

## Letter of Agreement

Francisco Maciel (B6676)

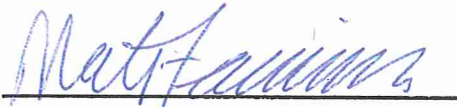
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This Letter of Understanding is entered into this 6<sup>th</sup> day of January 2020, by and between IBEW Union, Local 465 (hereinafter referred to as "Union") and San Diego Gas & Electric Company (hereinafter referred to as "Company")

On a non-precedent setting basis, the Union and Company agree to transfer Francisco Maciel (B6676) from his voluntarily resigned position as an Apprentice Lineman at Mountain Empire, to Laborer at EROC. Mr. Maciel shall be placed at the current Laborer rate of pay for an EROC digging crew member.

The Union and Company further agree the effective date of this transfer shall be Saturday, January 11, 2020. Mr. Maciel shall have no right of return to the Apprentice Lineman position, and shall remain in the Labor position for no less than nine months.



Nate Fairman  
Business Manager  
IBEW Local 465



Dave Martinez  
Principal Labor Relations Advisor  
SDG&E