

SUMMARY OF AGREEMENT

This summary is to reflect the agreement between Southwestern Public Service Company (the Company) and the International Brotherhood of Electrical Workers Local Union No. 602 (the Union), collectively the Parties.

1. The term of the collective bargaining agreement (CBA) between the Parties is three (3) years, effective November 1, 2016 through October 31, 2019.
2. A general wage increase will be effective as follows*:
 - a) 2.5% on November 1, 2016
 - b) 2.5% on November 1, 2017
 - c) 2.5% on November 1, 2018
3. After the 2016 wage increase, the following positions will receive an additional \$.75 per hour in the first year of the CBA*:
 - a) Journeyman Lineman
 - b) Journeyman Substation Electrician
 - c) Dispatcher
 - d) Inspector Patrolman
 - e) Serviceman
4. After the 2016 wage increase, the Working Foreman who corresponds with positions (a), (b) and (e) listed in paragraph 3 above will receive an additional \$.25 per hour in the first year of the CBA*.
5. After the 2016 wage increase, the position of Protective Material Tester will receive an additional \$.50 per hour in the first year of the CBA*.
6. Welders will receive a bonus of \$1000.00 per year with conditions met.
7. The position of Control Room Operator A will be indexed at 104% of the position of Control Room Operator B.
8. Apprentice classifications shall not receive a general wage increase during the term of this CBA. Step increases are not precluded.
9. The Night Shift Differential will be increased from \$.50 per hour to \$.75 per hour*.
10. The following provisions apply to Fleet Mechanics, effective the first pay period post-ratification:
 - a) Single man garages will receive an additional \$.50 per hour.
 - b) Increase qualification differential to \$.20 per hour for certifications earned, up to a total of eighteen (18) certifications.
 - c) The Company will provide a tool list.
 - d) The Company will pay an annual tool allowance of \$300.00.

11. Union meal proposal 8 (i.e. \$8.50 lunches and reinstatement of the Travel and Employee Expense Reimbursement Policy), and use of applicable district, lists, tables, and maps will be effective the first pay period post-ratification. The Union agrees to withdraw all grievances on this matter.
12. Union Service Leave will be offered to one (1) person at a time.
13. A Union Security Clause for New Mexico will be effective 30 days post-ratification.
14. Provisions in the CBA related to interest arbitration will be removed.
15. The following provisions related to FMCP apply:
 - a) The gross premium cost share will be 82.5% (Company) and 17.5% (Employee).
 - b) A 6% cap will apply in Year 3.
 - c) Employees will pay 100% above 6% in Year 3.
 - d) The cost share on vision coverage will be 75% (Company) and 25% (Employee). A 1% cap will apply in Year 3.
 - e) Current HSA accounts will be converted to individual employee accounts. Employees will be responsible for maintenance fees.
 - f) The effective date will be May 1, 2017.
 - g) The spousal surcharge will be discontinued for the pay period beginning April 24, 2017 (paycheck dated May 12, 2017).
16. All prior Tentative Agreements will become part of the CBA. All other proposals will be withdrawn by the Parties.
17. The Union will provide the Company with the results of its mail ballot vote no later than March 10, 2017.

*These provisions will be retroactive to November 1, 2016.

Signed by the Parties this 2nd day of February, 2017

For the Union

Robert Melton

Mike Andrade

Mike Cline

Kevin Floyd

Kalem Puckett

Lee Copley

A series of six horizontal lines, each with a handwritten signature in blue ink above it. The signatures correspond to the names listed to the left: Robert Melton, Mike Andrade, Mike Cline, Kevin Floyd, Kalem Puckett, and Lee Copley.

Daly
Daniel Daly

David Daly

Zachery Hubert

Zachery "Alabama" Hubert

Drew McAvoy

Drew McAvoy

David Matthews

David Matthews

Mark Richie

ERIC SHERRILL

For the Company

Bruce R. Anderson
Southwestern Public Service

B. Anderson