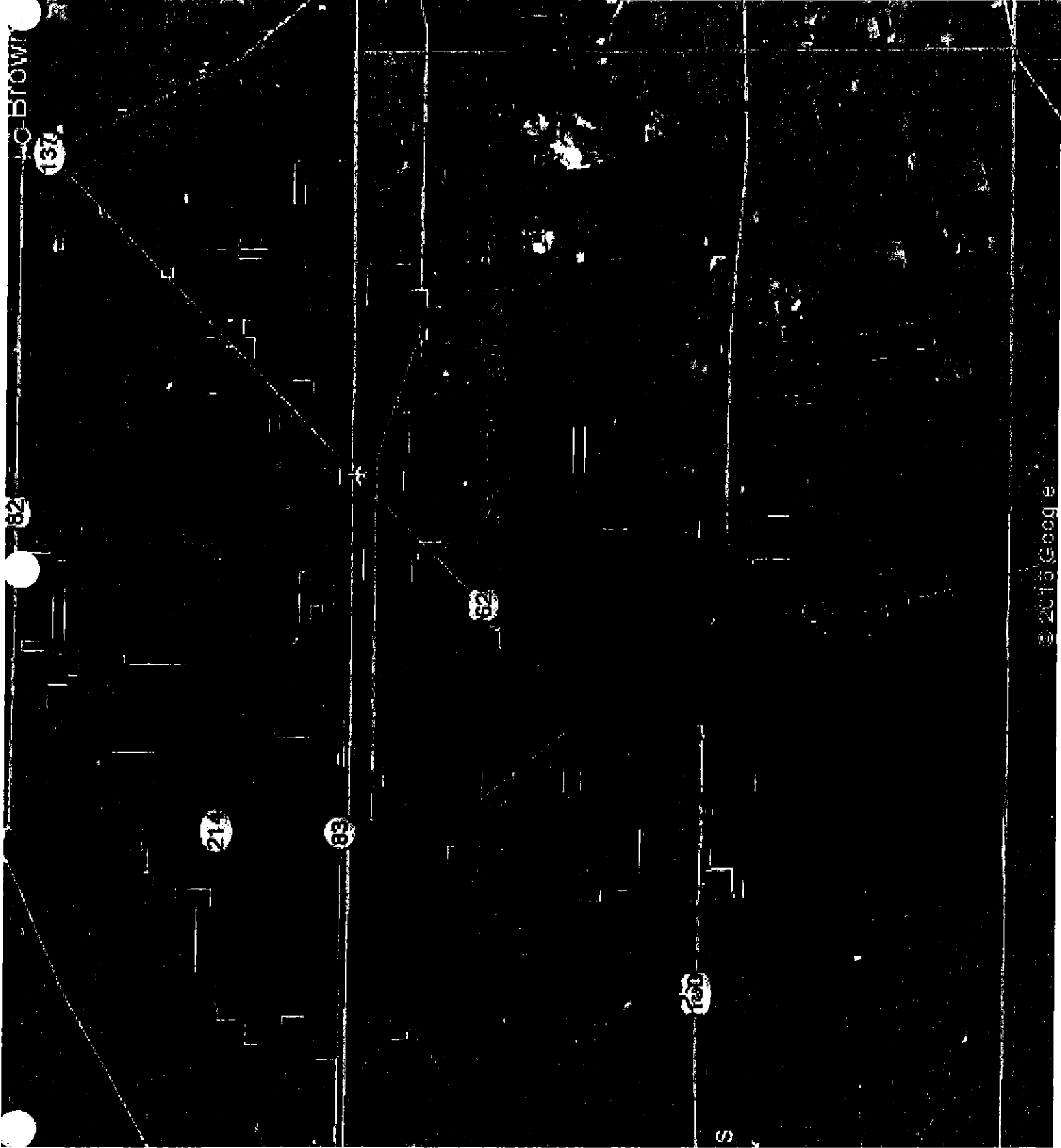
Plainview District



Roswell District



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Panhandle Substation O&M Districts

AMARILLO(N)	AMARILLO(S)	BORGER	DUMAS	CLOVIS	HEREFORD	MULESHOE	PAMPA	SPEARMAN
2 Man Crew	2 Man crew	2 Man Crew	3 Man Crew	2 Man Crew	2 Man Crew	2 Man Crew	3 Man Crew	2 Man Crew
3rd & Western	34th Pump	Blackhawk	Channing	Campbell St	Adrin Reg	Amhearth	Adobe Creek	Booker
Carson Co	34th St.	Borger ISOM	Dalhart	Cannon/AFB	Bushland Int.	Bailey County	Bowers	Cole
Bolton Pump	8th & Bonham	Borger North	Dallam	Clovis City	Canyon East	Bailey County Pump	Buffalo	Darrouzett
Cherry St	Amarillo South	Borger West	Dumas 19th	Clovis East	Canyon West	Bainer	Canadian	Finney
Cliffside	Arrowhead	Burnett	Dumas East	Clovis East Par	Cargill	Earth Int	Colburn Cree	Finney No
CRMWA4	Bonham	Camex	Dumas Helix	Clovis North	Castro	Lamb County	Conway	Finney So
Harrington	Bush	CRMWA 1	Dumas North	Clovis West	Centre St	Lariat	Damron	Follett
Hastings	Coulter	CRMWA2	Dumas South	Crossroads	Dawn	Littlefield City	Grapevine Int	Gruver
Highland Park	Crouse Hinds	CRMWA22	Etter Rural	Curry Co	Deaf Smith Int	Littlefield South	Grave	Hansford
Lake Meredith	East Plant East	CRMWA3	Exell	Farwell	Deaf Smith Meterin	Littlefield West	Gray County	Higgins
Marlin	East Plant West	Fritch Rural	Fain	FEC Clovis	Dimmitt East	Muleshoe City	Howard Int	Hitchland
NASS	Estacada	Gruver	Hartley	Kilgore	Dimmitt South	Muleshoe Valley	Howard Sub	Lipscomb
Nichols	Farmers	Hansford	Kerrick Pump	Lopez	Friona City	Muleshoe West	Kingsmill	Ochiltree Sub
NWINT	Hillside	Herring	Lasley	Markett St	Friona Rural	Plant X	Kirby	Perryton North
Ong	Lawrence Park	Hitchland	Moore	Mitchell St	Happy City	Plant X (Dist)	Kite	Perryton South
Pantex N	Manhattan	Hutch	North Dumas	Norris St	Hereford City	Springlake	Lark Reg	Pringle Int
Pantex S	Osage	Hutchinson	Sherman Co	Norton	Hereford Int	Sudan Rural	Lyons	Pringle Oil Field
Potter Co.	Owens Corning	Industrial	Stratford	Oasis	Hereford Northeast	Tolk	McClelland	Spearman City
Pullman	Pierce	ISOM	Sunray	Perimeter	Hereford South		McCullough	Spearman Int
Rolling Hills	Puckett West	Phillips 1	Tasosa	Pleasant Hill	Palo Duro Pump		McLean	Texas County
San Jacinto	Randall County	Phillips 2	Texas Count	Portales Cherry	Palo Duro Sub		MiamiSwSta	Texas Farms
Sunset	Soncy	Riverview	XIT	Portales City	Parmer Co		Roberts	Wade
Tyler	South Georgia	Rocky Point		Portales EFDC	Spring Draw		Roxana	Wye
Van Buren	Southeast	Sneed		Portales Int	Vega		Wheeler Co	
Whitaker		Springcreek		Portales South	Waterfield			
Yarnell Pump		Stinnett		Portales Water	Wildorado			
		Weatherly		Roosevelt Co				
				San Juan				
				Tucumcari City				
				Tucumcari Plant				
				Waverly				

Southern Substation O&M Districts

Artesia	Carlsbad	Hobbs	Lubbock	Plainview	Roswell	Seminole
BLODGETT STREET (D)	ARTESIA-13TH S (D)	BUCKEYE (D)	ALLEN (T)	LYNN INT (T & D) TR AIKEN (D)	BRASHER (D)	ADAIR (D)
BONBRIGHT (D)	ARTESIA CITY (D)	BYRD (D)	ALLMON (D)	MALLET (D)	CAPTAN (D)	ALLRED (D)
CARLSBAD CAVERNS (D)	ARTESIA COUNTRY CLUB	COOPER (D)	AMOCO SW STA (T)	MID AMERICA 2 (D)	CHAVES (T)	AMERADA HESS (T)
CARLSBAD INT. (T)	ARTESIA INTERCHANGE (CUNNINGHAM (T)		ANTON WEST (D)	MIDDLETON (D)	DEKTER (T & D)	AMFRAC (D)
CARLSBAD WATERFIELD (D)	ARTESIA SOUTH EAST RUR DOLLARHIDE (D)		BATTON (T)	MONROE (D)	HAGERMAN (D)	AMOCO WASSON (T)
DIVAL #1 (D)	ATOKA (T & D) TRANS (B)	DRINKARD (D)	BORDEN (T)	FLOYDADA (D)	HAGERMAN TOWN (D)	ATLANTIC PIPELINE (D)
PECOS (T & D)	Cotton Creek	MALJAMAR #2 (D)	DRAW SW STA (T)	LOCKNEY WEST (D)	KINNEY (D)	KINNEY (D)
Fiesta (D)	COTTONWOOD (D)	EAST SANGER (D)	BROWNFIELD (T)	FLOYDADA S. (D)	PRICE (D)	BOENNETT (D)
GREEN HEIGHTS (D)	EAGLE CREEK (T)	EUNICE (D)	CARLSLE (T)	PHILLIPS PUMP (D)	BOARDMAN (T & D) DISTR	BOARDMAN (T & D) DISTR
Hopi (D)	EDDY CO INT (T)	HOBBS GEN (T)	CIRBUS (T)	PACIFIC (D)	RIAC EAST (D)	CEDAR LAKE EAST (T & D)
JMC #4 (D)	EDDY CO INT (T)	HOBBS NORTH (D)	CLOSE CITY (D)	HALE CO INT. (T)	RIAC West (D)	CEDAR LAKE EAST (T & D)
LIVINGSTON RIDGE (D)	NAVAJO #1 (D)	HOBBS NE (D)	CLUTTER (T)	ROUNDUP (D)	ROSWELL CITY (T & D) TR	CORTEZ (D)
SOUTH LOVING (D)	NAVAJO #2 (D)	HOBBS S (D)	COBLE (D)	SHALLOWATER (D)	ROSWELL INT. (T)	DENVER CITY INT. (T)
MISSISSIPPI CHEMICAL (D)	NAVAJO #3 (D)	HOBBS WEST (T)	COCHRAN CO (T)	SLAUGHTER (D)	SAMSON (D)	DENVER CITY EAST (D)
NAVAJO MALAGA (D)	NAVAJO #4 (D)	SOUTH JAL (D)	CONE (D)	SOUTHLAND (D)	TMC (D)	DOSS (T & D)
POTASH #2 (D)	NAVAJO #5 (D)	LEA CO INT (T)	COUNTY LINE (T & D)	STANTON (D)	URTON (D)	FLANGAN (D)
NORTH CANAL (D)	SEVEN RIVERS (T)	LEA NATIONAL (D)	CROSBYTON (D)	SUNDOWN (T)	WHERRY (D)	HIGGS (T)
OCOTILLO (D)	SMITH (D)	LEA ROAD (D)	CROSBY CO (T)	TAHOCA (D)	LOCKNEY (D)	JAYBEE (D)
PCA INT. (T & D) TRANS (BES)	Yeso Hills	MADDOX (T)	DIEKEMPER (D)	TERRY CO (T)	JOHNSON DRAW (T)	JOHNSON DRAW (T)
POTASH (T)		MALJAMAR #1 (D)	ELBERT (D)	TUCO (T & D) TRAN MID AMERICA #3 (D)	LEGACY (T)	LEGACY (T)
SAND DUNES (D)		MILLEN (D)	ELLWOOD (D)	TEXACO (D)	MAGNOLIA PUMP (D)	MAGNOLIA PUMP (D)
STRATA (D)		MONUMENT (D)	FRANKFORD (T)	VICKERS (D)	MID AMERICA #1 (D)	MIDLAND (T)
UNITED SALT (D)		NEF (T)	GARZA (T & D) DIS	WHITHARRAL (D)	MIDLAND (T)	MIDLAND (T)
WHITE CITY (D)		OCHOA (D)	GOODPASTURE (D)	WHITEFACE (D)	MOSS (D)	MOSS (D)
WIPP (T & D) DIST (BES)		OIL CENTER (T & D) TRAN	GRAHAM (T)	WHITEHEAD (D)	MUSTANG (T)	MUSTANG (T)
RED BLUFF (T) TRANS (BES)		PEARL (D)	GRASSLAND INT (T)	WILSON (D)	OXY BRU (T)	OXY BRU (T)
WOOD DRAW (D) DIST		TAYLOR SW (T)	HENDRICKS (D)	WOLFORTH (T)	OSARK MAHONING #2 (D)	OSARK MAHONING #2 (D)
NORTH LOVING (D)		TEAGUE (D)	HOBGOOD (D)	WOODROW SW (T)	PHILLIPS PUMP STA #1 (D)	PHILLIPS PUMP STA #1 (D)
CHINA DRAW		WARD (D)	HOCKLEY CO (T)	YANCY (D)	PLAIN SW. STA. (T)	PLAIN SW. STA. (T)
BATTLE AX - (T & D)		WEST BENDER (D)	IDALOU (D)	YELLOWHOUSE (D)	PRENTICE (D)	PRENTICE (D)
KIOWA - (T)		WHITTEN (T & D) DISTR	INDIANA (T)	YUMA (T)	RILEY (D)	RILEY (D)
		ZIA (D)	IVORY (T)	ZAVALLA (D)	ROZ (T)	ROZ (T)
		QUAHADA	LAKEVIEW (T)	LORENZO (D)	RUSSELL OIL FIELD (D)	RUSSELL OIL FIELD (D)
		ROADRUNNER	LEHMAN (D)	JONES PLANT (T)	SEAGRAVES (D)	SEAGRAVES (D)
		Andrews	LEVELLAND CITY (D)	MURPHY (D)	SEAGRAVES INT. (T)	SEAGRAVES INT. (T)
		Cardinal	LEVELLAND EAST (D)	WILSON TAP (T)	SEMINOLE CITY (D)	SEMINOLE CITY (D)
		Sage Brush	LUBBOCK EAST (T)	STANTON EAST (T)	SHELL C2 COMP. (D)	SHELL C2 COMP. (D)
		Ponderosa	LUBBOCK SOUTH (T)	STANTON WEST (T)	SHELL C3 COMP. (D)	SHELL C3 COMP. (D)
		Custer Mountain			SHELL CO2 (T)	SHELL CO2 (T)
					SEMINOLE INT. (T)	SEMINOLE INT. (T)
					SULPHUR SPRINGS (T)	SULPHUR SPRINGS (T)
					TENNECO (D)	TENNECO (D)
					TOKIO (D)	TOKIO (D)
					WASSON (D)	WASSON (D)
					WELLMAN (D)	WELLMAN (D)
					YOAKUM CO INT. (T)	YOAKUM CO INT. (T)
					HIGG EAST	HIGG EAST
					Diamondback	Diamondback

Relay Technician Substation Districts

Amarillo District

<i>SUBSTATION</i>	<i>Responsibility</i>	<i>Relay Group</i>
34TH STREET	TXN	AMARILLO
3RD & WESTERN	TXN	AMARILLO
8TH & BONHAM	TXN	AMARILLO
AMARILLO SOUTH	TXN	AMARILLO
ARROWHEAD	TXN	AMARILLO
BLACKHAWK	TXN	AMARILLO
BORGER ISOM	TXN	AMARILLO
BORGER NORTH	TXN	AMARILLO
BORGER WEST	TXN	AMARILLO
BOWERS	TXN	AMARILLO
BUFFALO	TXN	AMARILLO
BURNETT	TXN	AMARILLO
BUSH	TXN	AMARILLO
BUSHLAND INT	TXN	AMARILLO
CAMEX	TXN	AMARILLO
CANADIAN	TXN	AMARILLO
CANYON EAST	TXN	AMARILLO
CANYON WEST	TXN	AMARILLO
CARSON CO	TXN	AMARILLO
CENTRE ST	TXN	AMARILLO
CHANNING	TXN	AMARILLO
CHERRY ST	TXN	AMARILLO
COBURN CREEK	TXN	AMARILLO
CONWAY	TXN	AMARILLO
COULTER INTERCHANGE	TXN	AMARILLO
CRMWA #1	TXN	AMARILLO
CRMWA #2	TXN	AMARILLO
CRMWA #3	TXN	AMARILLO
CRMWA #4	TXN	AMARILLO
CRMWA #23	TXN	AMARILLO
CROUSE HINDS	TXN	AMARILLO
DAWN	TXN	AMARILLO
DEAF SMITH CO INT	TXN	AMARILLO
DUMAS 19TH	TXN	AMARILLO
DUMAS EAST	TXN	AMARILLO
DUMAS HELIUM	TXN	AMARILLO
DUMAS NORTH	TXN	AMARILLO
EAST PLANT	TXN	AMARILLO
ESTACADO	TXN	AMARILLO
EXELL	TXN	AMARILLO
FAIN	TXN	AMARILLO
FARMERS	TXN	AMARILLO
FRITCH RURAL	TXN	AMARILLO
GRAPEVINE	TXN	AMARILLO
GRAY CO INT	TXN	AMARILLO
HARRINGTON STATION	TXN	AMARILLO
HASTINGS	TXN	AMARILLO
HEREFORD INT	TXN	AMARILLO
HEREFORD NORTHEAST	TXN	AMARILLO
HEREFORD SOUTH	TXN	AMARILLO
HEREFORD WATERFIELD	TXN	AMARILLO

2/24

HIGHLAND PARK	TXN	AMARILLO
HILLSIDE	TXN	AMARILLO
HOWARD	TXN	AMARILLO
HUTCH CO	TXN	AMARILLO
INDUSTRIAL	TXN	AMARILLO
KINGSMILL	TXN	AMARILLO
KIRBY SW STA	TXN	AMARILLO
KITE	TXN	AMARILLO
LAKE MEREDITH	TXN	AMARILLO
LAWRENCE PARK	TXN	AMARILLO
LYONS	TXN	AMARILLO
MANHATTAN	TXN	AMARILLO
MARTIN	TXN	AMARILLO
MC CULLOUGH	TXN	AMARILLO
MC LEAN RURAL	TXN	AMARILLO
MIAMI SW STA	TXN	AMARILLO
NICHOLS	TXN	AMARILLO
NORTHWEST INTG	TXN	AMARILLO
ONG STREET	TXN	AMARILLO
OSAGE SW STA	TXN	AMARILLO
OWENS-CORNING	TXN	AMARILLO
PALO DURO	TXN	AMARILLO
PANTEX NORTH	TXN	AMARILLO
PANTEX SOUTH	TXN	AMARILLO
PHILLIP #1	TXN	AMARILLO
PHILLIP #2	TXN	AMARILLO
PIERCE ST	TXN	AMARILLO
POTTER CO SW STA	TXN	AMARILLO
PUCKETT WEST	TXN	AMARILLO
PULLMAN	TXN	AMARILLO
RANDALL CO INT	TXN	AMARILLO
ROBERTS CO	TXN	AMARILLO
ROLLING HILLS	TXN	AMARILLO
SAN JACINTO	TXN	AMARILLO
SONCY	TXN	AMARILLO
SOUTH GEORGIA INT	TXN	AMARILLO
SOUTHEAST	TXN	AMARILLO
SPRINGCREEK	TXN	AMARILLO
SPRINGDRAW	TXN	AMARILLO
SUNSET	TXN	AMARILLO
TASCOSA	TXN	AMARILLO
TYLER 4KV	TXN	AMARILLO
VAN BUREN	TXN	AMARILLO
VEGA	TXN	AMARILLO
WEATHERLY	TXN	AMARILLO
WHEELER CO INT	TXN	AMARILLO
WHITAKER	TXN	AMARILLO
WILDORADO	TXN	AMARILLO
WT UL TEST FAC	TXN	AMARILLO

22/24

Relay Technician Substation Districts

Spearman District

<i>SUBSTATION</i>	<i>Responsibility</i>	<i>Relay Group</i>
ADOBE CREEK	TXN	SPEARMAN
BOOKER	TXN	SPEARMAN
COLE TAP METER	TXN	SPEARMAN
DALHART	TXN	SPEARMAN
DALLAM CO INT	TXN	SPEARMAN
ETTER RURAL	TXN	SPEARMAN
FINNEY	TXN	SPEARMAN
GRUVER	TXN	SPEARMAN
HANSFORD 115 SW STA	TXN	SPEARMAN
HARTLEY	TXN	SPEARMAN
HERRING	TXN	SPEARMAN
HITCHLAND	TXN	SPEARMAN
LASLEY	TXN	SPEARMAN
LIPSCOMB	TXN	SPEARMAN
MOORE CO PLANT	TXN	SPEARMAN
OCHILTREE	TXN	SPEARMAN
PERRYTON NORTH	TXN	SPEARMAN
PRINGLE INT	TXN	SPEARMAN
RIVERVIEW	TXN	SPEARMAN
SHERMAN CO	TXN	SPEARMAN
SPEARMAN CITY	TXN	SPEARMAN
SPEARMAN INT	TXN	SPEARMAN
STINNETT	TXN	SPEARMAN
STRATFORD	TXN	SPEARMAN
SUNRAY	TXN	SPEARMAN
TEXAS CO	TXN	SPEARMAN
TEXAS FARMS	TXN	SPEARMAN
WADE	TXN	SPEARMAN
XIT	TXN	SPEARMAN

Relay Technician Substation Districts

SUBSTATION	Relay Group	SUBSTATION	Relay Group	SUBSTATION	Relay Group	SUBSTATION	Relay Group
ARTESIA 13TH STREET	ARTESIA	ALLEN	LUBBOCK	AIKEN	PLAINVIEW	BATTLE AXE	CARLSBAD
ARTESIA CITY	ARTESIA	AMHERST	LUBBOCK	BARWISE RURAL	PLAINVIEW	BLODGETT	CARLSBAD
ARTESIA COUNTRY CL	ARTESIA	AMOCO 115/12 KV	LUBBOCK	BRISCOE COUNTY	PLAINVIEW	CARLSBAD INT	CARLSBAD
COTTONWOOD	ARTESIA	AMOCO E SLAUGHT	LUBBOCK	CASTRO CO INT	PLAINVIEW	CARLSBAD WATERFIELD	CARLSBAD
EAGLE CREEK	ARTESIA	AMOCO SW STA	LUBBOCK	COX INT	PLAINVIEW	CHINA DRAW	CARLSBAD
EDDY CO HVDC	ARTESIA	AMOCO W SLAUGHT	LUBBOCK	DIMMITT EAST	PLAINVIEW	CUSTER MT	CARLSBAD
EDDY CO INT STA VAR	ARTESIA	BATTON	LUBBOCK	DIMMITT SOUTH	PLAINVIEW	DUVAL #3	CARLSBAD
EDDY CO INT 115	ARTESIA	BROWNFIELD	LUBBOCK	FLOYD CO INT	PLAINVIEW	FIESTA	CARLSBAD
EDDY CO INT SVE 230	ARTESIA	CARUSLE INT	LUBBOCK	FLOYDADA SOUTH	PLAINVIEW	GREEN HEIGHTS	CARLSBAD
NAVAJO #1	ARTESIA	CIRRUS	LUBBOCK	HALE CENTER CITY	PLAINVIEW	HOP1	CARLSBAD
NAVAJO #2	ARTESIA	CLUTTER	LUBBOCK	HALE CO INT	PLAINVIEW	IMC #1	CARLSBAD
NAVAJO #3	ARTESIA	COBLE	LUBBOCK	HAPPY CITY	PLAINVIEW	IMC #4	CARLSBAD
NAVAJO #4	ARTESIA	COCHRAN CO INT	LUBBOCK	HAPPY INT	PLAINVIEW	LIVINGSTON RIDGE	CARLSBAD
SMITH	ARTESIA	COUNTY LINE	LUBBOCK	HART	PLAINVIEW	LOVING SOUTH	CARLSBAD
		CROSBY CO INT	LUBBOCK	THICK	PLAINVIEW	MISSISSIPPI #2	CARLSBAD
BAILEY CO INT	CLOVIS	CROSBYTON	LUBBOCK	KISER	PLAINVIEW	NM POTASH #2	CARLSBAD
BAILEY CO PUMP	CLOVIS	CRAW TAP SW STA	LUBBOCK	KRESS INT	PLAINVIEW	NORTH CANAL	CARLSBAD
CAMPBELL STREET	CLOVIS	ELLWOOD	LUBBOCK	KRESS RURAL	PLAINVIEW	NORTH LOVING	CARLSBAD
CANNON AFB	CLOVIS	FRANKFORD	LUBBOCK	LAMTON	PLAINVIEW	OCHOA	CARLSBAD
CARGILL	CLOVIS	GARZA	LUBBOCK	LOCKNEY CITY	PLAINVIEW	OCOTILLO	CARLSBAD
CLOVIS CITY PLANT	CLOVIS	GRAHAM	LUBBOCK	LOCKNEY RURAL	PLAINVIEW	PCA INT	CARLSBAD
CLOVIS EAST	CLOVIS	GRASSLAND INT	LUBBOCK	LOCKNEY WEST	PLAINVIEW	PECOS INT	CARLSBAD
CLOVIS EAST PARK	CLOVIS	HENDRICK	LUBBOCK	NEWHART	PLAINVIEW	POTASH JCT	CARLSBAD
CLOVIS NORTH	CLOVIS	HOCKLEY CO	LUBBOCK	OLTON CITY	PLAINVIEW	RED BLUFF	CARLSBAD
CLOVIS WEST	CLOVIS	INDIANA	LUBBOCK	PETERSBURG	PLAINVIEW	ROADRUNNER	CARLSBAD
CROSSROADS	CLOVIS	IVORY	LUBBOCK	PLAINVIEW CITY	PLAINVIEW	SAND DUNES	CARLSBAD
CURRY CO INT	CLOVIS	JONES PLANT	LUBBOCK	PLAINVIEW EAST	PLAINVIEW	WHITE CITY	CARLSBAD
EARTH	CLOVIS	LAKEVIEW	LUBBOCK	PLAINVIEW NORTH	PLAINVIEW	WHITTEN	CARLSBAD
FEC SW STA	CLOVIS	LAMB CO INT	LUBBOCK	PLAINVIEW SOUTH	PLAINVIEW	WIPP	CARLSBAD
FRIONA CITY	CLOVIS	LEHMAN	LUBBOCK	PLAINVIEW WEST	PLAINVIEW	WOOD DRAW	CARLSBAD
FRIONA RURAL	CLOVIS	LEVELLAND CITY	LUBBOCK	SOUTH PLAINS	PLAINVIEW	YESO HILLS	CARLSBAD
GRAIN HANDLING CO	CLOVIS	LEVELLAND EAST	LUBBOCK	SWISHER CO	PLAINVIEW		
KILGORE	CLOVIS	LIFFLEFIELD CITY	LUBBOCK	WESTRIDGE	PLAINVIEW	BUCKEYE	HOBBBS
LARIAT	CLOVIS	LITTLEFIELD SOUTH	LUBBOCK			CARDINAL	HOBBBS
LOPEZ	CLOVIS	LITTLEFIELD WEST	LUBBOCK	ADAIR OIL FIELD	SEMINOLE	COOPER'S RANCH	HOBBBS
MARKET STREET	CLOVIS	LORENZO	LUBBOCK	ALLRED	SEMINOLE	CUNNINGHAM STATION	HOBBBS
MULESHOE CITY	CLOVIS	LUBBOCK EAST	LUBBOCK	AMERADA HESS	SEMINOLE	DOLLARHIDE	HOBBBS
MULESHOE EAST	CLOVIS	LUBBOCK SOUTH INT	LUBBOCK	AMFRAC	SEMINOLE	DRINKARD	HOBBBS
MULESHOE VALLEY	CLOVIS	LYNN CO INT	LUBBOCK	AMOCO WASSON	SEMINOLE	EAST SANGER	HOBBBS
MULESHOE WEST	CLOVIS	MALLET	LUBBOCK	ANDREWS	SEMINOLE	EUNICE	HOBBBS
NORRIS STREET	CLOVIS	MIDDLETON	LUBBOCK	BENNETT	SEMINOLE	HIGG EAST	HOBBBS
NORTON	CLOVIS	MURPHY	LUBBOCK	BOARDMAN	SEMINOLE	HOBBBS GEN PLANT	HOBBBS
OASIS INT	CLOVIS	PACIFIC	LUBBOCK	BRU	SEMINOLE	HOBBBS NE	HOBBBS
PARMER CO	CLOVIS	PRENTICE	LUBBOCK	CEDAR LAKE EAST	SEMINOLE	HOBBBS NORTH	HOBBBS
PERIMETER	CLOVIS	QUAKER	LUBBOCK	CORTEZ	SEMINOLE	HOBBBS SOUTH	HOBBBS
PLANT X	CLOVIS	RALLS	LUBBOCK	DENVER CITY EAST	SEMINOLE	HOBBBS WEST SW STA	HOBBBS
PLEASANT HILLS	CLOVIS	REESE	LUBBOCK	DENVER CITY PP	SEMINOLE	JAL SOUTH	HOBBBS
PORTALES #1	CLOVIS	SLATON	LUBBOCK	DIAMONDBACK	SEMINOLE	LEA CO INT	HOBBBS
PORTALES #2 CHERRY	CLOVIS	SPRINGLAKE	LUBBOCK	DOSS	SEMINOLE	LEA NATIONAL	HOBBBS
PORTALES INT	CLOVIS	SUDAN RURAL	LUBBOCK	FLANAGAN	SEMINOLE	MADDOX PLANT	HOBBBS
PORTALES SOUTH	CLOVIS	SUNDOWN INT	LUBBOCK	GAINES CO INT	SEMINOLE	MALJAMAR #2	HOBBBS
PORTALES WATERFIEL	CLOVIS	TAHOKA CITY	LUBBOCK	HIGG 115KV SW STA	SEMINOLE	MILLEN	HOBBBS
ROOSEVELT CO	CLOVIS	TERRY CO INT	LUBBOCK	JOHNSON DRAW	SEMINOLE	MONUMENT	HOBBBS
TOLK STATION	CLOVIS	TUCO 230/SVC	LUBBOCK	LEGACY	SEMINOLE	MUSTANG STATION	HOBBBS
WAVERLY	CLOVIS	TUCO 345	LUBBOCK	MOSS	SEMINOLE	NEF	HOBBBS
		TUCO INT	LUBBOCK	UZARK MARKING 2	SEMINOLE	OIL CENTER	HOBBBS
ARTESIA INT	ROSWELL	VICKERS	LUBBOCK	PLAINS SW STA	SEMINOLE	OXY PERMIAN	HOBBBS
ATOKA	ROSWELL	WHEELLOCK	LUBBOCK	ROZ	SEMINOLE	PEARL	HOBBBS
BRASHER	ROSWELL	WHITEFACE	LUBBOCK	RUSSELL OIL FIELD	SEMINOLE	PONDEROSA	HOBBBS
CAPITAN	ROSWELL	WHITHARRAL	LUBBOCK	SEAGRAVES	SEMINOLE	SAGE BRUSH	HOBBBS
CHAVES CO INT	ROSWELL	WILSON	LUBBOCK	SEMINOLE INT	SEMINOLE	TAYLOR SW STA	HOBBBS
DEXTER INT	ROSWELL	WOLFFORTH	LUBBOCK	SHELL C2	SEMINOLE	TEAGUE	HOBBBS
DEXTER TOWN	ROSWELL	WOODROW SW ST	LUBBOCK	SHELL CO2	SEMINOLE	WEST BENDER	HOBBBS
HAGERMAN RURAL	ROSWELL	YELLOWHOUSE	LUBBOCK	SULPHUR SPRINGS	SEMINOLE	ZIA	HOBBBS
HAGERMAN TOWN	ROSWELL	YUMA	LUBBOCK	TENNECO	SEMINOLE		
MESCALERO RIDGE	ROSWELL	ZAVALLA	LUBBOCK	TOKIO	SEMINOLE		
PRICE	ROSWELL	ZIPP	LUBBOCK	YOAKUM	SEMINOLE		
RIAC-E	ROSWELL						
RIAC-W	ROSWELL						
ROSWELL CITY	ROSWELL						
ROSWELL INT	ROSWELL						
SAMSON	ROSWELL						
SAN JUAN MESA WF	ROSWELL						
TMC	ROSWELL						
TWEEDY	ROSWELL						
URTON	ROSWELL						
WHERRY HOUSING	ROSWELL						

ESS
 JN Jh
 MR
 2/1/24



IBEW Local Union 602

2016 Contract Negotiation Proposals

DATE: 2/9/17 /Time _____

Proposal 9 (final):

Article IV, Section 8.F, Union Service Absence

Union Service.

- (a) Union Service Leave is a three (3) year leave of absence without pay to be granted an employee who is elected, appointed or selected by Union to perform full-time work for the Local Union. A maximum of one (1) employee at any one time shall be eligible for a Union Service Leave. Absent Company agreement, any given employee shall be eligible for only one (1) such leave. Employee shall be eligible to return to work for the Company at any time during such leave. Upon returning to work with the Company, such employee, if physically qualified either with or without a reasonable accommodation, shall be returned to the employee's original position at the then current wage scale for such position if such position then exists; otherwise, the employee shall be given such other position that the employee may be qualified to fill. Provided, however, that to the extent that a Reduction In Force or other change in the workforce occurs during any employee's leave of absence, the employee shall be subject to the effects of the change, based on seniority and to the same extent as other employees. An employee on Union Service Leave shall continue to accrue their departmental seniority through the duration of the leave for Union Service absence.
- (b) An employee on Union Service Leave may, at his/her option, continue to be covered under any or all of the medical, dependent medical, dental, vision, group life, long term disability and gratuitous death benefit programs of the Company during such leave, and for purposes of the Employees' Retirement Plan (including any successor plan), employee will be credited with Eligibility Service, Credited Service and Vesting Service for their Union Service for benefit accrual purposes during such leave, subject, however, to any changes negotiated to the existing provisions of these plans. The group life insurance and the long term disability benefits will be calculated by using the employee's then current job classification hourly wage rate. During any such leave, the employee or the Union will pay the Company, the sum of (1) 100% of the actual cost of the medical, dependent medical, dental, vision, group life, long term disability, and

gratuitous death benefit program coverage elected by the employee for the employee and his/her dependents, plus (2) an amount equal to the cost of the accrued pension benefit during the leave of absence (as determined by the Company). At the time of negotiation of this language, the cost is 11% of annual base wages for legacy pension formula or 5% of annual base wages for Cash Balance formula. However, this cost could change if the cost of providing the benefit changes during the leave of absence.

As to the items in subparagraph (b)(1) above, all such payments will be on an after-tax basis. Coverage continued by the employee will be direct billed to the employee on a monthly basis. If the employee on Union Service Leave is enrolled in Group Universal Life insurance through a vendor, the Company will not collect payroll deductions and the employee or the Union will be responsible to make payments directly to the insurance vendor to continue such coverage. During Union Service Leave, an employee will not be eligible to participate in the Company's 401(k) Plan or Health Savings Account.

As to the item in subparagraph (b)(2) above, on or about January 1 of each year this Agreement is in effect, the Company will send the Union notice stating the amount due for the preceding year for the cost of the accrued pension benefit. No later than January 31 of such year, the Union will remit such payment via check made payable to Xcel Energy.

The Company, at its sole discretion, may extend such leaves of absence beyond the three (3) year period, under the same conditions as stated in Paragraphs (a) and (b) of this section. If the Company does not grant an extension of the leave of absence and the employee does not return to the Company, then the employee's employment will be deemed voluntarily terminated.

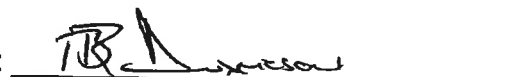
Nothing in this Section may be construed to impair or limit the Company's rights under Article 3, Section 3. An employee on Union Service Leave shall not have any right to employment greater than other employees represented by the Union, and the parties will comply with applicable federal and state laws.

For the Union:


Robert Melton
IBEW Local Union 602

2-10-17
Date

For the Company:


Bruce R. Anderson
Southwestern Public Service

2/9/17
Date

This tentative agreement is pending ratification by the Union and Executive approval.

HEALTH AND WELFARE BENEFITS

SECTION 26.

A. Health Care Coverage: This sub-section does not address vision and dental benefits. Those are addressed below. Effective May 1, 2017, employees will be offered the opportunity to participate in the NECA/IBEW Family Medical Plan ("FMCP"), Plan 16. Also effective May 1, 2017, the Employer shall not impose a spousal surcharge. Pursuant to, and the parties being reliant upon, communication from FMCP, the gross monthly premiums for FMCP Plan 16 for 2017 and 2018 will be:

Single:	\$652
Employee + Spouse:	\$1,238
Employee + Child(ren):	\$1,158
Family:	\$1,720

Of those gross monthly premiums, the Company will pay 82.5% and the employee will pay 17.5%, such that:

1. For Single Coverage, the Company will pay \$537.90 and the employee will pay \$114.10;
2. For Employee + Spouse, the Company will pay \$1,021.35 and the employee will pay \$216.65;
3. For Employee + Child, the Company will pay \$955.35 and the employee will pay \$202.65;
4. For Family, the Company will pay \$1,419.00 and the employee will pay \$301.00.

The Company will collect premium amounts due from employees and will tender such amounts to the FMCP. Other than its premium obligation, the Company will have no other financial obligation to the FMCP.

The parties do not expect any premium adjustment by the FMCP for 2017 or 2018. However, should the FMCP for any reason reduce the premiums for 2017 or 2018, then the 82.5%/17.5% premium split will be applied to the reduced premium. Should the FMCP for any reason raise the premiums for 2017 or 2018, the Company's contribution obligation still would not exceed the fixed dollar

amounts stated above, and therefore the Company would pay less than 82.5% of the gross monthly premium, and the employees would pay the balance.

Premiums will be subject to adjustment by the FMCP for 2019. Should premiums decrease, the Company will pay 82.5% of the revised monthly premiums in 2019. Should premiums increase, the Company will pay 82.5% of the revised monthly premium, but in no case more than 106% of the Company's portion of the monthly premium obligations for 2017 and 2018, for example, no more than 106% of \$537.90 for Single Coverage, etc. The employees will be responsible for any increase beyond those amounts.

Coverage shall be offered under the FMCP through December 31, 2019, with health care after 2019 to be a subject of successor labor agreement negotiations. In those negotiations, if the parties do not reach agreement or impasse in time to allow their agreement or terms after impasse to be implemented before the beginning of 2020, coverage under FMCP shall continue in 2020 only until the parties' new agreement or terms after impasse are implemented. After such time, unless FMCP is continued in the successor agreement, the Company would have no obligation to the FMCP. In such case, the 2020 premiums would be subject to adjustment by FMCP. Should the monthly premiums decrease, the Company would pay the same monthly premium amounts as it did in 2019, except if the decrease is such that those monthly amounts exceed 82.5% of the reduced premiums, in which case the Company would pay 82.5% of the reduced premiums. Should the monthly premiums increase, the Company would pay 82.5% of the revised premium, but in no case more than 106% of the Company's portion of the monthly premium obligations for 2019. The employees would be responsible for any increase beyond those amounts.

Except as described in the preceding paragraph, unless agreed to in future contracts, coverage under FMCP shall cease at the end of 2019 and the Company shall not be obligated to make any FMCP contribution for any coverage beyond December 31, 2019.

Health care options for employees who retire under the November 1, 2016 through October 31, 2019 term of this agreement will be the same as they were for employees who retired under the parties preceding agreement, which are subject to the Company's reserved rights.

- B. Vision: Vision benefits shall be provided under the current Xcel Energy Vision Plan administered by Vision Service Plan (VSP) under the same terms without

substantive change as were provided under the parties' preceding agreement, which was offered at a 75%/25% cost share.

- C. Dental: Employees and employees who retire under the November 1, 2016 through October 31, 2019 term of this agreement will have the ability to participate in the same dental plan as was offered to employees and retirees under the parties preceding agreement, which was offered at a 75/25% cost share.
- D. Long Term Disability Coverage: The basic coverage under the Long Term Disability Plan will be at the 60% level. An employee may purchase an additional 10% coverage (a maximum of 70%). The cost for the additional (10%) coverage will be the full cost and will be paid on a monthly basis, provided however the cost shall not exceed \$6.00 per month.
- E. Group Life Insurance Plan: Group life insurance coverage shall be provided under the current Xcel Energy Life and Voluntary Accidental Death and Dismemberment Plan for SPS bargaining unit employees through Hartford Life under the same terms without substantive change as were provided under the parties' preceding agreement.
- F. Defined Benefit Retirement Plan: The defined benefit pension benefits provided under the New Century Energies, Inc. Retirement Plan for SPS bargaining unit employees (which includes the SPS traditional formula and the 5% cash balance formula) shall be provided under the same terms without substantive change as were provided under the parties' preceding agreement.
- G. Employee Investment Plan (401(k)): The 401(k) benefits shall be provided under current Employee Investment Plan for SPS bargaining unit employees under the same terms without substantive change as were provided under the parties' preceding agreement.
- H. The Company will give the Union notice before any legally required changes are made. An individual's dispute or claim under the plans mentioned above will be resolved through the dispute resolution process in the applicable plan, not the grievance procedure in this agreement.

For the Union:


Robert Melton
IBEW Local Union 602

2-23-17
Date

For the Company: B. Anderson
Bruce Anderson
Southwestern Public Service

4/23/17
Date

This tentative agreement is pending ratification by the Union and Executive approval.

Company Counter (2) to Union Item 12F
10/19/16

1. The Company will eliminate the position of Plant Controls Working Foreman.
2. The position of Instrument Working Foreman will be moved to the Plant Engineering and Technical Support Department.
3. The position of Electrical Working Foreman will remain in the Operations Department. However, for the Instrument Working Foreman or the Electrical Working Foreman position to be staffed at a given location, there must be at least two employees in the craft at that location on a non-temporary basis. For example, you need to have two Electricians to have an Electrician Working Foreman. If there is only one employee in the craft at a given location, then that employee shall report to that location's Plant Superintendent or equivalent as determined by the Company. The Company retains discretion regarding which craft employee will be selected to fill the respective foreman positions.

For the Union:



Robert Melton
IBEW Local Union 602

10-19-16
Date

For the Company:



Bruce R. Anderson
Southwestern Public Service

Oct 19, 2016 4:31 pm.
Date

This tentative agreement is pending ratification by the Union and Executive approval.

ARTICLE VI

As Amended November 1, 2014~~2016~~

WORKING RULES - POWER PLANTS

I&C Technician Program

SECTION 14.

Current Instrument	Current Plant Controls	Current Pay Scales Pre 11/1/2016	Progression Path	New I&C Technician
				I&C Tech Lead
				I&C Tech A
	Controls Technician "A"	\$42.09	→	I&C Tech B
Instrument Working Foreman	↑	\$42.09		
	Controls Technician "B" *	\$39.89→	I&C Technician C
Instrument Journeyman		\$38.43→	
Instrument Apprentice - 4th Year		\$32.61	→	I&C Technician D
Instrument Apprentice - 3rd Year	Controls Technician "C"	\$29.79	→	I&C Technician E
Instrument Apprentice - 2nd Year	Controls Technician "D"	\$27.87	→	I&C Technician F
Instrument Apprentice - 1st Year	Controls Technician "E"	\$26.43	→	I&C Technician G

*Controls Tech "B" has two options for progression into I&C Technician Program. See Section

L.

→ Solid line shows progression at implementation.

.....→ Dotted line shows potential progression

- A. I&C Technician G through C positions shall first be bid/hired from within Southwestern Public Service (SPS) bargaining unit from qualified applicants. If there are no qualified applicants, the Company reserves the right to hire externally. If a qualified applicant is hired internally and is trained in a different bargaining discipline (such as electrician, mechanic, operator, etc.), that person will maintain their current level of pay and the classification level provided they have a 2 year degree in a complementary technical field until they advance to a level in the I&C program that exceeds their position in their previous discipline. This applicant will be placed at I&C Technician G. All outside applicants and internal applicants without a 2 year degree will begin at I&C Technician G. This will eliminate the need for the Control Technician job pool that was created in Letter of Agreement SP-03-003R.
- B. I&C Technicians G through D are required to achieve I&C Technician C in a 48 month period, which begins on the first day the employee enters the program as an I&C Technician G. Apprentices shall be advanced from I&C Technician G to I&C Technician F; I&C Technician F to I&C Technician E; I&C Technician E to I&C Technician D; I&C Technician D to I&C Technician C. At each of these levels, the Technician must complete all required curriculum, and pass the advancement tests. The Technician may be allowed to advance after completion of no less than 6 months for each step if all of the following conditions are met: (1) The Technician has requested in writing (30 days prior) their desire to take the advancement test. (2) They have

completed all required check-lists, curriculum and obtained appropriate signatures. (3) Received recommendation from union steward & management. Time distribution of the apprenticeship will take no longer than 12-months to achieve the requirements and qualifications for advancement to the next higher classification, with the following exception: If an Technician achieves advancement to the next higher classification in less than 12 months, as outlined above the remaining time may be banked and added back to any portion of the program desired by the apprentice. Overall the Technician must still complete the entire 4-year program in 48 months. Time saved in earlier levels of the advancement can be distributed to a Technician level presenting higher difficulty.

- C. I&C Technician G through C must complete all testing with a minimum test score of 80%. Failure to pass the test will result in a one-time delay (not to exceed 6 months). If the Technician fails any advancement test again in this program it will result in their removal from I&C Technician program.
- D. If for any reason an I&C Technician G through D is unable to complete the appropriate testing/curriculum within the time frames outlined in paragraph B, it will be their responsibility to request in writing an extension. Approval of the extension will be at management's discretion. A granted extension will be considered the one-time delay in the advancement as outlined in paragraph B.
- E. I&C Technician B selection will be by management's discretion from any SPS I&C Technician C. If management is unable to fill the B position internally, the company reserves the right to hire externally and an external selection will be required to advance up to I&C Technician B.
- F. An I&C Technician C selected to advance to an I&C Technician B will be required to advance to I&C Technician B in a maximum of 4 years. Personnel that are not able to advance to I&C Technician B will return to I&C Technician C.
- G. I&C Technician A selection will be by management discretion from any SPS I&C Technician B with a minimum 2 years of experience as an I&C Technician B and a two year degree in a technical field. Management reserves the right to determine if this degree meets their technical approval. All I&C technician A applicants will be selected based on interview and past work history.
- H. I&C Technician Lead selection will be by management discretion from any I&C Technician A in SPS. Management reserves the right to fill or not fill this position at each plant. The I&C Technician Lead will direct the work force of I&C Technicians, Controls Technicians, and Instrument personnel if there is not an Instrument Foreman staffed. Sections I and J below apply when there is an Instrument Foreman staffed.

UPON IMPLMENTATION OF THIS AGREEMENT AND SUBARTICLES I THROUGH U BEING APPLIED FOR EXISTING INCUMBENTS, SUCH SUBARTICLES WILL BE DEACTIVATED


- I. A gas plant's Plant Controls Foreman who is an I&C Journeyman will be reclassified to Instrument Foreman and oversee the I&C Technician G through I&C Technician C as well as personnel remaining in the Instrument program.
- J. Coal plant Instrument Foremen will be grandfathered in at their current position overseeing the I&C Technician G through I&C Technician C as well as personnel remaining in the Instrument program.

- K. Current Controls Technician A's, Plant Technician A's, and Production Technician A's will be reclassified to I&C Technician A's.
- L. Current Controls Technician B's will be grandfathered in at their current position and can advance to Controls Technician A. If a Controls Technician B wishes to enter the I&C Technician program then they will have two options: (1) Satisfy all requirements and testing to reclassify to I&C Technician C as stated in section B. (2) Advance to Controls Technician A within 2 years of the implementation of the I&C Technician program to be reclassified to I&C Technician A.
- M. Instrument Journeymen who qualified as a Controls Technician C in the controls Technician Pool shall be reclassified to I&C Technician C.
- N. Instrument Foremen who wish to enter the I&C Technician program must satisfy requirements stated in section B to be reclassified to I&C Technician C. They will continue to earn Instrument Foremen wages and oversee personnel as described in sections I or J during their training.
- O. Instrument Journeymen will be grandfathered in at their current position. If an Instrument Journeymen wishes to enter the I&C Technician program, then they will have two options: (1) Satisfy all requirements and testing to reclassify to I&C Technician C as stated in section B; (2) Advance to Controls Technician C in the Controls Technician Pool prior to 12/1/2018. Instrument Journeymen will maintain their current level of pay and classification level until successful advancement to I&C Technician C per these requirements.
- P. Instrument Apprentices 4th Year shall enter the I&C Technician program, be reclassified to I&C Technician D's and must satisfy requirements stated in section B.
- Q. Instrument Apprentices 3rd Year and Controls Technician C's shall enter the I&C Technician program, be reclassified to I&C Technician E's and must satisfy requirements stated in section B.
- R. Instrument Apprentices 2nd Year and Controls Technician D's shall enter the I&C Technician program, be reclassified to I&C Technician F's and must satisfy requirements stated in section B.
- S. Instrument Apprentices 1st Year and Controls Technician E's shall enter the I&C Technician program, be reclassified to I&C Technician G's and must satisfy requirements stated in section B.
- T. Personnel who qualified as a Controls Technician C in the controls Technician Pool who are not in the Instrument program will be considered and allowed to bid first on new I&C Technician G positions. If hired they will maintain their current level of pay and classification level until successful advancement to I&C Technician C.
- U. Gas plants with Plant Controls foremen who are Electrical Journeyman will be reclassified as Electrical Foremen. An I&C Technical Lead or a temporary Instrument Foreman will be selected for each gas plant or gas plant complex to oversee I&C Technician G through I&C Technician C as well as personnel remaining in the Instrument program. If an I&C Technical Lead is selected, they will oversee all I&C and Instrument personnel at that facility. If a temporary Instrument Foremen is selected, they will return to Instrument Journeyman once an I&C Technical Lead is selected.

The Parties also agree to the following:


1. All I&C Technician Classifications minimum pay rates will start at the 11/1/16 bargained rates below.
2. Lead I&C Technician pay rate will be at least equal to Protection Relay Technician Working Foreman.
3. I&C Technician A pay rate will be at least equal to Protection Relay Technician "A" w/2 Yr Deg.
4. I&C Technician B pay rate will be at least equal to Instrument Working Foreman.
5. I&C Technician C pay rate will be at least equal to Control Room Operator (A).
6. I&C Technician D pay rate will be at least equal to Instrument Apprentice – 4th Year.
7. I&C Technician E pay rate will be at least equal to Instrument Apprentice – 3rd Year.
8. I&C Technician F pay rate will be at least equal to Instrument Apprentice – 2nd Year.
9. I&C Technician G pay rate will be at least equal to Instrument Apprentice - 1st Year.


For the Union:


Robert Melton
IBEW Local Union 602


Date

For the Company:


Bruce R. Anderson
Southwestern Public Service



Date

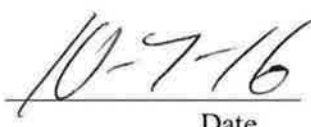
This tentative agreement is pending ratification by the Union and Executive approval.

Joint Statement of Understanding

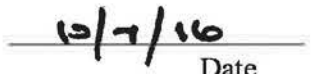
All apprentices in the current Instrument Program will be required to achieve I&C Technician C as follows:

- I&C Technician D's will be required to achieve I&C Technician C in a 12 month period that started on the day they advanced to I&C Technician D.
- I&C Technician E's will be required to achieve I&C Technician C in a 24 month period that started on the day they advanced to I&C Technician E.
- I&C Technician F's will be required to achieve I&C Technician C in a 36 month period that started on the day they advanced to I&C Technician F.

For the Union: 
Robert Melton
IBEW Local Union 692


Date

For the Company: 
David Low
Southwestern Public Service


Date

ARTICLE X

As Amended November 1, ~~2002~~2016

TRANSPORTATION DEPARTMENT UNIFORMS TRANSPORTATION DEPARTMENT

SECTION 1


- A. Company shall furnish uniforms to the employee's within Transportation Department that work in the classification of Garage Working Foreman, Auto Mechanic, Fleet Mechanic A, Fleet Mechanic B, and Fleet Mechanic C. These uniforms will be furnished through a supplier selected by management, and no more than one (1) change per day shall be furnished.
- B. Effective the first pay period after ratification and on the first full pay period in December of each year, beginning with 2017, Fleet Mechanic A, and Fleet Mechanic B will be paid an annual tool allowance, of three hundred dollars (\$300). When an employee enters or leaves the aforementioned classifications, the allowance will be paid on a pro-rated basis (based on the period November 1 to October 31).**

SECTION 2.

- F. Employees wishing to enter the Fleet Mechanic A and B classifications will need to obtain initial qualification through "Certifications". Certifications are defined as Automotive Service Excellence (ASE) Automotive, Truck, Truck Equipment and Advanced tests, State Welding Certification, and Fluid Power Society (FPS) certification. Fleet Mechanic B's are required to hold six (6) certifications to enter the classification, and Fleet Mechanic A's are required to hold eight (8) **but may elect to certify up to a maximum of 18 certifications as identified by the Company.** These certifications will include the three (3) Basic ASE Tests (defined as Automotive Brakes, Truck Brakes and Truck Electrical). Certifications once obtained shall be considered a satisfactory demonstration of knowledge and shall not expire for purposes of promotion or differential below. **As determined reasonable and prudent at management discretion, OEM factory training will be provided for Fleet employees to attend on worktime.**
- G. Employees in the Fleet Mechanic A, B and C classifications will receive a Qualification Differential of ~~\$0.10~~ \$0.20 per hour for each Certification. **The**

Qualification Differential will not be considered when calculating general wage increases.

I. When a service location is permanently assigned a single Fleet Mechanic A, that Fleet Mechanic A (or a substitute when he is absent) shall be paid a \$0.50 / hr. premium for hours worked at such location. This premium will not be considered when calculating general wage increases.

For the Union:  2-3-17
Robert Melton
IBEW Local Union 602
Date

For the Company:  2/3/17
Bruce R. Anderson
Southwestern Public Service
Date

This tentative agreement is pending ratification by the Union and Executive approval.

ARTICLE VI

As Amended November 1, ~~2014~~2016

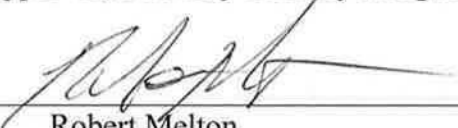
WORKING RULES - POWER PLANTS

New Section:

SECTION 14.

- A. No later than January 31, 2018 and January 31, 2019, a bonus of \$1,000 (less withholdings) will be paid to those Energy Supply Maintenance Mechanics who maintained both the Company's Shielded Metal Arc Welding and Gas Tungsten Arc Welding certificates for the entirety of the preceding calendar year, respectively. Possessing only one certification or possessing both certifications but only for a portion of the preceding calendar year will not qualify a mechanic for the bonus. Each certificate must not expire or be revoked at any time during the preceding calendar year.
- B. The Company retains sole discretion of which mechanics, if any, will be offered the opportunity to receive welding training and certification or re-certification. The Company also retains sole discretion to determine which tests and welds are needed to obtain or re-obtain the certifications listed above and to determine if a mechanic has successfully passed those tests and sample welds. The Company shall offer the training at one of its facilities during working hours. There is no requirement for the Company to offer training at any given time. The Company may, at its discretion, determine that it does not need additional certified welders and therefore not offer a training class at a given time.
- C. The Company will notify each mechanic of the certifications s/he possess and the beginning date of those certifications.
- D. A mechanic's welding certificate will expire if more than six (6) months pass without the mechanic making and properly recording a weld necessary to maintain the certificate. The Company may revoke a mechanic's welding certificate for failing to follow the welding procedures in the Company's Work Control Form or Welding Manual. The Company reserves the right to have any mechanic retest and recertify for reasonable cause. If a mechanic's certification has expired, s/he may, if the Company approves, recertify using a production weld. If the Company has revoked a mechanic's certificate

due to his/her inability to proper weld or to follow proper procedures, then, if the Company approves, s/he may recertify using the initial certification criteria.

For the Union:  2-3-17
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