

LETTER OF UNDERSTANDING

This Letter of Understanding is entered into this 13th day of May, 1974, by and between San Diego Gas & Electric Company (herein after referred to as the Company) and Local Union 465, International Brotherhood of Electrical Workers, AFL-CIO (herein after referred to as the Union).

WHEREAS, a dispute has arisen concerning the interpretation of Article II.61 of the collective bargaining agreement between the Company and the Union; and

WHEREAS, the Company and the Union are desirous of amicably resolving this dispute; and

WHEREAS, the Company and the Union are desirous of fulfilling their legal and moral responsibilities with respect to the employment of women;

NOW, therefore, the Company and the Union agree as follows:

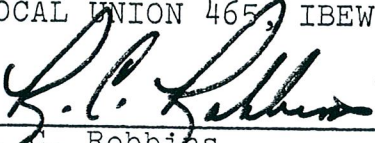
- (1) The Union shall withdraw its grievance protesting the award of an Apprentice Lineman position to Juan Gallegos;
- (2) The Company shall offer an Apprentice Lineman position to Ronald E. Smith at the Carlsbad Operations Department;
- (3) The Company shall offer Fouvale Fesili an Apprentice Lineman position at Rose Canyon Operations Department;
- (1) (4) The seniority referred to in Article II.61 of the collective bargaining agreement for all positions except Meter Reader, Service Dispatcher, and Shop Clerks, is that accumulated in the specific department or division thereof in which promotion is to be made; provided, however, if there are insufficient bidders with the required ability and qualifications from said department or division, the seniority referred to shall be that accumulated in work performed under the collective bargaining agreement. If there are then insufficient bidders with the required ability and qualifications, the Company shall be unrestricted in filling the positions in question.

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- 2 (5) The seniority referred to in Article II.61 of the collective bargaining agreement for Meter Readers, Service Dispatchers, and Shop Clerks shall be Company-wide seniority.
- 3 (6) Until an underutilization, if any, of qualified women with the requisite skill and ability available in the job market is eliminated in the job classifications involved notwithstanding anything to the contrary contained elsewhere in the collective bargaining agreement or this Letter of Understanding, the Company shall have the right to hire, promote or transfer women with the requisite ability and qualifications without regard to seniority.

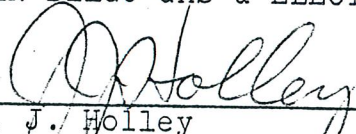
LOCAL UNION 465, IBEW

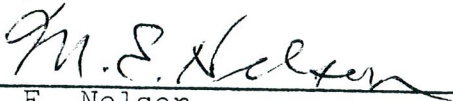

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