

LETTER OF UNDERSTANDING

Re: Denial of Promotion of Helper to Apprentice Electrician  
Grievance #177 - Dale H. Durbin

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In accordance with Article X of the Amended Agreement between the San Diego Gas & Electric Company (Company) and Local Union 465, IBEW (Union), the undersigned were selected to serve as a Board of Arbitration to hear the case involving the denial of a promotion of a Helper (Dale Durbin) to the job of Apprentice Electrician.

With the assistance of Commissioner Vernon Hughes 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 regarding the above-named arbitration case:

(1) The next job opening for Apprentice Electrician will be offered to Mr. Durbin, providing his employment record remains satisfactory at that time;

(2) If Mr. Durbin successfully completes his apprenticeship in accordance with (1) above, his Journeyman Electrician seniority date will be August 29, 1977;

(3) While the Company cannot guarantee any Apprentice Electrician opening in the future, it will make a good-faith effort to declare an Apprentice Electrician opening by September, 1978;

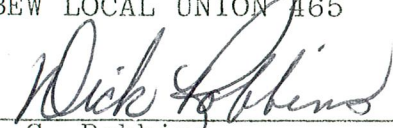
(4) Unless there is a change in manning requirements or in the percentage of Black employees in the classification, the affirmative action goals and timetables for Black Apprentice Electricians have been met.

Agreed to this 10th day of January, 1978.

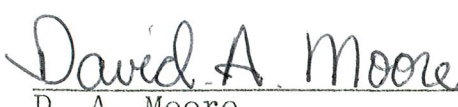
SAN DIEGO GAS & ELECTRIC COMPANY


IBEW LOCAL UNION 465

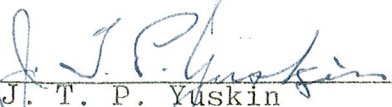
  
J. J. Holley  
Vice President - Personnel

  
R. C. Robbins  
Business Manager

  
R. J. Lennon  
Manager - Employment

  
D. A. Moore  
Assistant Business Manager

  
M. E. Nelson  
Administrator - Labor Relations

  
J. T. P. Yuskim  
Committeeman

  
W. A. Davis  
Alternate

  
Dale H. Durbin  
Alternate