

**LETTER OF UNDERSTANDING
RUBBER GLOVING
BELOW TRANSMISSION VOLTAGES**

This Agreement is entered into this 12th day of APRIL, 1994 by and between San Diego Gas and Electric Company (Hereinafter referred to as "Company") and IBEW Local Union #465. (Hereinafter referred to as "Union").

Whereas the Company and Union are committed to delivering our electric and gas utility services to our customers in the most competitive fashion possible, and

Whereas the Company and Union are committed to working jointly to improve productivity, reduce costs, and improve service to, and control rates to our customers, and

Whereas the Company and Union are committed to maintaining our safe work environment, and

Whereas the Company and Union recognize the importance of bargaining an agreement on the rubber gloving issue.

Now, therefore, the Company and Union agree to the following terms:

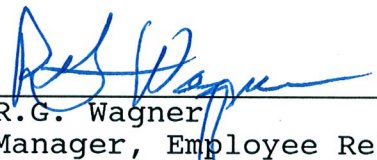
A joint team has been identified to study the use of rubber glove work and safety procedures on 12 KV.

The joint team will develop an implementation plan including training, safety, equipment, etc.


It is understood that the Company and Union will submit the plan that is developed to the affected employee as a group for a ratification vote.

Once the plan is ratified, the Company and the Union will jointly submit for a variance with CAL OSHA.

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




R.G. Wagner
Manager, Employee Relations



M. A. Avitt
Business Manager
Financial Secretary
IBEW Local Union 465



D. J. Elstrom
Senior Employee Relations Rep.

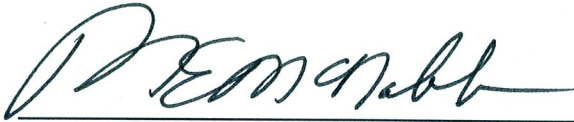


J. C. Hunter
President/
Assistant Business Manager
IBEW Local Union 465

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BELOW TRANSMISSION VOLTAGES

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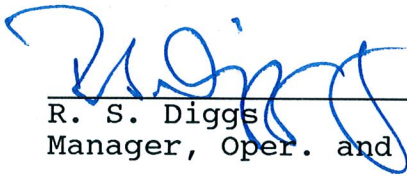
4/4/94



M. E. McNabb
Director, Project Construction



C. E. Ballard
Project Construction North



R. S. Diggs
Manager, Oper. and Maintenance Svcs.