

# TENTATIVE AGREEMENT



**LOCAL 465**

Between  
**San Diego Gas & Electric Company**  
and  
**IBEW Local Union 465**

**October 13, 2022**

*This document is intended to be a summary of the tentative agreements entered into by SDG&E and IBEW Local 465 during the 2022 CBA negotiations. Additional details can be found in the tentative agreement documents signed by the parties.*

## 1. Contract Term

The term of this Amended Agreement will be four (4) years, from September 1, 2022 through August 31, 2026.

## 2. General Wage Increase (GWI)

The general wage increases associated with this Amended Agreement are as follows:

Effective Date	9/1/2022	9/1/2023	9/1/2024	9/1/2025
General Wage Increase	4.50%	4.00%	4.25%	4.00%

In addition to the GWI increases listed above, on a one-time basis, the Company will provide represented employees who are active employees as of the date of ratification of this Tentative Agreement, a special occasion 0.75% bonus unrelated to working hours. The bonus will be paid to each eligible employee based on 2080 straight-time hours at their wage rate in effect as of the date of ratification. The bonus will be paid within 30 days of ratification.

## 3. Inequities Granted

Position	Effective Date		9/1/2021 Rate	9/1/2022 Rate <sup>1</sup>
	9/1/2022	9/1/2023		
Appliance Mechanic	0.75%	--	\$52.97	\$55.77
Cathodic Lead (NACE 2)	0.75%	1.25%	\$56.01	\$58.97
Electrician NACE 1	0.75%	1.25%	\$53.38	\$56.20
Fleet Maintenance Technician	2.00%	--	\$48.46	\$51.65
Laborer (Gas Maintenance) – 1 <sup>st</sup> year	0.75%	--	\$19.96	\$21.01
Gas/UG Technician B	0.75%	--	\$36.06	\$37.97
Gas/UG Technician A	0.75%	--	\$39.30	\$41.38
Mechanic, Field	2.00%	--	\$49.30	\$52.55
Meter Service Person	0.75%	--	\$44.59	\$46.95
Patroller	0.75%	--	\$42.58	\$44.83
Relay Specialist	1.25%	--	\$71.09	\$75.22
Relay Technician A	1.25%	--	\$68.47	\$72.45
Relay Technician B	1.25%	--	\$64.51	\$68.26
Relay Technician C	1.25%	--	\$63.35	\$67.03
Relief Appliance Mechanic	0.75%	--	\$51.94	\$54.68

Service Technician	0.75%	--	\$51.19	\$53.89
Welder (Gas) – Non-Arc Qualified	0.75%	--	\$48.88	\$51.46
Welder (Gas) – Arc Qualified	0.75%	--	\$50.12	\$52.77
Working Foreman (Gas) – Non-Arc	0.75%	--	\$58.87	\$61.98
Working Foreman (Gas) – Arc Qualified	0.75%	--	\$59.70	\$62.85
Working Foreman (Garage)	0.75%	--	\$54.58	\$57.46

#### 4. Additional Affected Classifications

Position	Effective Date	9/1/2021 Rate	9/1/2022 Rate <sup>1</sup>
	9/1/2022		
Laborer – EROC Digging Crew <sup>2</sup> – 1 <sup>st</sup> year	0.75%	\$20.53	\$21.64
Laborer – GROC <sup>3</sup> – 1 <sup>st</sup> year	0.75%	\$20.55	\$21.64
Gas UG/Tech B – GROC <sup>3</sup>	0.75%	\$37.14	\$39.10
Gas UG/Tech A – Emergency Response <sup>4</sup>	0.75%	\$43.23	\$45.51
Gas UG/Tech A – GROC <sup>3</sup>	0.75%	\$40.48	\$42.62
Welder (Gas) – Arc Qual – GROC <sup>3</sup>	0.75%	\$51.62	\$54.35
Working Foreman – Gas Emerg. Resp. Arc Qual <sup>4</sup>	0.75%	\$65.66	\$69.14
Working Foreman – Gas Emerg. Resp. Non-Arc <sup>4</sup>	0.75%	\$64.76	\$68.18
Working Foreman (Gas) – Arc Qual – GROC <sup>3</sup>	0.75%	\$61.48	\$64.74
Working Foreman (Gas) – Non-Arc – GROC <sup>3</sup>	0.75%	\$60.63	\$63.84

#### 5. Wage Adjustments Granted

Position	Effective Date	9/1/2021 Rate	9/1/2022 Rate <sup>1</sup>
	9/1/2022		
Electrician Assistant <sup>5</sup>	--	\$28.33	\$34.57
Fault Finding Specialist	2.00%	\$68.70	\$73.23
Lineman	2.00%	\$64.84	\$69.11
Lineman - EROC <sup>2</sup>	2.00%	\$66.78	\$71.18
Lineman (Transmission) BHQ	2.00%	\$68.93	\$73.47
Lineman (Transmission) NHBQ	2.00%	\$66.96	\$71.37
Relief Troubleshooter	2.00%	\$69.18	\$73.74
Relief Fault Finding Specialist	2.00%	\$68.70	\$73.23
Troubleshooter	2.00%	\$69.18	\$73.74
Working Foreman – Elect Distr.	2.00%	\$71.59	\$76.31
Working Foreman – EROC <sup>2</sup>	2.00%	\$73.76	\$78.60

<sup>1</sup> Wages displayed in this column are inclusive of the GWI rates negotiated for 2022 and the Inequity increases as indicated in the various tables

<sup>2</sup> ERO Construction District (EROC) LOU, dated April 20, 2017 (specifies a 3% wage increase relative to equivalent classifications in ERO for the following classifications in EROC: Laborer – EROC Digging Crew, Lineman, Working Foreman)

<sup>3</sup> Gas Regional Operations and Construction LOU, dated April 10, 2020 (specifies a 3% wage increase relative to equivalent classifications in gas maintenance for the following classifications in GROC: Laborer, Gas UG/Tech B, Gas UG/Tech A, Welder (Gas) – Arc Qual, Working Foreman (Gas) – Arc Qual, Working Foreman (Gas) – Non-Arc Qual)

<sup>4</sup> Gas Emergency Department LOU, dated February 22, 2018 (specifies a 10% wage increase relative to equivalent classifications in gas maintenance for the following classifications in GED: Gas UG/Tech A – Emergency Response and Working Foreman – Gas Emergency Response Arc Qual, Working Foreman – Gas Emergency Response Non-Arc Qual)

<sup>5</sup> Wage adjustment will eliminate current 1<sup>st</sup> year wage; 2<sup>nd</sup> year wage will become new 1<sup>st</sup> year wage

## **6. Combined Agreements**

The Company and Union agree to negotiate the Health & Welfare Agreement, the SDG&E Company Cash Balance Plan, and the SDG&E Company Savings Plan during Amended Agreement negotiations, and to combine these agreements with limited scope and jurisdiction into the overall Amended Agreement.

## **7. Code of Excellence**

The Union and Company agree to memorialize the Labor-Management Committee (LMC) that was begun following implementation of the Code of Excellence. The intended purpose of the LMC is to meet regularly to improve communications, resolve issues and conduct ad-hoc negotiations, as needed. The parties will make a reasonable effort to meet once per month, at a minimum. The Company will pay a maximum of four (4) hours for up to three (3) represented employees to attend these meetings. The Code of Excellence proclamation will be included in the Amended Agreement.

## **8. New Positions**

The Union and Company agree to add/modify the following positions/classifications:

- Line Inspector – ERO
- Meter Installer – EMO
- Working Foreman – Meter Test Electrician – EMO
- Working Foreman – Electric Maintenance Shops – PET Lab
- Relay Technician CR – SCM
- Relay Technician BR – SCM
- Relay Technician AR – SCM
- Junior Communications Technician – Telecom
- Senior Communications Technician – Telecom
- Mapmaker – add to Gas Progression
- Mechanic (Gas) CNG
- Behavior Based Safety Facilitator

*The General Duties, Qualifications, Job Requirements, Eligible Bidding Groups, Wage Schedules, and other job considerations are found in the Invitation to Bid documents for the above listed classifications. The Invitation to Bid documents will be available on My Bid following ratification.*

## **9. Future Discussions**

The Union and Company agree to meet and confer regarding the following:

- Potential Apprenticeship Programs for Journeyman Mechanic, Journeyman Gas Utility Worker, and Journeyman Distribution System Operator
- Separate working rules for Transmission and Distribution Regulator Department
- Training qualifications for Underground Tech A and Underground Tech B
- Working rules and operational improvements for Service Dispatch and ARSO Dispatch

## **10. Tests & Communications**

The Union and Company agree to continue discussions focused on working rules and operational improvements within Electric Metering Operations (EMO). A joint committee will be formed and will convene within 90 days of ratification to address issues of concern by mutual agreement of the parties. Any changes proposed by the joint committee will be subject to mutual agreement of the Union and Company negotiating committees.

## **11. Gender Neutral Language**

Change gender-specific language in the Amended Agreement to gender-neutral language (e.g., change he/him or she/her references to they/them) and change only the below listed gender-specific job classifications to gender neutral classifications:

- Equipment Utilityman to Equipment Utility Worker
- 2-Man Crew to 2-Person Crew

## **12. Long-Term Disability Plan**

The Union and Company agree to modify the Long-Term Disability (LTD) plan design as described in Exhibit 1, dated August 30, 2022, and as stated in Exhibit 2 to the tentative agreement for the proposal.

## **13. Savings Plan**

The Union and Company agree to the following modifications to the SDG&E Savings Plan. These changes have been agreed to without prejudice to the Union's position of status quo nor without prejudice in the issues under dispute in Grievance #4325.

Proposed beneficiary changes to comply with the SECURE Act:

- Required Minimum Distribution (RMD) Beneficiary at the time of a participant's death, the Company proposes to provide the following distribution options for each identified beneficiary:
  - "Non-designated" beneficiaries (example: estates) the Plan would allow a total distribution from the Plan by December 31st of the year containing the 5th anniversary of the participant's death.

- “Designated” beneficiary would be eligible for a total distribution by December 31st of the year containing the 10th anniversary of the participants death.
- “Spousal” beneficiary or “Eligible Designated” beneficiary that is a minor, chronically ill, disabled, or not more than 10 years younger than the participant would be eligible for distributions over the beneficiary lifetime expectancy or total distribution by December 31st of the year containing the 10th anniversary of the participants death, if no election is made the default would be distributed over the life expectancy of the beneficiary.
- **All hours worked, plus vacation, holiday, and sick pay, up to 80 hours during a two-week payroll period will be eligible for Company Matching Contributions at the regular basic straight time hourly rate under the Savings Plan and will constitute eligible cash compensation at the regular basic straight time hourly rate under the Cash Balance Plan. The Company will amend the San Diego Gas & Electric Company Savings Plan and the San Diego Gas & Electric Company Cash Balance Plan to reflect these changes. This is a summary of the changes. The complete details will be provided by the Company in a Savings Plan restated document and Cash Balance Plan amendment.**

## 14. Article I – Introduction

### Legal Compliance

**L8 It is not the intent of the parties to this Agreement to violate any local, state, or federal law, order, or safety standard nor is it intended to allow public or personal danger to continue to the detriment of either the general public, the Company, or an employee. Insofar as the provisions of this Agreement conflict with applicable orders, regulations, laws, or statutes, either local, state, or federal, such regulations, laws, or statutes, or valid interpretations thereof by a court of competent jurisdiction or agency, will govern the conflicting terms of this Agreement and the validity of the remainder of this Agreement will not be affected.**

**It is understood that the Company must comply with new and changing laws, regulations, and orders of local, state, and federal government bodies and agencies. Therefore, the parties recognize that compliance with the laws, government regulations, and orders may change this Agreement. When such changes are mandatory, they may be made by the Company as required. Such changes will not affect other non-applicable provisions of this Agreement. Reasonable notification will be made to the Union when possible. The parties agree to bargain the effects/impact of such changes as a result of anything in this Section. Challenges to the Company position on these requirements may be made through the grievance and arbitration procedure set forth in Article VIII in this Agreement.**

### Right to Grieve

**L15 The employees, through the representatives of the Local Union, shall have the right to a hearing on any difference of opinion as to the competency of any person to fill a new position or vacancy; of promotion or demotion; of discipline administered; or lay-**

offs or of discharge for proper cause. Such hearings shall be before the heads of the department to whom the employees involved are responsible, or the Manager - Labor Relations, and in case of failure to settle the differences, then before a mediator and/or arbitrator, as provided in Article IX.

If discipline administered constitutes time off, demotion, or termination, the Company will notify the Local Union business office in advance of such action. **The Company will make reasonable efforts to provide a minimum of 48-hour notice.** Such notification **will** not be cause to delay or restrict the rights of the Company to administer discipline. Non-notification **will** have no bearing upon the merits of the disciplinary action. An unpaid investigatory suspension **will** continue no longer than **twenty (20)** working days.

### **New Hire Orientation**

**I18** Employees hired into the Bargaining Unit will be given an “Introduction to the Local Union” by a designated Union Representative as part of their New Employee Orientation **at the Local Union Hall the first Wednesday of the month. The Company will pay up to 2.5 hours for each new member who attends the orientation.** Where practicable new employees will be introduced to their applicable Shop Steward within 30 days of assignment to **their** new work location.

### **Personnel Files**

**I20** Past discipline will only be used for progressive purposes for a three-year period from the start of the incident. Last Chance Agreements are excluded from this provision unless mutually agreed upon. **Employees will be permitted to review their District and Human Resources files annually at a mutually agreeable time and at a location specified by the Company. If during an annual personnel file review an employee finds a document they disagree with in their file(s), within 30 working days of reviewing their file they can submit a written rebuttal not to exceed one page in length on standard 8½ x 11 paper. The rebuttal document will be attached to the original document, may not be revised once submitted, and will be retained in the same file(s) as the original document.**

## **15. Article II – General Working Rules**

### **Trouble Crew**

#### **II.8 Trouble Crew/Call Outs**

1. Each location may have **Trouble** Crews/Supplemental crews. These Crews will not be used in other districts if those districts have not established the On-Call Crews procedures unless they have exhausted their Call Out list.
2. **Each day, seven (7) days per week, one crew per district may be assigned as a Trouble Crew. Trouble Crews will be rotated daily, and the assigned Trouble**

**Crew will be the first called for any emergency work requiring a full crew response after normal business hours.**

The supplemental list will consist of a daily sign-up list. **If the appropriate number of crew members cannot be assembled within the assigned Trouble Crew, the remaining employees may be filled from the Supplemental list.**

3. Employees shall receive a premium of **\$62.70/day** when they have the **Trouble Crew** duty, provided they respond, when requested. (Note: **Trouble Crew** premiums will be increased to reflect the overall percentage of the negotiated General Wage increase percentage effective upon ratification and remain effective only during the contract term specified in this agreement.)
4. **Trouble Crew** shifts will be filled as follows:
  - A. **A rotation of crews will be established to ensure each crew is assigned, as equal as possible, the same number of Trouble shifts throughout the year.**
  - B. **Trouble Crew shifts for the following year will be posted on November 1 prior to the first round of vacation selections. Each employee is responsible for the Trouble Crew shifts to which they have been assigned, regardless of personal conflicts.**
    - a. **Employees will not be precluded from scheduling vacation on one or more of their assigned Trouble Crew shifts. However, employees will be responsible for trading the shift to ensure there is no vacancy.**
    - b. **Employees who are assigned and fulfill a Trouble Crew shift obligation on a major holiday, as defined in Article II, section 66, paragraph 8, of the Amended Agreement, will not be assigned to an On-Call shift on that same major holiday the following year. (For example, if an employee receives a shift obligation on Christmas Eve or Christmas Day, they will not be required to fulfill a shift obligation on Christmas Eve and Christmas Day the following year).**
    - c. **Employees qualified to hold a Relief Troubleshooter or Relief Fault Finder classification may be spread amongst the Trouble Crew rotations to mitigate the impact to the Trouble Crew when a Relief is called upon or required to fulfill their duties in the Relief capacity.**
  - C. Trading
    - a. **Trading of Trouble Crew shifts go first to like classification on the "Supplemental List," then to like classification based on least hours on**



the “All Other List,” followed by qualified “Relief” personnel for replacement of WFE positions only, Lineman, Apprentices, then Line Assistants.

- b. No grievances will be accepted or processed with regards to trades.
5. Employees are responsible for the entire shift. Employees who accept a trade or are assigned to the **Trouble Crew** will continue to be ineligible for assignments that interfere with their **Trouble Crew** responsibilities.
6. The employer will designate the devices to be used when making contact of which the employee will select the primary number.
7. **If an employee transfers to a new district, the Company will first make an effort to insert them into the same Trouble Crew rotation they had in their previous location. If this is not possible, or if such a move will negatively affect the currently scheduled employees, the Company will place the transferred employee in the shift with the greatest need for personnel. The Company will take into consideration Trouble Crew shift assignments that may conflict with the employee’s approved vacation from the previous district and will accommodate the employee. The Company retains the right to change an employee’s schedule per Article II, Section 66.**
8. **Trouble Crew size will be determined by location but will be a minimum of a WF-4 with four (4) Qualified Electrical Workers. The Trouble Crew size may be lowered in extenuating circumstances and only in a manner that does not impact worker safety or infringe on minimum crew requirements, as identified in Article III, Section 2 of the Amended Agreement.** When crew size is determined, it will be posted prior to accepting sign ups. Once posted, the crew size will be in effect at least one full quarter. When utilizing the on-call crew, the full crew complement will be utilized. However, with thirty (30) days’ notification, the crew size may be increased utilizing volunteers.
  - A. **Employees qualified to hold a Relief Troubleshooter or Relief Fault Finder classification may be evenly spread amongst the crew rotations to mitigate the impact to the Trouble Crew when a Relief is called upon or required to fulfill their duties in the Relief capacity. Employees holding a Relief classification may or may not be assigned a crew rotation.**
9. In cases where a **Trouble Crew** member cannot fulfill their assignment:
  - A. **The Supplemental Lists will be utilized if the Company deems it necessary to backfill the vacancy. Callouts will go first to eligible employees of like classification on the “Supplemental List,” then to like classification based on least hours on the “All Other List,” followed by qualified “Relief” personnel on the Supplemental List for replacement of WFE positions**

**only, Lineman, Apprentices, then Line Assistants.** The employee will receive the premium if the employee accepts the assignment.

- B. If there are no volunteers on the Supplemental List, the “All Other/Do Not Want Overtime” list will be used to fill the crew if there is a call out, no premium will be paid to that individual.
10. An employee who does not fulfill their shift obligation without a bona fide reason will be subject to the following:
- A. Loss of premium for that instance.
  - B. Immediate ineligibility for prearranged overtime plus:
    - i. 1<sup>st</sup> offense-ineligible for next full pay period loss of prearranged
    - ii. 2<sup>nd</sup> offense-ineligible for next **2** full pay period loss of prearranged

The employee’s prearranged overtime will be adjusted to reflect the average prearranged overtime in their classification at their location. The method would be to add up all prearranged hours for that period for that classification at that location. Divide it by the number of individuals that worked prearranged during that period for that classification at that location. That number would be added to the prearranged hours of the individual.

11. All other call outs shall be made as follows:
- A. After the **Trouble Crew** shift assignments have been posted, employees may sign up for individual days (Supplemental List) throughout the year. Sign-ups must be done by 7:00 AM on the desired day. Individuals may remove their names from individual days (Supplemental list) providing they do so by 7:00 AM on the day they wish to be removed.
  - B. Selection shall be based on the lowest number of “All Other” hours on the report in effect on the day the election is made.
  - C. Supplemental crewmembers from the volunteer list are to receive the current premium if the employee is called out from the volunteer list: **\$62.70/day**
  - D. Any and all additional requirements will be filled with personnel from the supplemental lists. If unable to fill these requirements, the “all other/do not want” lists will be used.
  - E. Employees on the Supplemental List will not be disciplined for availability, if on another company assignment.
12. When the company determines that employee(s) on the Supplemental list are not meeting their commitments, they shall be subject to Section 10B (above).

13. Apprentices will not be allowed to sign-up for or accept Trouble Crew assignments on days/nights that would interfere with school attendance.

### **Shift Premiums**

**II.17** An employee whose work period commences, for any reason, at 4:00 a.m. or thereafter, but before 12:00 noon, shall not receive a shift premium.

An employee whose work period commences, for any reason, at 12:00 noon or thereafter, but before 8:00 p.m., shall receive a one dollar and **seventy-five cents (\$1.75)** per hour shift premium.

An employee whose work period commences, for any reason, at 8:00 p.m. or thereafter, but before 4:00 a.m., shall receive a **two dollar (\$2.00)** per hour shift premium.

### **Expenses**

#### **Meal Allowances**

**II.70** The Company may provide meals at the times indicated above unless the employees are released on or before the mealtime. Where it is not practical for the Company to provide such meals, the Company **will** reimburse the employee **as follows** for such meals, regardless of whether it is breakfast, lunch, or dinner:

**Effective 9/1/2022: \$17.50**

**Effective 9/1/2023: \$18.00**

**Effective 9/1/2024: \$18.50**

**Effective 9/1/2025: \$19.00**

#### **Camp Job Per Diem**

**II.71** Should an employee be away from headquarters more than one day on Company business, the Company shall provide the employee lodging and a sum of **\$75** for expenses. Any sum in excess of these amounts must be paid by the employee or will be deducted from the employee's paycheck. This sum will be paid when an employee is assigned a camp job and must be away from home overnight. The daily allowance will be paid each full day the Company requires the employee to work at the remote location. As an example, if an employee leaves on Monday and returns on Friday evening, after working a full day on Friday, the employee would receive **\$375** for meals and expenses. If, however, the employee does not work a full eight hours on the last day of the assignment but returns to his or her at the normal quitting time, the employee would only receive the normal meals allowance, as specified in **Article II**, section 70, for two meals on that last day.

### **Seniority**

**II.77** The seniority of a journeyman shall begin at the time the employee is first rated as an apprentice, and if transferred temporarily after being apprenticed shall lose no seniority thereby.

Employees bidding on a Line Assistant position for the second time will have their seniority set at the actual date of their second promotion in Electric Transmission and Distribution.

Employees bidding on an Electrician Assistant position for the second time will have their seniority set at the actual date of their second promotion in Electric Transmission and Distribution.

**The seniority of employees in the Regulator Technician Assistant C, B, and A classifications (at the time they are awarded the new position) will be based on Classification time, Department time, then Company time.**

Upon request, the Company shall make available current seniority lists for review by Employees.

### **New Hire Bidding Restriction**

**II.79** Employees hired after the ratification of this Agreement will be precluded from bidding on all other job positions for 12-months from their date of hire. This provision does not impact an employee's normal progression in their new classification.

### **Modification to 9-Month Restriction Rule**

**II.80** Employees who bid and are awarded a job position or who are placed into a position by mutual consent of both parties will be precluded, for a period of 9 months, from bidding on any other job position. **This 9-month bid restriction does not apply when an employee drops by the conclusion of any of the following introductory sessions: 1-day line assistant assessment, DSO - In Training orientation, and the first three days of Welding School.** The 9-month period will commence from the bid closing date. This provision will in no way hamper an employee's normal progression in their new classification.

### **Modification to Training Restriction Rule**

**II.92** Employees who fail to successfully complete a specific apprenticeship, training program or training requirements for a position will not be permitted to bid on the same position for six (6) months from the time they dropped out or were removed from the training/program. Additionally, employees who fail twice to successfully complete a specific apprenticeship, training program, or training requirements are dropped twice, drop out twice or resign twice, or a combination thereof will not be permitted to be selected for training on any subsequent bid for the specific apprenticeship, training program or training requirements.

Exceptions to the above may be made in management's sole discretion in cases where the employee has taken steps to obtain additional skills or knowledge that will assist them in successful completion of the training program or requirement.

### **SDG&E EOC Activation Events – Level 3 and Above**

**IL108** This section applies to events that result in the activation of the SDG&E Emergency Operations Center (EOC) at a level 3 or above (2 and 1). These events include, but are not limited to: Red Flag Warnings, Elevated Wind Conditions, Winter Storms, Public Safety Power Shutoff (PSPS) events, Wildfire events, Earthquakes, Extreme Heat, Events of Significance, etc. The Company, at its option, may select crew members and personnel for pre-arranged overtime assignments related to such events by utilizing the "All Other" overtime list in reverse order.

The districts requesting personnel will select employee volunteers using the "All Other" (Call Out) overtime list in reverse order. Once the "All Other" overtime list has been established for an event, an employee who has volunteered and has been assigned a pre-arranged shift cannot be used again from the same list until the list has been exhausted. In the case where the employee is on the "Primary On-Call Shift," trading will be allowed per the Mutual Assistance Agreement.

For work assignments requiring a Troubleshooter, all available permanent Electric Troubleshooters within the requesting district will be exhausted first. Relief Electric Troubleshooters within the requesting district will be used next in classification seniority order. If the work assignment is not filled within the requesting district, the assignment will be offered to permanent Electric Troubleshooters in Sister Districts per Article II, Section 54 of the Amended Agreement, in reverse order.

**Affected classifications will be from the following departments:**

**Electric Transmission and Distribution Department**

**Line Division (all)**

**Maintenance & Underground Division (all)**

**Gas Department**

**Equipment Utilityman**

**Gas/UG Technician A & B**

**Laborer (all)**

**Locator**

**Patroller**

**Regulator Technician-Distribution**

**Regulator Technician Assistant-Distribution**

**Traffic Control Assistant/ Specialist**

**Welder (all)**

**Working Foreman (all)**

Street Repair Division (all)

16. **Article III – Working Rules for Electric Transmission and Distribution**

**Underground - Lead Covered**

**III.21** Journeymen Linemen & Working Foreman Electric qualifying for Lead related skills shall receive \$0.75 per hour as a special **skill** pay rate **while performing lead-related work**. Electrical workers other than those currently qualified to perform Lead work will, while assisting in the termination or splicing of lead covered cable or the termination or splicing of nonlead covered cable of 20,000 volts or above, or when making Cadwell splices on 15kV cable, shall receive seventy-five (\$0.75) cents per hour in addition to their regular classification for a half-day in any half-day that the employee performs these duties. This additional sum is subject to the overtime premium.

**Electrician Assistants**

**III.36** Electrician Assistant positions will be bid giving first preference to Maintenance and Underground Division employees. Individuals will be awarded the position on the basis of established physical requirements, aptitude tests, acceptable work history and seniority. The bid may be used for 60 days after initial selection to award additional positions. (All sections per December 2nd, 1999 LOU)

- **No less than 50% of any given Electrician Assistant bid shall be filled from internal Company bidders.**
- **The remaining portion of any given Electrician Assistant bid shall be filled from external candidate hiring.**

**In the event that 50% of any given Electrician Assistant class is unable to be filled with 50% internal Company bidders, the remainder of the class shall be filled with external candidates.**

**In the event that 50% of any given Electrician Assistant class is unable to be filled with 50% external candidate hiring, the remainder of the class shall be filled with internal Company candidates.**

**Tests and Communications**

**Electric Metering Organization**

**III.46** Employees working within the Electric Meter Shop Assistant position will be given first consideration for Meter Installer positions. If there is insufficient Electric Meter Shop Assistants to fill a Meter Installer class, 50% of the remaining openings in the class will be filled by represented bidders company-wide and 50% of the remaining openings in the class will be filled by external candidates.

**Meter Installers will be responsible for:**

- a. Installing, removing, programming, and troubleshooting all single-phase, non-CT rated, socket based, residential self-contained IDR and non-IDR meters up to 240 volts, and will perform other duties as assigned or required by management**
- b. Collecting meter reads, including “shop reads” or special meter reads, for both single-phase and three-phase meters**
- c. Troubleshooting telecommunications issues as needed.**

**Meter Installers are excluded from placing jumpers on any test blocks and from working on any Class 400 “K” Base metering applications.**

**Employees working within the Meter Installer classification will be given first consideration for the position of Single-Phase Meter Technician.**

**The General Duties, Qualifications, Job Requirements, Eligible Bidding Groups, Wage Schedules, and other job considerations are found in the Invitation to Bid document for the Meter Installer position.**

### **Telecommunications**

**III.47 The Telecommunications Department will establish a job progression consisting of three positions: Junior Communications Technician, Communications Technician, and Senior Communications Technician.**

**III.48 Employees entering Telecommunications will typically be hired as a Junior Communications Technician. All current Communications Technicians will continue in the classification of Communications Technician effective with the ratification of the Amended Agreement. Candidates may be hired directly into the Communications Technician position based on demonstrated skills and knowledge.**

**III.49 Junior Communications Technicians must become-familiar with various technologies supported by Telecommunications and must demonstrate a working knowledge of those technologies prior to being considered for the Communications Technician position.**

**III.50 Formal and informal training will be provided to ensure that all Junior Communications Technicians and Communications Technicians receive adequate opportunities to build their knowledge of each supported technology. The first opportunity to train will be offered in classification seniority order, then department seniority order. Training may consist of vendor-lead training, in-house training, online training, and on-the-job training within Telecommunications.**

**III.51 Telecommunications management will develop an annual training schedule for the Telecommunications department and will share the annual training schedule with the Union once per year. Telecommunication management will discuss progress through the training plan with each employee twice per year.**

**III.52** The Senior Communications Technician position will be filled utilizing a pre-qualification assessment and a formal interview process jointly developed by the Company and the Union. The joint interview panel will consist of two members of management selected by management and two represented employees selected by the Union. The joint interview panel will develop and agree upon the questions to be given during the interview. The majority of the joint interview panel must vote in favor of the candidate for the candidate to be considered for the position. Candidates who pass the pre-qualification assessment and the formal interview process will be considered qualified for the Senior Communications Technician position and the position will be awarded to the senior qualified bidder in department seniority order.

**III.53** Senior Communications Technicians will be expected to provide on-the-job training and mentorship to other Telecommunications employees as needed or as directed by Telecommunications management. Communications Technicians who are directed by management to provide on-the-job training will be temporarily upgraded to the Senior Communications Technician classification during training. Management will select the Communications Technician to provide the training based on skillset and knowledge. Seniority will not be a factor in designating the Communications Technician to provide the training.

**III.54** When temporarily filling behind an absent Senior Communications Technician becomes necessary, the upgrade will go to the next senior qualified employee.

**III.55** Callouts within Telecommunications will be directed to the All-Other Overtime list, which will combine Communications Technicians and Senior Communications Technicians.

**III.56** Junior Communications Technicians may be called out using the All-Other Overtime list when the combined list of Communications Technicians and Senior Communications Technicians is exhausted, provided the Junior Communications Technician was previously trained on the work to be performed and has previously demonstrated the ability to successfully perform the work.

**III.57** If a Telecommunications Technician is called out, accepts the call out, and is unable to diagnose and resolve an incident within two (2) hours of arriving on-scene, a Senior Communications Technician may be called out using the All-Other Overtime list to assist in resolving the incident. When a subsequent Communications Technician arrives on-scene, the previous Communications Technician may be released at the discretion of supervision.

**III.58** General Duties, Qualifications, Job Requirements, Eligible Bidding Groups, Wage Schedules, and other job considerations are found in the Invitation to Bid documents for the Junior Communications Technician, Communications Technician, and Senior Communications Technician positions.



Wages will be as follows:

Job Position	9/1/21 Rate	New Rate <sup>1</sup>
<b>Junior Communications Technician</b>		
<b>1<sup>st</sup> Year</b>	-	\$48.64
<b>2<sup>nd</sup> Year</b>	-	\$52.66
<b>Thereafter</b>	-	\$56.68
Communications Technician	\$60.80	\$61.26
<b>Senior Communications Technician</b>	-	\$66.27

<sup>1</sup> Before 2022 GWI

**Electric Troubleshooters**

**III.63** The Company will utilize a reverse callout system for Troubleshooters during Red Flag Warnings for tasks and assignments requiring a Troubleshooter.

**Transmission Switching Center Operators**

**III.76** Overtime Notification While on Vacation – A TSO may volunteer to be available for overtime during their vacation by notifying department management via Company email no later than the last day of their scheduled shift before the start of their vacation. Employees who do not provide notification as required by this section will not be assigned overtime during their vacation or notified of prearranged or callout overtime scheduled to begin during their vacation, except in an emergency.

**III.77** A TSO will be considered on vacation at the end of the TSOs last regularly scheduled shift prior to a vacation until the beginning of the first regularly scheduled shift after a vacation.

**III.78** All TSO vacation requests with less than 30-days’ notice will be considered “Pending fill.”

**17. Article IV – Working Rules for Gas Department**

**Gas Distribution Crews**

**IV.15** Street Repair personnel may be assigned to work with and under the direction of a Gas Crew Leader when Street Repair work is required as a part of the job that day. The combined crew shall complete Gas and Street Repair functions associated with the job. When involved in street repair work, the senior Street Repair employee on the crew will direct the activity and receive an upgrade to Working Foreman Street Repair for the actual time with a 2-hour minimum.

Gas crews may perform rough concrete work.

Two-person Street Repair crews may be used to perform small asphalt and concrete

jobs. The senior employee on the crew will receive an upgrade per Exhibit “B” for actual time spent.

The use of a particular tool does not determine whether an employee qualifies for the Concrete Finisher rate of pay.

Qualified gas personnel assigned to perform finished concrete work will be paid at the Concrete Finisher rate of pay. This rate of pay will be paid for the actual time finishing concrete.

**IV.16 Employees in the Laborer – Street Repair 1<sup>st</sup> Year position will be temporarily promoted to the position of Concrete Finisher – 1<sup>st</sup> Year upon reaching their one-year Street Repair Laborer anniversary date. Upon successful completion of Concrete Finisher training, the temporary promotion to Concrete Finisher – 1<sup>st</sup> Year will become permanent. A temporary Concrete Finisher who is unable to successfully complete Concrete Finisher training will be placed back in the Laborer – Street Repair – Thereafter position at the corresponding rate of pay. Employees who are unable to successfully complete the initial Concrete Finisher Training will be allowed one more attempt within six months to complete the training. Employees who fail twice to successfully complete the training, drop out twice, resign twice, or a combination thereof will not be permitted to re-attempt the training.**

**IV.17 Employees in the permanent Concrete Finisher – 1<sup>st</sup> Year position will be promoted to the position of Concrete Finisher – Thereafter upon reaching their one-year anniversary date as a Concrete Finisher – 1<sup>st</sup> Year and obtaining a Class A Driver’s License and completion of the “Street Repair Finisher Thereafter Practical Assessment.”**

**IV.18 Qualified employees in the Concrete Finisher – Thereafter position will be given first consideration when a Street Repair Specialist position is posted for bid.**

**IV.19 Qualified employees in the Street Repair Specialist – Thereafter position will be given first consideration when a Working Foreman Street Repair position is posted for bid. Working Foremen and Specialists that are crane operator qualified will receive a premium of \$1 an hour while operating a crane (4-hour minimum).**

**IV.20 Qualified employees in Street Repair will use the crane in settings that have street repair activities identified.**

**Hand Holes  
Man Holes  
Pads (Requiring Street repair for concrete work)  
B Boxes  
Lids  
Top and Mid Sections**

**All calls during in day work outside above scope of work will be given first opportunity to Equipment Operations and then to Street Repair before going to a vendor.**

*The Union will agree to this language above without prejudice to grievance on file.*

**IV.21** Upon ratification of the 1994 Amended Agreement, Street Repair employees will begin accruing Gas Department seniority and may bid on Gas Department positions using that seniority.

Preference on bids within Street Repair will be given to existing Street Repair personnel.

		9/1/2021 Rate	New Rate <sup>1</sup>
<b>Laborer</b>	<i>First Year</i>	\$19.96	<b>\$19.96</b>
	<i>Second Year</i>	\$20.87	<b>\$20.87</b>
	<i>Thereafter</i>	\$26.05	<b>\$26.05</b>
<b>Concrete Finisher</b>	<i>First Year</i>	N/A	<b>\$28.47</b>
	<i>Thereafter</i>	\$38.38	<b>\$38.38</b>
<b>Specialist</b>	<i>First Year</i>	\$39.07	<b>\$40.63</b>
	<i>Thereafter</i>	\$41.32	<b>\$42.71</b>
<b>Crane Premium</b>		N/A	<b>\$1.00</b>
<b>WF</b>	<i>Regular</i>	\$45.82	<b>\$47.40</b>

<sup>1</sup> Before 2022 GWI

### **Customer Service Field**

**IV.37** The Service Technician in charge of, and responsible for, the “Header Truck” manned by two or more employees, including the employee in charge, shall receive an upgrade of **(\$1.25)** per hour in addition to their regular classification only for hours worked.

## **18. Article V – Working Rules for Transportation and Shops**

### **Fleet Maintenance Department**

#### **Field Mechanic Callouts**

#### **FOR MECHANICAL SERVICE AFTER HOURS**

Field Service:

Call the Field Mechanic in the area the service is needed

**If the Field Mechanic in the area the service is needed and the next closest district, as determined by Dispatch, do not respond or decline the callout, using the All-Other overtime list, the call will go to the Fleet Maintenance Technician in the area the service is needed and then to the next closest district.**

**If no one responds to the callout at the next closest district, the callout will continue in the same manner working from the second closest district to where the service is needed, continuing through each successive next closest district until the callout is accepted or ends at the furthest district from where the service is needed.**

## 19. Article VII – Benefits / Health and Welfare (new)

### Medical, Dental, and Vision

#### VII.1 Medical, Dental, and Vision Plans and associated cost sharing.

##### **Medical Plans Premium Cost Sharing:**

Full-time employees will pay the following percentage amount of the elected plan to premium rate (Employer % / Employee%):

ER/EE%	2023	2024	2025	2026
<b>Medical</b>				
Select HMO	80%/20%	80%/20%	80%/20%	80%/20%
HMO through Kaiser	80%/20%	80%/20%	80%/20%	80%/20%
Health Care Plus+	82%/18%	82%/18%	82%/18%	82%/18%

##### **Dental Plans Premium Cost Sharing:**

Full-time employees will pay the following percentage amount of the elected plan to premium rate (Employer % / Employee%):

ER/EE%	2023	2024	2025	2026
<b>Dental</b>				
DHMO	100%/0%	100%/0%	100%/0%	100%/0%
<b>PPO</b>	<b>80%/20%</b>	<b>80%/20%</b>	<b>80%/20%</b>	<b>80%/20%</b>

**Vision Plans Premium Cost Sharing:** For 2023 calendar year through the end of the contract, full-time employees will pay difference between Standard Plan Employee Only plan rate and elected plan tier rate through payroll deductions.

**Health Care Plus+ Plan:** If the Internal Revenue Service (IRS) minimum single and family deductible for a high deductible health plan exceeds the Health Care Plus+ Plan, the Health Care Plus+ Plan single and family deductible will increase to meet the IRS minimum required. The out-of-pocket maximum will also increase to be two times the annual deductible.

The Company will maintain contributions to the Health Savings Account (HSA) for those enrolled in the Health Care Plus+ Plan at \$800 single and \$1,600 family.

### Parental Leave Program (PLP)

VII.2 The Parental Leave Program (PLP) shall provide salary continuation (100% straight time salary) to full-time regular employees during periods of leave necessitated by a pregnancy disability and/or for bonding following the birth or adoption/foster placement of a child. For women, the PLP will provide salary

continuation covering time off for a pregnancy disability and after the birth, up to a maximum of 12 weeks. For all employees, the PLP will also provide salary continuation for time away from work for bonding following the birth or adoption/foster placement of a child, up to a maximum of eight (8) weeks. This is a summary of the PLP benefits available. The complete details of all the benefits, eligibility, and other criteria are covered in the policy titled, “Parental Leave Program for California Employees,” which governs this benefit, and can be found in the Human Resources Policies section of PowerUp. The San Diego Gas & Electric Company Long-Term Disability Plan will be adjusted, as needed, to allow employees to use the PLP benefit. Employees who become eligible for LTD due to pregnancy or childbirth must exhaust their PLP benefit before going on LTD.

### **Pet Insurance**

**VIII.3** Employees will be provided access to Pet Insurance consistent with the offering provided to management employees. If, at any point, the Pet Insurance offered to management employees changes, the program offered to represented employees will be update in accordance with the management offering.

*Additional Health & Welfare and Benefits information can be found later in this document under Section 23, Letters of Understanding, Health & Welfare LOU.*

## **20. Article VIII – Negotiations and Arbitration**

### **VIII.2**

#### **Step 1 (Local Supervision)**

Any employee, steward, together with such committee as may be necessary, may present a grievance regarding the interpretation, application of this agreement or disciplinary action taken by the Company directly to the supervisor or through the authorized representative of the Local Union to the manager of the department involved. There is no responsibility on the part of the Company to accept for adjustment or to adjust a grievance which is presented after ten working from the date of occurrence which is the basis for the grievance.

#### **Step 2 (Department Management)**

If no settlement is reached **at Step 1**, the grievance **will** be presented in writing to the **manager/director** of the **department** by the authorized representative of the Local Union within **fifteen** days of the supervisor’s decision. **Once the Company receives the grievance, they will have fifteen working days to respond to schedule a date for the Step 2 grievance meeting to be heard. Following the Step 2 grievance meeting, the manager/director of the department will render a written response within fifteen working days.** If no settlement is reached in this step, the grievance **will** be presented in writing to the **Labor Relations Manager**, or designee, within **ten working** days after the departmental decision has been rendered **in writing**.

### Step 3 (Labor Relations)

Within **fifteen** working days from receipt of such grievance, the Labor Relations **Manager, or designee, will** investigate the grievance and, with such Company representatives as may be deemed necessary, **will meet** with the authorized representative of the Local Union, who may be accompanied by a committee of the employees of the Company, to endeavor to settle the grievance.

The Company and the Local Union may refer disciplinary and non-disciplinary grievances to a Mediator from either the Federal Mediation and Conciliation services or the State of California Conciliation Service for a final and binding resolution so long as both parties jointly agree to do so in writing prior to initiating the Mediation. This option is not intended to replace or eliminate the formal arbitration process set forth in Article **VIII.5.**

### Step 4 (Mediation)

In case of failure to **reach resolution**, the matter in dispute **will be referred** within the next **fifteen** working days to a mediator from either the Federal Mediation and Conciliation services or the State of California Conciliation Service, as jointly agreed upon by both parties.

### Step 5 (Arbitration)

If the mediator fails to **affect an agreement** between the parties, the Union may refer the **grievance** to arbitration. Any such referral **to arbitration** must be made within 30 calendar days of the date of the mediation. **The arbitration draw will be scheduled within 60 calendar days of the mediation date. After the arbitration draw, the meeting to strike names from the selected panel will be scheduled within 30 calendar days of the arbitration draw. The Union will reach out to the Arbitrator to schedule an arbitration date within 30 calendar days of the arbitration strike.**

The resolution of a timely grievance at any of the steps **will** be final and binding on the Company, Union and grievant, except that, a resolution at a step below the third step, while final and binding, does not set precedent in future instances for either the Company or the Union, and may not be referenced or used in any other proceeding, including arbitration, unless mutually agreed to by representatives of the Labor Relations Department and the Union Business Manager.

Failure of either party to abide by the time limits set forth in this section **will** result in an automatic forfeiture of the grievance (without prejudice) to the other party, provided, however, that the parties may extend said time limits **in advance of their expiration** by mutual, **written** agreement.

## 21. Exhibit “B” – Relief Rates

Substation Electrician (In Chg. 2-Person Crew) **\$65.11 (before GWI)**

## 22. Sick Leave Agreement Modifications

### General

2. “Current” sick leave is an annual allowance primarily intended to provide for illness during a particular year. “**Accumulated**” sick leave, accumulated from a portion of previous current allowances, is primarily intended to alleviate distress during prolonged illnesses when the current allowance has been exhausted.

4. Each employee who is a regular employee on or before January 1 of any calendar year will be allowed 10 working days (80 hours) current sick leave with pay during that year. An employee who attains regular status during the year will receive a prorated allowance. Each employee who is a provisional employee on **the 90<sup>th</sup> day of employment will be allowed five (5) working days (40 hours)** current sick leave with pay during that year. An employee who attains provisional status during the year will receive a prorated allowance.

6. At the end of the calendar year, all of the employee’s unused current sick leave allowance will be transferred to the employee’s **accumulated** sick leave allowance.

### Protecting the Sick Leave Plan

20. Disciplinary action will be taken by the Company in any case where it finds abuse. The Company may require a certificate from a physician or other evidence that an illness or injury is bona fide **if the absence is for three (3) or more continuous days**. Excessive time off which interferes with an employee’s performance on the job may be cause for disciplinary action; up to and including termination. This provision does not apply to employees on **Worker’s Compensation**, or a job protected leave of absence (i.e., FMLA, CFRA). It is agreed by both parties that attendance is an essential function of an employees’ performance. The Union agrees to share the responsibility in protecting the sick leave plan from abuses by any of its members, recognizing that the plan is intended to provide pay coverage under situations of actual need outlined in the foregoing paragraphs.

## 23. Letters of Understanding

### Publish a LOU Booklet

The Company and Union will remove from the Amended Agreement all LOUs that aren’t explicitly incorporated into the Agreement and create a separate booklet containing all effective LOUs and MOUs.

### Health & Welfare LOU

The Union and Company will agree to a Health & Welfare LOU to provide additional details to Union members regarding their benefits, and which will include the following:



1. Represented employees will be provided an Employee Assistance Program (EAP) design consistent with the offering provided to management employees as of the effective date of the Amended Agreement.
2. The Company will transition to a 4-tier rate structure for medical, dental, and vision plans effective January 1, 2025.
  - EE Only
  - EE + Spouse
  - EE + Child(ren)
  - EE + Family
3. Represented employees will be provided the same Dental HMO plan design as management employees as of the effective date of the Amended Agreement.
  - Replaces Dental Net plan design
4. Employees who elect to decline Company offered health benefits due to having comparable other coverage will be offered the following credits:
  - Medical - \$65.00 per pay period
  - Dental - \$3.00 per pay period
  - Vision - \$1.00 per pay period

Note: Company reserves the right to require an employee show proof of comparable coverage. Should the employee not provide proof of comparable coverage in a timely manner and exceeds 30 days upon request, the Company will no longer provide the credit. This option shall be available to all full-time employees during the open enrollment period and any qualifying life event.

5. Medical  
 Effective 2024 through the term of the Amended Agreement, the following plan design changes will be implemented no more than one time if the average medical premium rates for represented employees increase by more than 7.0%. Each year, upon request, the Company will provide the Union the initial total premium rates and final total premium rates for each medical plan offered to SDG&E represented employees.

<b>Select HMO</b>		
	<b>Current</b>	<b>Proposed</b>
<b>Copays</b>		
Office Visit	\$20	\$25
Specialist	\$40	\$50
Emergency Room	\$250	\$250
<b>Out-of-Pocket Max</b>		
Single	\$2,000	\$2,250

2 person	\$4,000	\$4,500
Family	\$6,000	\$6,750
<b>Pharmacy (30-day Supply)</b>		
Generic	\$10	\$10
Brand	\$25	\$30
Non-Preferred	\$50	\$60
<b>Pharmacy Mail Order (90-day Supply)</b>		
Generic	\$20	\$20
Brand	\$50	\$60
Non-Preferred	\$100	\$120

<b>Kaiser HMO</b>		
	<b>Current</b>	<b>Proposed</b>
<b>Copays</b>		
Office Visit	\$20	\$25
Specialist	\$20	\$25
Emergency Room	\$150	\$250
<b>Out-of-Pocket Max</b>		
Single	\$1,500	\$2,000
Family	\$3,000	\$4,000
<b>Pharmacy (100-day Supply)</b>		
Generic	\$10	\$10
Brand	\$20	\$30
<b>Pharmacy Mail Order (100-day Supply)</b>		
Generic	\$10	\$10
Brand	\$20	\$30

6. Dental

Effective 2024 through the term of the Amended Agreement, the following plan design changes will be implemented no more than one time if the average dental premium rates for represented employees increase by more than 7.0%. Each year, upon request, the Company will provide the Union the initial total premium rates and the final total premium rates for dental plan offered to SDG&E represented employees.

**Dental PPO**

	<b>Current</b>	<b>Proposed</b>
<b>Annual Benefit Maximum</b>		
Per Person	\$2,500	\$2,750
<b>Annual Deductible</b>		
Single	\$50	\$60
Family	\$150	\$120

7. Vision

Effective 2024 through the term of the Amended Agreement, the following plan design changes will be implemented no more than one time if the average vision premium rates for represented employees increase by more than 7.0%. Each year, upon request, the Company will provide the Union the initial total premium rates and the final total premium rates for vision plan offered to SDG&E represented employees.

<b>Vision Standard</b>		
	<b>Current</b>	<b>Proposed</b>
<b>Copays</b>		
Eye Exam	\$15	\$20
Materials	\$25	\$30
<b>Coverage Allowance</b>		
Frames	\$120	\$130
Contacts	\$130	\$140

<b>Vision Premier</b>		
	<b>Current</b>	<b>Proposed</b>
<b>Copays</b>		
Eye Exam	\$10	\$15
Materials	\$ --	\$ --
<b>Coverage Allowance</b>		
Frames	\$160	\$170
Contacts	\$160	\$170
<b>Upgrade</b>		
Frames	\$260	\$270
Contacts	\$230	\$240

8. Effective on January 1, 2023, or as quickly as administratively possible thereafter, fertility treatment, as summarized below, will be added under all company-sponsored employee medical plans.

- Benefit: One single cycle of fertility treatment
- Eligibility: Enrolled employees and spouses enrolled in medical plans
- Plan Design: Applicable deductibles and out-of-pocket maximums will apply

9. Informational Discussions:

Semi-annual meetings (2 per year) with Benefits and IBEW at the Hall to discuss Benefits-related topics, such as:

- Improving communication about benefits to represented employees
- Increasing represented employee participation in Benefits programs
- Promoting a healthy and safe lifestyle

**Electric Distribution Operations Scheduling LOU**

The Letter of Understanding dated March 7, 2019 will be modified to reflect the following changes:

**Upon execution of this Agreement, the Overtime Administration – Distribution Operations LOU, dated December 14, 2007, will be superseded, and will be removed from the Amended Agreement.**

**Staffing Requirements**

The number of operators (combination of Working Foreman and DSO) must meet minimum staffing requirements unless otherwise required by the Company’s operations (holidays, special events, training, business process changes, etc.).

The minimum staffing requirements are as follows:

- a. Real-time desk (Monday-Friday):
  - i. 06:00-18:00 – 5 operators
  - ii. 18:00-22:00 – 3 operators
  - iii. 22:00-06:00 – 2 operators
- b. Programming (Monday-Friday):
  - i. 06:00-14:00 – **5 operators**
- c. Real-time desk (Saturday-Sunday):
  - i. 06:00-18:00 – 2 operators
  - ii. 18:00-06:00 – 2 operators

**EDO Management, in consultation with the DSO-WF, may staff below the minimum staffing requirements during the weeks containing a Company-observed holiday.**

13. Other Considerations

- h. When there is a transition from one rotation to another, the company at its option may adjust the Operators shift to meet the 76/88 hour pay period

requirement. The adjustment can only be done when there is a transition. Example: at the end or beginning of the year, or going to or from programming, etc. This change will not be subject to existing contract language **found in Article II.13**, and this does not count towards the change by 1 hour to an employee's start time one time in a pay period as negotiated in the 2015 LBF.

### ERO Construction District LOU

The Letter of Understanding dated April 20, 2017 will be modified to reflect the following changes:

This Letter of Understanding is entered into this \_\_\_\_\_ day of \_\_\_\_\_, 2022 by and between IBEW Local 465 (hereafter referred to as "Union") and San Diego Gas & Electric Company (hereafter referred to as "Company").

**This letter supersedes the Fire Risk Mitigation Program (FiRM), ERO Construction Section, Letter of Understanding entered into on July 16, 2014, and the revised Letter of Understanding ERO Construction District (EROC) entered into on April 20, 2017, by and between IBEW Local 465 and the Company.**

The provisions of this agreement shall apply only to field employees on permanent and rotational assignments to the ERO Construction District (hereinafter referred to as "EROC") and short-term transfers to the EROC.

## **2. EROC Personnel**

- a. As first consideration, regular employees may request a transfer to EROC only from the specific job classification they currently hold to the same job classification in EROC. Absent any qualified and available transfer requests, personnel will be selected for EROC assignments utilizing the bidding process as outlined in the current Amended Agreement. Personnel selected for an EROC assignment will remain working in EROC for a minimum of **six (6) months** duration. However, employees who work in EROC may bid for, and accept, progression/promotional opportunities outside **and inside** of EROC (i.e., Working Foreman, Relief Troublemaker, Relief Fault Finding Specialist etc.). EROC assignments may include the classifications of Working Foreman – Electric, Lineman, Equipment **Utility Worker/** Toolman, Lead Stockkeeper, Working Foreman–Digging Crew, Digging Crew–Laborer, and Field Mechanic. **Successful bidders to EROC Working Foreman will remain in EROC for a one (1) year timeframe, at minimum.**
- b. Employees selected for these assignments may bid or transfer out of EROC after their initial assignment is completed based on seniority and openings.

## **3. Wage Premium, Overtime, Travel Expense**

- b. Employees permanently assigned to EROC, assigned rotationally to EROC, or assigned on a short-term transfer basis to EROC (30 days or more), will be reimbursed for EROC-related travel for work as follows:
- **Zero to 30 miles, one-way (60 miles or less round-trip)**  
= \$60.00 travel expense reimbursement
  - **30.5 miles to 45 miles, one-way (61 miles to 90 miles round-trip)**  
= \$75 travel expense reimbursement
  - **45.5 miles to 60 miles, one-way (91 miles to 120 miles round-trip)**  
= \$100 travel expense reimbursement
  - **60.5 miles or more, one-way (121 miles or more round-trip)**  
= \$75 travel expense + lodging arranged by the employee in partnership with and approved by the Company. If an employee voluntarily elects to forego lodging, the travel expense reimbursement shall be \$120
- d. EROC personnel rotationally assigned to a Construction & Operating Center will be placed on that respective Construction & Operating Center's Pre-arranged and All-Other overtime lists and will not be eligible to receive the EROC – **related travel expense payment** or 3% wage premium for the duration of the rotational assignment.

## **7. Storm Event and Operations Support Staffing**

EROC employees will work on project construction with appropriate fire prevention methods in place (e.g., **Contract Fire Resources** onsite) and will not be available for **normal pre-arranged or callout work within the districts. During business hours, EROC employees may be assigned to support events like Red Flag/Elevated Wind/Storms across the service territory and events of significance. If a requesting district requires additional resources after business hours, the normal call out and pre-arranged procedure will be followed as defined in Article II Section 54 of the Amended Agreement, with EROC being the final department offered the overtime assignments within ERO. Based on their project construction commitments and availability, EROC employees may be utilized to support jobs in jeopardy due to crew resource shortages**, as determined by the Company by utilizing language noted within the current CBA.

EROC crew members will be immediately redirected to work on emergency activities as directed by the Company if a catastrophic event occurs and all Company crews are needed to make repairs within mandated time frames.

## **8. Other Considerations**

**On a one-time basis, the Company will provide all EROC personnel with Cold Weather Gear without utilizing the employee's clothing allowance. Should the employee's Cold Weather Gear become damaged in the line of service, the Company may replace the garments via the agreed upon process with the Clothing Committee.**

### Human External Cargo LOU

The Letter of Understanding dated October 8, 2021 will be modified to reflect the following changes:

Employees who perform HEC operations **will** be compensated **one** hour of **double** time pay per day, at the wage rates defined in Exhibit “A” of the Amended Agreement, in addition to the premium outlined in Article II, section **101** of the current Amended Agreement.

Employees whose job requires them to be transported by or who work in conjunction with a helicopter (including working out of a helicopter) **will** receive a \$40 a day premium. This premium is in addition to regular pay. **Employees who perform patrols in a helicopter will receive an additional \$60 a day premium. The Company will provide occupational AD&D coverage in the amount of \$300,000 for employees conducting helicopter patrols.**

### Mechanic (Gas) CNG LOU

The Union and Company agree to write an LOU to allow the Mechanic (Gas) CNG position to perform tasks normally associated with the Instrument Technician-C classification for a 12-month trial period.

### Mutual Assistance LOU

The Letter of Understanding originally dated January 13, 1998, and subsequently amended, will be revised to include the following paragraphs:

**Apprentice Linemen and Line Assistants can only be used for Mutual Assistance once all available Linemen in the Company have been afforded the opportunity.**

**Employees on a Mutual Aid assignment will be paid Double Time for all hours worked during the duration of the assignment, beginning at the established reporting time, and ending upon release from the assignment.**

### Relay Technician Career Progression LOU

The Letter of Understanding dated March 10, 2007 will be modified to reflect the following changes:

#### Candidates for Relay Tech Career

1. Existing Journeyman Substation Electricians are the primary source for new Relay Technician Cs. **Once qualified Journeymen Substation Electricians have been exhausted, other qualified bidders will be considered for a Relay Technician C or Relay Technician CR position and placed in the classification appropriate to their demonstrated skills and proficiencies. Once all qualified represented employees have been exhausted, all other candidates may be considered.**

2. **All Relay Technician candidates** that submit a bid will be required to pass a qualification process as detailed in the Appendix. To pass **the qualification process, candidates must pass a validated technical examination and receive at least 12 points from a joint interview panel. Candidates for Relay Technician A, AR, B, and BR must also pass a field evaluation.**
  - a. The joint interview **will be** conducted by two Management employees and two existing **Relay Tech As or above (Union interviewers selected by the Union).**
  - b. The technical exam may be taken only once per bid.
  - c. **The field evaluation will be administered by two Management employees and two Relay Technician As or above (Union field evaluators selected by the Union.)**
3. The successful bidders **for the Relay Tech C position** will be selected from the qualified candidates, based on seniority.
4. If there are insufficient viable candidates among existing Journeyman Substation Electricians, the company will recruit candidates **Company-wide** and outside the company with any employees hired by this effort being placed in the classification appropriate to their demonstrated skills and proficiencies. **First considerations will be given to existing Company represented employees, followed by all others.**

#### Levels of Progression

1. Relay Technician C

**This position is for QEW bidders.** The entry level will be Relay Technician C. Relay Technician Cs will be given classroom training initially. Thereafter, each Relay Technician C will be assigned to an experienced Technician.

Relay Technician Cs will remain in this classification for a minimum of **six months** before they can be considered for advancement based on their demonstrated mastery of the specific competencies required for the Relay Technician B classification. The specific competency requirements for progression have been set by the Joint Management/Union Team. The Relay Technician Cs must progress to Relay Technician B competency level within two years from the date promoted to Relay Technician C. **Relay Technician Cs will be given two opportunities to pass each examination.** Otherwise, the employee will be removed from the Relay Technician Career path and be placed in their previous classification (if there is an opening) at the applicable rate of pay. This employee will not be eligible to bid on a Relay Technician position for **two** years.

2. Relay Technician B



Relay Technician Bs will remain in this classification for a minimum of **six months** before they can be considered for advancement based on their demonstrated mastery of the specific competencies required for the Relay Technician A classification. The specific competency requirements for progression have been set by the Joint Management/Union Team. The Relay Technician Bs must progress to Relay Technician A competency level within two years from the date promoted to Relay Technician B. **Relay Technician Bs will be given two opportunities to pass each examination.** Otherwise, the employee will be removed from the Relay Technician Career path and be placed in their previous classification (if there is an opening) at the applicable rate of pay. This employee will not be eligible to bid on any Relay Technician position for **two years**.

### 3. Relay Technician A

Relay Technician As will remain in **this** classification for a minimum of seven years before being considered for advancement to Relay Specialist based on their demonstrated mastery of the specific competencies required to qualify for the Relay Specialist classification and through a successful completion of the Relay Specialist testing procedure/requirement.

A Relay Technician A who fails twice to successfully complete the testing will not be permitted to be selected for subsequent testing as Relay Specialist for a period of three years.

The specific competency requirements for progression **have been** set by a Joint Management/Union Team consisting of management and Relay Specialists.

Relay Technician As will receive a wage adjustment **to \$68.47/hr.** Future general wage adjustments will be denoted through **the** negotiations process.

### 4. Relay Specialist

Relay Specialists will receive a wage of **\$71.09/hr.** Future general wage adjustments will be denoted through the negotiations process.

### Restricted Relay Technicians

**If the Company is unable to find viable candidates who are Qualified Electrical Workers, the Company may recruit candidates who are not Qualified Electrical Workers placing them in the classification appropriate to their demonstrated skills and proficiencies and restricted from doing work that requires QEW qualifications, such as switching and working within minimum approach distances unsupervised by a QEW. These positions will include training for the employee to achieve QEW status.**

**Employees selected for these positions must remain in the non-QEW status for a minimum of two years while they receive training and experience with high-voltage circuits and equipment. At the end of that period, candidates must**

successfully demonstrate familiarity with the work to be performed and the hazards involved for the Relay Technician position. This will be considered QEW training.

If the employee is unable to pass their QEW training and demonstrate familiarity with the work to be performed and the hazards involved, they will be removed from the Relay Technician program.

**1. Relay Technician CR (Restricted)**

This position is for non-QEW bidders. Relay Technician CR will be considered able to do the work expected of a Relay Tech C except for work requiring QEW qualifications.

The Relay Technician CR must complete rotations through substation electrician crews and complete and pass hot-stick and rubber glove training school. The Relay Technician CR will be assigned to Substation Electrician Crews to complete four, three-month rotations on breaker, transformer, Doble, and wiring crews, to become familiar with SDG&E Equipment and gain switching experience.

The Relay Technician CR will also receive the same technical training a Relay Technician C receives and will be assigned to work with an experienced Relay Technician. The Relay Technician CR will remain in this classification for a minimum of two years before they can be considered for advancement based on their demonstrated mastery of the specific competencies required for the Relay Technician B classification and completion of and passing their QEW training. The specific competency requirements for the relay technician written and field tests used for advancement will be the same as those used for Relay Technician C advancement. The Relay Technician CR must progress to Relay Technician B competency level within three years from their starting date as Relay Technician CR. Relay Technician CRs will be given two opportunities to pass each examination. Otherwise, the employee may be removed from the Relay Technician Career path.

The wage for Relay Technician CRs will be set at \$57.02/hr. Future general wage adjustments will be denoted through the negotiations process.

**2. Relay Technician BR (Restricted)**

This position is for non-QEW bidders. Relay Technician BR will be considered able to do the work expected of a Relay Tech B, except for work requiring QEW qualifications.

The Relay Technician BR must complete and pass hot-stick and rubber glove training school, as needed. The Relay Technician BR will be assigned to an experienced Relay Technician where they will receive training and exposure

working with breakers, transformers wiring, and SDG&E equipment and switching.

The Relay Technician BR will remain in this classification for a minimum of two years before they can be considered for advancement based on their demonstrated mastery of the specific competencies required for the Relay Technician A classification and completion of and passing their QEW training. The specific competency requirements for the relay technician written and field tests will be the same as those used for Relay Technician B advancement. The Relay Technician BR must progress to Relay Technician A competency level within three years from their starting date as Relay Technician BR. Relay Technician BRs will be given two opportunities to pass each examination. Otherwise, the employee may be removed from the Relay Technician Career path.

The wage for Relay Technician BRs will be set at \$58.06/hr. Future general wage adjustments will be denoted through negotiations process.

### **3. Relay Technician AR (Restricted)**

This position is for non-QEW bidders. Relay Technician AR will be considered able to do the work expected of a Relay Tech A, except for work requiring QEW qualifications.

The Relay Technician AR must complete and pass hot-stick and rubber glove training school, as needed. The Relay Technician AR will be assigned to an experienced Relay Technician where they will receive training and exposure working with breakers, transformers, wiring and become familiar with SDG&E Equipment and switching experience.

The Relay Technician AR will remain in this classification for a minimum of two years before they can be considered for advancement based on their completion of and passing their QEW training. The Relay Technician AR that advances to an A will remain in this classification for a minimum of seven combined years (AR and A) before being considered for advancement to Relay Specialist based on their demonstrated mastery of the specific competencies required to qualify for the Relay Specialist classification and through a successful completion of the Relay Specialist testing procedure/requirement.

The wage for Relay Technician ARs will be set at \$61.62/hr. Future general wage adjustments will be denoted through the negotiations process.

### **Bidding Rights**

Employees in positions within the Relay Technician career path are not eligible to bid on Substation or Maintenance Shop Working Foreman positions.

## General Responsibilities of Technicians

These general responsibilities are the expected capabilities of the Relay Technicians. This list is not intended to limit nor enable work in other classifications.

1. Relay Technician As and Relay Specialists may work on the transmission and distribution system. They may be assisted by Technicians in any classification. **Relay Technician As and Relay Specialists will be the first pool to be offered a callout or standby from the Relay Technician Group.**
2. Relay Technician Bs may work on the distribution system. They may be assisted by Relay Technician Cs. **A Relay Technician B may download records and files from devices on the Transmission system. If a Relay Technician A or Relay Specialist does not accept a callout and a second callout is run and accepted by a Relay Technician B, that Relay Technician B may perform work on the Transmission system under the direction of a supervisor or engineer in the System Protection Maintenance group at the pay level of a Relay Technician A for that callout.**
3. Relay Technician Cs will work under the direction of Technicians in **higher** classifications. **If a Relay Technician A or Relay Specialist does not accept a callout and a second callout is run and is not accepted by a Relay Technician B, a Relay Technician C who accepts a third callout may perform work on the transmission and distribution system under the direction of a supervisor or engineer in the System Protection Maintenance group at the pay level of a Relay Technician A for that callout. A Relay Technician C may download records and files from devices on the Transmission and Distribution system.**

## Amended Agreement Modifications and Deletions

The Company and Union agree to modify/delete the following articles in the Amended Agreement:

- a. 111.62 will be modified to read: Substation relay inspecting, and testing shall be done by relay technicians assisted by journeyman electrical workers where assistance is necessary. (It is understood that substation relay inspecting, and testing includes only duties currently being performed by Relay Technicians)
- b. 111.63 will be deleted from the Amended Agreement language.

## APPENDIX: RELAY TECHNICIAN QUALIFICATION PROCESS

- A. **Written Examination**  
**All Relay Technician candidates must pass the validated pass/fail exam.**
- B. **Interview**      **Maximum Score = 20**

**All Relay Technician candidates must receive 12 points or higher on the interview.** Two System Protection Maintenance administration employees **and two Relay Technician As or above (2 Management, 2 Union members selected by the Union)** will interview **and rate** each candidate with a maximum score of 5 points each.

<b>Company Interviewer #1</b>	<b>0-5</b>	_____
<b>Company Interviewer #2</b>	<b>0-5</b>	_____
<b>Union Interviewer #1</b>	<b>0-5</b>	_____
<b>Union Interviewer #2</b>	<b>0-5</b>	_____
<b>Total Interview Score</b>	<b>0-20</b>	_____

**C. Field Evaluation**

**Candidates for Relay Technician A, AR, B, and BR must also pass a field evaluation administered by two System Protection Maintenance management employees and two Relay Technician As or above (2 Management, 2 Union members selected by the Union).**

**Patroller (Gas) Working Rules LOU**

The Union and Company agreed to the following Patroller (Gas) Working Rules LOU to provide additional details to Union members regarding the responsibilities and expectations specific to this classification, which includes the following:

**Eligible Bidding Groups**

Only qualified bidders from the Gas Department will be considered.

**Current Wage Schedule**

- 1st Year \$39.07 per hour
- 2nd Year \$41.32 per hour
- Thereafter \$42.58 per hour

**General Duties**

Performs scheduled and unscheduled patrols of gas distribution and transmission system pipeline by various means, including four-wheel drive vehicles or on foot; prepares reports noting observations for company records; performs routine gas distribution and transmission leak surveys to meet code compliance; makes independent judgment of gas leak conditions causing potential hazards to the general public. Investigates, identifies, marks and prepares work orders to have the source of gas leak repaired. Visually inspects above ground distribution pipeline and MSA's (ACOR) in conjunction with our leak survey. Performs other related duties as assigned or required.

**Operating Hours/Shifts**

Operating hours shall be Monday through Friday, 6:30 a.m. to 3:00 p.m.

**Extended Day Hours**

Extended day shifts are defined by any work being performed after normal operating shift hours (3:00pm). This time is to be considered overtime and all pay considerations to be

made according to **the Amended Agreement**. Anytime a **Patroller** is on the “late list,” it is the employee’s responsibility to call the Trouble Department and “check-out” with a **Trouble Dispatcher**.

### **Gas Patroller**

Works independently on assigned Leak Survey/ACOR Maps and **is** responsible for the following:

- Drive and maintain **their** Company assigned vehicle
- Use Company gas detection equipment to survey Company gas mains, services and meter set assemblies (MSA) for leaks.
- Maintain all required reports needed on a daily basis **and record** AOCs, i.e., Barrier Posts
- Perform all work related to gas investigations when an underground gas leak is identified utilizing current mapping systems to identify underground facilities and call for mark-out **where** necessary.
- During Leak survey work, perform a visual inspection on all MSA’s and risers.
- Identify and report any abnormal operating conditions (AOC).
- **Complete** Leak Investigation Orders
- Survey and Mark all high-pressure gas transmission lines as determined by CPUC
- Work in conjunction with other departments
- **Perform** calibrations on all related service equipment
- **Conduct** Unstable Earth and Bridges and Span Inspections

### **Call Outs**

Leakage Mitigation works in two (2) Regional areas (North Region/South Region).

#### **North Region typically supports:**

- Northeast C/O
- North Coast C/O

#### **South Region typically supports:**

- Metro C/O
- Beach Cities C/O
- Eastern C/O

Callouts for a **Patroller** in the **South Region** must exhaust the callout list for the **South Region** prior to calling a **North Region Patroller**.

Callouts for a **Patroller** in the **North Region** must exhaust the callout list for the **North Region** prior to calling for a **South Region Patroller**.

Each callout list must be called **twice, through the entire list**, before calling out of region.

### **[Gas Emergency Department LOU](#)**

The Letter of Understanding dated February 22, 2018, will be modified to reflect the following changes:

## **2) Ancillary Work List**

- Damage Prevention Patrols for Gas Distribution/Transmission
- Real-Time Leak Evaluation and Investigation
- During Gas working hours, GERCC's may be assigned to assist Gas Crews (**if the supporting crew does not feel GED support is necessary assigned foreman needs approval from leadership.**)
- Field Support (i.e., requests for immediate assistance from CSF for verification of hazardous conditions)
- Immediate incident prevention
  - Identification and notification of facilities and facility components requiring immediate attention, as they pose a heightened risk and liability of damage and/or injury to the public (i.e., broken valve box lids, broken meter boxes, temporary Company worksite street and sidewalk repairs).
- ACOR Riser Wraps
- Phase 5 Welder Mentoring/Shadowing.
- **Barrier posts including fielding**

## **8) Overtime**

- f) **At no time will an employee be required to work more than 3 consecutive shifts. The employee may be allowed to work a 4<sup>th</sup> consecutive shift if mutually agreed upon.**
- g) **If an employee is awarded a prearranged shift and the employee cancels their shift within 48 hours without a bona fide excuse, the hours will be added to their prearranged overtime list.**
- h) **Working Foreman will be allowed to sign up for and be awarded pre-arranged overtime in place of a Tech A as long as all Tech A's have been exhausted. This will also apply to call outs and hold overs.**

## **9) Gas Emergency Department Relief List**

- **Permanent replacements will first go by the transfer list, Internal GED transfers will be utilized first, then transfers into the GED from qualified Tech A positions & Working Foreman, if there are no transfers the relief list will be utilized by Gas seniority date in the top 8.**

## **SDG&E and IBEW Local 465 Multiyear Hiring LOU**

Whereas the Company and Union acknowledge that increased staffing levels will help the Company continue delivering clean, safe, and reliable utility service to our customers, the parties mutually agree on the hiring and initial training commitments noted below.

**Calendar year 2023**

- 8 New Hire Linemen
- 6 New Welders
- 8 New Electrician Assistants
- 8 New Apprentice Electricians
- 24 New Hire Laborers
- 4 New Relay/ECT Techs
- 24 New Line Assistants
- 24 New Apprentice Linemen
- 5 additional need hires identified in conjunction with IBEW 465

**Calendar year 2024**

- 8 New Hire Linemen
- 6 New Welders
- 8 New Electrician Assistants
- 8 New Apprentice Electricians
- 24 New Hire Laborers
- 4 New Relay/ECT Techs
- 24 New Line Assistants
- 24 New Apprentice Linemen
- 5 additional need hires identified in conjunction with IBEW 465

**Calendar year 2025**

- 8 New Hire Linemen
- 8 New Electrician Assistants
- 8 New Apprentice Electricians
- 24 New Hire Laborers
- 24 New Line Assistants
- 24 New Apprentice Linemen
- 5 additional need hires identified in conjunction with IBEW 465

The above hiring/training commitments are contingent upon the following:

- 1) The Company cannot control attrition during the training process.
- 2) There are enough eligible candidates to advance into the apprenticeship.
- 3) The Company is able to comply with applicable apprentice-to-journeyman ratio requirements.
- 4) Hiring/initial training numbers that exceed the agreed upon number for a given year will be credited towards future commitments in this agreement.

**Behavior-Based Safety Facilitator LOU**

Whereas the Union and Company have mutual interest in formally recognizing our BAPP BBS processes, acknowledging the efforts of our process leaders and facilitators, and increasing stability amongst our key safety programs;

Whereas the Facilitator position requires many skills, abilities, and specific experience to



successfully manage a BBS process. By establishing a formal position with detailed working rules, a selection process, and equitable pay we will further solidify the value that the Union and Company place on Safety and will also help establish this as a highly sought after and respected position to be held. This will also help ensure the sustainability of BBS as a highly effective peer led safety process for generations to come. Therefore, the Union and Company agree to the following:

1. **Job Summary – BBS Facilitator**

The BBS Facilitator is a full-time position responsible to oversee and manage the peer-to-peer BAPP® BBS safety process across all SDG&E locations covered by the process. In partnership with the Steering Team and the process Sponsor, this position is responsible for the health and effectiveness of the overall process and the volunteers who participate in it. This individual is a critical safety leader and acts as a safety liaison between the Union and the Company.

2. **Selection Process and Term**

The BBS BAPP Facilitator is a “full-time” position that follows the “Selection Process” outlined in the SDG&E BBS BAPP Manual. The selection process involves nomination by the BBS Steering Team as well as an interview process with a 3-to-4-person panel comprised of: the current Facilitator, the BBS Specialist, current Management Sponsor, and a second BBS Facilitator. The position is a 3-year term with the ability to be re-nominated and reinstated for a 2<sup>nd</sup> term (per selection process specifications). The current Facilitator may remain in the position until a replacement is found if agreed upon by the selection team. Eligible bidders are comprised of Steering Team Leaders and Observers who have been BBS members for a minimum of 4 months in their respective BBS Process. First considerations will be given to current qualified Steering Team Leaders. A BBS Facilitator will have their position (i.e., welder, service tech, lineman etc.) held at their home district for the length of their term(s). Any deviation from the standard bidding and selection process would be considered an “exception” and would only be entered into with full agreement between the Steering Team, Sponsor, and Specialist. An exception would be necessary if no current BBS member bids on or accepts the Facilitator position. The Facilitator selection process will be initiated 3-6 months prior to the end of the 3-year term. The intent is that the new Facilitator would have overlap development time with the current Facilitator.

Employees who fall within the 9-month window of a newly held classification will not be excluded from pursuing the BBS Facilitator position. Facilitators may bid up in their career path from their permanent position during their term(s).

3. **Working Rules**

Facilitators shall be provided a take-home vehicle to allow for the regular early morning site reporting and extended territory jobsite visits that the job requires. Home base location will be agreed upon by Sponsor, Specialist, and Facilitator based on what’s best for the process and makes the most sense for the Facilitator to perform

job duties. This employee will report to the BBS Management Sponsor for schedule and work performance oversight, as well as time-off allowances. The Facilitator will continue to report to his/her designated supervisor for job classification requirements such as: job recertifications, license maintenance, and required trainings.


- **Vacation** - The Facilitator will be exempted from the maximum employees off at one time in their previous classification as they will not be relied on for managing workload while they hold the facilitator position.
- **Callouts and Overtime** – Overtime rates will be paid per the contract for all overtime associated with the job responsibilities. Due to the nature of the responsibilities required to successfully perform this job (i.e., conducting trainings, orientations, and meeting preparation/attendance), the BAPP Facilitator will be removed from the callout list for Mon – Fri and will **not** be subject to a minimum callout response. The Facilitator may accept Friday thru Sunday callouts and pre-arranged assignments that do not interfere with regular Facilitator duties. Callout eligibility will begin Friday 1600 and conclude Sunday 1200. The Facilitator will be exempt from any forced shift work. Callout hours will be recorded as usual. Any overtime work performed in previously held job classification will be paid at that classification.
- **Pay Rate** – Due to the high level of responsibilities, extensive experience, training, and abilities necessary to fulfill this role, the BBS Facilitators will receive 12% above the highest pay rate in the job family covered by that process. Also, equitable pay will further solidify the value that Local 465 and SDG&E place on Safety and will establish this as a highly sought after and respected position to be held. This will help ensure the sustainability of this highly effective peer led safety process. The Safety of each Employee is most successful when each employee takes personal ownership and that is what BAPP® BBS is all about.

#### 4. Other Considerations

To fulfill the workload demands, protect the reputation of BBS and eliminate any negativity toward the process or the Facilitator, the company will make every effort to backfill the position the Facilitator is being pulled from for the duration of his or her term while reserving the right of the Facilitator to return to their previous position. If the Facilitator so chooses, he or she can alternatively take a TJC or V-Assignment job package which allows him or her to fulfill the responsibilities of this job. In a TJC working arrangement, a BAPP BBS Facilitator will maintain Union employee status and will be allowed to return to their original classification after the completion of their BBS Facilitator term. If they choose this TJC route, they will be subject to the agreed upon compensation package and working rules as outlined to them by the company. A BBS Facilitator is exempt from the 18-month max TJC limitation and will continue to accrue seniority while holding this position.

Agreed to this 13th day of October 2022.

**SAN DIEGO GAS & ELECTRIC**

  
\_\_\_\_\_  
Alexandra Taylor  
Director – Human Resources

**SDG&E’s Negotiating Committee**

Alexandra Taylor  
*Director – Human Resources*

Bob Watson  
*Manager – Labor Relations & ECS*

Jeffery Bellers  
*Labor Relations Manager*

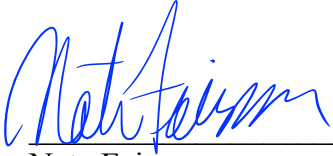
Jim Marshall  
*Principal Labor Relations Advisor*

Dave Martinez  
*Electric Construction Manager*

Chris Kenyon  
*Gas Construction Manager*

Roland Blankenship  
*EDO Team Lead*

**IBEW LOCAL UNION 465**

  
\_\_\_\_\_  
Nate Fairman  
Business Manager – IBEW 465

**Local 465’s Negotiating Committee**

Nate Fairman  
*Business Manager – IBEW 465*

Chris Simmons  
*President – IBEW 465*

Raul “Kiko” Diaz  
*Sr. Asst. Business Mgr. – IBEW 465*

Matthew Fish  
*Asst. Business Manager – IBEW 465*

Boris Herring  
*Vice President – IBEW 465*

Mayra Alvarado  
*Executive Board Member*

Mark Fuentes  
*Executive Board Member*

Amy Getto  
*Executive Board Member*

Pete Piraino  
*Executive Board Member*