

# **LETTER OF UNDERSTANDING**

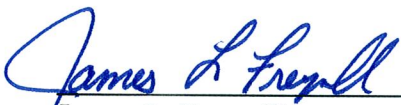
## **New Hire or Apprentices, Transmission Construction & Maintenance**

This Letter of Understanding is entered into the 6<sup>th</sup> day of May, 2005 by and between San Diego Gas & Electric Company (hereinafter referred to as "Company") and the IBEW Local Union #465 (hereinafter referred to as "Union.")


Therefore, the Company and the Union agree as follows:

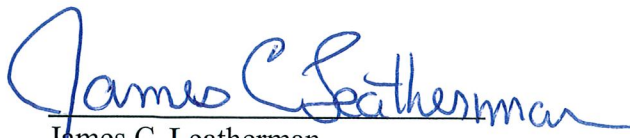
### **New Hires and Apprenticeships**

1. All new hire Lineman and Apprentices entering the Transmission Construction & Maintenance organization will not be eligible to transfer or bid out of the Transmission Construction & Maintenance organization for a minimum period of two years from the date of entry into the organization. The two-year period for each apprentice will begin when that apprentice achieves Journeyman status within the Transmission Construction & Maintenance organization.

  
James L. Freymiller  
Sr. Labor Relations Advisor  
San Diego Gas & Electric

  
John C. Hunter  
Business Manager  
Local 465, IBEW

  
Lisa Fiance  
Sr. Labor Relations Advisor  
San Diego Gas & Electric

  
James C. Leatherman  
President  
Local 465, IBEW

## LETTER OF AGREEMENT

I \_\_\_\_\_ UNDERSTAND AND AGREE

TO THE REQUIREMENTS SET BY SDGE FOR THE POSITION OF TRANSMISSION  
APPRENTICE ON THE

\_\_\_\_\_ day of \_\_\_\_\_, 2005.

1. Due to the operational needs of the Company, once I accept the bid for Apprentice Lineman in Transmission, I will be precluded from bidding or transferring to any position, for a period of two years after becoming a Journeyman Lineman. I have read this letter and agree to the terms therein.
2. If I do not complete the training for Apprentice Lineman, this agreement is voided.

Student: \_\_\_\_\_ Date: \_\_\_\_\_

Instructor: \_\_\_\_\_ Date: \_\_\_\_\_