

Letter of Understanding

This Letter of Understanding is entered into this 2nd day of DEC, 1999 between San Diego Gas and Electric and the International Brotherhood of Electrical Workers, Local #465.

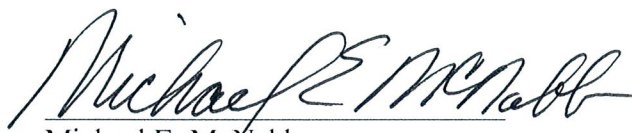
Electrician Assistant positions will be bid giving first preference to Maintenance and Underground Division employees, formerly known as Electric Maintenance and Underground. Individuals will be awarded the position on the basis of established physical requirements, aptitude tests, acceptable work history and seniority.

1. Employees who are accepted into the position have 30 calendar days to return to their previous classification.
2. The bid may be used for 60 days after initial selection to award additional positions.
3. Employees who successfully enter and remain in the position will be guaranteed the opportunity to enter an apprentice electrician position within three years of entering position
4. Electrician Assistants must accept the apprentice electrician position when offered. Refusal to accept the position will result in removal from the Electrician Assistant position and transfer to other work if available. The employee may not re-enter the Electrician Assistant program.
5. Employees accepted into the Electrician Assistant position may not bid other positions while in the program.
6. Electrician Assistants shall be selected for the Apprentice Electrician position based upon seniority within the Electrician Assistant classification, acceptable historical performance and sufficiency of qualifications.
7. Electrician Assistant may assist Journeyman in completing their fieldwork. They may work without journeyman oversight on tools or apparatus in the Electric Maintenance Shop for which they have been previously qualified by a journeyman. They may not work on any energized equipment.
8. Electrician Assistants are required to obtain and maintain a Class "A" license and will not receive any upgrades for operating vehicles.

9. Electrician Assistant Wages

	Pay Group	Pay Rate
1 st Year	08B	\$13.63
2nd Year	11B	\$15.91
Thereafter	12B	\$16.21

10. In the initial bidding of the Electrician Assistant position, successful bidders from the Maintenance and Underground Division, formerly known as Electric Maintenance and Underground will have first consideration and will incur no reduction in pay as a result of the job change. Any Maintenance and Underground Division employee whose current wage rate is between steps, will be awarded the next highest wage rate. Successful bidders from outside the Kearny organization will be slotted at the 1st year pay group, with first consideration being given to individuals with transfers on file by 12/13/99.



Michael E. McNabb
Director, Kearny Electric Construction



David A. Moore
Business Manager IBEW Local 465



James A. Marshall
Director, Labor Relations



William B. Baker
Sr. Labor Relations Representative