

# LETTER OF UNDERSTANDING

## SYSTEM PROTECTION DEPARTMENT SYSTEM PROTECTION MAINTENANCE SECTION RELAY TECHNICIAN CAREER

This letter of Understanding is entered into this 5<sup>th</sup> day of May, 2003 between San Diego Gas and Electric and the International Brotherhood of Electrical Workers, Local Union 465.

### Candidates for Relay Tech Career

- a. Existing Journeyman Substation Electricians as of the date of this agreement,
  - 1) Will be asked in Seniority order if they are interested in changing to the Relay Technician career path.
  - 2) If interested, Substation Electricians will be interviewed and given the detail of this career path, and expectations.
  - 3) Interested Substation Electricians, committed to this career path, will be moved to the new Relay Technician C classification in numbers sufficient to meet existing needs.
- b. If a Journeyman Substation Electrician elects not to continue with the Relay Technician career path after acceptance into the program, he or she will be barred from exercising this option for two years.
- c. If insufficient viable candidates among existing Journeyman Substation Electricians, existing Apprentice Electrician as of the date of this agreement,
  - 1) Will be asked in Seniority order if they are interested in the Relay Technician career path.
  - 2) If interested, Apprentice Electricians will be interviewed and given the detail of this career path, and expectations.
  - 3) Interested Apprentice Electricians will be given additional relay training during the third year of apprenticeship and will be moved to the new Relay Technician C classification upon completion of apprentice program.
  - 4) If the Apprentice Electrician elects not to continue with the Relay Technician career path after successful completion of Apprentice Electrician program, he or she will be barred from exercising this option for two years.
- d. If there are insufficient viable candidates among existing Journeyman Substation Electricians, and Apprentice Electricians, the company will recruit candidates company-wide and outside the company with any employees hired by this effort being placed in the classifications appropriate to their demonstrated skills and proficiencies.

## Levels of Progression

### a. **Relay Technician C – 9D**

Relay Technician C's will be given classroom training initially. Thereafter, each Relay Technician C will be assigned. If an employee is unable to demonstrate the ability to learn and retain the Relay Technician C competencies, the employee will be removed from the Relay Technician career path and be placed in a Substation Electrician position at the applicable rate of pay. This employee will not be eligible to bid on any Relay Technician position for two years.

Relay Technician C's must meet a Minimum Requirement for Continuation after 3 months into the program. This Minimum Competency Requirement will be set by the Joint Management / Union Team. Otherwise; the employee will be removed from the Relay Technician Career path and be placed in a Substation Electrician position at the applicable rate of pay. This employee will not be eligible to bid on any Relay Technician position for two years.

Relay Technician C's will remain in this classification for a minimum of one year before they can be considered for advancement based on their demonstrated mastery of the specific competencies required for the Relay Technician B classification. The Relay Technician C's must progress to Relay Technician B competency level within two years from the date promoted to Relay Technician C. Otherwise; the employee will be removed from the Relay Technician Career path and be placed in a Substation Electrician position at the applicable rate of pay. This employee will not be eligible to bid on any Relay Technician position for two years.

### b. **Relay Technician B – 10D**

Relay Technician B's will remain in this classification for a minimum of one year before they can be considered for advancement based on their demonstrated mastery of the specific competencies required for the Relay Technician A classification. The specific competency requirements for progression will be set by the Joint Management / Union Team. If an employee is unable to demonstrate mastery of the Relay Technician A competencies within two years of being promoted to the Relay Technician B classification, the employee will be removed from the Relay Technician career path and be placed in a Substation Electrician position at the applicable rate of pay. This employee will not be eligible to bid on any Relay Technician position for two years.

### c. **Relay Technician A – 11D**

#### **Relay Specialist – 13A**

Relay Technician A's will remain in this classification for a minimum of five years before they can be considered for advancement based on their demonstrated mastery of the specific Relay Specialist competencies. Upon demonstrated mastery of the specific Relay Specialist competencies, employees will be promoted to the Relay Specialist classification. Although highly desired, Relay Technician A's are not



required to advance to the Relay Specialist position, and there is no maximum time period for being considered for these positions. Again, the competency requirements for a Relay Specialist will be set by the Joint Management / Union Team.

### **Bidding Rights**

- a. Employees in positions within the Relay Technician career path are not eligible to bid on Substation or Maintenance Shop Working Foreman positions.

### **Other Considerations**


- a. Future Apprentice Electrician bids may identify and designate specific individuals for the Relay Technician career path based on their expression of interest and successful completion of the aptitude tests. On each bid, the number to be designated for the Substation path and the number to be designated for the Relay Technician path will be specified.
- b. The current Relay Electrician and Substation Electrician Seniority lists will be consolidated into one list.
- c. Existing Relay Electricians can remain in their supporting role until they either 1) Qualify to enter into the Relay Technician career path; 2) Request to return to a Substation Electrician role; or 3) Leave the Electrician classification through bid, transfer, quit, retirement or other avenues.
- d. On an "as needed" basis, the System Protection Maintenance Section may borrow Electricians from the Substation Construction and Maintenance Section. If the assignment is expected to continue for three calendar months or longer, the Senior-most Substation Electrician who has expressed interest in the Relay Technician career path and passed the aptitude test will receive the assignment. For assignments expected to last less than three calendar months, or if no Substation Electricians remain who are interested (and qualified by passing the aptitude test) in the Relay Technician career path, then employee selection will be made on a job assignment basis.
- e. Upon implementation of this proposal, existing Relay Technicians will be designated as Relay Technician A's at their current rate of pay. However, these employees may advance along the Relay Technician career path by demonstrating the appropriate competencies without reference to any specific timeframes.


### **JOINT MANAGEMENT / UNION TEAM**

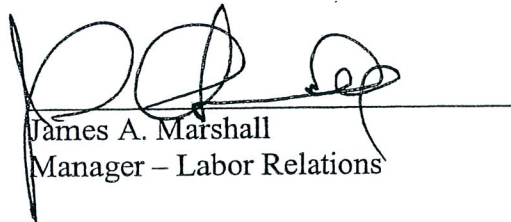
The Joint Management and Union Team will consist of the System Protection Maintenance Manager, a System Protection Maintenance Engineer, and two Relay Technicians. This team will be assisted by a human resource representative to determine the required competencies

to progress within the Relay Technician Career path. The competency requirements will be based on classroom training, on the job training, and the demonstration of learned Relay construction, operations, and maintenance skills. This team will complete the competency requirements by:


Relay Tech. C Minimum Requirements for Continuation @ 3 months	April 15, 2003
Relay Tech. C to Relay Tech. B Competency Requirements	June 1, 2003
Relay Tech. B to Relay Tech. A Competency Requirements	August 1, 2003
Relay Tech. A to Relay Specialist Competency Requirements	October 1, 2003
Electrician Assistant Aptitude & Proficiency Requirements	December 1, 2003

  
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