2025

Agreement

Between

Southwestern Public Service

Company/Xcel Energy

AND

International Brotherhood

of

Electrical Workers

Local No. 602

Contract Years

November 1, 2025 – October 31, 2028

Amarillo, Texas

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AGREEMENT

This AGREEMENT, initially entered into March 1, 1947, between the Southwestern Public Service Company, hereinafter called the "Company", and Local Union No. 602 of the International Brotherhood of Electrical Workers, hereinafter called the "Union."

BASIC PRINCIPLES

The Company and the Union have a common and sympathetic interest in the Electrical Industry. Therefore, a working system and harmonious relations are necessary to improve the relationship between the Company, the Union, and the Public. Progress in industry demands a mutuality of confidence between the Company and the Union. All will benefit by continuous peace and by adjusting any differences by rational common sense methods. Now, therefore, in consideration of the mutual promises and agreements herein contained, the parties hereto agree as follows:

ARTICLE I
As Amended November 1, 2025

EFFECTIVE DATE - TERMINATIONS - AMENDMENTS

EFFECTIVE DATE

SECTION 1.

A. This Agreement shall bind the successor of the Company by merger or consolidation as to the provisions and territory covered by this Agreement.

B. This Agreement shall be effective November 1, 2025, and shall remain in effect until October 31, 2028. It shall continue in effect year to year thereafter unless changed or terminated in the way provided therein.

NOTICE

SECTION 2.

Either party desiring to change or terminate this Agreement, except as stated above, must notify the other in writing at least sixty (60) days prior to November 1, 2028, or sixty (60) days prior to November 1, of any year thereafter. Whenever notice is given for changes, the nature of the changes desired must be specified in the notice.

GENERAL NEGOTIATIONS

The parties agree that amendments to the Agreement regarding Article 1, Section 2 (General Negotiations) will be subject to ratification by the Union.

AMENDMENT

SECTION 3.

This Agreement shall be subject to amendment at any time by mutual consent of the parties hereto. Such amendments shall be reduced to writing, state the effective date of the amendment, be executed in the same manner as in this Agreement, and be approved by the International Office of the Union.

WORK STOPPAGE

SECTION 4.

During the term of this Agreement, there shall be no stoppage of work either by strike or lockout. All grievances and disputes shall be adjusted as stated herein.

SUCCESSOR CLAUSE

SECTION 5.

This Agreement when executed by the parties hereto, shall be binding upon the Union and the Employer, their transferees, successors, heirs, executors, administrators, assigns, receivers in bankruptcy, receivers in equity, trustees or any such other equivalent designee shall be required to recognize and bargain with the Union and/or assume the obligations contained in this Agreement only to the extent required by federal labor law.

A. Notice to the Union: Before any sale, assignment or any other change in name or ownership of Company in whole or in part, the Employer shall advise the Union in writing one (1) month in advance of any such sale or assignment or transfer, or any other change in name or ownership.

B. Responsibility of Employer to inform New Ownership: Before any sale, assignment or any other change in name or ownership of Company in whole or in part made by the Employer, the new ownership shall be fully informed as to all terms and conditions of this Agreement.

ARTICLE II
As Amended November 1, 2022

SECTION 1.
GRIEVANCES – ARBITRATION SETTLEMENT OF CONTROVERSY

A. Any question or controversy arising between the Company and the Local Union shall first be referred for adjustment to the Steward and/or the Business Manager of the Local Union and the immediate supervisor of the department involved within (30) thirty days of knowledge of the controversy. Controversies not referred for adjustment within (30) thirty days of knowledge will be deemed untimely and without merit.

B. In the event the representatives of the parties referred to above are unable to settle the question or controversy within (30) thirty business (Mondays through Fridays, including holidays) days, the Business Manager of the Local Union and such other representatives as may be desired will take the matter up with the next level of management on the current organizational chart of the Company, or its authorized representative(s).

C. In the event the parties referred to above are unable to settle the question or controversy within (30) thirty business days, upon receipt of the decision of the above meeting the grieving party shall have (20) twenty days to request in writing Federal Mediation and Conciliation Service (FMCS) mediation. The parties agree that up to (2) two employees shall be excused from their regular duties for up to (8) eight hours each, without loss of straight time pay, however the Company will not be responsible for any transportation or expenses for such employees.

Should the FMCS stop providing mediation services, or should the parties agree to seek mediation services form another entity, the parties shall confer and mutually agree on the provider of mediation services. The parties equally share the costs of any agreed to mediation services. If the FMCS is unable to provide mediation services within 90 days of the date of request and the parties are unable to agree on an alternative source of mediation services, the parties will forgo mediation and proceed directly to arbitration.

D. In the event the parties referred to in Section C above are unable to settle the question or controversy the grieving Party will have (5) five business days to request Arbitration.

E. The Arbitrator will be selected from a panel of 7 (seven) from the Federal

Mediation and Conciliation Service ("FMCS"). Should the FMCS stop providing arbitration panels, or should the parties agree to seek arbitration panel services from another entity, the parties shall confer and mutually agree on the provider of the arbitration panels (e.g. American Arbitration Association).The Arbitrator shall hear and determine all disputes presented to him/her in accordance with the rules associated with FMCS, or the rules associated with the entity that provided the panel of arbitrators. The decision of the Arbitrator shall be final and binding upon the parties hereto.

F. The Arbitrator shall have no authority to change any of the provisions of this Agreement.

G. Each party shall bear the expense of preparing and presenting its own case. The expense of the Arbitrator and incidental expenses of Arbitration shall be borne equally by the parties hereto.

H. In the event employees of the Company are required to appear before the Arbitrator to assist in the adjustment of any dispute or controversy, the parties agree that up to (2) two employees shall be excused from their regular duties for up to (8) eight hours each, without loss of straight time pay, however the Company will not be responsible for any transportation or expenses for such employees. The number of employees called for such hearings at any time shall not be such as to disrupt the service and none shall be called until a 5 (five) business day written notice has been given to the Department Head in charge.

ACCIDENT INVESTIGATION COMMITTEE

SECTION 2.

The interested Steward or his/her representative shall be included in all accident investigation committees investigating accidents concerning bargaining unit employees.

ARTICLE III
As Amended November 1, 2025

COMPANY RIGHTS - UNION RIGHTS EXCLUSIVE BARGAINING AGENCY

SECTION 1.

Local Union No. 602 of the International Brotherhood of Electrical Workers is recognized as the sole and exclusive bargaining agency for all production and maintenance employees of the Company, but excluding all local managers, part-time employees, office and clerical employees, watchmen and guards, professional employees, and all supervisory employees with authority to hire, promote, discharge, discipline, or otherwise effect changes in the status of employees or effectively recommend such action.

PROBATIONARY EMPLOYEES

SECTION 2.

UNION ORIENTATION WITH NEW EMPLOYEE:

All new employees shall be considered as probationary employees until they have been employed for a period of 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 one hundred and twenty (120) days, they shall become regular employees and shall be paid 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 after initial hire date. Probationary employees will be allowed one floating holiday of eight (8) hours after the one hundred twenty (120) day probationary period. The Utility Representative or his appointed designee will be allowed a reasonable amount of time (on Company time) to conduct the Union Orientation with the new employee at the new location.

UNION/COMPANY RIGHTS

SECTION 3.

A. The Union recognizes that the management of the Company and directing of the working forces, including the right to hire, suspend or discharge for just cause, promote and transfer as outlined herein, demote for just cause, are vested in and reserved to the Company, subject, however, to such limitations as may be imposed by this Agreement.

B. The Company recognizes the right of the Union to appoint a Steward or assistant where employees are employed under the terms and conditions of this Agreement. The Steward or his/her assistant will not be discriminated against because of his/her faithful performance of his duties as Steward.

C. The Company has the right to implement reasonable employee policies including, but not limited to those listed in the Employee Handbook. The Company will give notice to the Union 30 days before policies are implemented to allow the parties the opportunity to discuss prior to implementation. To the extent a policy is implemented that conflicts with a clear and defined provision of the Agreement, the Agreement shall take precedent.

The SPS Personnel Policies Procedure Manual and the SPS Employee Handbook are null and void, and are replaced with the current “Xcel Employee Handbook”.

D. It is understood that in the event mandatory laws or government rules or regulations applicable to, or in conflict with any of the provisions of this Agreement, shall become effective and binding upon the parties hereto, this Agreement shall be modified by negotiations to the extent required thereby.

E. The Company has the right to implement training requirements including, but not limited to those currently established. The Company will give notice to the Union 30 days before training requirements are implemented to allow the parties the opportunity to discuss prior to implementation.

UNION DUES

SECTION 4.

A. The Union and the Company agree that upon receipt of an authorization from employees of the Company, who are members of Local Union No. 602 of the International Brotherhood of Electrical Workers, the Company shall deduct from the wages of such employees dues and assessments in the amounts

fixed in accordance with the By-Laws of the Local Union No. 602 and the Constitution of the International Brotherhood of Electrical Workers.

B. 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 Local Union No. 602 of the International Brotherhood of Electrical Workers on or before the fifth day of the following month.

C. The authorization for deduction shall comply with both State and Federal Laws and shall be in the following form:

UNION DUES DEDUCTION

"I hereby authorize and direct Southwestern Public Service Company to deduct from my pay an amount equal to the dues and initiation fees in the amounts fixed in accordance with the By-Laws of Local Union No. 602 and the Constitution of the International Brotherhood of Electrical Workers, and to pay same to said Local Union in accordance with the terms of the bargaining Agreement between the employer and the Union."

"This authorization is voluntarily made in order to pay my fair share of the Union's cost of representing me for the purposes of collective bargaining, and this authorization is not conditioned on my present or future membership in the Union."

"This authorization shall be irrevocable for a period of one year from the date hereof or until the termination date of said Agreement, whichever occurs sooner; without regard to whether I am a member of the Union during that period, and I agree that this authorization shall be automatically renewed and irrevocable for successive periods of one year unless revoked by written notice to you and the Union ten (10) days prior to the anniversary of this authorization. The payments covered by this authorization are not deductible as charitable contributions for federal income tax purposes."

_____ _____

Name (printed) Signature

_____ _____

Date Department

D. The Union agrees to indemnify and save harmless the Company against any and all claims, demands, suits, and other forms of liability by the Company in reliance upon the authorization submitted to the Company.

NEW MEXICO STATIONED EMPLOYEES

SECTION 5.

A. 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.

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

C. 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.

D. 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.

E. 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

F. 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/she 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.

G. 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.

H. Illness. SP-2022-16 remains in effect a copy is included at the end of the CBA.

ARTICLE IV
As Amended November 1, 2025

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

SECTION 1.

A. Where a single daylight shift is worked, eight (8) hours shall constitute a regular day's work. The eight (8) hours worked shall begin at7:00 a.m. and end at4:00 p.m. with a lunch period beginning at 12:00 noon or as mutually agreed upon with local work units. If lunch periods are one half (1/2) hour, quitting time would become3:30 p.m.

At the request of a customer or under circumstances where customers will not grant clearances at other times, an employee may be required to take his/her regularly scheduled lunch period either one hour early or one hour late; and wages will not be paid for time consumed during the lunch period. If a job is of such urgency that a normal lunch period cannot be taken between the hours specified above, then lunches will be eaten as quickly as possible and work resumed without loss of pay.

B. The work schedule shall be Monday through Friday, except that the workweek for Service Technician and Garagemen shall consist of seven (7) consecutive days beginning at 12:01 a.m. Monday and ending at 12:00 midnight Sunday. Service Technician and Garagemen shall work five (5) days of the seven (7) day workweek according to their schedules. The regular work schedule will be five (5) consecutive workdays.

C. Where two (2) or more shifts are worked, any eight (8) consecutive hours shall constitute a workday. Five (5) consecutive days shall be the regular work period in each workweek, Saturdays, Sundays, and holidays included. The days off shall be consecutive, and shifts shall continue to be rotated as mutually agreed upon at each plant or service location.

D. Where two (2) or more shifts are worked, the schedules may be so arranged that the last five (5) days of one (1) workweek and the first five (5) days of the following workweek may all be regular workdays, so that the regular working schedule shall be ten (10) consecutive workdays and four (4) consecutive days off.

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 System Operators. 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 $.75 cents an hour for all straight time hours worked fitting the definition above.

b. Through March 31, 2023, employees will not be eligible for the shift differential if earning a rate other than the straight time rate.

c. Effective April 1, 2023, the shift differential shall be in effect for all hours worked on the employee's night shift.

HOLIDAYS

SECTION 2.

A. Holidays shall be New Year's Day, Martin Luther King Jr. Day, Good Friday, Memorial Day, 4th of July, Labor Day, Thanksgiving Day, Friday following Thanksgiving, Christmas Eve Day, Christmas Day, or days celebrated as such. A floating holiday may be taken with one (1) weeks' notice or by mutual consent.

B. When an employee works a five (5) consecutive day work schedule with two (2) consecutive days off, the employee shall celebrate the exact date upon which the holiday falls, except when the actual holiday falls on the sixth (6th) day of the employee's work schedule (first day off), the employee shall celebrate the day preceding the sixth (6th) day as his holiday; or if the actual holiday falls on the employee's seventh (7th) day of the employee's work schedule (second (2nd) day off), the employee shall celebrate the succeeding regular scheduled workday as his/her holiday. The Company shall determine whether the employee shall work or take the day off.

C. When an employee works a schedule of ten (10) consecutive workdays and four (4) consecutive days off, he/she shall celebrate the exact date upon which the holiday falls, except when the holiday falls on the employee's first (1st) or second (2nd) day off, the employee shall celebrate the regular scheduled workday preceding his days off as his/her holiday; or if the actual holiday falls on his/her third (3rd) or fourth (4th) day off, the employee shall celebrate the

first (1st) succeeding regular scheduled workday as his/her holiday. The Company shall determine whether the employee shall work or take the day off.

D. If Christmas Eve Day falls on one of an employee's days off or Christmas reverts back to Christmas Eve Day, then it is understood that the employee will observe Christmas Eve Day on his/her last regular workday prior to the day he/she observes Christmas.

HOLIDAY PAY

SECTION 3.

A. In the event a holiday falls within an employee's regular schedule and he is not required to report for regular duty or emergency work, he/she shall receive the regular monthly rate of pay based on the scale of wages as authorized in this Agreement.

B. Should the employee be required to report for regular duty or emergency work, he/she shall receive additional time and one-half (1-1/2) based on the hourly scale of wages as authorized in this Agreement for the hours worked during his/her regular schedule.

C. The employee shall receive double straight-time pay based on the hourly scale of wages as authorized in this Agreement for the hours worked outside of his regular schedule on Holidays.

OVERTIME

SECTION 4.

All work performed outside the regularly scheduled workday shall be paid for at the rate of time and one-half, except as otherwise provided herein.

A. SCHEDULED OVERTIME

Any overtime that has been scheduled (minimum of eight hours' notice prior to reporting) shall be paid at time and one-half (1-1/2) except on Holidays and the seventh day of the employee's workweek. Scheduled work is not considered a call out.

B. MINIMUM LENGTH OF OVERTIME

1. Any employee except regular service employees not assigned to regular line crews, called out or scheduled to perform work outside of his regularly scheduled workday shall be paid for a minimum of two (2) hours at the applicable overtime rate, except that if the overtime begins two (2) hours or less before the start of his/her regularly scheduled workday and

he/she continues to work into his regularly scheduled workday, or if the employee is held over at the end of his/her regular workday, the applicable overtime rate will be paid only for such hours actually worked.

2. If the time required to complete the callout is less than the two (2) hours minimum, work shall not be created to complete the minimum.

C. PAYMENT FOR CALLOUT

1. **Time of Callout**. Payment for time worked shall start at time employee reports to work, except in cases where the employee is required to report immediately due to an emergency in which case time shall start at the time of the call.

2. **Callout Without Receiving Eight (8) Hours Rest**. When an employee is called out after being released but before receiving an eight hour rest period and works continuously for a period of time up to eight (8) hours, he/she shall be paid applicable overtime rate for the time worked and for all over 8 hours he/she shall receive two and one-half (2 1/2) times. He/She shall be allowed a rest period equal to time worked (up to 8 hours) before starting next regular work period.

3. **Callout Less Than Three (3) Hours Before Regular Work Period.** When an employee is called out not more than three (3) hours before the start of his/her regular workday, or the same period on his/her sixth day of his workweek, he/she shall be paid two (2) times his/her regular rate for the period before his/her regular workday. Such employee shall continue his/her regular workday at straight time pay.

4. **Callout More Than Three (3) Before Regular Work Period.** If an employee is called out more than three (3) hours but less than eight (8) hours before his/her regular work period, or the same period on his/her sixth day, he/she shall be paid two (2) times his/her regular rate until his/her work period begins. The employee is entitled to a rest period equal to time worked during the call out. The employee is entitled to take this rest time beginning at the start of his/her regular work period. Alternatively, with management approval, an employee whose callout has extended to the beginning of their regular work period may choose to continue working into the regular work period at straight time pay and begin the rest period when it will extend to the end of the regular work

period. Such rest time not taken during the work period will not be compensated.

D. WORKING PAST REGULAR QUITTING TIME

When an employee works past his regular quitting time, he/she shall be paid time and one half (1-1/2) for up to eight (8) hours and two and one-half (2 1/2) times for all over eight (8) hours. He/She shall be allowed an eight-hour rest period prior to regular work period.

E. WORKING ON SCHEDULED DAYS OFF

1. For persons working the 5 day on - 2 day off schedule, time and one-half shall be paid on the sixth (6th) day of the employee's work schedule and double time on the seventh (7th) day of the employee's work schedule except as otherwise provided herein.

2. For persons working the ten (10) day on – four (4) day off schedule, time and one-half shall be paid for all work performed on the first and fourth days of the four (4) consecutive days off and double time shall be paid for all work performed on the second and third days of the four (4) consecutive days off.

F. REST PERIOD

1. If an employee fails to receive the rest period provided in paragraphs above, he/she shall receive additional one and one-half (1-1/2) pay for that portion of his/her regular shift worked before he/she is released for rest.

2. Rest period will be taken without loss of straight-time pay.

G. MAXIMUM CONTINUOUS WORK PERIOD

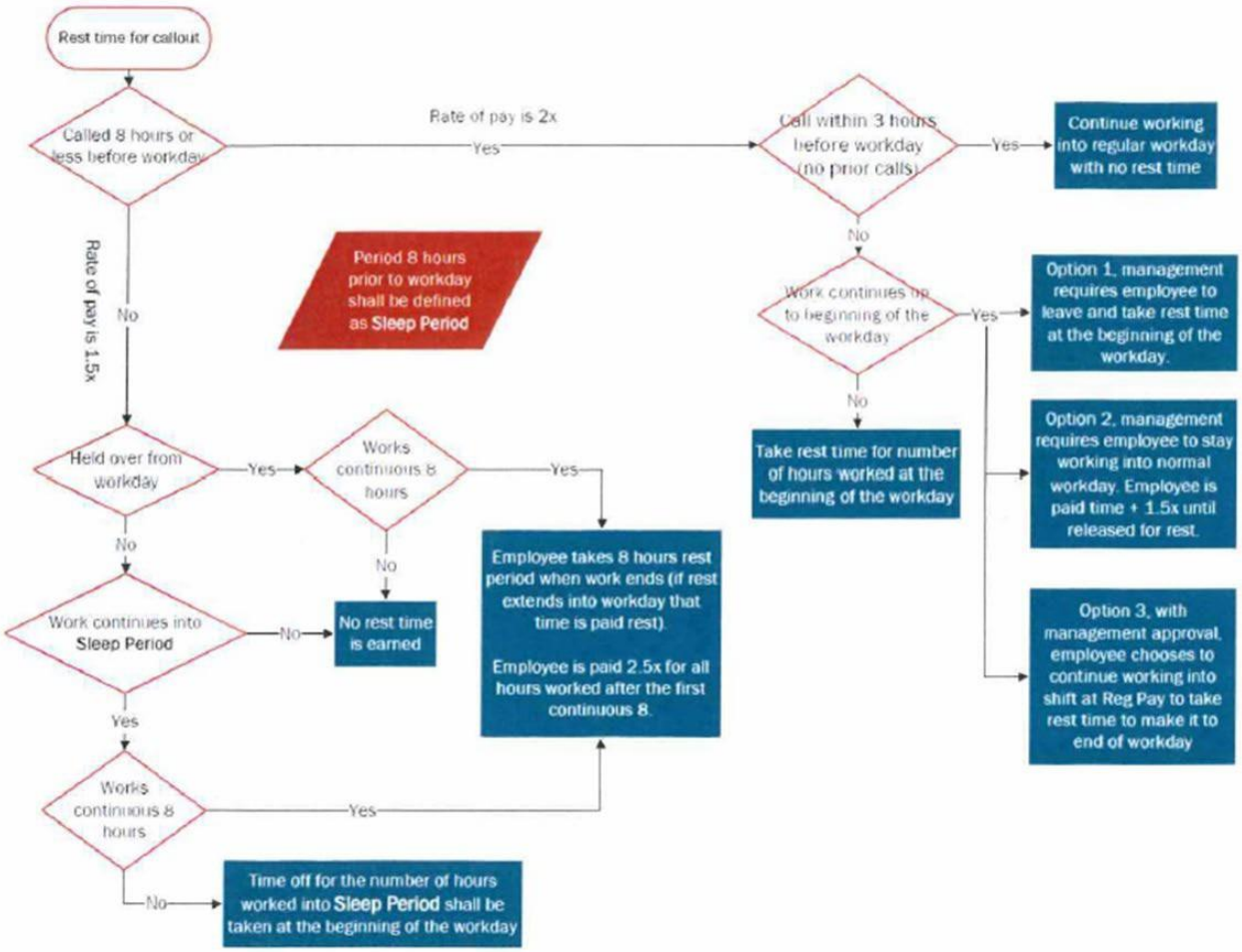
1. Prudent judgment shall be used when employees are asked to work more than sixteen (16) consecutive hours.

2. When an employee works more than sixteen (16) consecutive hours without being released, he/she shall be paid three (3) times his/her rate of pay for the hours exceeding sixteen (16). The employee shall be allowed a minimum rest period of eight (8) hours.

H. STANDBY

When employees are requested to "stand-by", they shall be paid for such "stand-by" time at the appropriate rate. Employees requested to "stand-by" shall report to the appropriate place of duty.

I. The following flowchart captures the parties' intended application of the rest and overtime rules stated in the preceding paragraphs. Also, on October 25, 2022 the parties referred to an exhibit stating how the rules would be applied to various scenarios. That exhibit is incorporated into this agreement.



OVERTIME DISTRIBUTION

SECTION 5.

A. All overtime shall be equally distributed insofar as practicable among all regular employees employed on the classification of work where the overtime is worked. The amount of overtime such employees work shall be kept posted on the departmental bulletin board where the overtime is worked. A list of the overtime shall also be available for call out purposes so that the employees with the least amount of overtime will be called for emergency calls. The overtime hours and, if applicable, the ARCOS callout response percentage list shall be posted within three (3) days after the end of each pay period in terms of straight-time hours. Accumulated overtime hours shall be shown from date of contract.

B. If an employee declines to work overtime the next available employee shall be called to work. In this event the amount of overtime actually worked by the employee reporting shall also be added to the overtime previously accumulated and posted on the departmental bulletin board to the account of the employee who declined overtime.

The parties agree to meet per Article 1 Section 3 concerning Article 4, Section 5, Overtime Distribution. In the interim the parties agree as follows:

> In the event the parties agree that the employee with the least amount of overtime is not called as provided in Article 4, Section 5, the Company will schedule the affected employee to work the missed overtime at the rate of the missed overtime.

Schedule shall be agreeable to both parties.

MEALS

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/her 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 in accordance with the Travel and Employee Expense Reimbursement Policy.

B. In the event an employee is required to report to work more than two (2) hours before his/her regularly scheduled starting time or continues to work as much as two (2) hours after his regular scheduled workday and thereby misses a meal, the Company shall provide or pay for such meal, except as provided in Article VI, Section 12, and Article VII, Section 6, of this Agreement.

VACATIONS

SECTION 7.

A. An employee will receive forty (40) hours of vacation on the first day of employment. During an employee's probation period, they may only use sixteen (16) hours of vacation. If an employee's employment ends for any reason during their probationary period, all unused vacation shall be forfeited and not paid out. Unused vacation shall carry over from the first calendar year of employment into the next calendar year of employment. Such unused vacation will be added to the vacation accrued under paragraph B, below. However, when a probation period crosses calendar years, the probationary employee may still only use a total of sixteen (16) hours of vacation during the probationary period.

B. Each regular employee shall become eligible to receive a vacation with pay in accordance with the following terms and conditions. The length of vacation shall be determined as shown in the following schedule by the number of months the employee, during his current period of employment, was on the payroll in the calendar year preceding that in which the vacation is taken.

Employment During the Preceding Calendar Year	**Vacation Earned for the Current Calendar Year**
1 Month	None
2 Months	None
3 Months	1 Day
4 Months	2 Days
5 Months	3 Days
6 Months	4 Days
7 Months	5 Days (1 Week)
8 Months	6 Days
9 Months	7 Days
10 Months	8 Days
11 Months	9 Days
12 Months	10 Days (2 Weeks)

Employment During the Preceding Calendar Year	Vacation Earned for the Current Calendar Year	Carryover Days
New Hires	40 hours	40 hours
1-4 years	80 hours	40 hours
5-9 years	120 hours	40 hours
10-14 years	160 hours	40 hours
15-19 years	176 hours	40 hours
20-24 years	200 hours	80 hours
25+ years	240 hours	80 hours

C. The length of vacation for each regular employee who has been on the Company payroll five (5) consecutive years or more shall be one and one- half (1-1/2) times that shown in the above schedule.

D. The length of vacation for each regular employee who has been on the Company payroll ten (10) consecutive years or more shall be two (2) times that shown in the above schedule.

E. The length of vacation for each regular employee who has been on the Company payroll fifteen (15) consecutive years or more shall be two and one-fifth (2 1/5) times that shown in the above schedule.

F. The length of vacation for each regular employee who has been on the Company payroll twenty (20) years or more shall be two and one-half (2 ½) times that shown on the above schedule.

G. The length of vacation for each regular employee who has been on the Company payroll twenty five (25) years or more shall be three times that shown in the above schedule.

H. For the purpose of determining the length of vacation, only full calendar months of employment will be considered.

I. The earned vacation is based on a workweek of forty (40) hours consisting of five (5) workdays of eight (8) hours each. In this schedule five (5) workdays constitute one (1) week of vacation, ten (10) workdays constitute two (2) weeks of vacation, fifteen (15) workdays constitute three (3) weeks of vacation, twenty (20) workdays constitute four (4) weeks of vacation and twenty-five (25)

workdays constitute five (5) weeks of vacation.

J. It is understood that vacation time will be consecutive workdays in periods of one (1) week or more; however, if the supervisor determines that there is adequate manpower and that adequate notice of at least one (1) week is given to the supervisor by the employee, the employee will be allowed to divide vacation into 1,2, or 3 day periods if relief is available, except without notice at the Company's discretion. Lesser periods of time may be taken with management approval.

K. The vacation pay will be the same pay the employee would have received on his regular job at straight-time pay for the number of days scheduled for the vacation.

L. Vacation periods shall not be cumulative from year to year. An active employee may carry over five (5) days or less of vacation into the next calendar year. This amount of potential carry over increases to ten (10) days or less after an employee is on the Company payroll for twenty (20) years. However, vacation time that is carried over in an employee's normal retirement year must be taken prior to retirement. The Company will attempt to assign vacation periods to meet the individual convenience of each employee.

M. Holidays during a vacation which would normally fall on an employee's regularly scheduled day will be added to the vacation, or employee shall be paid for eight (8) hours at his/her regular rate of pay at the option of the Company. Under all normal circumstances the employee will be expected to take off the extra day.

N. When an employee leaves the services of the Company for any reason (including resignation, discharge, and leave of absence) and has not had a vacation, he/she shall be allowed termination pay equal to that earned as outlined above. This does not apply to probationary employees.

VACANCIES

SECTION 8.

A. When a position in a department included in the bargaining unit becomes vacant for any reason, notice for bids or notice of intention to discontinue such position shall be posted within ten (10) calendar days; and standard bid forms shall be furnished all eligible employees requesting to bid for the position. Five (5) days shall be allowed for bids to be received by the departmental supervisor, and ten (10) additional days shall be allowed for the position to be

filled. In any unusual circumstance where a strict compliance with the above cannot be followed, the matter may become a dispute and shall be settled in accordance with the grievance and arbitration machinery set out in this Agreement. If no bids are received, the Company shall have the right to fill such vacancies without reference to seniority.

Entry-level positions will be posted Company-wide at the same time they are released to fill externally.

B. The Union Steward, or his/her designated representative, shall be given at least two (2) days' notice by his immediate Supervisor or Department Head on bids that are to be posted or when a job is to be discontinued. The Company will provide all copies of bargaining unit job bids and job discontinuations to the Utility Representative.

C. In the event of the creation of a job in a bargaining unit which is not listed in Article VIII, such job shall be filled by bids in the regular order. In the event of the discontinuation of a job classification, the employee who occupied the discontinued job shall be entitled to return to the job which he previously held.

ENTRY LEVEL POSITIONS & EMPLOYEE RELOCATION

The following classifications will be considered as entry-level positions:

Control Room Operator B Appr 1st Yr
Maintenance Appr – 1st Yr
Protective Material Tester (B)
Meter Appr – 1st Yr
Truck Driver – 1st Yr
Line Worker Appr – 1st Yr
Ground Worker(D) - 6 mo
Chemical Technician E
System Operator C
Warehouse Worker (D) - 6 mo
Electrician Helper (D) - 6 mo
Electrician Appr – 1st Yr
Plant Warehouse Worker (D) - 6 mo
Fleet Mechanic (C)
Protective Relay Tech (E) w/ or w/o Deg
Meter Helper (D) 6 Months
Instrument & Controls Technician G

D. In the event a classification other than the classifications listed above are posted, and a bid is awarded to an employee covered within this Agreement and the employee is required by management to move, the Company shall pay $7500.00. No other expense reimbursements or moving allowances will be paid for this move. Any expenses paid by the Company will be subject to current IRS rulings regarding tax liabilities.

E. In the event a position is discontinued in one location and the affected employee is required to move to a position located in another town to continue

employment they shall receive in addition to the above three times the employees straight time monthly wage rate.

UNION SERVICE LEAVE

SECTION 9.

A. Union Service Leave is a three (3) year leave of absence without pay to be granted to an employee who is elected, appointed or selected by the Union to perform full-time work for the Local union. A maximum of two (2) employees at any one time shall be eligible for Union Service Leave. Absent Company agreement, any given employee shall be eligible for only one (1) such leave. Upon returning 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 is 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 subjected 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 an 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. one hundred percent (100%) of the actual cost of the medical, dependent medical, dental, vision, group life, long term disability, and gratuitous death benefit program coverage selected 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 Case Balance formula. However, this cost could change if the cost of providing the benefit changes during the leave of absence.

C. 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 Saving Account.

D. As to the items in subparagraph B(2) above, on or about January 1 of each year this Agreement is in effect, the Company will send the Union novice 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.

E. The Company, at its sole discretion, may extend such leave 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.

F. 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.

SENIORITY

SECTION 10.

Seniority in a local department shall date from the first date of employment in that local department, except where an employee resigns or is discharged for just cause and later reemployed, then seniority shall date from the last date of employment. In making a reduction or demotion in all classifications, seniority shall rule. When adding to the force or making promotions in all classifications, except technicians, Control Room A, Service Technicians and Fore Worker, seniority shall rule provided the senior employees have suitable qualifications.

Suitable qualifications shall be determined by the representatives of the Company and the representatives of the Union.

FORE WORKER SELECTION

SECTION 11.

All Fore Workers shall be selected by the Company on the basis of qualifications. Fore Workers shall be selected from Journey Worker in his/her craft from his local department. If no bids are received locally for Working Fore Worker, notices shall be posted Company-wide in all divisions or all power plants, whichever applies.

ADVANCEMENT IN CLASSIFICATION

SECTION 12.

When an employee is selected for promotion, they shall serve a probationary period of not more than thirty (30) days; and the employee promoted shall receive the rate of pay applicable to his new classification when he assumes the duties of his new job.

HELPER AND GROUND WORKER

SECTION 13.

An employee in a Helper or Ground Worker classification upon recommendations of the Fore Worker and supervisor, shall progress into apprentice classification if a vacancy exists in the department.

WORK IN HIGHER CLASSIFICATION

SECTION 14.

Any employee required to work in a higher classification than the work regularly performed, for a period of two (2) hours or more, will be paid at the rate of the higher classification.

LAY OFF

SECTION 15.

A. Regular employees shall be notified at least two (2) weeks in advance if they are to be laid off.

B. In case of reduction of the force, an employee shall retain his/her seniority for a period of one (1) year, provided the employee keeps his/her immediate supervisor advised of his/her whereabouts, and upon notice to report for work, does report or respond within a period of ten (10) days from the date the notice

was mailed (registered, return receipt) to the employee.

JURY DUTY

SECTION 16.

Employees shall not lose straight-time pay for the time spent while serving on jury duty, provided they report for work when released or excused from such jury duty.

ILLNESS

SECTION 17

All regular full-time employees and probationary employees may be entitled to regular pay when absent from work due to personal or family illness in accordance with the following terms and conditions. (Note – New Mexico headquartered employees refer to Article III, Section 5 for illness rules.)

A. **PERSONAL ILLNESS DEFINED:** For the purpose of this procedure, personal illness shall include all sickness and all off of the job injuries.

B. **DURATION OF BENEFITS:** The period during which normal salary payments will be made to an employee while away from work due to a personal illness will depend upon the number of months of service and the previous time off due to illness. One workday (eight hours) will be allowed for each calendar month of continuous employment.

   Beginning with January 1, 1949, each day of absence from work due to illness will be deducted from the total number of days accrued by the employee since employment. When the total time deducted for absences exceeds the accrued total allowance, regular salary payments will stop. Employees will not be eligible for benefits under this policy after notice of separation has been given by either party.

   Salary paid during illness is based on a standard eight-hour day.

C. **DOCTOR'S STATEMENT:** In order to receive sick pay when absent from work due to personal or family illness for two (2) or more consecutive workdays, the Company may require evidence of illness and length of absence required. The Company may also require such evidence when there is a pattern or evidence of potential sick leave abuse. New Mexico based employees remain subject to SP-2022-16 or any successor agreement.

D. **FAMILY ILLNESS:** Time off (in 1 hour blocks up to 80 hours in a calendar year) at regular pay may be authorized by a supervisor for illness in the employee's family. Such absence will be kept to a minimum and will be deducted from the employee's time allowed for personal illness. Employees utilizing more than 40 hours of undocumented sick time for personal use in the prior year will not be eligible for more than 16 hours of family illness in the current calendar year. Family includes spouse, children, sisters, brothers, mother, father, mother-in-law, father-in-law, grandparents and grandchildren.

E. **TIME OFF RESULTING FROM ON THE JOB ACCIDENTS:** Absences covered by Workers' Compensation do not affect the employee's personal illness allowance. In these cases, pay shall amount to the difference between the employee's regular salary and the weekly compensation paid under the Workers' Compensation Act. Employees that have been injured on the job and have reached Maximum Medical Improvement (MMI) will be covered by Article IV, Section 17 "Absence Because of Illness" to cover medically related absences.

F. **BEREAVEMENT:** Time off of three days, at regular pay will be authorized by a supervisor for the death in an employee's immediate family. Immediate family is defined as an employee's spouse, children, mother or father. Time off of up to five days, at regular pay may be authorized by a supervisor for a death in the employee's extended family or immediate family. Extended family is defined as aunts, uncles, nieces, nephews, stepparents, stepchildren, sisters, brothers, step sisters, step brothers, mother-in-law, grandparent, grandchild, son-in-law, daughter-in-law, sister-in-law, brother-in-law and father-in-law.

SAFETY RULES

SECTION 18.

Safety rules, as set forth in the Company's Safety Manual and as prescribed from time to time either by the Company or by any statute of law applicable to any territory covered by this Agreement, shall be strictly adhered to by both employees and Company.

CLIMBING

SECTION 19.

Only employees classified as apprentices and above shall climb line poles and steel towers for regularly scheduled work.

GLOVES

SECTION 20.

The Company shall furnish long cuffed leather gloves for the Line, Substation, and Meter Departments on a replacement basis.

INCLEMENT WEATHER

SECTION 21.

A. Workers shall not be required to work in inclement weather until, by mutual agreement between the Working Fore Worker, or in his absence other like supervisory personal, and the Steward, or in his/her absence other Union representative, and the immediate supervisor, the weather would not endanger the welfare of the employee.

B. All workers required to work outside in rainy or snowy weather, as outlined in 21 (A) above, shall be furnished rain suits, hats, rubber boots, or overshoes of proper height; and they shall be charged to the employees until returned in good condition, reasonable wear and tear excepted.

TRANSFERS

SECTION 22.

A. No employee shall be transferred from one classification, job title, department, or city to another unless the parties affected are agreeable to such transfer. In the event the parties agree to the transfer, part A of the Letter of Understanding regarding moving allowance will apply.

B. The Company will post a notice for bid, within the Construction Services Line Department and make selection based on qualifications and the business needs of the Company. In the event there are no qualified applicants within the department the job will be posted companywide prior to being posted externally.

SHUTDOWN

SECTION 23.

When crew reductions are necessary due to the complete or partial shutdown of a generating station, department or service location, the Company, if a vacancy exists, will offer affected employees jobs at another generating station, department or service location within the Company. Should the job offered be at a lower classification the affected employees shall receive the salary of their previous position for a period not to exceed three (3) years from date of official shutdown or until progression returns the affected employee to a salary level equal to or above the salary at date of shutdown. The affected employee's three (3) year protected salary will not be increased by negotiated wage adjustments but the employee will immediately be given the opportunity to train and qualify for

job progressions to levels equaling original classifications. Progression to higher classifications shall be governed by regular seniority rules.

VEHICLES

SECTION 24.

All vehicles used in transporting workers to and from jobs shall be provided with suitable coverings so that workers may be protected from inclement weather. Adequate transportation shall be furnished so that not more than three (3) workers will be required to ride in the driving seat of the vehicle. No workers shall ride on a truck where heavy materials or poles are being hauled.

MILITARY SERVICE

SECTION 25.

It is the policy of the Company to fully comply with all requirements of Uniformed Services Employment and Reemployment Rights Act (USERRA), as well as any state laws that may provide greater rights. Employees are also required to meet all of their obligations under USERRA. The Company's policy is to provide pay, benefits and re-employment in accordance with USERRA and according to the terms of our current benefit plans. In addition, as an enhanced benefit, for the first 6 months of military leave, the Company will pay its employees the difference between the employee's base pay and the pay the employee receives from the military. Employees will also have the option to continue coverage under the medical or dental plan in which they are currently enrolled through the Company at the same premium as an active employee for the first six months of military leave. At the end of six months, employees may continue coverage by paying the unsubsidized premiums for up to one additional year.

SUPERVISORY PERSONNEL

SECTION 26.

Except in emergencies, supervisory personnel will not perform work normally performed by bargaining unit personnel. In the event such incidents occur, they shall be reported to the Business Manager, or his representative, who will in turn communicate with management.

HEALTH AND WELFARE BENEFITS

SECTION 27.

A. Health Care Coverage: This sub-section does not address vision and dental benefits. Those are addressed below. Employees may participate in the National Electrical Contractors Association (NECA/IBEW) Family Medical Care Plan (FMCP), Plan 16. 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 2026 are:

Single:	$789.61.
Employee + Spouse:	$1,499.30
Employee + Child(ren):	$1,402.42
Family:	$2,083.01

Of those gross monthly premiums, the Company will pay 82.5% and the employee will pay 17.5%, such that in 2022:

1. For Single Coverage, the Company will pay $651.43 and the employee will pay $138.18;

2. For Employee + Spouse, the Company will pay $1,236.94 and the employee will pay $262.36;

3. For Employee + Child, the Company will pay $1,157.00 and the employee will pay $245.42;

4. For Family, the Company will pay $1,718.49 and the employee will pay $364.52.

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.

Premiums will be subject to adjustment by the FMCP for 2027. Should premiums decrease, the Company will pay 82.5% of the revised monthly premiums in 2027. 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 the prior year, for example, in 2027 no more than 106% of $789.61 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, 2028, with health care after 2028 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 2029, coverage under FMCP shall continue in 2029 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 2029 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 2028, 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 2028. 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 2028 and the Company shall not be obligated to make any FMCP contribution for any coverage beyond December 31,2028.

Health care options for employees who retire under the November 1, 2022 through October 31, 2025 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: Vison 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, 2022 through October 31, 2025 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 Lifeunder 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 Xcel Energy Inc. Retirement Plan for SPS Bargaining Unit Employees and Former Non-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 the Xcel Energy SPS 401(k) Saving Plan for Bargaining Unit Employees and Former Non-Bargaining Unit Employees under the same terms as were provided under the parties' preceding Agreement with the changes listed below:

- Beginning January 1, 2026, the Company will post 401(k) matching contributions each pay period instead of annually.

- Beginning January 1, 2027, overtime compensation will be included in eligible pay for the Company's 401(k) matching contribution.

- Beginning January 1, 2027, change the Company's 401(k) matching formula to 100% of the first 3% of eligible pay and 50% of the next 4% of eligible pay.

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.

SECTION 28. EQUAL OPPORTUNITY

Southwestern Public Service Company provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, religion, creed, national origin, gender, age, disability, veteran status, sexual orientation or any other protected class status accordance with applicable federal, state and local laws. This policy applies to all terms and conditions of employment, including but not limited to, recruitment, selection for employment, compensation, training, transfer, promotion, and termination.

Also, the Company will strictly enforce applicable federal, state and local statutes that stipulate freedom from discrimination, harassment, intimidation or retaliation. Harassment, including but not limited to sexual harassment, committed by anyone in the workplace will not be tolerated by the Company. This includes, but is not limited to, offensive racial, ethnic, and sexual comments, gestures, pictures, jokes, e-mails or Internet sites, cartoons, posters, calendars, innuendos, and paraphernalia. With respect to sexual harassment, the Company prohibits unwelcome sexual advances, requests for sexual favors, and all other verbal or

physical conduct of a sexual or otherwise offensive nature, especially when it is a condition of employment, affects an individual's employment or ability to successfully perform his or her work, or creates a hostile or offensive working environment. The Company prohibits retaliation against any employee for filing a complaint of discrimination or harassment or for assisting in an investigation regarding a complaint of discrimination or harassment.

Each member of management is responsible for creating and maintaining an atmosphere free of discrimination, harassment and retaliation. Furthermore, employees are responsible for respecting the rights of their co-workers. All employees are required to refrain from discrimination and harassment in the workplace and are required to cooperate with investigations into allegations of discrimination, harassment and/or retaliation.

SAFETY CLOTHING

SECTION 29.

A. The Company will determine the requirements and provide for special flame retardant clothing that meets applicable safety regulations. The Union may recommend an alternative special flame retardant clothing program that meets applicable safety regulations and pay the evaluated difference between the Company's program. The Company and the Union will agree on the alternative program and the Company will administer the alternate program.

B. The Company will supplement your replacement of safety footwear and all safety boots including line boots (capped at $150.00 per calendar year) when proof of purchase is presented. Employees shall be able to rollover the annual $150.00 per calendar year into the next calendar year if not used during the current calendar year. Employees shall not be able to rollover more than $150.00 from one calendar year to the next and the balance shall not be allowed to exceed $300.00.

ARTICLE V
As Amended November 1, 2025

WORKING RULES – SUBSTATIONS
LINE DEPARTMENT AND ELECTRIC METER DEPARTMENT
(WHICH INCLUDES TRANSFORMER SHOPS)

WORK AWAY FROM HEADQUARTERS

SECTION 1.

A. Travel time to and from work - departmental headquarters to departmental headquarters - shall be on Company time.

B. Employees shall be returned to departmental headquarters on weekends, unless work continues over an entire weekend, but shall be returned to departmental headquarters at least every two (2) weeks.

Employees kept away from departmental headquarters over the entire weekend on construction activities shall receive not less than eight (8) hours pay for Saturday and eight (8) hours pay for Sunday at the appropriate rate of pay. This excludes Construction Services employees.

C. Company will allow travel time and will not require personnel to stay out of town overnight at a distance of less than sixty-five (65) miles away from headquarters, weather permitting.

D. If the Company requires personnel to travel sixty-five (65) miles or more from their base headquarters to the job site. Lodging and meals shall be arranged and furnished by the Company, as per Article IV, Section 6, or if mutually agreeable by the Company and the employee, the employee will be paid the applicable United State General Services Administration (GSA) per diem rate for the appropriate county for each night spent away from home in accordance applicable IRS Regulations and Company accounting requirements. Previous week per-diem shall be paid no later than five working days. The Company recognizes not all locations within the SPS service territory have sufficient/acceptable lodging when crews are working sixty-five (65) miles or more from headquarters. In this event, the Company will provide acceptable

lodging as close to the work site as practical. This could require employees to travel further from their headquarters.

SUPPLEMENTAL LUNCH AGREEMENT

E. Two (2) Ways on Company Time: 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) 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) 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) 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) provided herein.

The lunch period referred to above will be either:

1. 30 minutes - Referred to an 8:00 A.M. to 12:00 Noon and 12:30 P.M. to 4:30 P.M. workday.

2. 1 hour - Referring to an 8:00 A.M. to 12:00 Noon and 1:00 P.M. to 5:00 P.M. workday.

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

F. Four (4) Ways on Company Time: Transportation will be furnished four (4) ways on Company time to those employees not required to remain on the job site during their lunch period and returned to assigned Headquarters as provided in Subsection E just preceding.

G. When employees are working outside of their district of responsibility, 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 and eat their lunch within a one hour period. In those cases where employees are outside of their district of responsibility and working directly with a crew from the district that they are supporting, they should conform to the usual noon hour policy of that crew, thus, if the lunch period is one-half hour, the out of district crew should carry lunches, otherwise, if the local noon hour policy 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 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.

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

TEMPORARY FORE WORKER

SECTION 2.

A Journey Worker or Technician shall be entitled to Working Fore Worker's wages whenever he/she is responsible for and placed in charge of work where two (2) or more employees are employed under his/her direct supervision for a period of two (2) or more hours. If, for any reason, a regular Fore Worker leaves the crew, the senior person who generally works on a Line Crew on a regular basis, shall be in charge of the crew.

APPRENTICES

SECTION 3.

A. The class of work done by an Apprentice throughout his/her apprenticeship shall depend upon the skill and knowledge of the Apprentice. An Apprentice shall work under the direct supervision of a Journey Worker for the first two (2) years, after which he/she may work on voltages up to 550 volts without being supervised by a Journey Worker. An Apprentice shall not work on voltages in excess of 550 volts, except that he may be permitted to work on voltages in excess of 550 volts during the fourth year of his apprenticeship at the discretion of the Fore Worker and Journey Worker, when under the direct supervision of the Journey Worker.

B. Third year apprentice's during the last quarter of their third year of apprenticeship may be enrolled in fourth year apprentice school. While

attending fourth year apprentice school these apprentices may be allowed to work on voltages in excess of 550 volts (for training purposes only) under the direct supervision of a Journey Worker and instructor while enrolled in classes.

Both parties will evaluate instances outside the guidelines listed above on a case-by-case basis.

C. Employees shall be eligible to fill a vacancy in an apprentice classification after they have served at least one (1) year as a Ground Worker or Helper. A Ground Worker or Helper selected to be an Apprentice may receive credit on his/her apprenticeship for his/her time spent as a Ground Worker or Helper, but in no case shall more than one (1) year credit be given.

PROMOTION TO JOURNEY WORKER

SECTION 4.

A. Whenever an Apprentice has completed his/her fourth year of apprenticeship and has sufficient experience, training, and knowledge to become a Journey Worker, he/she will be given an examination, if recommended, by his Fore Worker. These examinations are to be given by an examining board consisting of a Professional Engineer, Working Fore Worker, and Journey Worker. The Journey Worker shall be selected by the Steward. The apprentice taking the examination will be permitted to take it on Company time. The time for the examination is to be arranged by the supervisor in charge. If the Apprentice passes with a test grade of 80% and qualifies, he/she shall be advanced to Journey Worker.

B. When an employee advances to Journey Worker, he/she shall, for at least the next six (6) months, work under the direct supervision of an experienced Journey Worker, if engaged in hazardous and dangerous work.

C. Journey Workers can bid to Service Technician positions within the six (6) month period listed above. For the duration of the period, the Journey Worker shall work under the direct supervision of an experienced Service Technician if engaged in hazardous and dangerous work, including callouts.

SAFETY RULES

SECTION 5.

All Journey Workers working on live wires carrying 550 volts or more shall be accompanied (be immediately prepared to assist) by another Journey Worker or qualified 4th Year Apprentice, except when refusing transformers and opening or

closing disconnect switches and in case of absolute emergency. When employees are required to work on live lines of 2300 volts or over, the Journey Worker shall be accompanied (be immediately prepared to assist) by another Journey Worker or qualified 4th Year Apprentice. During a storm when poles and wires are wet, no work shall be done on wires carrying 2300 volts or over except in an emergency. When such work of an emergency nature is done, the switches on the line being worked shall be opened and the lines grounded within sight of the employees doing the work, except when approved hot line tools are used or in the case of absolute emergency. All switching requiring the use of rubber gloves will be done by bargaining unit personnel except in cases of absolute emergency.

SAFETY EQUIPMENT

SECTION 6.

The Company shall furnish protective shields, rubber gloves, rubber blankets, two (2) suitable blankets in each crew truck, and other protective equipment when such shall be required. The Company shall also replace similar safety straps, hook straps, hammer handles, all hand tools, body belts, hooks, and tool bags when condemned by the Safety Committee or other personnel authorized to condemn such equipment. All condemned equipment shall be destroyed immediately. Facilities shall be provided to carry raincoats, protective equipment, and hot line tools and to protect the same from weather and from mechanical damage.

SERVICE TECHNICIAN

SECTION 7.

Service Technicians are an integral part of the Company and hold a very important position. As such, the Service Technicians accept the responsibility of frequent overtime requirements of this position.

A. The Company and Union understands the need for the Service Technician to maintain a clean and neat appearance.

B. Service Technician shall be selected at the Company's discretion from qualified Journey Workers in the applicable department when available.

C. The work schedule of a Service Technician will be assigned to fit the schedule of the department.

D. The Company will require that a Service Technician be on-call for overtime as per an on-call schedule. The on-call person responsible for all after hours calls

shall be fit-for-duty and carry a cellular phone and/or other communication devices, as necessary, provided by the Company. If an on-call person is unavailable to cover their assigned week, they shall find their substitute (except for emergencies, i.e., sick, family emergencies). For this extra duty, those on-call for the week will receive a premium of $12.50 per hour for all regular time hours worked or during the contractual rest during the on-call week. In a location where there are less than two (2) Service Technician, that Service Technician shall receive relief equal to one (1) consecutive week per month from callout, unless, the Service Technician requests otherwise.

When a Line Journey Worker has volunteered and been assigned to perform a period of Service Technician on-call duty, then the Line Journey Worker will receive the $12.50 premium for all regular time hours worked during contractual rest during the period he is on call.

E. Any Service Technician called out to perform work outside of his/her regularly scheduled workday shall be paid for a minimum of two (2) hours at the applicable overtime rate. Only one (1) call out allowance will be allowed in any given two (2) hour period from the time of the call out. However, if any Service Technician is scheduled to perform work outside of his regularly scheduled workday they shall be paid a minimum of two (2) hours at the applicable overtime rate. Overtime that begins less than one (1) hour before the start of their regular workday, and continues into his/her schedule workday, or if the employee is held over at the end of the workday, the applicable overtime rate will be paid for such hours actually worked.

F. Service Technician Duties:

Among their other duties, including historical Service Technician duties:

1. Except when they are performing on-call duty, a Service Technician may be assigned to work on line crews and perform line crew duties.
2. A Service Technician along with a second qualified person (for example: 4th year apprentice, Line Worker, Service Technician) may be assigned to perform light primary work, which includes, but is not limited to, the following examples: change out transformers (50KVA or less), cutouts, and arrestors.
3. Service Technicians will not be required to form a line crew consisting solely of 3 or more Service Technicians to perform line crew work.

G. Service Technicians with an assigned regular schedule beginning between noon (12:00 p.m.) and midnight (12:00 a.m.) shall receive a differential of $.75 cents an hour for all hours worked beginning April 1, 2023.

SYSTEM PROTECTION

SECTION 8.

A. The following work rules will apply to the System Protection Department:

1. Positions shall first be bid/posted (other than Protective Relay Technician E) within Southwestern Public Service Company with or without an accredited two-year technical degree in electronics or digital equipment. In the event there are no qualified applicants available the Company may fill the vacancy from outside Southwestern Public Service with or without an accredited two-year technical degree in electronics or digital equipment.

2. A Journey Worker or Apprentice within Southwestern Public Service can be transferred, based on qualifications, into this position making a wage higher than Protection Relay Technician “E” but will remain at that wage rate until they progress to a pay level above their transfer pay level.

3. The Company on the basis of qualifications shall select applicants.

4. All employees entering the Relay Technician classification from another classification will not be allowed to return to their former position unless an opening is available.

B. All Job Classifications within the System Protection Department are based on one (1) year mandatory progression. Technicians must have earned a two year accredited technical degree in electronics or digital equipment to advance to Protection Relay Technician "A".

1. To progress from Relay Technician “E” to “D” or “D” to “C”, the technician must have satisfactorily completed all required training and exhibited satisfactory performance for a minimum of 1 year at the appropriate classification, pass a written test with a minimum score of eighty percent on each part and be approved by the Working Fore Worker to advance to the next classification. If the candidate fails the

test, a second test will be given in six months. If the candidate fails the second test he/she will be subject to removal from the program. The test is to be given by management and a Relay Technician Working Fore Worker.

2. To progress from “C” to “B” the candidate must have satisfactorily completed all required training and exhibited satisfactory performance in the “C” classification as well as successfully pass a pre-determined oral skills demonstration. If the candidate fails to meet these requirements, a second test will be given in six months. If the candidate fails the second test he/she will be removed from the program. The test is to be given by management and a Relay Technician Working Fore Worker.

3. A mandatory progression from “B” to “A” must take place after 2 years as a “B”. To progress from Relay Technician “ B” to “A” the candidate must have satisfactorily completed all required training and exhibited satisfactory performance in the “ B” classification and have completed a two-year degree and pass a written test of the required training with a minimum score of eighty percent as well as successfully pass a pre-determined oral skills demonstration. If the candidate fails to meet these requirements, a second test will be given in six months. If the candidate fails the second test he/she will be removed from the program. The test is to be given by management and a Relay Technician Working Fore Worker.

C. When performing "Pre-Commissioning" related activities the Protection Relay Tech A or Relay Technician Working Foreperson who has volunteered and been designated by the Company may oversee this work at any existing or new substations in the SPS Service Territory. The aforementioned will be selected from the geographic area in which the project is located unless discussed and agreed in advance by the parties.

1. When engaged in this activity the designated Protection Relay Tech shall receive a 15% premium above the Protection Relay Tech's classifications wage for all hours worked while engaged in the Pre-Commissioning activities.

2. Some of the requirements of this temporary assignment include but are not limited to; verification of drawings, submission of red line drawing to

the appropriate Company designee. Scheduling of work, oversight of Electricians and Relay Technicians on these projects.

3. This agreement supersedes the previous LOA SP-2021-12.

D. 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.

PROTECTIVE MATERIAL TESTER

SECTION 9.

A. To progress from Protective Material Tester “B” to “A”, the candidate must have satisfactorily completed all training required by the Company, demonstrated proficiency, and have successfully completed one (1) year as a Protective Material Tester “B”.

B. The Protective Material Tester “Lead” will be selected from on the basis of qualifications. The Protective Material Tester “Lead” will be selected from Protective Material Testers “A” in the local Rubber Goods department.

ELECTRIC METER DEPARTMENT

SECTION 10.

A. Beginning April 1, 2023, provide $1.00 per hour differential to Journey Meter Technicians headquartered at service centers where there is only one assigned Journey Meter Technician, which are currently: Clovis, Pampa, Borger, and Seminole.

GATHERING OF INFORMATION REGARDING LOAD RESEARCH METERS

The gathering of all required information with regard to Load Research Meters shall not be deemed as exclusive bargaining unit work.

INSPECTOR/PATROLLER AND PATROLLER

SECTION 11.

A. Primary Functions: Inspect and Patrol Xcel Energy's Transmission and Distribution system and facilities, Support Transmission and Distribution Construction and Maintenance, and all other essential functions of maintaining a reliable Transmission and Distribution System.

B. Inspector/Patroller: Must have successfully completed a qualified apprenticeship program and reached the Journey Worker level in the classification of Line Worker and/or Substation Electrician. Applicant must also have a good working knowledge of construction, maintenance and operational methods of the electric utility industry.

C. Patroller: Must have a minimum of three (3) years' experience in the electric utility industry and have a good working knowledge of construction, maintenance and operational methods.

D. Established Headquarters: Management will have the right to post a notice for bid and establish reporting headquarters based on the needs of the Company. Once an employees' reporting headquarters is established all terms and conditions of the CBA will apply.

E. Per Diem: When applicable established zones (1 & 2) will be calculated from employee's established headquarters. (All other classifications in Construction Services base headquarters will remain Amarillo TX.)

F. In the event the Company deems necessary to change the Inspector/Patroller or Patroller's established reporting headquarters the following would apply.

G. In the event management requires an employee (in above mentioned classifications) to change their established reporting headquarters the Company will give 6 months' notice prior to the required relocation. The Company shall pay $7500.00 for the required move. No other expenses, reimbursements or moving allowances will be paid for the move. Any expenses paid by the Company will be subject to current IRS rulings regarding taxable liabilities.

H. Posting process: The Company will post a notice for bid, companywide for all eligible employees to bid on and make selection based on qualifications. In the event there are no qualified applicants the job will be posted externally.

I. In the event a current employee is selected for a Inspector/Patroller or Patroller position and their current classification is at a higher wage rate, the employees current wage rate will be frozen (not subject to the negotiated wage increases) until such time that the rate for Inspector/Patroller or Patroller exceeds that amount.

J. When an Inspector/Patroller primary job duty is monitoring contractors they will be eligible for Fore Worker pay (as per Article V Section 2 A) if applicable.

ARTICLE VI
As Amended November 1, 2025

WORKING RULES - POWER PLANTS

DEFINITIONS:

A. The "schedule" of an employee identifies the employee's day off and the days of the workweek.

B. The "shift" identifies the hours of the day that a particular employee is scheduled to work. The "shift" is one of the three, eight (8) hour periods within a twenty-four (24) hour period.

RELIEF OPERATORS

SECTION 1.

Relief Operators will be provided with a working schedule but may work on any shift with the following limitations:

A. Relief Operators will be given at least eight (8) hours' notice before changing their shift. In the event an Operator does not receive eight (8) hours' notice, the Operator shall be paid one and one-half (1-1/2) times the base rate of pay for that shift.

B. Relief Operators, when working as an Operator or in maintenance, shall follow the shift regularly worked by the crew to which the Operator is assigned.

C. The regularly scheduled portion of a Relief Operator's shift (shift breaker) shall not be changed unless it is anticipated that the new shift can be maintained for at least four (4) days.

D. A Relief Operator's shift will not be changed from the evening shift to the night shift in such a manner that he will be required to work more than eight (8) consecutive hours as a result of the shift change; nor will his regular schedule be such that two (2) consecutive shifts will be worked.

E. Relief Operator's schedule may be changed to provide relief for long term temporary vacancies.

OPERATOR - TEMPORARY ASSIGNMENT

SECTION 2.

A. When Operators are not needed for their regular operating schedule due to temporary shutdown of plant equipment, they will work as Relief Operators and be governed by the contract provisions applicable to Relief Operators until they are again assigned to their regular operating duties.

B. Operators who have been properly qualified may work in the next highest classification and receive the pay of that classification for relief purposes, provided their schedule is not changed. Qualified operators may be upgraded to fill temporary vacancies caused by training, vacation and long-term illness.

OPERATING INSTRUCTIONS

SECTION 3.

A. Operators will be paid at the rates specified for the highest classification that they are regularly scheduled to perform as an Operator.

B. All standing orders (and any changes) affecting the operations of a power plant for which Operators are to be held responsible shall be in writing and posted on the plant bulletin board or filed in the available power plant manual. The Shift Fore Worker shall be notified in advance of any changes to be made in equipment or the operation of such equipment, such notice to be in writing on a form provided for the purpose if the equipment is to be out of service or on an unusual schedule for an extended time; and the Shift Fore Worker shall be notified as soon as such equipment is restored to normal or placed on a new permanent operating schedule. Such written notice shall be dated and have all significant times of the day noted thereon and shall be on the Operator's desk as long as the notices are currently active, after which they shall be placed in a power plant file provided for the purpose.

C. If the Company schedules Power Plant Operator/MSO for overtime and cancels the scheduled overtime with less that eight hours' notice, the Power Plant Operator/MSO has the option of working the scheduled shift or declining the shift. The Control Room Operator (B) will be eligible to upgrade to the Control Room Operator (A) position unless it creates overtime in the Control Room Operator (B)/Plant Operator position.

If no call is made for cancelation of overtime and Power Plant Operator/MSO shows up and is told they are not needed, they can accept two (2) hours pay at the appropriate overtime rate or work the immediate shift scheduled.

If overtime Power Plant Operator/MSO chooses to work, they can be used for any vacancy that presents itself (i.e., eight (8) hour day coverage, vacation or sick).

If more than one day is scheduled and canceled, only the immediate shift without with (8) hours' notice may be worked.

MAINTENANCE WORK ON TEMPORARY MULTIPLE SHIFTS

SECTION 4.

Maintenance jobs 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 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 (2^{nd}) or third (3^{rd}) shift is more than a week in duration, then the shifts can be rotated as mutually agreed to in writing. However, if any employees are needed on a second (2^{nd}) or third (3^{rd}) shift and are not given proper notice (four (4) day minimum), they will be paid two (2) times for the work performed on second (2nd) or third (3rd) shift for four (4) days from date of notice.

Upon completion of the work required for the second (2^{nd}) or third (3^{rd}) 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 (2^{nd}) or third (3^{rd}) shift, or on the transition day coming off the second (2^{nd}) or third (3^{rd}) shift.

WORK AT TEMPORARY LOCATIONS

SECTION 5.

A. When power plant employees are temporarily assigned to work in some location other than their regular place of work, the new location shall be considered their temporary departmental headquarters. Travel time and expenses will be allowed for traveling to and from temporary location at the beginning and end of the temporary assignment. If such employees wish to return to their homes over weekends during progress of the job, travel expenses will be allowed. Living expenses will be paid while such employees are away from their permanent headquarters. In addition, it is understood that when temporary assignment is at an adjacent plant of more than twenty (20) miles but less than sixty (60) miles, travel time will be allowed each day, weather permitting.

B. In the event the employees are required to remain out of town the following guidelines have been established for Power Plant employees when offered a per diem by the Company.

1. The Company will determine the work schedule including starting and ending dates and times.

2. When the Company requests a Power Plant employee to travel and spend the night away from home, the employee will receive (if per diem is offered) the applicable United States General Services Administration per diem rate for the appropriate county for each night spent away from home in accordance with applicable IRS Regulations and Company accounting requirements.

3. If per diem is used to cover expenses, the provisions of the Labor Agreement regarding expenses while traveling and working at other locations will not apply.

4. Payment will be made through the appropriate Company payroll system and if possible in advance. For any overpayments the employee will be required to reimburse the Company within the next payroll period.

5. If the allowed travel time is greater than 2.0 hours and the Company requires the employee to report to work at the scheduled start time the employee will be allowed to travel the day before and paid per diem for that day. Travel time will be paid at the applicable Straight Time or Overtime rate.

6. If the Company requests the employee to use his/her personal vehicle for travel, the employee will be reimbursed for mileage in accordance with the Company's travel and expense policy. Mileage reimbursement and travel time will be limited to travel at the beginning and end of consecutive per diem payments.

APPRENTICES MAINTENANCE, ELECTRICIANS, OPERATIONS AND TECHNICAL SUPPORT DEPARTMENTS

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 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; and 3rd year to 4th year; 4th year to Control Room Operator B/ Journey Worker; 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, thirty (30) days prior, of their desire to take the advancement test;

2. The Apprentice has completed all required checklists and curriculum, and has obtained the appropriate signatures; and

3. Received a 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 twelve (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 four (4) year program in forty-eight (48) months. Time saved in earlier levels of the apprenticeship can be distributed to an apprenticeship level presenting higher difficulty.

Apprentices must complete all apprentice/ Journey Worker testing with a minimum test score of eighty percent (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.

D. 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.

TEMPORARY FORE WORKER

SECTION 7.

A Journey Worker or Technician shall be entitled to Working Fore Worker's wages whenever he/she is responsible for and has been placed in charge of work where two (2) or more employees are employed under his direct supervision for a period of two (2) or more hours. For example, if a regular Maintenance Fore Worker, for any reason, leaves the power plant area for a period of two (2) or more hours, a Journey Worker shall be placed in charge of a crew consisting of two (2) or more employees.

EXAMINATIONS FOR ADVANCEMENT

SECTION 8.

A. Examinations for advancement of Power Plant workers are to be given by an examining board consisting of the Plant Manager, or his/her representative, the Union Steward, or his/her representative, and a Plant worker of equal or higher classification who shall be selected by the Steward.

B. All examinations will consist of written, oral and demonstrated questions.

C. Advancement to the next higher classification will require a minimum test score of 80% on each exam (written, oral/demonstrated).

D. All examinations for Power Plant Workers will be reviewed by the Plant Manager, or his/her representative, the Union Steward, or his delegated representative, and a Plant Worker of equal or higher classification for the expressed purpose of determining the clarity and fairness of the examination.

E. The person taking the examination will be permitted to take it on Company time. The time for the examination is to be arranged by the Plant Manager.

F. The senior person will be allowed to take the qualification examination before any person with less seniority.

G. In the event a senior person does not bid on a posted job, or does not meet the minimum qualifications as outlined in this section, and the next senior person bids and secures the job, the former shall lose seniority under the latter only in regard to future bids on jobs of higher classifications.

SENIORITY

SECTION 9.

A. Rules governing departmental seniority shall be as defined in Article IV, Section 9, and Article VI, Section 8(g) of the Agreement. Local Departments as used in this Agreement for application to the Power Plants are defined as follows:

1. Operations Department
2. Maintenance Department
3. Technical Support Department
4. Field Logistics Department
5. Electrical Department

Job classifications of each worker are listed by their appropriate department in the Agreement. (Article VIII)

B. During the staffing of a new plant if a transferred person and a new employee should have the same departmental seniority date, the transferred person will have recognized seniority over the new hire.

C. If plants become a complex (similar to Maddox/Cunningham) the initial local department seniority shall be provided by the Union to the Company at the time the facility is combined.

VACATIONS

SECTION 10.

Vacations shall be selected according to departmental seniority under the following conditions:

A. Prior to May 1 of each year, employees' vacations that are taken before May 1 will be on a first come, first serve basis.

B. Vacations selected for the remainder of the year that have been selected as of May 1 shall be granted by departmental seniority.

C. In the event an employee is requested to change his vacation, he may select another vacation and be governed by the same rules.

D. Vacations generally will not be approved during an overhaul or time sensitive event, but such vacation will be considered in good faith on a case-by-case

basis by the Company. Early communication of such requests is recommended.

SELECTION OF DAYS OFF

SECTION 11.

The manner in which days off are to be selected may be determined on any basis mutually agreed upon at each plant or location. In power plants that bid days off, departmental seniority shall prevail.

OVERTIME MEALS

SECTION 12.

A. In the event an employee is required to report to work more than two (2) hours before his regularly scheduled starting time, or continues to work as much as two (2) hours after his regularly scheduled workday and thereby misses a meal, the Company shall provide a meal or reimburse the employee for their next meal with a separate itemized receipt up to the United Stated General Services Administration Dinner rate for the county in which the reporting plant resides, or if the employee chooses not to purchase a meal, the Company will pay at the rate of $8.50 per meal. Scheduled ten (10) hour days are not covered by this rule.

B. Employees who cannot be relieved to obtain a meal when working overtime will be furnished a meal if feasibly possible, or their meal will be paid for when the overtime work is completed; and in no case will they be required to work more than four (4) hours after their regular workday without being furnished a meal.

C. Employees who are given sufficient notice of overtime work, sufficient notice being two (2) hours before reporting for work, shall provide their own meal and will be reimbursed for it at the rate of $8.50 per meal.

TESTING OF RELAYS IN ENERGY SUPPLY

SECTION 14.

The Company may assign System Protection Technicians to work on Energy Supply relays. This work is not exclusively System Protection Technician work. It may also be performed by a contractor or any management or non-bargaining unit employee with or without having first attempted to assign the work to a System Protection Technician.

If a System Protection Technician is assigned to perform Energy Supply relay work during his/her regular shift, the Technician must accept that assignment. If no System Protection Technician is or will be on duty when the Company seeks to have the work performed, the Company will attempt to assign the work using ARCOs.

The responsibilities assumed by the System Protection Technicians relative to Energy Supply relays will include, but are not limited to:

- The testing of all protective relays in the various plants
- Trip-checking of all plant protective relays, under the guidance of plant personnel
- The Relay department will be the callout resource to repair or trouble-shoot this equipment, after plant engineering, electrical, and technician groups have determined it to be at the protective relay level.
- Gather protective relay events for Energy Supply engineering, Substation Field Engineering and/or System Protection Engineering
- Make requested protective relay setting changes for Energy Supply, Substation Field Engineering and/or System Protection Engineering
- Respond to relay alarms (microprocessor- terminal equipment etc.)

A System Protection Technician will be paid a premium of 15% above their respective classification while doing Energy Supply relay work.

INSTRUMENT AND CONTROLS (I&C) PROGRAM

SECTION 15.

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 Fore Worker		$42.09		
	Controls Technician "B" *	$39.89		I&C Technician C
Instrument Journey Worker		$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 a 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 Fore Worker staffed. Sections I and J below apply when there is an Instrument Fore Worker staffed.

Upon Implementation of this Agreement and subarticles I through U being applied for existing incumbents, such articles will be deactivated.

I. A gas plant's Plant Controls Fore Worker who is an I&C Journey Worker will be reclassified to Instrument Fore Worker 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 Fore Workers 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. Gas plants with Plant Controls Fore Workers who are Electrical Journey Worker will be reclassified as Electrical Fore Workers. An I&C Technical Lead or a temporary Instrument Fore Worker 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 Fore Worker is selected, they will return to Instrument Journey Worker once an I&C Technical Lead is selected.

WELDING CERTIFICATE BONUS

SECTION 16.

A. No later than January 31, 2026 and January 31, 2027, 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.

12 HOUR SHIFT AGREEMENT

SECTION 17.

A. This agreement is between Southwestern Public Service Company (the "Company") and International Brotherhood of Electrical Workers Local Union 602 (the "Union") (collectively the "Parties" regarding the use of twelve (12) hour shifts at the Harrington Station, Nichols Station, Tolk Station, Plant X, Jones Station and Distribution System Operation Center. Either party may terminate this Agreement for any of these locations with 30 days written notice to the other party in which case that station/center will revert back to an eight (8) hour shift schedule per the parties general Collective Bargaining Agreement.

B. The start and end times for the 12-hour shift schedule are 7:00am and 7:00pm.

C. Vacation and sick time will be paid in 12-hour increments consistent with the work schedule. Scheduling of vacation shall be done in advance in accordance with the parties current Collective Bargaining Agreement. Lesser periods of time may be taken with Management approval.

D. For the purpose of overtime meals, a regular shift will be considered as 12 hours per Article IV, Section 6.

E. Holiday pay will continue similarly to the present guidelines. (All holiday pay, including floating holiday, will be considered as 8 hours straight time pay.) Celebrated holidays revert to the last day worked (if actual holiday is in the first half of days off) or the first day worked (if actual holiday is in the last half of days off). If actual holiday falls on the worker's middle day off, the celebrated holiday reverts to the last day worked. Employees will receive 8 hours straight time plus appropriate overtime pay for all hours worked on that day. If an employee is not required to report on a scheduled holiday, four hours straight time pay and eight hours of holiday pay will be paid for the holiday. For purposes of calculating holiday pay, the normal scheduled hours on a holiday will be from 7:00am to 3:00pm and 7:00pm to 3:00am.

F. One double time day for each set of days off will be established on the schedule in such a manner that off crews do not share the same double time day.

G. For the purposes of Article VI: Definition B- The shift refers to the hours of the day that a particular employee is scheduled to work. The shift is one of two 12-hour periods within a twenty- four hour period.

H. For the purposes of Article IV Section 16.6. 17.F. Bereavement- 12 hours will be considered one day. Not to exceed 24 hours or with prior approval of management, 40 hours as defined by the Collective Bargaining Agreement.

I. Any Letter of Understandings or Operations Memorandums conflicting with this agreement will be discontinued or renegotiated.

J. An operator with a regularly scheduled shift of eight (8) hours may submit a request to his supervisor that the shift begins at a particular time. This request must be made between 72 and 24 hours prior to the originally scheduled start time. The supervisor shall have the discretion to grant or deny the request. If the request is not approved prior to 18 hours before the originally scheduled start time, the employee should assume the request was denied and report as scheduled.

K. For the purposes of scheduled training and regional meetings of two or more consecutive days including, but not limited to, Regional Safety Committee meetings, CPR and First Aid training, employees scheduled to attend these events may have their scheduled workdays or shift changed. The Emergency Response Team is excluded for this agreement.

CHEMICAL TECHNICIANS

SECTION 18.

- 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 Parties also agree to the following:

A. Positions shall first be bid/hired (other than Chemical Technician E) from within Southwestern Public Service Company qualified applicants which include existing Chemical Technicians and Journey Workers who have met the requirements of Item B 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.

B. Energy Supply bargaining unit Journey Workers 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. Additional training requirements include minimum of Control Room Operator B 4th year apprentice level. Those meeting requirements will then be qualified candidates for future Chemical Technician jobs at their local facility or complex.

C. Any Energy Supply bargaining unit Journey Workers within Southwestern Public Service completing the requirements of Item 2 above will be qualified Chemical Technician Candidates and will receive the wage of their current classification while being qualified Chemical Technician candidates. If selected to fill a Chemical Technician posting, they will continue to receive that wage until conditions of Item 4 are met.

D. 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.

E. 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.

F. An overtime call out list will be developed which will include the individual's qualifications, classification and hours worked.

G. 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.

H. If no bids are received locally for Chemical Technician, notices shall be posted Company-wide in all divisions or all power plants, whichever applies before posting outside of Southwestern Public Services.

I. The hiring Manager will consider feedback from the Chemical Technician A's but as with all other positions the company retains the final decision on selection based upon qualifications.

FACIAL HAIR WITH RESPIRATOR PROTECTION

SECTION 19.

SPS, (Energy Supply), agrees to review this agreement at end of collective bargaining agreement date, allowing the Company to review, revise, or return to the current version at the end of each term thereafter. Also, the Company may choose at any time to return to the current policy due to inappropriate actions or violations within any area of the Respirator Protection Program when a 30-day notice is given. This approach will only work safely and successfully if all employees within this program cooperate. In the event employees observe contractors not complying with regulatory requirements, they are expected to notify management immediately.

It is of primary importance to SPS (Energy Supply) and the IBEW Local 602 that the employee respiratory safety be maintained in the most effective, but least intrusive manner. Both agree that the policy interpretation will always support personal safety needs over personal convenience.

The OSHA Respiratory Protection standard (29 CFR 1910.134) specifies certain requirements for employers to follow when their employees must wear respirators. The standard states **that the employer cannot permit respirators with tight-fitting facepieces to be worn by employees who have facial hair that comes between the sealing surface of the facepiece and the face, or that interferes with valve function.** To align with the OSHA standard and the corresponding Xcel Energy Respiratory Protection Program, these elements are provided:

A. **Clean shaven** is defined herein as the absence of any facial hair that comes between the sealing surface of the facepiece and the face OR interferes with the function of the respirator valves. Facial hair includes beards, goatees, long sideburns, mustaches below the laugh line, overnight stubble, or any other facial hair below the mouth.

B. All work assignments requiring respiratory protection will be issued in a fair, consistent, and impartial manner in so far as practical. Sometimes it may be planned that the following day includes a job assignment requiring respiratory protection. When preplanned work indicates respiratory protection is required, necessary assignments for these jobs will be issued before the end of the work shift. Employees assigned to these jobs will then report to work the following day "clean-shaven" (as defined above)

C. Employees given any work assignments requiring respiratory protection are expected to shave, with a "no questions asked" attitude, so as to fully comply with the Respiratory Protection Program requirements at that time respirators are to be worn.

D. Any employee who is not 'clean shaven' upon reporting for a task requiring wear of a respirator will shave within 30 minutes and will be docked thirty minutes. These employees must have available their own shaving cream and razor. Each will attain a 'clean-shaven" status as defined above by removing all facial hair in the sealing surfaces of the respirator or that would interfere with any working valve of their respirator. This would include overnight stubble, portions of mustaches extending below the corner of the mouth or long enough to reach any respirator valve.

E. No employee shall be allowed to wear a respirator over any facial hair. Any employee who violates the Respirator Protection Program will be subject to disciplinary action.

F. Employees shall report to work clean-shaven for their scheduled respirator fit test and will shave if the need to be re-fit should occur. Examples where a re-fit is warranted include the inability to achieve a proper seal during a user fit check, facial changes due to significant weight loss or dental work, or a change to

the respirator model issued.

G. Any employee who performs daily work requiring respiratory protection shall report to work clean-shaven daily. In addition, if facial hair growth during the course of the day presents a concern, the employee will be allowed to shave on Company time, including call-outs.

H. All Emergency Response Team Members, due to the unexpected nature for immediate response time during emergencies, must adhere to the clean-shaven policy daily.

ARTICLE VII
As Amended November 1, 2002

WORKING RULES - SYSTEM OPERATIONS DEPARTMENTAND DISTRIBUTION SYSTEM OPERATIONS DEPARTMENT

SYSTEM OPERATIONS DEPARTMENT

SECTION 1.

A. All employees in the System Operations department are required to obtain and maintain (on an annual or required basis) NERC System Operator Certification. In the event any other requirement is mandated by a residing regulatory agency, these requirements will be required as well.

B. Upon entry into the department, NERC certification shall be obtained within 9 months. If after nine months, the operator fails to achieve NERC certification, the operator will have 45 days to apply and be selected for another position within the Company or their employment will be terminated

C. The System Operator positions have three main responsibilities. They are defined as the Transmission Operator, Balancing Authority Operator, and Transmission Switching Operator.

D. System Operator A will be defined as an operator that has been qualified to work all three positions. System Operator B will be defined as an operator that has been qualified to work two positions. An employee that has entered the department will be a System Operator C and remains a C operator while qualified for one position.

E. An employee that has entered the department will be required to progress to a System Operator A within 5 years of entering the department. Failure to do so will result in his/her employment with the Company being terminated.

F. As of November 1, 2007, any existing Operator B shall be required to achieve Operator A within three years. Failure to do so will result in his/her employment with the Company being terminated.

G. An employee entering the department and qualifying for Transmission Switching Operator desk will need to qualify for a second position within one

year after qualifying for the switching desk to maintain fair and equitable rotation in the schedule. Failure to do so will result in his/her employment with the Company being terminated.

RELIEF OPERATORS

SECTION 2.

A. Entry classification into System Operations will be System Operator "C". Upon qualification for the generation or transmission position, the System Operator "C" will be promoted to System Operator "B".

B. Relief Operators will be provided with a working schedule but may work on any shift during those days scheduled as relief days. Relief Operators will be given at least eight (8) hours' notice before changing their scheduled working hours. In the event a relief operator is not notified eight (8) hours before change of schedule and is called out, he/she shall be paid one and one-half (1-1/2) times his base rate of pay.

C. A Relief Operator's shift will not be changed from the evening shift to the night shift in such a manner that he will be required to work more than eight (8) consecutive hours as a result of the shift change; nor will his/her regular schedule be such that two (2) consecutive shifts will be worked.

D. The regularly scheduled portion of a Relief Operator's (shift breaker) schedule shall not be changed unless it is anticipated that the new schedule can be maintained for at least four (4) days. This does not prevent a change in the Relief Operator's schedule to fill an unanticipated absence.

E. Relief Operator will be paid at the rates specified for the higher classification that they will be expected to perform.

OPERATIONS MEMOS

SECTION 3.

All standing orders and any changes affecting the operating of the system for which the System Operators are to be held responsible shall be communicated electronically or be in writing and may be posted on the Operators' memo board.

VACATIONS

SECTION 4.

Vacations shall be selected according to departmental seniority under the following conditions:

A. Prior to May 1 of each year, employees' vacations that are taken before May will be on a first come, first serve basis.

B. Vacations selected for the remainder of the year that have been selected as of May 1 shall be granted by departmental seniority.

C. In the event an employee is requested to change his/her vacation, he/she may select another vacation and be governed by the same rules.

SELECTION OF DAYS OFF

SECTION 5.

The manner in which days off are to be selected may be determined on any basis mutually agreed upon at each location.

OVERTIME MEALS

SECTION 6.

A. In the event an employee is required to report to work more than two (2) hours before his regularly scheduled starting time, or continues to work as much as two (2) hours after his regularly scheduled workday and thereby misses a meal, the Company shall have the option to either provide or pay for a meal at the rate of $8.50 per meal. Scheduled 10 hour workdays are not covered by this rule.

B. Employees who cannot be relieved to obtain a meal when working overtime will be furnished a meal if feasibly possible, or their meal will be paid for when the overtime work is completed; and in no case will they be required to work more than four (4) hours after their regular workday without being furnished a meal.

C. Employees who are given sufficient notice of overtime work, sufficient notice being two (2) hours before reporting for work, shall provide their own meal and will be reimbursed for it at the rate of $8.50 per meal.

VACANCIES

SECTION 7.

Positions in this department will be filled on the basis of qualifications only and without reference to seniority.

COMMUNICATION TECHNICIANS

SECTION 8.

A. The Company and the Union agree to the following bargaining unit job classification within Business Systems.

1. Lead Communications Technician
2. Communication Technician A
3. Communication Technician B
4. Communication Technician C

Employees must have finished all training and schooling at their present level before advancement to the next Communication Technician level. There is no mandatory progression or right to progress to the Lead Communication Technician classification. The Company retains the sole discretion to determine the number of Lead Communication Technicians and to select who, among Communication A candidates, will staff the Lead Communication Technician classification.

B. Positions shall first be bid/hired from within Southwestern Public Service Company's Union from qualified applicants as provided by paragraph C below. Company employees will remain at their pay level until they progress to a pay level above their transfer level. 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's Union.

C. Applicants must be qualified as determined by the Company. If the selected applicant has a two-year Technical Degree in Electronics, Digital Equipment or Telecommunications, the applicant will start as a Technician B.

D. A mandatory progression from Communication Technician C to Communication Technician B must take place after a minimum of 12 months and a maximum of 18 months as a Communication Technician C. To progress from Communication Technician C to B, the candidate must have satisfactorily completed all required training and performance for at least 12 months at the C classification and have passed a written and demo test with a minimum

score of seventy percent and be approved by the Lead Communication Technician and Manager. If the candidate fails to meet these requirements, a second test will be given. If the candidate fails the second test, the employee may be retested or removed from the program at the discretion of management.

E. A mandatory progression from Communication Technician B to A must take place after 3 years as a B and before or up to the 4th year as a B. To progress from Communication Technician B to A the candidate must have satisfactorily completed all required training and satisfactory performance for 3 years at the B classification and have completed a two-year degree and pass a written test of the required training with a minimum score of eighty percent. If the candidate fails to meet these requirements, a second test will be given in three months. If the candidate failed the second test, the employee may be retested or removed from the program at the discretion of the management. The test is to be given by management and Lead Technician or technician selected by a Lead Technician.

F. An overtime call out list will be developed as to an individual's qualifications, classification and hours worked.

G. All employees entering the Communication Technician classification from another classification will not be allowed to return to their former position unless an opening is available.

H. The number of Technicians in each classification will be determined by the authorized manning table for the department or division.

ARTICLE VIII
As Amended November 1, 2025

CLASSIFICATIONS AND MINIMUM RATES OF PAY

SECTION 1.

During the term of this Agreement, except as provided in Article I, Section 1, the following classifications and minimum rates of pay shall be in effect for all departments listed below.

SPECIAL CLASSIFICATIONS & RATES SUBJECT TO SPECIAL AGREEMENT

The classifications listed below are special classifications and rates subject to special agreement. These classifications are not to be used for employment. Employees presently in these classifications may progress to the highest level in the same job function. The General classifications and Minimum Rates of Pay effective November 1, 2025, November 1, 2026 and November 1, 2027 shall apply when employees change job functions. Classifications that are no longer occupied shall be deleted from the Agreement at negotiations each year.

	Hourly Wage Rates		
	Effective 11/1/25	**Effective 11/1/26**	**Effective 11/1/27**
OPERATIONS			
Plant Operator	$47.24	$47.85	49.17
MAINTENANCE			
Janitor Yarder	$31.85	$32.26	$33.15
TECHNICAL SUPPORT			
Controls Technician A	$57.14	$57.88	$59.47
Controls Technician B	$54.15	$54.85	$56.36
Controls Technician C	$40.43	$40.96	$42.08
Instrument Working Fore Worker	$57.14	$57.88	$59.47
Instrument Journey Worker	$52.17	$52.85	$54.30

	Hourly Wage Rates		
	Effective 11/1/25	**Effective 11/1/26**	**Effective 11/1/27**

SYSTEM OPERATIONS DEPARTMENT
GENERAL CLASSIFICATIONS AND MINIMUM RATES OF PAY

POWER PLANTS OPERATIONS

Shift Working Fore Worker	$57.14	$57.88	$59.47
Control Room Operator A	$54.26	$54.97	$56.48
Control Room Operator B	$52.17	$52.85	$54.30
Control Room Operator B Appr 4th Yr.	$38.17	$38.67	$39.73
Control Room Operator B Appr 3rd Yr.	$34.88	$35.33	$36.31
Control Room Operator B Appr 2nd Yr.	$32.62	$33.04	$33.95
Control Room Operator B Appr 1st Yr.	$30.93	$31.33	$32.19

MAINTENANCE

Maintenance Working Fore Worker	$57.14	$57.88	$59.47
Machinist Journey Worker	$52.17	$52.85	$54.30
Welder Journey Worker	$52.17	$52.85	$54.30
Maintenance Mechanic Journey Worker	$52.17	$52.85	$54.30
Maintenance Apprentice 4th Yr.	$38.17	$38.67	$39.73
Maintenance Apprentice 3rd Yr.	$34.88	$35.33	$36.31
Maintenance Apprentice 2nd Yr.	$32.62	$33.04	$33.95
Maintenance Apprentice 1st Yr.	$30.93	$31.33	$32.19

	Hourly Wage Rates		
	Effective 11/1/25	**Effective 11/1/26**	**Effective 11/1/27**
ELECTRICAL			
Electrician Working Fore Worker	$57.14	$57.88	$59.47
Electrician Journey Worker	$52.17	$52.85	$54.30
Electrician Apprentice 4th Yr.	$38.17	$38.67	$39.73
Electrician Apprentice 3rd Yr.	$34.88	$35.33	$36.31
Electrician Apprentice 2nd Yr.	$32.62	$33.04	$31.67
Electrician Apprentice 1st Yr.	$28.04	$29.16	$33.95
TECHNICAL SUPPORT GENERAL CLASSIFICATIONS AND MINIMUM RATES OF PAY			
Instrument & Controls Technician Lead	$64.95	$65.79	$67.60
Instrument & Controls Technician A	$61.64	$62.44	$64.16
Instrument & Controls Technician B	$57.14	$57.88	$59.47
Instrument & Controls Technician C	$54.26	$54.97	$56.48
Instrument & Controls Technician D	$43.21	$43.77	$44.98
Instrument & Controls Technician E	$39.45	$39.96	$41.06
Instrument & Controls Technician F	$36.90	$37.38	$38.41
Instrument & Controls Technician G	$35.00	$35.46	$36.43
Chemical Technician A	$57.14	$57.88	$59.47
Chemical Technician B	$52.17	$52.85	$54.30
Chemical Technician C	$44.29	$44.87	$46.10
Chemical Technician D	$40.43	$40.96	$42.08
Chemical Technician E	$34.82	$35.27	$36.24
FIELD LOGISTICS			
Plant Warehouse Worker A	$37.03	$37.51	$38.54
Plant Warehouse Worker B	$33.56	$34.00	$34.93
Plant Warehouse Worker C – 6 months	$30.16	$30.55	$31,39
Plant Warehouse Worker D – 6 months	$26.80	$27.15	$27.89
SYSTEM OPERATIONS DEPARTMENT			
System Operator A	$67.27	$68.14	$70.02
System Operator B	$56.42	$57.15	$58.73
System Operator C	$54.15	$54.85	$56.36

	Hourly Wage Rates		
	Effective 11/1/25	**Effective 11/1/26**	**Effective 11/1/27**
DISTRIBUTION CONTROL CENTER DEPARTMENT			
Senior Distribution System Operator	$66.45	$67.31	$69.15
Distribution System Operator A	$61.67	$62.47	$64.19
Distribution System Operator B	$56.35	$57.08	$58.65
Distribution System Operator C	$54.54	$55.25	$56.77
LINE DEPARTMENT			
Line Working Fore Worker	$57.45	$58.20	$59.80
Line Journey Worker	$53.16	$53.85	$55.33
Line Worker Apprentice 4th Yr.	$38.17	$38.67	$39.73
Line Worker Apprentice 3rd Yr.	$34.88	$35.33	$36.31
Line Worker Apprentice 2nd Yr.	$32.62	$33.04	$33.95
Line Worker Apprentice 1st Yr.	$30.93	$31.33	$32.19
Ground Worker A	$37.03	$37.51	$38.54
Ground Worker B	$33.56	$34.00	$34.93
Ground Worker C – 6 months	$27.34	$28.43	$29.28
Ground Worker D – 6 months	$24.29	$25.26	$26.02
Warehouse Worker A	$33.56	$34.90	$35.95
Warehouse Worker B	$30.41	$31.63	$32.58
Warehouse Worker C – 6 months	$30.17	$30.56	$31.40
Warehouse Worker D – 6 months	$26.80	$27.15	$27.89
Distribution Tech Fore Worker	$66.73	$67.60	$69.46
Distribution Tech A w/2 Yr Dgr	$61.64	$62.44	$64.16
Distribution Tech B w/2 Yr Dgr	$52.93	$53.62	$55.09
Distribution Tech C w/2 Yr Dgr	$46.39	$46.99	$48.29
Distribution Tech D w/2 Yr Dgr	$43.22	$43.78	$44.99
Distribution Tech A w/2 Yr Dgr	$61.64	$62.44	$64.16
Distribution Tech B wo2 Yr Dgr	$44.29	$44.87	$46.10
Distribution Tech C wo2 Yr Dgr	$40.43	$40.96	$42.08
Distribution Tech D wo2 Yr Dgr	$37.83	$38.32	$39.38

SUSBSTATION DEPARTMENT & TRANSFORMER SHOP

Electrician Working Fore Worker	$57.45	$58.20	$59.80
Electrician Journey Worker	$53.16	$53.85	$55.33
Electrician Apprentice 4th Yr.	$38.17	$38.67	$39.73
Electrician Apprentice 3rd Yr.	$34.88	$35.33	$36.31
Electrician Apprentice 2nd Yr.	$32.62	$33.04	$33.95
Electrician Apprentice 1st Yr.	$30.93	$31.33	$32.19
Electrician Helper A	$37.02	$37.50	$38.53
Electrician Helper B	$33.61	$34.05	$34.98
Electrician Helper C – 6 months	$30.17	$30.56	$31.40
Electrician Helper D – 6 months	$26.80	$27.15	$27.89
Protective Material Tester A	$39.76	$40.28	$41.38
Protective Material Tester B	$36.53	$37.00	$38.02

	Hourly Wage Rates		
	Effective 11/1/25	**Effective 11/1/26**	**Effective 11/1/27**
ELECTRIC METER DEPARTMENT			
Meter Technician Working Fore Worker	$57.45	$58.20	$59.80
Meter Technician Journey Worker	$53.16	$53.85	$55.33
Meter Technician Apprentice 4th Yr.	$38.17	$38.67	$39.73
Meter Technician Apprentice 3rd Yr.	$34.88	$35.33	$36.31
Meter Technician Apprentice 2nd Yr.	$32.62	$33.04	$33.95
Meter Technician Apprentice 1st Yr.	$30.93	$31.33	$32.19
Meter Helper A	$37.03	$37.51	$38.54
Meter Helper B	$33.61	$34.05	$34.98
Meter Helper C – 6 months	$30.17	$30.56	$31.40
Meter Helper D – 6 months	$26.80	$27.15	$27.89
TRANSPORTATION DEPARTMENT			
Garage Working Fore Worker	$57.14	$57.88	$59.47
Fleet Mechanic A	$43.33	$43.89	$45.10
Fleet Mechanic B	$33.91	$34.35	$35.30
Fleet Mechanic C	$24.56	$24.88	$25.56
CONSTRUCTION SERVICES – TRUCKING			
Trucking Working Fore Worker	$57.14	$57.88	$59.47
Heavy Equipment Operator	$46.84	$47.45	$48.75
Truck Driver 4th Yr.	$42.02	$42.57	$43.74
Truck Driver 3rd Yr.	$35.87	$36.34	$37.34
Truck Driver 2nd Yr.	$34.27	$34.72	$35.67
Truck Driver 1st Yr.	$30.55	$30.95	$31.85
TRANSMISSION CONSTRUCTION – PATROLLER			
Inspector/ Patroller	$53.16	$53.85	$55.33
Patroller	$42.09	$42.64	$43.81
SYSTEM PROTECTION DEPARTMENT			
Relay Technician Working Fore Worker	$66.73	$67.60	$69.46
Protection Relay Tech E (w/ 2 Yr. Degree)	$39.94	$40.46	$41.57

	Hourly Wage Rates		
	Effective 11/1/25	**Effective 11/1/26**	**Effective 11/1/27**
Protection Relay Tech D (w/ 2 Yr. Degree)	$43.22	$43.78	$44.99
Protection Relay Tech C (w/ 2 Yr. Degree)	$46.39	$46.99	$48.29
Protection Relay Tech B (w/ 2 Yr. Degree)	$52.93	$53.62	$55.09
Protection Relay Tech A (w/ 2 Yr. Degree)	$61.64	$62.44	$64.16
Protection Relay Tech E (w/o 2 Yr. Degree)	$35.87	$36.34	$37.34
Protection Relay Tech D (w/o 2 Yr. Degree)	$37.83	$38.32	$39.38
Protection Relay Tech C (w/o 2 Yr. Degree)	$40.43	$40.96	$42.08
Protection Relay Tech B (w/o 2 Yr. Degree)	$44.29	$44.87	$46.10
INFORMATION TECHNOLOGY DEPARTMENT			
Lead Working Communications Tech	$66.73	$67.60	$69.46
Communications Technician C	$39.80	$40.32	$41.43
Communications Technician B	$55.60	$56.32	$57.87
Communications Technician A	$61.64	$62.44	$64.16

ARTICLE IX
FEDERAL AND STATE LAW PROVISION

It is agreed that if any of the provisions of this Agreement are made invalid by Federal or State Law or Regulations, or should any court hold any provision of this Agreement invalid, the other provisions of the Agreement shall not be invalidated thereby.

ARTICLE X
As Amended November 1, 2025

TRANSPORTATION DEPARTMENT

UNIFORMS TRANSPORTATION DEPARTMENT

SECTION 1.

A. Company shall furnish uniforms to the employees within Transportation Department that work in the classification of Garage Working Fore Worker, 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. In the first full pay period in December of each year, Fleet Mechanic A will be paid an annual tool allowance of eight hundred dollars ($800), Fleet Mechanic B will be paid an annual tool allowance of five hundred dollars ($500), and Fleet Mechanic C 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).

MECHANIC CLASSIFICATIONS

SECTION 2.

Mechanics hired before 1/26/2000 will be grandfathered. Employees in their classifications will not be affected by the addition of Fleet Mechanic A, Fleet Mechanic B and Fleet Mechanic C, and will retain all rights covered under the Bargaining Agreement. In case of a layoff (reduction in force), Fleet Mechanic A's, B's and C's will be laid off before existing Fore Worker, Auto Mechanics and Apprentices.

A. The non-grandfathered classifications are:

1. Fleet Mechanic A
2. Fleet Mechanic B
3. Fleet Mechanic C

B. Fleet Mechanic A job duties include all fleet inspection, maintenance, and repair activity. Fleet Mechanic "B" job duties include all duties of an "A" mechanic except for the performance aerial inspections or repairs without the

oversight of a qualified Fore Worker or “A” mechanic. “A” and “B” mechanics also have administrative duties.

C. Fleet Mechanic C job duties include performing preventative maintenance (PM’s), services on light, medium, and heavy-duty chassis, minor repairs, e.g., lights, wiper blades, etc., assisting “A”, “B”, and Fore Worker mechanics, vehicle washing, steaming, delivery, fueling, tire work and paint preparatory work, and other duties assigned by foremechanics and management. “C” mechanics also have administrative duties.

D. In shops with 2 mechanics, there will be an “A” or “B”, and a Fore Worker. If the location has 3-4 mechanics, the aggregate number of “B” and “C” mechanics will not be greater than the aggregate number of “A” and Fore Worker. In locations with greater than 4 mechanics the aggregate of “B” and “C” mechanics will not exceed 1/3rd of the total number ofmechanics.

E. Article IV, Section10, “Seniority” will still apply.

F. Employees wishing to enter the Fleet Mechanic “A” or “B” classifications will need to obtain initial qualification through “Certifications”. Certifications are defined as 2yr Technical Degree, or Automotive Service Excellence (ASE), or qualifying manufacture training in Automotive, Medium or Heavy Truck, or Equipment combination of certification. The qualifying certifications will be defined and agreed to by the SPS Fleet Training Committee, which will consist of equal number of members of both labor and management. 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 twenty four (24) certifications as identified by the Fleet Training Committee. 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, Training or certification 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 $0.25 per hour for each of the first 8 qualifying certifications. The next 8 additional certifications will have a differential of $0.35 per hour. The next 8 certifications will have a differential of $0.40 per hour. Any or all of the last 8 certifications may require re-certification based on the criteria set by the training committee. No differential will be paid beyond

24 qualifying certifications. The Qualification differential will not be considered when calculating general wage increases.

H. Employees will take ASE tests on their own time and the Company will reimburse Mechanics for all tests passed. Arrangements such as flexible work scheduling will be offered during weeks containing ASE tests to accommodate employees wishing to test.

I. When a single Fleet Mechanic “A” is assigned to a solo mechanic shop, that Fleet Mechanic “A” (or a substitute when he is absent) shall be paid a $0.75 / hr. premium for hours worked at such location. This premium will not be considered when calculating general wage increases.

ARTICLE XI

CONSTRUCTION SERVICES DEPARTMENT

A. Base Headquarters and Per Diem Zones

1. Employees in the Construction Services Department will receive a taxable per diem for each day worked when reporting to a base headquarters outside Amarillo. The rate is $8.50 per hour, up to a maximum of $68.00 per day for Zone I (10-50 miles from Amarillo Technical Center). For Zone II (51 miles or greater from Amarillo Technical Center), the GSA per diem rate will apply for nights away from primary residence. Travel and accommodation rules in Zone II follow IRS regulations. The per diem does not cover hours missed due to illness, family matters, jury duty, etc., except holidays within Tuesday, Wednesday, Thursday weeks, and sick days with proof that the employee stayed away from their primary residence. Employees must record per diem details on their timesheets. The per diem will be paid on their biweekly paycheck.

2. To comply with IRS regulations, meal allowances for travel to Zone II will be prorated on departure and return days. If an employee travels at least 51 miles from primary residence to headquarters a day before the first scheduled workday, they receive a per diem for lodging and 75% of meals and incidental expenses for that day. Employees late on the first scheduled workday do not receive this "day prior" per diem. Upon return from Zone II, employees receive 75% of the allotted meals and incidental expenses for that day.

3. Base headquarters for Construction Services crews must be within a 15-mile drive of any village, town, or city with meals, lodging, or trailer facilities. If a Company facility is within this range, travel time will be on Company time. Employees who stay at their primary residence overnight will receive a per diem, coded as taxable wages on their W2 form.

4. When construction crews are required to relocate temporarily from their base headquarters for a work period of five days or less, they will be reimbursed for actual room and meal expenses incurred during this time, in addition to the weekly board and room allowance (per diem) stipulated above. The weekly per diem under these circumstances will be classified as taxable wages and reported as such on the employees' W2 forms. After five working days or seven calendar days away from the crew headquarters have elapsed, only

the standard weekly board and room allowance will be provided. Base headquarters will not be moved within a five-working-day period under any circumstances.

5. When a construction services employee transfers to another base headquarters, travel time will be considered part of the workday. Moving time will be paid at 1 hour for every 30 miles driven to the new headquarters.

6. If an employee can't move their vehicle and/or trailer because they need to operate company equipment, they'll be given time and transportation to return to the original headquarters and move their vehicle and/or trailer to the new headquarters, provided they must personally drive and no other arrangements can be made.

7. When Construction Services Department employees attend extended training sessions such as Apprentice Schools in Amarillo lasting over 10 days, they will receive moving time from their temporary base. Lodging and meals will be provided for those living more than 50 miles from Amarillo. Employees within 50 miles will commute without lodging or meals. After training, moving time back to their base will be granted as per article XI, 4.

8. For shorter training sessions (10 days or less), management can choose to continue per diem and expenses or follow the moving time policy based on the circumstances, ensuring appropriate support for employees.

B. Meals

If employees must work more than two hours past regular quitting time, without at least eight hours' notice, the Company will provide a hot meal in addition to the regular weekly board and room allowance. If notified at least eight hours before the extended workday begins, employees must provide their own meals as on a regular workday. Employees won't be asked to work more than four hours beyond their scheduled end time without a meal break or a provided meal.

C. Truck Driver/ Heavy Equipment Operator

1. A beginning driver shall be classified a Truck Driver D and shall progress to Truck Driver 2nd Year upon completion of one year of service and the recommendation of his supervisor.

2. After one year as a Truck Driver C, the Truck Driver C shall progress to Truck Driver 3rd Year upon recommendation of his supervisor.

3. After one year as a Truck Driver B, the Truck Driver B shall progress to Truck Driver A upon recommendation of his supervisor and a passing grade of 80% on a written driver's skills test.

4. After one year of service as a Truck Driver A and with the recommendation of the supervisor, the Truck Driver A may progress to Heavy Equipment Operator provided the operator: (a) has shown to the supervisor that he/she can skillfully operate the equipment and pass a driver's qualification test consisting of written, oral and demonstrated questions with a passing grade of 80% in all three individual tests, and(b) possesses current NCCCO certification.

D. Barehand Crew Premium

Non-apprentice members of Barehand Crews will receive a premium of 4% of their regular rate of pay for all hours paid. This premium is not included in an employee's base wage rate and will not increase any benefit. The Company retains discretion to determine the size of such crews and to select who will be added or removed from such crews. Employees added to a barehand crew on a temporary coverage basis will receive the premium for hours paid during the assignment.

E. General Foreperson

The wage rate for this classification will be six percent (6%) higher than the working foreman wage rate. The parties have mutually agreed to the job duties of this classification as reflected in the exhibit signed by both parties dated 9/28/2022. The Company retains the right of selectivity for this position and the right to determine the number of such positions. General forepersons will not receive the bare hand premium.

F. TRANSMISSION LINES – ADDITIONAL HEADQUARTERS

1. Due to the changing environment of the electric utility industry and the increased pressure on the transmission grid, the Transmission Line department has a need to establish additional reporting headquarters for their hotline crews throughout the SPS service territory. The following terms will apply when establishing reporting headquarters outside of the Amarillo (ATC) location:

2. Established Headquarters: Management will have the right to post a notice for bid and establish reporting headquarters based on the needs of the Company. Once an employee's reporting headquarters is established all terms and conditions of Construction Services defined in the CBA and/or LOU's will apply.

3. Per Diem: When applicable established zones (1 & 2) will be calculated from employee's established headquarters.

4. Relocation: In the event the Company deems it necessary to change the Transmission Hotline Crews established reporting headquarters the guidelines established in the Collective Bargaining Agreement in Article IV, Section 8 regarding moving allowance will be followed.

5. Posting process: The Company will post a notice for bid, within the Construction Services Line Department and make selection based on qualifications and the business needs of the Company. In the event there are no qualified applicants within the department the job will be posted companywide prior to being posted externally.

G. Transformer Testing Schedule

The following language will be used when transformers are tested at substations in the SPS territory. This table includes shift work, as outlined below.

1. First Day of Processing – Day Shift: crew will work a true 16hrs; Night Shift will work 8hrs
2. Last Day of Processing – Day Shift: crew will work 8hrs (extra hours can be worked if necessary); Night shift will work a true 16hrs.
3. Triple time when total hours per day is >16 i.e. 4 Regular + 8 OT + 4 Rest.
4. Weekend work will result in hours worked =hours paid

Processing Starting on any Weekday

Day Shift (12pm-12am)	Night Shift (12am-12pm)
First Day	First Day
8am-4pm = 8 hrs. Regular Pay	8am – 4pm = 8 hrs. Regular
4pm-12am = 8hrs. OT pay (drive time to Service Center / Hotel, will result in Triple	(drive time to job, will result in OT)

time (if Day 2 is a weekday and is not the last day of processing)). Inversely, drive from Hotel/Service Center to Job location will result in triple time if Processing takes longer than 2 shifts or continues into the weekend	
Day 2	Day 2
12pm-12am = 4hrs Regular & 8hrs OT With 4hrs Rest Time = 8 total Regular hours	12am-12pm= 4hrs Regular & 8hrs OT With 4hrs Rest Time = 8 total Regular hours
Day 3 (if Weekday) Hours will be identical as Day 2	Day 3 (if Weekday) Hours will be identical as Day 2
Last Day	Last Day
8am-4pm	12am-4pm

NOTES SECTION
ARTICLE VIII
As Amended November 1, 2025

WAGE INCREASES

The Agreement on wages Article VIII, General Classification and Minimum Rates of Pay, effective November 1, 2025, to be presented to the membership for ratification will be as follows:

A. Southwestern Public Service Company and IBEW Local Union 602 agree to a wage increase of 3% effective November 1, 2025; 1.3% effective November 1, 2026; and 2.75% effective November 1, 2027 to all classifications.

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

LETTER OF UNDERSTANDING

SUB-CONTRACTING

The Company and the Union realize the changing competitive environment of the electric utility business, and each will strive to enhance the Company's future competitive position.

Reference "Verbal Understanding Discussed in 1996 Negotiations." (Rev. 1996).

LETTER OF UNDERSTANDING

DRUG AND ALCOHOL POLICY

The Parties agree to modify the Collective Bargaining Agreement in accordance with Article 1, Section 3.

Effective as of the date of this letter, the parties agree to replace the Letter of Understanding Drug and Alcohol Policy (p.55 of the 11/1/08 to 10/31/11 Agreement) with the following language:

> Employees covered by the Collective Bargaining Agreement between IBEW Local Union 602 and Southwestern Public Service Company must, as a condition of employment, abide by the terms of Xcel Energy Uniform Policy 9.3 Alcohol- and Drug-free Workplace Policy. Employees who do not are in violation of the policy and are subject to disciplinary action, including termination as outlined in the Policy. The Company retains the right to modify/amend/suspend the Policy without obligation to bargain such change.

LETTER OF UNDERSTANDING

MODIFY START TIMES

This Letter of Understanding shall apply to Line Department, Substation Department, System Protection, Transformer & Meter Shop, and Construction Services. With one (1) weeks' notice, the starting time may be modified by the Company between the months of April and October by two (2) hours within a local department. The selection for such assignments will be mutually agreed upon within that local department. In the event such agreement is not reached, management will determine how such assignments are made.

When the size of the workforce will allow, by mutual agreement the Company and Union may agree to an alternative work schedule (4-10 hour schedules) within a local department. 4-10 schedules will start between 6 a.m. and 9 a.m.

The numbers of crews that may be assigned without mutual agreement are listed below. By mutual agreement additional crews may be assigned to alternative work schedules.

Guymon	1	Perryton	0	Borger	1
Dumas	1	Pampa	1	Plainview	1
Hereford/Clovis	2	Hobbs	1	Tucumcari	0
Amarillo NE	1	Amarillo SW	1	Roswell	1
Lubbock	1	Seminole	1	Roswell Relay	1
Carlsbad	1	Littlefield/Levelland	1	Lubbock Relay	1
Amarillo Subs	1	Lubbock Subs	1	Amarillo Relay	1
Amarillo Meter/Trans	1				

Existing Letters of Understanding concerning 4-10 hour schedules shall supersede this letter unless they are cancelled.

LETTER OF UNDERSTANDING

PLACEMENT OF JOURNEY WORKER AND APPRENTICES IN DIVISIONS

Whenever a vacancy in the Local Department for any classification, except entry level, has been approved to be filled, the following procedure is to be followed:

1. The appropriate Manager contacts the Manager of Transmission Line Department and / or Substation Construction. If that manager agrees that an employee can be released, they will poll classifications to determine interest. The appropriate manager will interview the interested personnel and they will select an applicant to fill the position.

2. If there are no interested personnel within the specified classifications, the Manager will fill the positions in accordance with Article 4, Section 8.

LETTER OF UNDERSTANDING

PURCHASE AND USE OF EMPLOYEE UNIFORMS

Per Article 1, Section 3 of the Labor Agreement the parties agree to the following:

A. It is the purpose of this apparel policy to identify Company employees who customarily work on customer premises. The neat appearance of employees in standard, easily recognizable uniform accomplishes the purpose and also creates a favorable impression. Deviation from the standard uniform is, therefore, inconsistent with the purpose of this policy.

B. Service Technicians who are employed more than half of the days in their normal work months shall be provided uniforms as issues.

C. Uniforms shall be purchased only as outlined in the Sourcing Departments Procedure on the purchase of uniforms. No attempt will be made to maintain an inventory of uniform items within the Company.

D. A standard uniform as issued will consist of the following items:

Item	Quantity
Trousers (pair)	5
Jackets	2
Jacket Liner	1
Shirts (long sleeve)	5
Cap	1

E. Authorized employees will wear Company uniforms while on duty or while traveling to and from the location at which they are to report for duty. It shall be the responsibility of the employee to keep the uniform clean and in repair at all times.

F. Replacement of uniform garments will be made only upon the return of the used garment. Insignia will be removed from the used garment and the garment destroyed.

G. A record must be kept within each office as to the quantity and type of all items of wearing apparel issues to an employee. An employee shall sign receipt for his/her

having received the uniforms and upon termination of his/her employment, shall return any uniforms in his/her possession to the Company, irrespective of their condition.

LETTER OF UNDERSTANDING

PAYMENT FOR MILEAGE ON PRIVATELY OWNED AUTOMOBILES

Per Article 1, Section 3 of the Labor Agreement the parties agree to the following:

A. When it is necessary for an employee to use a privately owned automobile on Company business, the owner of the automobile will be reimbursed at a mileage rate established by the Vice President of Workforce Relations.

B. Automobiles owned by rental corporations or employee owned vehicles operated under reimbursement agreement with the Company do not come within the scope of this procedure.

C. The Company's insurance coverage does not cover comprehensive or collision losses on privately owned automobiles while they are being driven on Company business.

D. The use of privately owned automobiles on Company business is discouraged. If such use is absolutely necessary, specific prior approval should be secured from Company management.

E. The daily mileage and the reason and purpose for which a privately owned vehicle was used must be reported on an expense statement.

LETTER OF UNDERSTANDING

COMMERCIAL DRIVERS LICENSE

A. Company employees will be required to obtain the Commercial Driver's License (with proper endorsements) in accordance with State laws. Any vehicle or combination of vehicle and trailer weighing 10,001 lbs. and above, transporting hazardous materials requiring placards, and subject to interstate travel, will require a Commercial Driver's License.

B. The Company will reimburse employees requiring a Commercial Driver's License for the amount in excess of the price of the Operator's License. Receipts required.

1. Texas: Reimbursement will include the fee for additional endorsements.

2. New Mexico: Reimbursement will include fee for Skills Road Test if required.

3. Oklahoma: Reimbursement will include the Knowledge Test fee.

C. It shall be the responsibility of the employee acquiring a license to renew it at each expiration date.

LETTER OF UNDERSTANDING

COMMERCIAL DRIVER'S LICENSE – SUSPENDED OR REVOKED

The following administrative guidelines are in affect and apply to employees who are required to maintain a valid Driver's License (DL) and/or a Commercial Driver's License (CDL) and who are covered by the Collective Bargaining Agreement between the Company and IBEW Local Union #602.

A. In the event an employee's Driver's License (DL)/Commercial Driver's License (CDL) is suspended/revoked for any reason other than medical conditions or inappropriate conduct in a Company owned vehicle, and it is the employee's first suspension/revocation, the Company will accommodate the employee in their current classification for a period not to exceed ninety (90) days provided there is work available that does not require the employee to drive. The Company will have the sole and exclusive right to determine if and when work is available.

The following terms will also apply during the suspension/revocation period:

1. Employee will not be eligible for call-out overtime during this period.
2. Apprentice will be held in their training program at their current level during this period.
3. Employee will not be eligible to advance or change classification during this period.

B. In the event the employee's DL/CDL is reinstated and is unencumbered (written proof required) within the ninety (90) day accommodation period, the following will occur:

1. Employee will be returned to his/her normal job duties.
2. Employee will again be eligible for call-out overtime.
3. Apprentice will resume their training program.
4. Employee will be eligible for advancement, upon completion of time missed due to suspension.

C. If the employee's DL/CDL is not reinstated within the ninety (90) accommodation period the employee will be given the option to take an Unpaid Suspension (not to exceed one year from the date of suspension/revocation) in lieu of termination. If for any reason the employee is unable to regain an unencumbered DL/CDL within

the one year period their employment will be terminated. During time away from work on suspension the employee will not accumulate employee benefits such as but not limited to vacation and sick leave. The employee will, however, be eligible for insurance benefits under the following conditions:

1. Benefit coverage will continue with premiums at active rates and will be set up on benefit billing.
2. Employees will be required to take all available/accrued vacation at start of suspension. Employees will not be able to use accrued sick leave for time away from work due to suspension.

D. In the event the employee's DL/CDL is reinstated and is unencumbered and the employee can show written proof to the Company, the following will apply:

1. The employee will be returned to his/her previous classification and location if a vacancy exists. The Company will have sole discretion as to staffing level at work locations.
2. In the event there is no vacancy at the location from which the employee left, he/she will be offered a position in their classification in another location (within SPS) if a vacancy exists. Negotiated posting process will prevail for all internal postings.
3. If no vacancy exists in the location from which the employee left and the employee accepts a position in another location (within SPS) there will be no moving expenses paid by the Company.

E. Any employee whose job requires a valid, unencumbered DL/CDL and whose DL/CDL is revoked for any reason more than once while employed by the Company, will be terminated from employment with the Company.

F. Employees are required to keep their manager informed of the status of his/her DL/CDL at all times. Employees who fail to notify their manager of their DL/CDL being suspended/revoked for any reason within five (5) days will not be eligible for the terms of this Agreement and their employment with the Company will be terminated.

SP-2022-16
HEALTHY WORKPLACES ACT

To ensure compliance with the New Mexico Healthy Workplaces Act ("HWA"), and in accordance with Article 3, Section 3.D. of the Collective Bargaining Agreement ("CBA"), the parties agree that beginning on July I, 2022, Article IV, Section 17 of the CBA will be applied to employees headquartered in New Mexico in a manner entirely consistent with the HWA, including but not necessarily limited to, ensuring all such bargaining unit employees accrue illness leave in an amount equal to at least one hour for every 30 hours worked. It is believed that in most circumstances, the 8 hours of illness leave accrued for each month worked will be adequate to meet this result, but additional illness leave hours will be accrued to an employee as necessary to meet this result. The parties agree:

Effective July 1, 2022, for New Mexico headquartered employees, Article N, Section 17 will be changed to read as follows (all parts of Article N, Section 17 will remain as is and its application not changed for non-New Mexico headquartered employees):

ILLNESS SECTION 17.

All New Mexico headquartered bargaining unit employees, including employees during their probationary period, will be entitled to regular pay when absent from work due to personal or family reasons in accordance with the following terms and conditions.

A. ILLNESS LEAVE USES: For the purpose of this procedure, accrued illness leave may be used for all the same purposes covered by the HWA and under all the same conditions as required the HWA. This includes:

1. for the employee's: (a) mental or physical illness, injury or health condition; (b) medical diagnosis, care or treatment of a mental or physical illness, injury or health condition; or (c) preventive medical care;

2. for care of family members of the employee for: (a) mental or physical illness, injury or health condition; (b) medical diagnosis, care or treatment of a mental or physical illness, injury or health condition; or (c) preventive medical care;

3. for absence necessary due to domestic abuse, sexual assault or stalking suffered by the employee or a family member of the employee; provided that the leave is for the employee to: (a) obtain medical or psychological treatment or other counseling; (b) relocate; (c) prepare for or participate in legal proceedings; or (d) obtain services or assist a family member of the employee with any of the activities set forth in Subparagraphs (a) through (c) of this paragraph.

B. DURATION OF BENEFITS: The period during which normal salary payments will be made to an employee while away from work due to a illness leave will depend upon the number of hours of service and the previous illness leave taken. One workday (eight hours) will be accrued for each calendar month of continuous employment. To the degree this does not result in one hour of illness leave being accrued to an employee for every 30 hours worked, the Company will adjust the employee's accrued illness leave to ensure they accrue one hour of illness leave for every 30 hours worked. This leave is usable by the employee as soon as it is accrued.

Beginning with January 1, 1949, each hour of absence from work for illness leave will be deducted from the total number of hours accrued by the employee. When the total time deducted for absences exceeds the accrued total allowance, regular salary payments will stop.

Employees will not be eligible for benefits under this policy after notice of separation has been given by either party.

Salary paid during illness is based on a standard eight-hour day.

C. DOCUMENTATION:

Use of illness leave for HWA reasons shall be provided upon the oral or written request of an employee or an individual acting on the employee's behalf. When possible, the request shall include the expected duration of the HWA absence. When the use of illness leave for HWA reasons is foreseeable, the employee shall make a reasonable effort to provide oral or written notice of the need for such leave to the Company in advance of the use of the illness leave and shall make a reasonable effort to schedule the use of illness leave in a manner that does not unduly disrupt the operations of the Company.

When the use of illness leave for a HWA reason is not foreseeable, the employee shall notify the Company orally or in writing as soon as practicable. Documentation will not be required for use of illness leave for a HWA reason, except the Company may require reasonable documentation that the leave has been used for a covered purpose if the employee uses two or more consecutive workdays of leave. If requested, documentation signed by a health care professional indicating the amount of illness leave taken was necessary shall be considered reasonable documentation for illness leave taken pursuant to the HWA. In cases of domestic abuse, sexual assault or stalking, an employee may choose to provide one of the following types of documentation, which will be considered as reasonable documentation: a police report, a court-issued document or a signed

statement from a victim services organization, clergy member, attorney, advocate, the employee, a family member of the employee or other person affirming that the sick leave was taken for one of the purposes set forth in Paragraph (4) of Subsection C of Section 3 the HWA. A signed statement required pursuant to this subsection may be written in the employee's native language and shall not be required to be in a particular format or notarized. If requested, employees will have 14 days to provide documentation. The Company will not require documentation to explain the nature of any medical condition or the details of the domestic abuse, sexual assault or stalking. Employees using illness leave for HWA reasons will not be subject to stricter documentation requirements than employees using illness leave for non-HWA reasons.

Employees will not be retaliated against for using illness leave for HWA protected reasons.

The Company will follow the procedural notice, recordkeeping, informational and other requirements of the HWA.

D. TIME OFF RESULTING FROM ON-THE-JOB ACCIDENTS: Absences covered by Workers' Compensation do not affect the employee's illness leave. In these cases, pay shall amount to the difference between the employee's regular salary and the weekly compensation paid under the Workers' Compensation Act. Employees that have been injured on the job and have reached Maximum Medical Improvement (MMI) will be covered by Article IV, Section 16 "Absence Because of Illness" to cover medically related absences. Employees who have reached MMI prior to 11/1/02 will be grandfathered under existing Letter of Understanding; all other Workers Compensation issues will be covered as stated above.

E. BEREAVEMENT: Time off of three days, at regular pay will be authorized by a supervisor for the death in an employee's immediate family. Immediate family for Bereavement Leave is defined as an employee's spouse, children, mother or father. Time off of up to five days, at regular pay may be authorized by a supervisor for a death in the employee' s extended family or immediate family. Extended family for Bereavement Leave is defined as sisters, brothers, mother-in-law, grandparent, grandchild, nieces, nephews, son-in-law, daughter-in-law and father-in-law.

SIGNATURE PAGE

Signed this 26th day of March, 2026

Patricia Correa

Patricia Correa - XCEL Energy
SVP and CHIRO

Robert Melton -International Brotherhood of Electrical Workers Local 602

Joshua Townsend- International Brotherhood of Electrical Workers