

AGREEMENT

As a result of the 1987 negotiations, the following agreement concerning the positions of Auto Repairman and Auto Mechanic is entered into:

Eliminate the job title and pay groups for Auto Repairman.

Establish the new job title of Apprentice Auto Mechanic with the following pay groups:

| | |
|------------|--------------|
| 1st Year | Pay Group 7 |
| 2nd Year | Pay Group 9 |
| Thereafter | Pay Group 11 |

Change the job title of Mechanic in the Transportation & Shops Department to Auto Mechanic with the following pay groups:

| | |
|------------|--------------|
| 1st Year | Pay Group 13 |
| Thereafter | Pay Group 14 |

Delete the requirement that not less than 1/3 of the force (Auto Mechanics, Field Mechanics and Auto Repairmen) shall be rated as Auto Mechanics or Field Mechanics.

Apprentice Auto Mechanics, under general supervision, can perform all work they become qualified for by training and on-the-job experience without requiring upgrade to the Auto Mechanic rate of pay until they have successfully fulfilled all the requirements to be promoted to Auto Mechanic - 1st Year.


The Letter of Understanding dated 10/30/84 on the subject of Auto Repairman training and job requirements is amended to change the job title from Auto Repairman to the new job title of Apprentice Auto Mechanic. All other provisions remain effective and in full force and apply for promotion to Auto Mechanic from the job of Apprentice Auto Mechanic.

The Company reserves the right to use tests to determine the qualifications to advance in any step of the Apprentice Auto Mechanic or Auto Mechanic jobs.

Agreed to this 26th day of January, 1989.


San Diego Gas & Electric

Local Union 465, IBEW


R. J. Lennon
Manager - Industrial Relations


D. A. Moore
Business Manager


F. J. Flihan
Manager - Fleet Management


J. Nicotau
President