

3/22/94  
M.G.G.

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LETTER OF UNDERSTANDING  
FLEET AUTO MECHANIC

This Letter of Understanding is entered into this \_\_\_\_\_ day of \_\_\_\_\_, 1994 by and between San Diego Gas and Electric Company (Hereinafter referred to as "Company") and IBEW Union Local #465. (Hereinafter referred to as "Union").

In settlement of the 1994 Negotiations between the Company and the Union, the following understanding has been agreed upon:

Apprentice Auto Mechanic and Auto Mechanic will be combined into one classification: Fleet Auto Mechanic. The Company will establish qualifications of this position with those qualifications being higher than the existing Apprentice qualifications. A joint Company and Union team will determine entry level qualifications to include testing, past performance, interviews, etc.

For bidding purposes, first consideration will be given to qualified Fleet Helpers. If insufficient qualified candidates are available, the Company will hire from outside.

Incumbent Apprentices will be positioned in the pay grade where they currently reside. The opportunity to qualify for upgrade consideration will be given to all. However, to do so, they must self-qualify through courses taken on their own. Upgrade hours will accrue toward the next pay grade as is currently practiced.

Temporary upgrade of qualified Helpers to Fleet Auto Mechanic will be at the District level.

Helpers entering Fleet will receive an orientation to familiarize them with the department, hours of operation and promotional opportunities.

The following changes to the Amended Agreement articles to read as follows:

- VI.9 - Mechanical work in the Garage shall normally be done by Fleet Auto Mechanics. When Helpers or Laborers are required, they shall work under the general direction of the employee in charge of the job.
- VI.10 - The line of progression in the Fleet Maintenance Section shall be Fleet Auto Mechanic, Field Mechanic, District Auto Mechanic, and Working Foreman (Garage)

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FLEET AUTO MECHANIC

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Exhibit A -

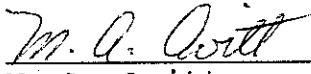
Delete: Apprentice Auto Mechanic and Auto  
Mechanic

Add: Fleet Auto Mechanic

	<u>Pay Grade</u>
1st Year	8
2nd Year	9
3rd Year	11
4th Year	13
Thereafter	14

IN WITNESS THEREOF, the parties have executed this instrument on the date indicated above.

  
\_\_\_\_\_  
R. G. Wagner  
Manager, Employee Relations  
SDG&E

  
\_\_\_\_\_  
M. A. Avitt  
Business Manager/  
Financial Secretary  
IBEW Union Local #465

\_\_\_\_\_  
D. J. Elstrom  
Senior Employee Relations Rep.

\_\_\_\_\_  
J. C. Hunter  
Pres./Assistant Business Manager  
IBEW Union Local #465