

INCORPORATE INTO CONTRACT

LBB 200

LETTER OF AGREEMENT

RE: DENIAL OF PROMOTION - NOT QUALIFIED AT TIME OF SELECTION
GRIEVANCE # 350 - LARRY BONILLA

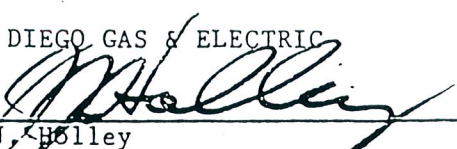
In accordance with Article X of the Amended Agreement between San Diego Gas & Electric (Company) and Local Union 465, IBEW (Union), the undersigned were selected to serve as a Board of Arbitration to hear the case involving the above-named grievant.

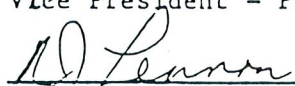
With the assistance of Commissioner Clinton Brame of the Federal Mediation and Conciliation Service, in a series of joint and separate meetings, the members of the Board of Arbitration hereby unanimously agree to the following understanding:


1. The Company agrees to place Larry Bonilla in the job of Apprentice Electrician, effective Monday, November 22, 1982.
2. Larry Bonilla will be granted a seniority date of 9/5/82 as an Apprentice Electrician.
3. Larry Bonilla will not receive back pay, but his wages as an Apprentice Electrician will begin November 22, 1982.
4. The Union agrees that for all future registered apprenticeship bids, the employee must be physically and mentally able to perform all the duties of the job and must be on the job the day the Employment Department makes the selection and forwards the names of qualified bidders to the Joint Apprenticeship Committee.

Agreed to this 18th day of November, 1982.

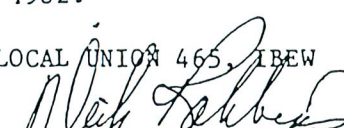
SAN DIEGO GAS & ELECTRIC

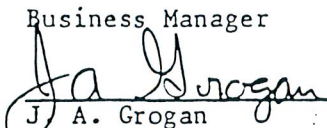

J. J. Holley
Vice President - Personnel

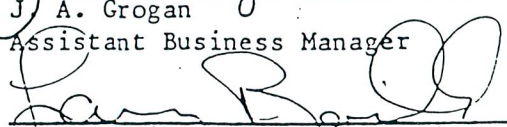

R. J. Lennon
Manager - Labor Relations


L. O. Rollins
Manager - Employment

LOCAL UNION 465, IBEW


R. C. Robbins
Business Manager


J. A. Grogan
Assistant Business Manager


Larry Bonilla
Committeeman

cc: C. Brame - FMCS

cc: J. SCHOLCOMBE
W. P. WILLIAMS

K. BERNIN
W. E. EMERIN

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