

**LETTER OF UNDERSTANDING  
TRANSMISSION CONSTRUCTION & MAINTENANCE  
ORGANIZATIONAL STABILITY**

May 4, 2000


**Working Foreman Transmission**

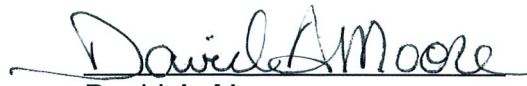
The existing Transmission Working Foreman will be reclassified to "Working Foreman - Electric (Transmission)" at a Paygrade of 13A.

**Bids, Transfers, Hires and Apprenticeships**

Effective with the date of this agreement, all employees entering the TCM organization via hire, bid, transfer or apprenticeship will not be eligible to transfer out of the TCM organization for a minimum period of two years from the date of entry into the TCM organization. The two-year period, for apprentices, begins when apprentices achieve Journeyman status while in the TCM organization.

The two existing designated Transmission Apprentices will not be eligible to transfer out of TCM for a minimum period of two years upon achieving journeyman status. At the completion of this two-year period, these individuals will have the opportunity to specify whether they have an interest in submitting a transfer to one or more distribution district. If one or both employees elect to exercise this option, they will be awarded two years of distribution seniority at the time a vacancy occurs and their transfer request is honored. Should one or both employees elect to remain in TCM, the two-year distribution seniority will not apply for the employee(s) electing to remain in TCM. The two employees affected by this paragraph are: Sergio Diaz De Leon and Priciliano Garcia.

  
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