

## **Letter of Understanding**

### **Underutilization of Craft Classifications**

This Letter of Understanding is entered into this day 03 of November 2011 by and between IBEW Local 465 (Hereinafter referred to as "Union") and San Diego Gas & Electric (Hereinafter referred to as "Company").

Whereas the Union and the Company are desirous in clarifying provisions regarding the underutilization of certain crafts classifications within the workforce; and revising the original Letter of Understanding dated the 13<sup>th</sup> day of May, 1974; and

Whereas the Union and the Company are desirous of fulfilling their legal and moral responsibilities with respect to the employment of women;

Now, therefore, the Company and Union agree upon the following:

- Until an underutilization, if any, of qualified women with the requisite skill and ability available in the job market is eliminated in the job classifications involved notwithstanding anything to the contrary contained elsewhere in the collective bargaining agreement or of this Letter of Understanding, the Company shall have the right to hire, promote or transfer women with the requisite ability and qualifications without regard to seniority in positions requiring a certified apprenticeship as noted below and within one term of the stated Amended Agreement beginning, 10/01/2011 and ending August 31, 2014.
  - Apprentice Lineman
  - Apprentice Substation Electrician
  - Apprentice Meter Tester
- Upon the end of the term beginning, October 01, 2011 and ending August 31, 2014, this agreement will revert to the original Letter of Understanding dated, May 13, 1974.



James J. Boland  
Director & HR Business Partner Labor Relations



John C. Hunter  
Business Manager – IBEW 465