

COLORADO DEPARTMENT OF REGULATORY AGENCIES
Public Utilities Commission

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PART 3
RULES REGULATING ELECTRIC UTILITIES

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[indicates omission of unaffected rules]

WORKFORCE TRANSITION PLANS

3575. Applicability.

This rule shall apply to all electric utilities in the state of Colorado except municipally owned electric utilities and cooperative electric associations.

3576. Overview and Purpose.

The purpose of this rule is to require electric utilities to provide estimates of workforce transitions, pursuant to § 40-2-133, C.R.S., that will occur as a result of retiring certain electric generating facilities.

3577. Contents of the Workforce Transition Plan.

- (a) The utility shall include a workforce transition plan in any electric resource plan file filed pursuant to the Commission's Electric Resource Planning rules or in any other application filing that includes a proposed accelerated retirement of an electric generation facility.
- (b) To the extent practicable, a workforce transition plan shall include:
 - (I) the total number of workers at the electric generating facility to be retired, including all workers who deliver fuel directly to the facility, employed either by the utility or by a contractor of the utility;
 - (II) the total number of workers whose existing jobs, as a result of the retirement of the facility, will be retained, and the total number of workers whose existing jobs will be eliminated;

- (III) with respect to the workers whose existing jobs will be eliminated, the total number and the number by job classification of workers:
- (A) whose employment will end without them being offered other employment;
 - (B) whose employment will end as planned retirements;
 - (C) whose employment will end upon being offered early retirement;
 - (D) whose employment will end through voluntary separation;
 - (E) who will be retained by being transferred to another electric generating facility;
 - (F) who will be retained by being offered other employment by the utility; and
 - (G) who will be retained to continue to work for the utility in a new job classification.
- (IV) If the utility is replacing the facility being retired with a new electric generating facility the workforce transition plan shall also include the total number of:
- (A) workers from the retired facility who will be employed at the new electric generating facility; and
 - (B) jobs at the new electric generating facility that will be outsourced to contractors or subcontractors.

3578. – 3599. [Reserved].