



SAN DIEGO GAS & ELECTRIC COMPANY

P. O. BOX 1831 SAN DIEGO, CALIFORNIA 92112
(714) 232-4252

FILE NO.

EMD 200

February 2, 1977

Mr. Richard C. Robbins
Business Manager
Local Union 465 - IBEW
229 W. Washington Street
San Diego, California 92101

Dear Mr. Robbins:

We have studied the problem which you brought to our attention last week about the bids from employees Moses Small and William Kidd, Jr., for the job of Apprentice Lineman.

The Company has consistently taken the position that the Amended Agreement provides that job bids are valid only when a promotion is involved, and that bid applications for a position which is at the same or lower pay group need not be accepted by this Company. This position was sustained by Arbitrator R. G. Meiners in the Pollett grievance. Accordingly, the Company proposed to reject the bids submitted by Small and Kidd, both of whom are Welders, the top pay group of which is 13; the top pay grade of Apprentice Lineman, the job bid in question, is also pay group 13; so is a lateral move.

In discussing this matter, you pointed out that Kidd and Small were Welders in name only and had been working almost exclusively as Helpers. Because of this condition, you argued that both Small and Kidd were de facto Helpers and should be permitted to bid.

RECEIVED
LOCAL 465, IBEW

FEB 3 1977

Mr. Richard C. Robbins

February 2, 1977

Our research has revealed that Kidd and Small have each been down-graded to Helper for almost the entire period June through December, 1976. Under the above circumstances, we agree that they should be considered for promotion. It is mutually agreed that this shall not be considered a precedent for other higher-rated employees to be considered for lower-rated jobs because the number of their down-grades have been greater or less than Kidd's or Small's.

If you agree on the above, please sign in the space indicated below. (One copy is for your files and one signed copy should be returned for our files.)

Sincerely,

M. E. Nelson

M. E. Nelson
Administrator-Labor Relations

/smf

Enclosure (duplication of this letter)

Accepted for the Company:

M. E. Nelson

DATED: 2/2/77

Accepted for the Union:

Dick Robbins

DATED: 2-3-77