

FEB - 4 2020

## Letter of Understanding

Derrick Brown (04490)

This Letter of Understanding is entered into this 27<sup>th</sup> day of January 2020, by and between IBEW Union, Local 465 (hereinafter referred to as "Union") and San Diego Gas & Electric Company (hereinafter referred to as "Company")

Article II, Section 92 of the Amended Agreement states, *"...Additionally, employees who fail twice to successfully complete a specific apprenticeship, training program or training requirements [or] 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."*

On a non-precedent setting basis, the Union and Company agree to afford Derrick Brown (04490) a third attempt at attending Electrician Assistant (EA) training. In support of this non-precedent setting agreement, Mr. Brown was able to adequately demonstrate his inability to complete his second attempt at EA training due to an unexpected health condition and subsequent hospitalization.

The Union and Company further agree per Article II, Section 77, Mr. Brown's seniority as an Electrician Assistant will be established at the actual date of his second promotion into Electric Transmission and Distribution as an Electrician Assistant. The Union and Company acknowledge that Mr. Brown will be precluded from bidding to any other position while participating in the Electrician Assistant / Apprentice Electrician program. Furthermore, he will be restricted from bidding for nine months from the bid closing date should he exercise his 30-day return rights under Article II, Section 80.



Nate Fairman  
Business Manager  
IBEW Local 465



Jeffery Bellers  
Labor Relations Manager  
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