

Letter Of Understanding Switching Center Operator

This Letter Of Understanding is entered into this day *July* of *19*, 1999 by and between IBEW Local Union 465 (Hereinafter referred to as "Union") and San Diego Gas & Electric (Hereinafter referred to as "Company").

Whereas the Union and the Company are desirous of improving the career path for Switching Center Operators and promotional opportunities for qualified electrical workers (e.g. Electric Troublemakers, Linemen, Working Foremen, Kearny substation Electricians, Kearny Relay Electricians, and Relay Inspectors) to positions in the Switching Center the parties agree to the following:

New Classifications Titles

The present Switching Center Operator Classification will be divided into two separate classifications, Distribution System Operator and Transmission System Operator and will apply to Operators in the distribution switching center and the transmission-switching center respectively. Both new classifications will be pay grade 12E.

The present Lead Switching Center Operator Classification will be changed to Working Foreman - System Operators, pay group 13E

The present Apprentice Switching Center Operator will be changed to Apprentice Distribution System Operator pay groups will be:

1 st six months	01E
2 nd six months	02E
3 rd six months	03E
4 th six months	04E
5 th six months	05E
Thereafter	06E

Apprentice Distribution System Operator Program

The Company will establish a formal apprenticeship program. The Apprentice Distribution System Operators will attend all of the same night school courses that the Linemen and Electricians attend today. Specific on the job training or other course work will be developed. All future Apprentice Distribution System Operators will be required to satisfactorily complete the program within 3 years of entering the program.

Working Foreman, Distribution System Operator

The Working Foreman will be bid and selected based upon qualifications first then classification seniority. The Company establishes minimum qualifications. The selection criteria will be established jointly by the Company and Union. The criteria to include tests, past performance, interviews, etc. The bid group will be Electric Transmission and Distribution Department. Only bidders from the Distribution and Transmission System Operator. The Company will conduct the selection process. Qualifications being equal and sufficient, classification seniority shall prevail in awarding bids. Working Foreman – System Operators will be offered the same overtime as the Distribution System Operators and appear on the same overtime lists. The Company retains all other management rights except as stated above.

Switching Center Operator Transfers

Presently, Switching Center Operators can transfer from Distribution to Transmission. Movement between the new classifications of Distribution System Operators and Transmission System Operators will be done using the bidding system. Distribution and Transmission System Operator vacancies will be bid and selected based upon qualifications first, then company seniority. The Company establishes minimum qualifications. The selection criteria will be established jointly by the Company and Union. The criteria to include tests, past performance, interviews, etc. The bid group will be Electric Transmission and Distribution Department. Only bidders from the present Distribution or Transmission System Operator Classifications will be considered. The Company will conduct the selection process. Qualifications being equal and sufficient, company seniority shall prevail in awarding bids.

Trainee Distribution System Operators

Journeyman Electrical Workers bidding on the Distribution System Operator or Transmission System Operator Journeyman bids will be considered as Distribution System Operator Trainees. They will be paid as follows while in training:

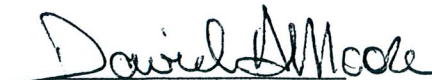

	First Six Months	Second Six Months
Lineman	PG 9A	PG 10A
Troubleshooters	PG 10A	PG 11A
Substation Electricians	PG 9E	PG 10E
Working Foreman to PG 12 E upon completion of training		

Journeyman Electrical Workers bidding to become Distribution System Operators will have the right to resign and return to their previous classification up to 60 days after entering the trainee position. They will not have the right to return to their previous work location unless there is a vacancy.

During the training or apprenticeship periods, employees in those positions will not be permitted to submit transfer requests or bid on other positions

General

All work and activities now being performed by Baron Truesdell, Electronic Control Technician in the Electric Distribution Operations Department will become non-bargaining unit work. Baron Truesdell will be offered a non-bargaining unit position.


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David A. Moore
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John Guenther
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