

AMENDED AGREEMENT

Between

SAN DIEGO
GAS & ELECTRIC COMPANY



And

LOCAL UNION 465
INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS



Effective Date – September 1st, **2022**
Date Executed – **November 18, 2022**

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Jointly, IBEW LU 465 and SDG&E shall, in the spirit of collaboration and teamwork, project a positive attitude about who we are and the work we perform, on and off the job, maintaining a relationship of respect and accountability.

To demonstrate the value of our partnership, together we proclaim:

OPERATIONAL EXCELLENCE

LU 465 COMMITMENT: Collectively pursue a higher work ethic that leaves a lasting impression of productivity, professionalism and quality workmanship

SDG&E COMMITMENT: Provide proper training, employee development, tools, and equipment; ensure the appropriate number of employees to perform work effectively.

SAFETY FOCUS

LU 465 COMMITMENT: Hold each other accountable, perform work in a safe and healthy manner, speak out when we observe at risk behaviors, support company safety programs, and maintain a drug and alcohol free workplace

SDG&E COMMITMENT: Provide employees with the education and tools to identify and reduce unsafe work conditions; continue to invest in safety programs to improve the lives of our employees and the community

CUSTOMER SERVICE

LU 465 COMMITMENT: Come to work on time, fit for duty and ready to work for our customers; refrain from engaging in activities to extend the job or create unnecessary overtime

SDG&E COMMITMENT: Ensure ample job layout to minimize employee down time and remove barriers to productivity; provide the best, most reliable service possible to our customers

ENVIRONMENTAL RESPECT

LU 465 COMMITMENT: Ensure proper maintenance, care and storage of Company equipment and facilities; support the company's effort to be the cleanest energy company in America

SDG&E COMMITMENT: Ensure proper care of Company equipment and facilities to protect the communities we serve; aspire to become the cleanest energy company in America

REGULATORY INTEGRITY

LU 465 COMMITMENT: Utilize our skills and abilities to gain a competitive advantage for both the IBEW LU 465 and the Company

SDG&E COMMITMENT: Share information with each other to build stronger and mutually beneficial partnerships to meet business needs

FINANCIAL STRENGTH

LU 465 COMMITMENT: Do the job right the first time; work efficiently and safely to complete the job

SDG&E COMMITMENT: Anticipate and respond to changes in our industry; ensure that we provide the best value possible for our employees and customers

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PREFACE

The following amended agreement is a consolidation of the text of an agreement effective August 17, 1945 (executed January 8, 1946), and the following amendments:

Effective Date:

August 11, 1946
August 24, 1947
February 22, 1948
August 22, 1948
August 17, 1949
August 20, 1950
January 1, 1951
April 1, 1951
March 1, 1952
March 1, 1953
February 28, 1954
February 27, 1955
June 3, 1956
March 1, 1957
March 1, 1958
March 1, 1959
March 1, 1960
March 1, 1961
March 1, 1962
March 1, 1963
March 1, 1964
March 1, 1965
March 1, 1966
March 1, 1967
March 1, 1968
March 1, 1969
March 1, 1970
March 1, 1971
March 1, 1972
March 1, 1973
December 1, 1974
March 1, 1975

Date Executed:

October 28, 1946
February 20, 1948
February 20, 1948
February 5, 1949
October 7, 1949
September 29, 1950
December 19, 1950
March 22, 1951
June 2, 1952
May 29, 1953
June 14, 1954
April 8, 1955
May 31, 1956
June 18, 1957
April 7, 1958
July 21, 1959
February 29, 1960
May 15, 1961
April 6, 1962
May 20, 1963
April 13, 1964
May 3, 1965
February 23, 1966
August 14, 1967
March 19, 1968
March 21, 1969
March 17, 1970
August 2, 1971
March 1, 1972
June 11, 1973
November 6, 1974
November 6, 1974

March 1, 1976
March 1, 1977
March 1, 1978
February 1, 1979
March 1, 1980
March 1, 1982
March 1, 1984
March 1, 1987
March 1, 1990
March 1, 1994
March 1, 1996
September 1, 1998
September 1, 2001
September 1, 2004
September 1, 2008
September 1, 2011
September 1, 2015
September 1, 2019
September 1, 2020
September 1, 2022

April 26, 1976
April 25, 1977
May 15, 1978
May 16, 1979
June 26, 1980
May 24, 1981
June 18, 1984
August 17, 1987
December 21, 1990
October 3, 1994
November 8, 1996
March 18, 1999
November 7, 2001
December 17, 2004
October 10, 2008
December 1, 2011
December 10, 2015
August 5, 2019
June 12, 2020
November 18, 2022

AGREEMENT

This amended agreement entered into this **18th** day of **November, 2022** by and between San Diego Gas & Electric Company, of San Diego, California, its successors or assigns, together with such other properties of a public utility character as may hereafter be acquired, hereinafter referred to as the “Company,” and Local Union 465, of San Diego, California, of the International Brotherhood of Electrical Workers, affiliated with the American Federation of Labor and Congress of Industrial Organizations, hereinafter referred to as the “Local Union,” covering all classifications of employees as scheduled in Exhibit “A” attached hereto.

WITNESSETH: That for the purpose of facilitating the peaceful adjustment of differences AMENDED that may arise from time to time, and to promote harmony and efficiency to the end that the Company, the Local Union, and the general public may mutually benefit, the parties hereto contract and agree with each other as follows:

ARTICLE I – INTRODUCTION

I1 The Company is engaged in public service requiring continuous operation, and it is agreed that recognition of such obligation of continuous service during the term of this agreement is imposed upon both the Company and its employee members of the Local Union. The representatives of the Company will meet with the business manager or authorized stewards of the Local Union in reference to any grievance brought up by an employee hereunder.

I2 It is expressly understood and agreed that the services to be performed by the employees covered by this agreement pertain to and are essential to the operation of a public utility and to the welfare of the public dependent thereon, and in consideration thereof, and of the agreements and conditions herein by the Company to be kept and performed, the Local Union agrees that, with respect to the employees covered by this agreement or any of them, it will not call upon or permit them to cease or abstain from continuous performance of the duties pertaining to the positions held by them under the Company in accord with the terms of this agreement, and the Company agrees, on its part, to do nothing to provoke interruption of, or prevent such continuity of performance of said employees insofar as such performance is required in the normal and usual operation of the Company's business.

I3 The Local Union agrees for its members (who are employees of the Company) that they will individually and collectively perform loyal and efficient work and service, that they will use their influence and best efforts to protect the property of the Company, and its service to the public, and that they will cooperate in promoting and advancing the welfare of the Company and the protection of its service to the public at all times.

I4 The Company agrees that it will cooperate with the Local Union in its efforts to promote harmony and efficiency among all of the Company's employees.

15 All employees of the Company coming within the classifications covered by Exhibit "A" of this agreement shall be required to share in the cost of maintaining and operating the Local Union as their collective bargaining agency in accordance with its rules and shall be members thereof. It is understood that no employee will be laid off, suspended, or discharged for the reason that the employee has not tendered the periodic dues and the initiation fees uniformly required as a condition of acquiring or retaining membership until three days after the employee's department head, or higher Company official, is cognizant of the fact that the employee has been duly notified that the employee has not tendered such dues and fees. The foregoing provisions shall not be construed as denying the Company the right to hire its employees regardless of whether or not such employees are members of the Local Union, but it is the intent of the parties hereto that newly hired employees covered by Exhibit "A" of this agreement shall become members of the Local Union after thirty days from the date of their employment. However, summer student employees and employees hired for temporary employment shall become members in good standing of the Local Union after ninety days from the date of their employment. Part-time employees shall pay reduced fees based on hours worked compared to the normal 40-hour week.

16 The Local Union and the Company agree that no solicitation for membership in any labor organization shall be carried on the Company property or on Company time without the mutual consent of the parties hereto.

17 It continues to be the policy of the Company and the Union not to discriminate against, retaliate against or harass any employee on account of race, color, sex, gender, gender identity, gender expression, sexual orientation, religion, age, national origin, ancestry, actual or perceived disability, medical condition, marital status, familial status, veteran status, union membership, whistleblower status, or any other characteristic protected by common law, federal or state law, regulation, rule or ordinance, including but not limited to, claims made pursuant to Title VII of the Civil Rights Act, Sections 1981 through 1988 of Title 42 of the United States Code, the Americans with Disabilities Act, the Age Discrimination in Employment Act of 1967, the Family Medical Leave Act, the California Fair Employment and Housing Act and Family Rights

Act (collectively “Civil Employment Claims”). The reference to “marital status” above shall not affect the right of the company to reasonably regulate for reasons of supervision, safety, security, or morale, the working of spouses in the same division, department, section or facility. Words used in this agreement in the masculine gender include the feminine.

18 **It is not the intent of the parties to this Agreement to violate any local, state, or federal law, order, or safety standard, nor is it intended to allow public or personal danger to continue to the detriment of either the general public, the Company, or an employee. Insofar as the provisions of this Agreement conflict with applicable orders, regulations, laws, or statutes, either local, state, or federal, such regulations, laws, or statutes, or valid interpretations thereof by a court of competent jurisdiction or agency, will govern the conflicting terms of this Agreement and the validity of the remainder of this Agreement will not be affected.**

It is understood that the Company must comply with new and changing laws, regulations, and orders of local, state, and federal government bodies and agencies. Therefore, the parties recognize that compliance with the laws, government regulations, and orders may change this Agreement. When such changes are mandatory, they may be made by the Company as required. Such changes will not affect other non-applicable provisions of this Agreement. Reasonable notification will be made to the Union when possible. The parties agree to bargain the effects/impact of such changes as a result of anything in this Section. Challenges to the Company position on these requirements may be made through the grievance and arbitration procedure set forth in Article VIII in this Agreement.

19 **Nothing in this agreement is intended or shall be used to violate any municipal ordinance, state law or safety standard, or any other legal public requirement, nor is it intended to allow public or personal danger to continue to the detriment of either the general public, the Company, or an employee.**

110 **This agreement shall be subject to amendment at any time**

by mutual consent of the parties hereto. Such amendment must be reduced to writing and state the effective date of the amendment.

L11 Nothing in this agreement shall be construed as cause, for the Company to abrogate or reduce the scope of any plan or rule beneficial to the employees existing at the time of the adoption of this agreement with respect to vacations, holidays, sick leave, retirement annuity, or insurance. No employee whose classification remains unchanged at the time of the adoption of this agreement shall have the employee's wages reduced by reason of such adoption.

L12 The Company shall supply bulletin board space for the use of the Local Union in posting officially signed union bulletins.

L13 In case the Company should contract any work which is normally done by employees of the bargaining unit, such as the construction of electric lines, gas lines or mains, the installation of switch gear, wiring of substations, etc., the Company shall, before awarding such contract, advise the contractor that the work is to be done under the terms and conditions of this agreement, and/or such other agreements as may be entered into between the contractor and bona fide local unions of international organizations affiliated with the American Federation of Labor and Congress of Industrial Organizations. This section applies only to contracts for work which qualify under the construction job site exception defined in Section 8 (e) of the National Labor Relations Act. The Company will not subcontract work consistently performed by the regular forces purely for the purpose of conducting a reduction-in-force, unless federal, state, county or city ordinances require the Company to subcontract work previously performed by the regular forces.

When only one union contractor submits a bid for work which is to be subcontracted under the terms of the Amended Agreement, the Company may award the contract to a non-union contractor on a competitive basis.

L14 The right to employ in accordance with the provisions of this agreement, to promote, discipline, and discharge employees, for proper cause, and the management of the property, are reserved by and shall be vested in the Company. The Company shall have the right to

exercise discipline in the interest of good service and the proper conduct of its business.

L15 The employees, through the representatives of the Local Union, shall have the right to a hearing on any difference of opinion as to the competency of any person to fill a new position or vacancy; of promotion or demotion; of discipline administered; or lay-offs or of discharge for proper cause. Such hearings shall be before the heads of the department to whom the employees involved are responsible, or the Manager - Labor Relations, and in case of failure to settle the differences, then before a mediator and/or arbitrator, as provided in Article VIII.

If discipline administered constitutes time off, demotion, or termination, the Company will notify the Local Union business office in advance of such action. **The Company will make reasonable efforts to provide a minimum of 48-hour notice.** Such notification **will** not be cause to delay or restrict the rights of the Company to administer discipline. Non-notification **will** have no bearing upon the merits of the disciplinary action. An unpaid investigatory suspension **will** continue no longer than **twenty (20)** working days.

L16 The Company will deduct the prescribed monthly Union dues from the wages of employees who individually and voluntarily authorize such deductions. Any such authorization shall be made in writing, and on a form agreed upon by the Company and the Union. The Company will furnish the Union with a monthly record of those for whom deductions have been made, together with the amounts of such deductions. The Union will indemnify and save the Company harmless from any claims, suits, or any other form of liability as the result of making payroll deductions for membership dues.

L17 The Company hereby agrees to honor contribution deduction authorizations from its employees who are union members in the following form:

I hereby authorize my employer to deduct from my pay \$_____ each pay period and forward this amount to the IBEW PAC. I understand that the IBEW PAC will use this money to make political contributions and expenditures in connection with

federal and state elections. This authorization is signed voluntarily **and not out of any fear of reprisal. I am aware that I may revoke this authorization at any time, without reprisal, by notifying the IBEW PAC in writing. Contributions to the IBEW PAC are not deductible as charitable contributions for federal income tax purposes.**

The Union will indemnify and save the Company harmless from any claims, suits, or any other form of liability as a result of making payroll deductions as described above.

L18 Employees hired into the Bargaining Unit will be given an "Introduction to the Local Union" by a designated Union Representative as part of their New Employee Orientation **at the Local Union Hall the first Wednesday of the month. The Company will pay up to 2.5 hours for each new member who attends the orientation.** Where practicable new employees will be introduced to their applicable Shop Steward within **thirty (30) days of assignment to their new work location.**

L19 No bargaining unit employee will be disciplined for a Company "Helpline" complaint or any other allegation where the submitter remains anonymous and there is no identifiable source that is willing to support the allegation.

L20 Past discipline will only be used for progressive purposes for a three-year period from the start of the incident. Last Chance Agreements are excluded from this provision unless mutually agreed upon. **Employees will be permitted to review their District and Human Resources files annually at a mutually agreeable time and at a location specified by the Company. If during an annual personnel file review an employee finds a document they disagree with in their file(s), within 30 working days of reviewing their file they can submit a written rebuttal not to exceed one page in length on standard 8 ½ x 11 paper. The rebuttal document will be attached to the original document, may not be revised once submitted, and will be retained in the same file(s) as the original document.**

L21 The Union and Company agree to continue the joint "Labor/Management Committee" (LMC) established following

execution of the Code of Excellence. The intended purpose of the LMC is to meet regularly to improve communications, resolve issues, and conduct ad-hoc negotiations, as needed. The parties will make a reasonable effort to meet at least once a month. The Company will pay a maximum of four (4) hours for up to three (3) members to prepare for and participate in these meetings.

ARTICLE II – GENERAL WORKING RULES

Scope

II.1 The following general working rules are to apply to all employee classifications covered by this agreement unless specifically covered in departmental rules as hereinafter set forth.

Definitions

II.2 Employees shall be designated as provisional and regular.

Provisional employees are employees with less than nine months of continuous service with the Company. Service with the Company will be considered as continuous in the case of a provisional employee when the employee's time off without pay has been due only to recognized holidays or to sickness not in excess of five days in that nine-month period.

In the case or cases of industrial injuries where the provisional employee is off work, or on light duty for longer than five days, their status as a provisional employee shall be extended in the amount of time off beyond five days, but not to exceed a total of nine months. (Per June 4th, 2001 LOU).

Regular employees are employees with more than nine months of continuous service with the Company as defined in the preceding paragraph.

In the event service is discontinuous, they will be granted regular status if their total accumulated service amounts to nine months within the last 12-month period.

II.3 The application of the term "journeyman" to trades and classifications other than journeyman electrical workers as defined in Articles III to V, inclusive, may, in the future, be determined by

mutual agreement of the parties hereto, as may likewise be the rules with respect to apprentices in these trades or classifications.

II.4 During the life of this Agreement, in the event a new bargaining unit occupation is created by the Company, the rate for the new occupation shall be established by the Company with due regard to the content of the new occupation. If the Union disagrees with the rate as determined by the Company, such new rate shall be subject to the grievance and arbitration procedure.

II.5 “Established Headquarters” is considered to mean any headquarters established by the Company, with proper advance notice, for the purpose of engaging in construction or maintenance work covered by this agreement, where such work will continue indefinitely.

II.6 The Company, at its option, may establish “Camp Jobs” at any location where suitable board and lodging can be obtained or provided, but the determination as to whether such work shall be a “Camp Job” shall be made, and the employees so notified in advance of the assignment.

“Camp Job” is considered to mean any location established by the Company for the purpose of engaging in work as covered in this agreement where such work will continue for a temporary period. After the application of this rule, regular working rules shall apply. (See Sections II.69, **II.71** and II.72 for “Expenses.”)

II.7 The Company, at its option, may establish “Reporting Locations” for the Construction and Maintenance workforce for the purpose of having employees report to such locations prior to the beginning of the shift. The Company will determine the need for employees to report to such “Reporting Locations” based on the length of time such a reporting assignment is necessary. Selection of employees for “Reporting Locations” will be made from a voluntary sign-up list first; if insufficient volunteers sign up in the district location the assignment will then be voluntary from the other district locations. The employees who volunteer for those jobs will be eligible for pre-arranged overtime assignments that **do not** conflict with “Reporting Location” assignments.

The Company shall provide for safe storage of employees' tools. See Section II.68 under the heading "Expenses" for the information concerning the payment of fees and allowances for such assignments. The following rules apply.

Volunteers shall be selected from the pre-arranged overtime list.

All reporting location assignments will be posted in all districts ten (10) working days prior to the job start date in an effort to solicit volunteers. Volunteers in the designated district requesting the Reporting Location assignment will be selected first. If after five (5) working days there are insufficient volunteers from the designated district requesting the Reporting Location assignments, the Company will select a member/s will be selected by utilizing the pre-arranged overtime lists and utilizing the member/s with the least amount of pre-arranged hours.

If the distance from the employee's home to the Reporting Location exceeds the distance from the employee's home to the employee's regular established headquarters, the employee will receive payment for additional commuting time at the straight-time rate of pay calculated at two (2) minutes for each additional round trip mileage is **fifteen** (15) miles or less, the minimum allowance will be ½ hour of pay at **the** straight-timerate.

Additionally, the Company at its option may establish "Reporting Locations" for employees in different departments not traditionally considered construction and maintenance. These "Reporting Locations" shall be voluntary assignments. If not enough volunteers are enlisted, then a "Reporting Location" shall not be established for that particular work assignment. All rules and provisions of Article II, Section 7 pertaining to expenses (Article II, Section 68) shall apply as well as travel time and mileage payments.

On Call Crew

II.8 On-Call Crew/Call Outs

1. Each location may have On-Call Crews/Supplemental crews. These Crews will not be used in other districts if those districts have not established the On-Call Crews procedures unless they have exhausted their Call Out list.

2. The Primary On-Call Crew shall consist of an “A” and “B” on call shift. The “A” shift will run from 7:00 AM Monday to 7:00 AM Friday and the “B” shift shall run from 7:00 AM Friday to 7:00 AM Monday.

The Supplemental list will consist of a daily sign-up list. This shall be used as described below.

3. Employees shall receive a premium of **\$65.84/day** for weekdays starting Monday, Tuesday, Wednesday, and Thursday at 7:00 A.M., and **\$65.84/day** for days starting Friday, Saturday, Sunday, and Holidays when they have the On-Call Crew duty, provided they respond, when requested. Weekday shifts are for four days from 7:00 A.M. Monday to 7:00 A.M. Friday. Weekend shifts are three days from 7:00 A.M. Friday to 7:00 A.M. Monday. (Note: On-Call premiums will be increased to reflect the overall percentage of the negotiated General Wage increase percentage effective upon ratification and remain effective only during the contract term specified in this agreement.)

4. Primary shifts will be filled as follows:

- A. Primary shift assignments will be posted on the Wednesday* (11 days) before the two-week period in which the shift assignments are performed. Employees may sign-up for the shift assignments until noon on Friday* before the shift assignments are posted. Shift assignments will be made using the “All Other” overtime list issued the Monday of the week in which the shift assignments are made.
- B. Voluntarily using the “All Other” overtime list by lowest number of hours.

- C. Assigning by “All Other”/Do Not Want overtime list by lowest number of hours.
- D. Or a combination of B and/or C above.

*If the Wednesday or Friday fall on a Holiday, the preceding workday shall be used.

E. Trading

- a. Trading of shifts and partial shifts including “Day Trading” will go first to eligible employees on **the** “Supplemental List”, then to like classification based on least hours on the “All Other List,” followed by qualified “Relief” personnel for replacement of WFE positions only, **Lineman, Apprentices, then Line Assistants.** These rules will be known as “Trade Rules.”
- b. A voluntary or forced employee will be responsible for making and following all “Trade Rules.”
- c. An employee failure to follow “Trade Rules” will result in their being ineligible to trade or take trades for at least one (1) full quarter.
- d. No grievances will be accepted or processed with regards to trades.

5. Employees are responsible for the entire shift. Employees who accept or are assigned to the primary crew will continue to be ineligible for assignments that interfere with their primary crew responsibilities.

6. The employer will designate the devices to be used when making contact of which the employee will select the primary number.

7. Employees who are forced will be allowed to work no more than

two consecutive on-call shifts without a shift off. Employees cannot be forced on consecutive “A” and/or “B” shifts more than once in a quarter.

8. “Call Out Crew” size will be determined by location. When crew size is determined, it will be posted prior to accepting sign ups. Once posted, the crew size will be in effect at least one full quarter. When utilizing the on-call crew, the full crew complement will be utilized. However, with thirty (30) days notification, the crew size may be increased utilizing volunteers for a minimum duration of a three (3) day shift.

9. In cases where a primary crew member cannot fulfill part or all of the shift:

- A. The Supplemental lists will be utilized. The employee will receive the premium if the employee accepts the assignment.
- B. If there are no volunteers on the Supplemental list, the “All Other”/Do Not Want overtime list will be used to fill the crew if there is a call out, **and** no premium will be paid to that individual.

10. An employee who does not fulfill all or part of their shift obligation without a bona fide reason will be subject to the following:

- A. Loss of premium for that instance.
- B. Immediately ineligible for prearranged overtime plus:

1st offense – ineligible for **prearranged overtime during the next two (2) full pay periods.**

2nd offense – ineligible for **prearranged overtime during the next four (4) full pay periods.**

3rd offense – to include additional discipline up-to and including termination.

The employee's prearranged overtime will be adjusted to reflect the average prearranged overtime in their classification at their location. The method would be to add up all prearranged hours for that period, for that classification, at that location. Divide it by the number of individuals that worked prearranged during that period for that classification at that location. That number would be added to the prearranged hours of the individual.

11. All other call outs shall be made as follows:
 - A. After the primary shift assignments have been posted, employees may sign up for individual days (Supplemental List) during the two-week shift period. Sign-ups must be done by 7:00 AM on the desired day. Individuals may remove their names from individual days (Supplemental list) providing they do so by 7:00 AM on the day they wish to be removed.
 - B. Selection shall be based on the lowest number of "All Other" hours on the report in effect on the day the election is made.
 - C. Supplemental crewmembers from the volunteer list are to receive the following premium to be paid if the employee is called out from the volunteer list: **\$65.84/day** for weekdays starting Monday, Tuesday, Wednesday and Thursday at 7:00 A.M. and **\$65.84/day** for days starting Friday, Saturday, Sunday and Holidays.
 - D. Any and all additional requirements will be filled with personnel from the supplemental lists. If unable to fill these requirements, the "All-Other/Do Not Want" lists will be used.
 - E. Employees on the Supplemental List will not be disciplined for availability, if on another Company assignment.
12. When the Company determines that employee(s) on the

Supplemental list are not meeting their commitments, they shall be subject to Section 10B (above).

13. Apprentices will not be allowed to sign-up for, or accept, on call assignments on days/nights that would interfere with school attendance.

Hours

II.9 Eight consecutive hours (except for time out for meals) shall constitute a **workday** for all employees covered by this agreement. Five days shall constitute a work week for all employees, the days falling in sequence, unless otherwise specifically provided in the following departmental working rules. Notification of unscheduled time off to the specified appropriate parties must be made as far in advance as possible, but at least one (1) hour prior to the employee's scheduled shift. Extenuating circumstances will be considered on a case-by-case basis.

II.10 Hours of work shall normally be from 7:00 a.m. to 11:00 a.m., and from 11:30 a.m. to 3:30 p.m. except as otherwise provided herein; and except further that rotating shifts and/or regularly scheduled shifts may be instituted to such extent and at such hours as may be required in the Company's operations, and it is understood that such rotating and/or regularly scheduled shifts may be instituted regardless of the departmental provisions of Articles III to VIII, inclusive. While such other shifts will normally be continuously uniform with respect to days of the week and hours of the day, it is provided further that by mutual consent of the parties hereto certain rotations of **workdays** and hours may be instituted.

Flexible Work Schedules

II.11 Flexible work schedules may be instituted by mutual agreement of both parties prior to presentation to the affected work group. These schedules will cover four (4) 10-hour days or nine (9) days consisting of eighty hours. The schedules may be put in place for the entire department or portion thereof. Prior to a vote, the Company will post the details of the proposed schedule (hours of the day, day of the week, and expected duration, etc.). A two-thirds majority vote of the

affected work group is required for implementation. These schedules shall be set between Monday and Friday and shall be consecutive **workdays**.

The following will apply for schedules covering four (4) 10- hour days or nine (9) days consisting of eighty hours:

Sick Leave, Holidays, and Vacation will be allocated by hours.

Holidays will be covered as follows:

4/10's: Work weeks with recognized set holiday(s) will revert to a 5-day, forty-hour work week.

9/80's: Employees will receive eight hours pay for each Holiday and have the option of charging the additional hour to a Floating Holiday, Vacation, or one hour "no pay" (not to be charged against personal time).

Employees on flexible schedules will be allowed up to two personal days a year (in lieu of sixteen hours).

Overtime will be administered as follows:

10-hour shifts: After the regular shift, the first hour of overtime will be time and one-half with double-time thereafter.

9-hour shifts: After the regular shift the first hour will be time and one-half and double-time thereafter (for an 8-hour day, normal contract provisions apply).

A meal will be provided if work continues for more than one **(1)** hour after the end of a shift for employees working 9 or 10-hour shifts. The normal provisions will apply per the contract for an 8-hour shift.

14-Hour Rule

Employees working flexible work schedules who fall under Section II.46 of the Amended Agreement shall receive the following for the regular work period for which the employee has been relieved (Actual time not to exceed eight hours straight time pay).

10-hour shift = **Four** (4) hours straight time pay

9-hour shift = **Three** (3) hours straight time pay.

Bereavement Leave will be allocated by days per the Amended Agreement.

Jury Duty Policy will apply per the Amended Agreement.

At the Union's option, and with thirty days' notice to the Company, an election may be held once a year to determine if an alternative schedule shall continue. This election may be held on Company time and will be jointly conducted. The Union and The Company retain the right to return to an 8-hour schedule with thirty days' notice given to either party.

II.12 To facilitate the rotation of shifts, employees may change shifts with only eight hours off between shifts, provided such occurrences are three weeks or more apart.

II.13 When conditions of the work require, employees may be assigned to or employed for special shifts for a particular class of work at straight-time rates for eight-hour periods other than specified, provided the assignment shall continue for at least a normal five-day work week consisting of Monday through Friday. (For an employee who does not work a normal Monday-through-Friday schedule, substitute the first through the fifth **workdays** in the workweek.) Special shifts for a shorter period shall be subject to the overtime rules. No work shall be performed under these conditions which can reasonably be done during regular working hours with due regard for the requirements of public service. Such shifts may be instituted regardless of departmental provisions of Articles III to VI, inclusive.

II.14 When provision is made for employees or crews to rotate Saturday shifts, they shall have either the preceding or succeeding Monday off in the place of Saturday, as may be decided by the parties hereto. This rule shall be uniform by departments. To the extent that this shift rotation requires, employees may work thirty-two hours in one week and forty-eight in the next.

II.15 Employees working out of headquarters or shops shall travel from headquarters to headquarters, or shop to shop, on Company time; and employees shall report at the headquarters or shop in the district in which they are regularly employed. However, employees assigned to duty at the locations designated below for three days or more will report for work at those locations at the regular starting time of employees in the department to which they are temporarily assigned:

Electric Building

Metro C&O

If the assignment is for less than three days, the employee shall receive a travel allowance equal to one-half hour at the employee's straight time rate for each such day.

II.16 Employees assigned to a job within the same department, district or headquarters having a different starting time, will receive no overtime pay for such change in starting time, provided they are notified the previous day, and provided the starting time does not differ from the regular starting time by more than one hour. However, such one-hour change in start time may only be utilized once in a pay period for the affected employee(s). This one-hour change in start time may be applied to one or more consecutive days in a pay period.

Shift Premiums

II.17 An employee whose work period commences, for any reason, at 4:00 a.m. or thereafter, but before 12:00 noon, shall not receive a shift premium.

An employee whose work period commences, for any reason, at 12:00 noon or thereafter, but before 8:00 p.m., shall receive a one dollar and **seventy-five cents (\$1.75)** per hour shift premium.

An employee whose work period commences, for any reason, at 8:00 p.m. or thereafter, but before 4:00 a.m., shall receive a **two dollar (\$2.00)** per hour shift premium.

II.18 The shift premium, if any, which is payable for an employee's work period shall also be paid for any time worked by the employee as an extension or continuation of such work period.

II.19 The applicable overtime factor shall be applied to the shift premium at any time an employee's work period is subject to both shift premium and overtime premium pay.

II.20 Travel time is subject to shift premium pay and shall also be used in determining which shift premium, if any, shall be paid.

II.21 Shift premium shall be payable only for hours actually worked. They shall not be paid for holidays not worked, sick leave, vacations, etc.

II22 For the purpose of shift premium application, commencement of work following such work period interruptions as meals periods, etc., shall not constitute commencement of a new work period.

Wages

II23 The wage schedules for employees covered by this agreement are set forth in Exhibits “A” and “B”, which are attached hereto and made a part hereof.

II24 Pay days shall be at biweekly intervals. If a pay day falls on a holiday, the preceding **workday** shall be pay day. Employees who are missing pay for any hours worked in their paycheck, by no fault of their own, shall be compensated within 72 hours via a pay card.

II25 In case an employee works at two classifications in the same half day, **the employee** shall receive the higher rate of pay for that half day. It is provided, however, that where there is a regularly scheduled job or class of work in which more than one classification is consistently involved, the employee so working shall receive the rate of pay for the actual time worked in each classification.

II26 An employee placed on a temporary assignment of higher classification shall receive the prevailing rate of pay for the higher classification during the entire period of the assignment. The higher rate will prevail for holidays and jury duty only when the employee was upgraded both the immediate **workday** before and the immediate **workday** after the holiday or jury duty.

If the employee is placed in different temporary assignments, of a higher rate of pay, on the immediate **workday** before and the immediate **workday** after the holiday or jury duty, the employee shall receive, for the holiday or jury duty at issue, the rate of pay in effect on the immediate **workday** before the holiday or jury duty. (Per June 4th, 2001 LOU)

II.27 When a qualified employee is promoted to any position in which **they have** had no previous experience, **they** shall be given a reasonable break-in period with an experienced employee in that position, without an increase in pay for such break-in period.

II.28 Employees hired for temporary employment shall not be paid less than the regular company rate established for the classification in which they are working.

II.29 Provisional employees ordered to report for work, will be credited with at least two hours' pay if weather conditions are so unfavorable that the supervisor directs that no work be attempted. Regular employees reporting for work will not have pay deducted because of weather conditions when the supervisor directs that no field work be undertaken. However, it is understood that such employees may be held at headquarters pending trouble calls or may be employed in other miscellaneous work at headquarters.

II.30 Helpers who have been at the top Helper rate for one year or more, and who are promoted to jobs having the same starting rate as top Helper, shall continue to receive their current rate for the first year in the higher position. If the Helper has not completed one year at the top Helper rate at the time of promotion, he shall take the first-year book rate for the new job for such time as will complete one year, and thereafter will receive not less than the top Helper rate for the balance of the first year in the new job. The second and subsequent years in the new job shall be at the book rate.

II.31 Laborers will be raised to the next higher Helper rate if promoted or upgraded to Helper.

II.32 An employee shall not have a fringed benefit reduced while engaged in pursuing a grievance if said employee's presence at a grievance hearing is required by both parties or if the employee is subpoenaed to appear at the hearing by the Arbitrator or the NLRB. The foregoing does not apply to benefits that are based on a percentage of the employee's base hourly rate of pay.

II33 A regular employee on Leave of Absence to serve as a Union officer in Local Union 465, IBEW, will receive the same benefits as do other regular employees on approved Leave of Absence.

II34 A regular employee receiving Workers' Compensation as a result of an injury sustained in the course of his or her employment with the Company shall not have his or her sick leave entitlement, vacation, time in classification (except for Apprenticeships and other training programs) and seniority reduced as a result of such absence. (Per June 4th, 2001 LOU)

II35 Regular employees who are required by law to serve on juries will experience no loss of pay for up to but not exceeding 30 working days. When summoned for Jury Duty, an individual's shift may be changed one day at a time to accommodate the period of jury service. This change will not result in an overtime premium payment. (per July 5th, 2000 LOU)

Overtime

II36 Overtime worked as a continuation of the regular shift will be paid at the rate of time and one-half for the first three (3) hours of overtime, and double time thereafter. (Note Overtime worked as a continuation of the regular shift will be paid at the rate of time and one-half for the first three (3) hours of overtime, and double time thereafter effective 09/01/2010). Intermission taken out for meals will be deducted in all cases, except if a crew is held over under standby conditions, and such crew is released immediately at the conclusion of the meal period without resuming work.

Employees who are promoted or demoted to a new job or new location or transferred to a new location in the same job classification will carry all previous overtime earned in the current calendar year into the new job/location. For new employees entering the Company, those employees will be averaged in for the first month, after which they will be placed with hours earned. This provision will not apply to temporary assignments. Employees on temporary assignment will stay on their home district "All-Other" overtime list.

II.37 Double time will be allowed for all work on days when an employee is scheduled for a day off.

II.38 Unless otherwise provided herein, all employees called out for overtime duty shall receive an amount not less than the equal of four hours straight-time pay. An employee will be considered as called out if the employee is required to work after the employee's regular quitting time for the day, and after having been released. Notification to report for a regularly scheduled shift or any part thereof is not considered a call-out. A regularly scheduled shift is one of at least eight hours duration, posted in advance.

II.39 Employees who report for prearranged work on **workdays**, and who continue to work into regular work hours shall be paid overtime compensation for actual work time up to regular starting time (i.e., no travel time or minimum). For the purpose of this section, prearranged work is deemed to be work for which advance notice of at least 12 hours (before the work is to start) has been given. If such 12 hours' notice is not given, or if the work is scheduled to start more than **three (3)** hours before the employee's regular starting time, it shall be considered a call-out and the minimum and travel time provision will apply.

II.40 Should an employee receive more than one call-out within a two-hour period, the employee shall be entitled to the minimum of two hours at double time on the first call only. For any time worked in excess of the two-hour minimum the employee shall be paid at the double time rate for the actual time involved.

II.41 When an employee is called out for overtime duty, the employee's pay shall start 1/2 hour before the employee's arrival at headquarters or at the job and shall end 1/2 hour after the employee is released. Travel time is to be considered working time.

If the employee is requested to arrive, and does arrive, at headquarters or on the job at a certain time under call-out provisions, the employee's pay shall start 1/2 hour before such stipulated reporting time and shall end 1/2 hour after the employee is released.

In cases where such call-out duty extends into the employee's regular working hours, the terminal 1/2 hour shall not be allowed.

II.42 If an employee's scheduled shift is canceled with less than eight **(8)** hours' notice the employee will be entitled to pay for at least two **(2)** hours of work at overtime rates.

II.43 If an employee is called to report to work, and then later called and has that order canceled, or if prearranged overtime is canceled prior to the employee leaving the employee's residence, the employee shall receive two hours at straight-time pay.

II.44 When contacted by telephone at home and required to give technical information necessary to the operations of the Company, an employee shall receive 0.2 hour at time and one-half for giving such information.

II.45 An employee who has earned 14 hours straight time pay at overtime rates during the 16 hours preceding the employee's regular starting time may be relieved from duty for the employee's succeeding regular work period unless the employee has been off duty for the five **(5)** hours preceding the employee's regular starting time or unless a majority of employees from the crew (over 50%) wish to work. They may work at straight time rates for the remaining hours of their regular shift if they have the **five (5)** hours off (rest period) prior to **four (4)** hours into their regular shift. If the rest period overlaps with the employees regular shift, the employee will be compensated for those hours that overlap, at their regular straight time rate, provided they report to work and finish their regular shift. If relieved from duty under these circumstances, the employee shall receive two **(2)** hours straight time pay for the regular work period from which the employee has been relieved. If required to work during the employee's regular work period under these circumstances, the employee shall be paid at the rate of double time, plus they will receive an additional **two (2)** hours of straight time pay. (Except as stated in Flexible Work Schedule, Section II.11).

Employees should not work more than 30 continuous hours without a five-hour rest period.

Employees who are relieved from duty as a result of the 14 Hour Rule and who are scheduled for a vacation day will be allowed to reschedule that vacation day for a later date prior to November 1.

II.46 If an employee is called out for overtime duty from the employee's home, the employee is entitled to a minimum of two hours' pay at overtime rates. If the two hours overlap into the employee's regularly scheduled work shift, the straight time pay for that shift begins at the end of the two-hour period and ends at the regular quitting time. For example: If an employee whose regular starting time is 8:00 a.m. should be called to work at 7:00 a.m., the employee is entitled to be paid at the overtime rate from 7:00 a.m. until 9:00 a.m., and at the straight-time rate from 9:00 a.m. until 4:30 p.m. Should the employee continue on-duty after 4:30 p.m., such additional time would be computed at the overtime rate.

II.47 If an employee is on the job waiting to begin the regular day and is instructed to start ahead of schedule, the employee shall receive double time up to the regular starting time, but not less than one-half hour at double time.

II.48 The regular lunch period of any employee or crew may be either advanced one hour or delayed one hour where required by necessity, under which circumstances no extra pay will be given. Should the lunch period be advanced or delayed more than one hour, one additional hour of straight time pay shall be allowed for that day.

II.49 Except for relief employees relieving employees on rotating shifts, employees transferred from a day shift to a night shift shall be paid at the overtime rate, unless such transfer is for at least a normal five-day work week, consisting of Monday through Friday. (For an employee who does not work a normal Monday through Friday schedule, substitute the first through the fifth **workdays** in the work week).

II.50 Overtime will be classified in two separate categories. One category will be “prearranged overtime,” which is all overtime that is scheduled, and advance notice is given to the employee. The second category will be “all other overtime,” which excludes “prearranged overtime.” Overtime shall be divided as equally as is practicable in these two separate categories among those qualified and available in each classification.

II.51 For the purpose of Call-Outs and Prearranged Overtime, employees on shifts may be utilized to perform work that begins up to four hours before their shift begins, and/or work that begins up to four hours after their shift ends, without regard to the “Pre Arranged” or “All Other” Overtime lists.

II.52 All employees must adhere to a minimum Call-Out overtime response of 30% per quarter to be eligible for **prearranged** overtime assignments. Employees must have a minimum of eight (8) calls per quarter. Employees reaching their 60th birthday with at least 10 years of service at their option will not be held accountable for maintaining a 30% call-out rate or be mandated to accept “On-Call” assignments. Upon exercising this option, these employees will be ineligible for accepting “**prearranged**” overtime assignments. This paragraph is not applicable to individuals in “First Responder” positions as defined by Article II, Section **82**. At no point shall these employees exceed more than 20% of a particular classification (one employee minimum) at a designated work location. In all cases for request designation, Company seniority will prevail. Requests of these types will be granted on a quarterly basis.

II.53 Employees shall be eligible to sign up for multiple prearranged assignments as long as those assignments do not conflict with each other. “Conflict” shall be defined as: “Less than two hours between assignments; prior, or after the accepted assignment.” For Shift employees, “Conflict” shall be defined as “Overlapping shift hours.” If problems arise under the utilization of this provision, the parties agree to meet and make constructive changes.

II54 “Sister Districts” will be established that will allow adjoining work locations to request additional resources for Prearranged and Call Out overtime once a District has exhausted its own personnel. Existing Prearranged and Call Out rules shall apply as currently practiced. This provision shall not apply to the “On Call” process, which is currently defined in Article II, Section 8. Sister Districts applies to the Electric and Gas Construction departments.

Sister Districts are defined as follows:

North Coast & Northeast
North Coast & Orange County
North Coast & Beach Cities
Beach Cities & Metro
Metro & Eastern
Eastern & Northeast
Orange County & Northeast
Beach Cities & Eastern

For the facilitation of Satellite Districts, the following shall apply:

Ramona & Northeast
Eastern & Mountain Empire
Mountain Empire & Ramona

In utilizing this provision, after exhausting all personnel at a location the Company will go to a “Sister District” where the work or the emergency response is needed. Additionally, the Company will exhaust all qualified and available Company personnel within the “Sister Districts” prior to the utilization of contractors.

Relief

II55 In transferring an employee from one shift to another, no loss in regular pay shall result. Except in emergencies, or where otherwise agreed upon by the parties hereto, an employee may be transferred from one shift to another with eight hours off duty between shifts with no overtime penalty. If the employee does not have eight hours off duty between shifts due to overtime assignments, then the employee shall receive pay according to the following formulas:

Time Between Shifts	Pay Calculation
6 hours, but less than 8 hours	3 hours at double time 5 hours at straight time
4 hours, but less than 6 hours	6 hours at double time 2 hours at straight time
Less than 4 hours	8 hours at double time

The above pay calculations do not apply to situations covered in **Article II, Section 56.**

II56 In providing for emergency relief for shift employees (as, for example, in case of illness) other employees from either rotating or regular shifts (and not necessarily working the same schedule of hours as the employee relieved) may be transferred to the relief duty and shall receive no overtime therefore, provided they have received at least sixteen hours' notice of the impending transfer to the relief duty and are not required to work in excess of an average of forty hours per week in any two weeks. Employees returning from sick, accident, or other unscheduled absence must give at least eight hours' notice before returning to work.

II57 If an employee who is normally free on holidays relieves an employee whose shift permits no recognition of holidays, the employee shall receive double time pay for holidays worked during the first twenty-one calendar days of such relief, and after that period shall receive additional days off, or a vacation, as provided for in **Article II, Section 62.**

Holidays

II58 Regular employees shall be entitled to have the following holidays off with pay when they fall on a workday in the regular work week:

Three (3) Floating Holidays*
New Year's Day
Martin Luther King, Jr. Day
Third Monday in February (President's Day)
Memorial Day
July 4th
Labor Day
Thanksgiving Day
Thanksgiving Friday**
Day before Christmas***
Christmas Day

When one of these holidays falls on Sunday, the Monday following shall be a holiday.

When one of these holidays falls on Saturday, eligible employees shall receive one of the following at the Company's option:

- (1) A day off on the Friday before the Saturday holiday.
- (2) One (1) day added to the employee's vacation.
- (3) The normal pay for working on a holiday.

*For employees who become Provisional on or after the ratification date of this agreement the following shall apply;

Provisional employees who become Regular employees during the calendar year will have prorated Floating Holidays according to the date they become a Regular employee and according to the following schedule:

Three (3) Floating Holidays for employees who become a Regular employee between January 1 and March 31;

Two (2) Floating Holidays for employees who became a Regular employee between April 1 and June 30;

One (1) Floating Holiday for employees who become a Regular employee between July 1 and September 30;

No Floating Holidays for employees who become a Regular employee after October 1.

The Company may limit the number of employees who may be off on a floating holiday on any given day. In the scheduling of the floating holiday, consideration will be given to employees' requests consistent with the operating needs of the Company.

******This shall be a holiday for all employees; provided that so many employees as the Company may deem necessary to retain for work will not be given a holiday on that day, but in lieu thereof shall receive one of the following at the Employee's option:

- (1) Some other day to be specified by the Employee which would result in four **(4)** consecutive days off.
- (2) One **(1)** day added to the employee's vacation.
- (3) The normal pay for working on a holiday.

*******The Day before Christmas holiday shall be observed on December 24, except when Christmas Day is on Saturday, Sunday, or Monday. If Christmas Day is on Saturday, the Day before Christmas shall be observed on the preceding Thursday and Christmas Day shall be observed on the preceding Friday. If Christmas Day is on Sunday or Monday, the Day before Christmas shall be observed on the preceding Friday and Christmas Day shall be observed on the Monday. However, the Company may deem it necessary to retain certain employees for work on the Day before Christmas. Such employees will not be given a holiday on that day, but in lieu thereof shall receive one of the following at the Employee's option:

- (1) The day before New Year's Day which shall be ascertained in the same manner as for the Day before Christmas above.
- (2) One **(1)** day added to the employee's vacation.
- (3) The normal pay for working on a holiday.

II.59 All work on holidays mentioned in **Article II**, Section 58, except such as may be done by shift employees (whose schedule permits no recognition of holidays) regularly scheduled for work on those days, shall be paid for at the rate of double time.

II.60 Work shall not be scheduled for employees or crews in those groups where such employees or crews take occasional Saturday work in rotation, on those Saturdays which are holidays. If one of these employees or crews is presumed to get Monday off by reason of having worked Saturday, and that Monday is a holiday, then the employee or crew shall have Tuesday off.

Vacation

II.61 Vacations with pay will be granted as follows:

A Provisional employee receives no vacation allowance.

Employees hired into full-time positions who become regular employees, as defined in Article II, Section 2, will receive the following vacation allowance on the date of becoming a Regular employee, or as soon as is administratively reasonable.

Date Hired	Available Days of Vacation upon becoming a Regular* Employee
January 1 – January 16	5
January 17 – February 22	4
February 23 – March 31	3
April 1 – May 6	2 + 10
May 7 – June 11	1 + 10
June 12 – July 18	10
July 19 – August 23	9
August 24 – September 29	8
September 30 – November 4	7
November 5 – December 11	6
December 12 – December 31	5

*A Provisional employee moves to Regular employee status upon fulfilling the requirements listed in Article II, Section 2 of this Amended Agreement.

Regular Employees	Working Days' Vacation
Regular employees having one year or more service as a regular employee as of July 1st.	10
Regular employees with five years or more of continuous service	15
Regular employees with 15 years or more of continuous service	20
Regular employees with 25 years or more of continuous service	25
Regular employees with 30 years or more of continuous service	30

Vacations will be granted throughout the year. In the scheduling of vacations, consideration will be given to employee requests consistent with the operating needs of the Company.

II.62 All shift employees who are Regular employees whose shifts normally permit no recognition of holidays, shall be granted an additional vacation to the extent of holidays lost by reason of such shift work as compared with other regular employees working a normal Monday to Friday work week. The number of such additional days of vacation shall be based on the holidays lost between the end of the vacation of the prior year and the end of the vacation of the current year. If the total vacation exceeds fifteen working days, only fifteen days need be consecutive, and any excess shall be allowed at other times at the mutual convenience of the Company and the employee. Employees entitled to more than ten days' vacation allowance will, in case the Company finds it impracticable to schedule more than fifteen days of such vacations, be given one day's pay (when mutually agreeable) for each day of vacation not granted.

The foregoing rule is not intended to discriminate against those employees who might be granted an "extended" vacation by reason of special rules of the Company.

II.63 In computing pay for vacation (or sick leave), employees

who carry dual classifications shall be paid in proportion to the time worked at the different classifications during the year in question.

II.64 Upon termination of employment with the Company, an employee shall be paid for unused vacation allowance.

II.65 If an employee requests time off in addition to regular vacation, such request shall be granted at the employee's expense, provided it does not inconvenience the operation of the Company, or increase operating expense.

II.66 Vacation requests must be submitted between November 8th and February 6th, inclusive. Vacation schedules shall be posted on or before April 1st, and no change in schedule shall be made without the mutual consent of both parties unless thirty days' notice is given of such change.

The new vacation scheduling process will be as follows, excluding Customer Service Field:

1. The company will post an annual vacation calendar.
2. The company will post the number of people allowed off each day. Vacation days granted beyond the guidelines will be solely at Management's discretion, and do not imply ability to extend beyond guidelines on any other **workday**.
3. Shift rotation schedule, if applicable, posted by October 15th.
4. Vacation planning worksheets will be passed out to employees by October 15th.
5. Vacations scheduling will begin starting November 8th.
6. Due to complexity and unusual circumstances around the issue of vacation scheduling, vacations will be

scheduled by classification seniority as determined by the job date on the Company's seniority listing. Floating holidays and in-lieu days (II.58) will be scheduled utilizing the same method as vacation days.

7. Scheduling will be limited to 10 days per round.
8. Vacation scheduling including major holidays: Major holidays for this provision are: Christmas, Thanksgiving, New Year and July 4th. If an employee receives one of these holidays in a calendar year, they will be last to schedule that same holiday for the following year.
9. Vacations will be posted in real time; filling in the calendar as days are scheduled.
10. Scheduling by classification seniority: An employee choosing not to schedule vacation during a round will forfeit his position until the next round. Exceptions will be made for vacations, sickness, emergencies, and work schedules. Time limit of selection shall not exceed two working days, excluding weekends.
11. After completing up to four rounds of scheduling, vacations will be granted on a first come, first served basis.
12. All vacations will be scheduled by April 1st, or they may be assigned.
13. Previously approved vacation of transferring or promoted employees will be honored.
14. Any disputes will be resolved by a Union Representative and Labor Relations. Unresolved disputes will be submitted to the grievance procedure for adjudications.
15. This provision does not apply to Customer Service

Field. **The** LOU dated November 10, 2004 remains unchanged.

An employee who resigns or is terminated shall have all unearned vacation that has been taken deducted from his or her final paycheck. If insufficient earnings are available in the final paycheck, the employee shall reimburse the Company for the amount of unearned vacation that has been taken.

II.67 Effective January 1st, 2005, employees may carryover unused normal vacation hours into the following year, provided said employee did not buy vacation for that year. Eligible unused vacation hours up to 40 will automatically be carried over into the following year. Unused vacation hours over 40, will automatically be paid out to employees in the 1st check of the following calendar year (or as soon thereafter as administratively possible). **Upon retirement, all unused carryover balances (regular vacation, carryover vacation, retirement vacation) may be used as Terminal leave. Unused retirement vacation hours, if not used for Terminal leave, will be converted to fund the employee's Health Reimbursement Account (HRA). Upon termination of employment, all unused vacation balances (regular vacation, carryover vacation, retirement vacation) will be paid out.**

Expenses

II.68 The payment for mileage allowance will be made according to IRS published recommendations.

An employee being temporarily assigned from one established headquarters to another established headquarters, as defined in **Article II, Section 5**, may be furnished transportation at the Company's option, or they may receive the following payment:

If the distance from the employee's home does not exceed the distance from the employee's home to the employee's regular established headquarters, no payment will be received.

If the distance from the employee's home to the location of the temporary assignment at another established headquarters exceeds the

distance from the employee's home to the employee's regular established headquarters, the employee will receive payment for the additional commuting time, at the straight-time rate of pay, calculated at two minutes for each additional mile, plus the current mileage rate for each additional mile. In the event the additional round trip mileage is 15 miles or less, the minimum allowance will be 1/2 hour pay at the straight-time rate plus the current mileage rate for each additional mile.

An employee must submit statements for the additional distance, if any, traveled by the most direct route from the employee's place of residence to the location of the temporary assignment. Falsification of distances traveled will result in discipline up to and including discharge.

Employees who are attending their first "Zero" week opportunity, or are selected for the position, will be compensated as indicated under Article II, Section 68. This provision will only apply to "Zero" week opportunities associated with the Line Assistant or Electrician Assistant's position.

II.69 An employee reporting to a "Reporting Location" as defined in **Article II**, Section 7 may receive the following allowances:

Mileage Zones:	0 - 9 miles =	\$10.00
	10 - 34 miles =	\$20.00
	35+ miles =	\$25.00

Any additional parking fee and bridge tolls incurred when proper receipts are submitted.

An employee must submit statements as to the mileage traveled by the most direct route from the employee's place of residence to the "Reporting Location." Falsification of distances traveled will result in discipline up to and including discharge.

Article II, Section **68** shall not apply to employees who volunteer to report directly to a "Reporting Location."

An employee may request to be released from the "Reporting Location" requirement if an acceptable qualified employee can be

substituted. Substitutes from the subject list of volunteers will have first preference.

II.70 Employees shall provide their own mid-shift meal on regularly scheduled workdays and when working prearranged overtime.

For work performed before or after a regularly scheduled shift:

A meal will be provided if work commences 1.5 hours or more before the start of the employee's regularly scheduled shift or prearranged overtime shift.

A meal will be provided if work continues for more than 2.0 hours after the end of the shift. Another meal will be provided if work continues for more than 5.5 hours after that meal, and another meal will be provided if work continues more than 6.5 hours after that meal.

Mealtimes on call-outs shall be provided using the foregoing rules:

For call-outs on an employee's scheduled day off, the employee's shift hours shall be considered the same as those on the employee's last regular workday. If an employee is changing shifts and is called-out after midnight on the day the shift change occurs, the employee's shift hours shall be the hours of the regular shift that day. If called-out before midnight, the shift hours shall be the same as those on the employee's last workday.

For purposes of meals, prearranged work on Saturday, Sunday, holidays or when an employee is scheduled to be off, shall not be scheduled to start before 5:00 a.m. Prearranged overtime work scheduled to begin before 5:00 a.m., other than regularly scheduled shifts, shall be considered a call-out for determining meal allowances.

These mealtimes are to be subject to variations so that employees engaged in overtime work will continue to perform such duties and operations as are required for proper service to the public.

The Company may provide meals at the times indicated above unless the employees are released on or before the mealtime. Where it is not practical for the Company to provide such meals, the Company **will** reimburse the employee **as follows** for such meal, regardless of whether it is breakfast, lunch or dinner:

Effective 9/1/2022:	\$17.50
Effective 9/1/2023:	\$18.00
Effective 9/1/2024:	\$18.50
Effective 9/1/2025:	\$19.00

II.71 Should an employee be away from headquarters more than one day on Company business, the Company shall provide the employee lodging and a sum of **\$75.00** for expenses. Any sum in excess of these amounts must be paid by the employee or will be deducted from the employee's paycheck. This sum will be paid when an employee is assigned a camp job and must be away from home overnight. The daily allowance will be paid each full day the Company requires the employee to work at the remote location. As an example, if an employee leaves on Monday and returns on Friday evening, after working a full day on Friday, the employee would receive **\$375.00** for meals and expenses. If, however, the employee does not work a full eight hours on the last day of the assignment but returns to his or her headquarters at the normal quitting time, the employee would only receive the normal meals allowance, as specified in **Article II**, Section 70, for two meals on that last day.

The Company shall endeavor to give at least one **(1)** weeks' notice to employees who will be required to be away from their established headquarters for one **(1)** week or more. Such notice shall not be required for emergencies or due to conditions caused by a customer, supplier, or an act of God.

If an employee returns home on weekends, the allowance will not be paid for the weekend.

II.72 When traveling overnight for the purposes of training the following shall apply:

When traveling on a Saturday or Sunday, employees shall be

paid at one half their normal straight time rate of pay. Travel time will begin upon departure from the employee's home airport and end with their direct arrival at their hotel or designated training facility. Upon returning, travel time will be considered from the time the employees leave their hotel or designated training facility until their arrival at their home airport. In no case shall an employee receive pay exceeding the equivalent of eight hours pay at straight time rates.

When traveling Monday through Friday the employee's appropriate rate of pay will be paid during normal working hours. If travel goes beyond normal working hours, the one half of straight time pay provision shall apply.

The company shall provide the employee lodging and reimburse the employee a sum of \$75.00 per day for meals and all other expenses.

While in training, a maximum of **eight (8)** hours per day will be paid at the appropriate straight time rates. (Per April 18th, 2000 LOU)

II.73 A Regular or Provisional employee from an established headquarters who may be transferred at the Company's request to work at another established headquarters, necessitating a change in residence, will be allowed expense of board and lodging for twenty-one calendar days following such transfer.

A regular or provisional employee from an established headquarters who is transferred by Company request to another established headquarters and does not change the employee's place of residence will receive round trip mileage at the current mileage rate for 20 working days. The sum will be paid for the miles from the employee's place of residence to the established headquarters only if the distance traveled is further than the distance from the employee's place of residence and the original established headquarters. The sum paid is for a maximum of 20 working days and will not exceed the actual number of days the employee reported to the new headquarters if less than 20 working days.

II.74 All represented employees qualifying for per diem will be paid prior to the employee leaving for the camp job. Employees not fulfilling the full requirement under the camp job provisions regarding per

diem payments will reimburse the Company for over-payment for the days in question. This overpayment will be deducted from the employees pay during the next scheduled pay period. An employee shall be allowed travel time and furnished Company transportation at Company expense to and from the camp job on weekends in lieu of board and lodging, if no work is scheduled or contemplated for that weekend.

An employee may elect not to stay in Company provided board and lodging, if so the employee will receive the sum of \$75 per workday while on the assignment, in addition to the noted per diem (II.71) and the employee must furnish his/her transportation and must report for work at the designated starting time and location as designated by the company on each work day. Notification of election not to reside at the camp job must be given three **workdays** prior to commencement of the assignment.

II.75 The Company may hire an employee at any established headquarters, and under such circumstances there will be no initial period of allowance or free board and lodging provided herein.

II.76 The Company will reimburse each employee required to obtain a Class A driver's license the difference between a Class C license (fee and the fee for the Class A, or other than Class C license) if such license is necessary for the employee to perform the employee's job. Reimbursement will not be made for any particular class of license, more frequently than once every four **(4)** years.

Seniority

II.77 Promotion shall be based on seniority, ability and qualifications; ability and qualifications being sufficient, seniority shall prevail. The seniority referred to in this case is that seniority accumulated in the specific department or division thereof in which the promotion is to be made, unless otherwise agreed to by the parties hereto. Employees will be allowed to bid down or laterally once through their employment with the Company.

The departments or divisions referred to above are as follows:

Electric Transmission and Distribution Department:

Cathodic Protection Division
Headquarters Division
Line Division
Maintenance and Underground Division
Tests & Communications Division

Gas Department

Customer Service Field Division
Street Repair Division

Facility Management Department

Stores Department (Logistics)

Support Services Department

Transportation and Shops Department:

Hazardous Materials Division
Shops Division
Transportation Division
Fleet Maintenance Division

The Company will bid the following positions: “Relief Locator” and “Relief District Crew Dispatcher” (Relief District Crew Dispatcher one North and one South) (Progression will follow existing CBA Relief language)

The seniority of a journeyman shall begin at the time the employee is first rated as an Apprentice, and if transferred temporarily after being apprenticed shall lose no seniority thereby.

Employees bidding on a Line Assistant position for the second time will have their seniority set at the actual date of their second promotion in Electric Transmission and Distribution.

Employees bidding on an Electrician Assistant position for the second time will have their seniority set at the actual date of their second promotion in Electric Transmission and Distribution.

The seniority of employees in the Regulator Technician Assistant C, B and A classifications (at the time they are awarded the new position) will be based on Classification time, Department time, then Company time.

Upon request, the Company shall make available current seniority lists for review by Employees.

IL78 A written bid for vacancy shall be posted within two working days in the department involved and shall be considered open for two weeks. For the convenience of the Company, temporary assignments may be made for a period of thirty days until the bids are received and regular assignments are made. Employees shall not be required to exercise their seniority but shall not sacrifice any future rights to bid on vacancies through failure to do so. Bids made for vacancies will be considered valid only for the current vacant position. The employee is required to be available and qualified at the time the bid is offered for acceptance.

The Company and Union will collaboratively work to develop and implement an electronic on-line “Bid for Vacancy” system. The Company will provide the Union with a thirty (30) day notice of implementation. The Company will supply the Union with any job bid before it is posted. The Union will be notified of the successful bidder within 5 days.

IL79 Employees hired after November 18, 2022 will be precluded from bidding on all other job positions for 12 months from their date of hire. This provision does not impact an employee’s normal progression in their new classification.

IL80 Employees who bid and are awarded a job position or who are placed into a position by mutual consent of both parties will be precluded, for a period of 9 months, from bidding on any other job position. **This 9-month bid restriction does not apply when an employee drops by the conclusion of any of the following introductory sessions: 1-day Line Assistant assessment, DSO-In Training orientation, and the first three (3) days of Welding School.** This 9-month period will commence from the bid closing date. This provision will in no way hamper an employee’s normal progression

in their new classification.

II.81 Employees who are accepted into the position will have 30 calendar days from the start of training or break-in period to return to their previous classification. Employees under this provision will also be able to return to their previous location as long as a transfer has not been honored or the requisition for their replacement has not been approved and the subsequent bid posted. After the 30-day period, employees will have no right to return to their former classification(s).

II.82 All individuals entering one of the First Responder job positions below after December 5th, 2011, must live within fifty-five miles of their assigned headquarters.

First Responder job positions:

1. Electric Troubleshooter
2. Relief Electric Troubleshooter
3. Fault Finding Specialist
4. Relief Fault Finding Specialist
5. Service Technician
6. Locator

II.83 Regular employees may request transfer only from the specific job classification they currently hold to the same job classification at another Company location. The opportunity to transfer will be offered first to those who have so requested, commencing with the one having the longest record of continuous service with the Company, provided their ability, experience, and qualifications are sufficient and equal. Not more than three Requests for Transfer by any one employee shall be kept on file at any one time.

The Company and Union will collaboratively work to develop and implement an electronic on-line "Request for Transfer" system. The Company will provide the Union with a thirty (30) day notice of implementation.

A Regular employee may request transfer from any job classification to the lowest position in another department or division. Regular employees classified as Laborers and Helpers may transfer to

Helper positions in any department where Helper is the entry level position.

Requests for Transfer will only be considered valid for twelve months.

Employees who are forced transferred to another location may request a transfer to return to their original location. These transfer requests will be honored prior to any other transfer request on file to that location. Employees must resubmit a new transfer request each time the previous request expires in order to continue this preferential transfer provision. An employee may have only one preferential transfer request on file at a time and will forfeit the right if the employee refuses a transfer offer to the location on file.

II.84 Employees may be transferred to other departments, and if returned to their original department within two years will not lose their seniority rating. If assigned to another department for longer than two years, they may be returned to their original department with seniority based on that established at the end of the two-year period. The seniority of an employee who terminates and later is re-employed, shall start on the day the employee returns to work. These provisions do not apply if **Article II, Section 90** is applicable.

II.85 When hiring new Laborers, it shall be the general policy of the Company, as far as practicable, to assign these employees to the gas distribution crews. When additional Regular or Provisional employees are needed in other departments, Laborers already on the payroll shall be given first consideration, provided they have registered with the personnel office and filled out the proper forms requesting transfer. Employees with the longest continuous service with the Company will be given preference provided they are qualified.

II.86 In the event there is a reduction in force from a classification, the junior employee(s), based on classification seniority in that classification, shall be reduced from the classification.

Such displaced employee(s) will then be assigned down to the next lowest classification in the department which (a) the employee(s)

held on a regular basis and (b) the employee(s) has more departmental seniority than an employee(s) presently in that classification.

A reduction in force from this classification would result in the junior employee(s), based on classification seniority in this classification, being reduced from the classification in order to provide a position(s) for the previously reduced employee(s) with more departmental seniority.

This process would continue to the lowest classification in the department. Any reduction in force from this lowest classification would result in the junior employee(s), based on departmental seniority, being reduced from the classification and released from the department.

In the event a displaced employee(s) (a) has never held another classification in the department on a regular basis or (b) does not have more departmental seniority than an employee(s) in a classification previously held, the displaced employee(s) may be assigned elsewhere in the bargaining unit as provided below.

Such displaced employees(s) will then be assigned down to the next lowest classification in the bargaining unit which (a) the employee(s) held on a regular basis and (b) the employee(s) has more departmental seniority (as defined in **Article II**, Section 77) than an employee(s) presently in that classification.

Again, a reduction in force from this classification would result in the junior employee(s), based on classification seniority in this classification, being reduced from the classification in order to provide a position(s) for the previously reduced employee(s) with more departmental seniority.

Again, this process would continue to the lowest classification in the department. Any reduction in force from this lowest classification would result in the junior employee(s), based on departmental seniority, being reduced from the classification and released from the department.

In the event a displaced employee(s) is unable to obtain a position utilizing any departmental seniority, the employee may utilize Company seniority to obtain a position in the Laborer classification. Any

reduction in force from the Laborer classification would result in the junior employee(s), based on Company seniority, being reduced from the classification and released from the bargaining unit.

A displaced employee(s) assigned to a classification previously held on a regular basis must be able to perform the basic elements of the job within one week. If the employee(s) is unable to do so, the employee(s) will be assigned down to the next lowest classification as provided for in this procedure.

A displaced employee(s) assigned to another department shall retain the right to bid on the classification from which the employee(s) was displaced for a period of two years from such displacement date.

11.87 Employees with two (2) or more years of service who are discharged in a reduction in force shall be given consideration for re-employment for a period of one (1) year after their date of termination if job openings occur. If re-employed during that year, the employee will be reinstated with the credited service which the employee had accumulated at the time of his discharge. (Otherwise, the provisions of the next to the last sentence of **Article II**, Section 83 will prevail.) Re-employment will be offered, as vacancies occur, in the job classification held by the employee on the date of termination. Persons will not be recalled to job classifications to which a Company employee has a superior promotional right.

Employees discharged under the above conditions shall keep Human Resources advised of their address. The Company shall notify former employees of offers of re-employment in writing by certified or registered mail to the last address on record. Offers will be withdrawn if not answered within five (5) working days and/or if the person does not report for work within ten (10) working days. Persons who reject an offer, or who fail to answer within five (5) days, or who fail to report within ten (10) days will no longer be eligible for rehire with reinstatement of seniority. Persons who are unable to accept an offer because of a bona fide illness or injury may be retained on the list for reconsideration; however, no such injury or illness will be considered bona fide unless so diagnosed by a Company physician. The cost of such physical examination will be borne by the Company; but no travel or related costs

will be paid or reimbursed by the Company.

II.88 No seniority shall be considered for an employee until the employee has been with the Company for nine (9) months, but after serving this period seniority shall be computed from the date hired. The Union will not accept, nor process a grievance involving the termination of an employee as an unsatisfactory probationer during the first nine months of employment.

II.89 When it becomes necessary to determine the number of years, or the proportion of a year, that a regular employee has worked at a certain classification, and work therein has been intermittent, two hundred forty-one working days shall be taken as constituting a year's work in such computations.

II.90 Any employee selected for office in the Local Union which requires part or all of the employee's time, shall not lose seniority with the Company. It is understood that not more than two employees at one time will be granted leave of absence to accept such positions with the Union. Such leave shall be granted for one year at a time - such limitation being dependent on technological changes affecting the employee's job -and not to extend beyond the employee's normal date of retirement.

II.91 A bargaining unit employee who accepts a position out of the bargaining unit shall not accumulate seniority while occupying such position; such employee, if qualified, may be returned to a bargaining unit classification, at the option of the Company, if a vacancy exists. An employee returning to a bargaining unit classification will retain only the seniority previously accumulated while a member of the bargaining unit.

II.92 Working Foremen and employees in charge of other employees must enforce all safety rules and regulations and ensure compliance by such employees.

II.93 Employees who fail to successfully complete a specific apprenticeship, training program or training requirements for a position will not be permitted to bid on the same position for six (6) months from the time they dropped-out or were removed from the

training/program. Additionally, employees who fail twice to successfully complete a specific apprenticeship, training program, or training requirements are dropped twice, drop out twice or resign twice, or a combination thereof will not be permitted to be selected for training on any subsequent bid for the specific apprenticeship, training program or training requirements.

Exceptions to the above may be made in management's sole discretion in cases where the employee has taken steps to obtain additional skills or knowledge that will assist them in successful completion of the training program or requirement.

Safety

II94 An employee shall not work on live high potential wires carrying more than 750 volts, unless assisted by another journeyman or a third-year Apprentice, except in cases of emergency where lives may be in danger.

II95 The Company agrees to furnish such safety devices and first aid sets as may be needed for the safety of its employees, and the employees shall use them in the manner prescribed. The Union shall cooperate in promoting the realization of the responsibility of the individual employee with regard to the prevention of accidents.

II96 The Company shall establish a Safety Coordinator position at each location. The Union shall appoint one member at each district headquarters who, as the Safety Coordinator, shall act as a liaison between the Union and Company on safety issues.

II97 Employees who have a combination of no doctors case injuries, no preventable vehicle incidents and no safety violations within a calendar year will receive a \$50 gift card on or before March 31 of the following calendar year. The Company will provide a list of eligible rewards available for recognition of achievement.

II98 In all cases of a significant event: Firestorm, Earthquake, Heat Storm, Windstorm, etc. the Company will take reasonable measures to utilize all available bargaining unit employees before any contractors.

II.99 Work shall be discontinued in work areas where adverse weather makes the work hazardous, such as high winds, ice on structures, or the progress of an electrical storm in the immediate vicinity, except during emergency restoration procedures.

Helicopter Operations

II.100 Appropriate Safety Rules and Work Method Guidelines shall be established and maintained by the Company to direct the utilization of helicopters to support Company operations. These guidelines shall be designed to maximize the efficiency of operations and safety of all personnel. All personnel involved with helicopter operations shall be familiar with and perform their jobs in compliance with these guidelines.

II.101 Employees whose job requires them to be transported by or who work in conjunction with a helicopter (including working out of a helicopter) **will** receive a \$40 a day premium. This premium is in addition to regular pay. **Employees who perform patrols in a helicopter will receive an additional \$60 per day premium. The Company will provide occupational AD&D coverage in the amount of \$300,000 for employees conducting helicopter patrols.**

Severance Pay

II.102 In the event of a change in control of the Company, the following provisions shall be applied:

A regular employee with four or more years of continuous service with the Company who is offered employment and required to move out of the existing service territory of the San Diego Gas & Electric Company, and **who** elects to terminate in lieu of accepting the position and moving, shall receive severance pay as indicated below or exercise the employee's rights under **Article II, Section 86**. The maximum severance pay will be 15 weeks' pay. Severance allowance may be paid in a lump sum at the time of termination

Years of Continuous Pay Service Completed	Weeks of Base
4 years but less than 6	4
6 years but less than 8	5
8 years but less than 10	6
10 years but less than 12	7
12 years but less than 14	8
14 years but less than 15	9
15 years but less than 16	10
16 years but less than 17	11
17 years but less than 18	12
18 years but less than 19	13
19 years but less than 20	14
20 years or more	15

Severance allowance shall include continuation of health and basic life insurance and accidental death and dismemberment insurance, at 50% of the employee's annual salary, for the period of severance allowance, or a lump-sum for the present value to the employee, at the employee's option.

Apprentices and Student Engineers

II103 Apprentices shall remain at their third-year rate until such time as openings occur for journeymen. An apprentice having served the apprenticeship shall not be removed in favor of a new apprentice until the former has been made a journeyman.

II104 Before an Apprentice may be classified as a journeyman the employee shall be first examined by the Local Union Examining Board and certain persons who may be designated by the Company, who will pass on the employee's qualifications. This section shall not apply to apprentice power plant electricians.

II.105 For the development of Apprentices, regional rotation will be allowed when workload requirements are satisfied. Line Assistants will select their Districts by seniority and that will remain their “Home” District throughout their Apprenticeship. The Company and Union will jointly determine and mutually agree if and when rotation of Apprentices will occur. If and when a rotation occurs, it will be at six-month intervals to coincide with evaluations. Apprentices rotated will be placed on their new base headquarters overtime list. Distribution Apprentice Linemen will spend their first and last six months in their Home Districts. Employees selected for rotation will receive expense payments as defined under Article II, Section 68. Apprentices from all districts may rotate to EROC.

II.106 Student engineers employed in the operating department shall, after three months’ employment in any classification, be paid not less than the regular rate in that classification.

Vehicle Take Home Policy

II.107 The Company, at its option, may establish a take home vehicle policy for any work groups/department not currently utilizing a vehicle take home policy and as deemed necessary within the bargaining unit:

- 1) The “Vehicle Take Home Policy” will be voluntary in nature, with affected personnel given the option of participating or not participating.
- 2) Departments will provide the Local Union a thirty (30) day notification prior to implementing a “Vehicle Take Home Policy.”
- 3) Personnel participating in this program shall sign on to the MDT’s before the start of their respective shifts to determine their work areas for that day.
- 4) Employees shall be to their first job by the start of their shift. Those reporting later than fifteen (15) minutes after the start of their normal shift shall be considered

in abuse of this agreement.

- 5) On days when safety meetings are scheduled, employees shall report to their assigned district no later than the start of their normal shift.
- 6) Employees pay will stop at the completion of their last assignment within their regularly assigned district or at the end of their normal shift, whichever is last. When loaned to a district farther from home than their regularly assigned district, employees pay will stop upon reaching the closest boundary of their regularly assigned district.
- 7) Employees will be allowed to commute to their place of residence, utilizing their assigned Company vehicle, on their own time.
- 8) Pre-arranged and Call-Out overtime assignments will be handled per the Collective Bargaining Agreement.
- 9) An individual's privilege to participate in the "Vehicle Take Home Policy" will be immediately revoked should the Company find abuse.

IL108 Bargaining Unit employees who are on a Temporary Job Change into a Management position shall be averaged into the overtime lists upon returning to their Bargaining Unit position. Bargaining Unit employees can only be daily upgraded into a management position during the normal working hours of the employee's Bargaining Unit classification, this does not apply to employees on a Temporary Job Change. This provision does not apply to Skills Training Instructors.

Employees on a Temporary Job Change, daily upgrade or any combination thereof into a Management position shall have their seniority accumulation end after 18 months duration in this position. If the employee returns to the bargaining unit after being upgraded into a management position longer than 18 months, their seniority will be

returned to the seniority based on that established at the end of the 18-month period.

SDG&E EOC activation events of level 3 and above

II.109 This section applies to events that result in the activation of the SDG&E EOC at a level 3 or above (2 and 1). These events include, but are not limited to: Red Flag Warnings, Elevated Wind Conditions, Winter Storms, PSPS events, Wildfire events, Earthquakes, Extreme Heat, Events of Significance, etc. The Company, at its option, may select crew members and personnel for pre-arranged overtime assignments related to such events by utilizing the "All Other" overtime list in reverse order.

The districts requesting personnel will select employee volunteers using the "All Other" (Call Out) overtime list in reverse order. Once the "All Other" overtime list has been established for an event, an employee who has volunteered and has been assigned a pre-arranged shift cannot be used again from the same list until the list has been exhausted. In the case where the employee is on the "Primary On-Call Shift," trading will be allowed per the Mutual Assistance Agreement.

For work assignments requiring a Troubleshooter, all available permanent Electric Troubleshooters within the requesting district will be exhausted first. Relief Electric Troubleshooters within the requesting district will be used next in classification seniority order. If the work assignment is not filled within the requesting district, the assignment will be offered to permanent Electric Troubleshooters in Sister Districts per Article II, Section 54 of the Amended Agreement by reverse order.

Affected classifications will be from the following departments:

Electric Transmission and Distribution Department
Line Division (all)
Maintenance & Underground Division (all)

Gas Department

Equipment Utility Worker

Gas/UG Technician A & B

Laborer (all)

Locator

Patroller

Regulator Technician-Distribution

Regulator Technician Assistant-Distribution

Traffic Control Assistant / Specialist

Welder (all)

Working Foreman (all)

Street Repair Division (all)

ARTICLE III – WORKING RULES FOR ELECTRIC TRANSMISSION AND DISTRIBUTION DEPARTMENT

General

III.1 Eight (8) hours shall constitute a day's work, and employees shall normally report at headquarters in time to start at 7:00 a.m. The eight (8) hours shall normally consist of four (4) hours from 7:00 a.m. to 11:00 a.m., and four (4) hours from 11:30 a.m. to 3:30 p.m. and five (5) days, Monday to Friday, inclusive, shall constitute a week's work, except for special Saturday employees or crews as provided hereafter.

III.2 Three-person crews shall consist of at least two (2) journeymen (or one (1) journeyman and a third-year Apprentice), plus up to one (1) employee in a lower classification and shall include and be in the charge of a Working Foreman Electric.

Four-person crews shall consist of at least two (2) journeymen (or one (1) journeyman and a third-year Apprentice), plus up to two (2) employees in lower classifications and shall include and be in the charge of a Working Foreman Electric.

An apprentice may be added to an existing four-person crew, and such crew will include and be in the charge of a Working Foreman Electric.

The job of Working Foreman Electric will be required to perform work on overhead and/or underground projects. Promotion to Working Foreman Electric shall be based on seniority, ability, and qualifications. Ability and qualifications being sufficient, seniority shall prevail. Seniority shall be based on date of indenture ship or date of hire as a journeyman.

There shall be an Administrative Foreman or Relief Administrative Foreman in charge of all larger field crews and Administrative Foremen, or Relief Administrative Foremen shall not

handle tools or do that class of work required of workers except in case of emergency. With respect to work in this department, this rule supplants **Article III, Section 5.**

Employees in charge, including but not limited to Working Foreman or Lead Personnel shall have the ability to request additional personnel necessary for safe completion of an assignment.

III.3 If an employee bodily enters a manhole in service, there shall be an employee qualified in Vault Rescue in attendance at the surface, and at least one of such employees shall be a journeyman electrical worker.

III.4 The term “journeyman” or “journeyman electrical worker” as used in this Article, shall mean any electrical worker who has served the apprenticeship and has had at least three years’ experience in one or more branches of the trade.

III.5 Whenever three journeymen are assigned to any one piece of work, one of the journeymen shall be rated as a Working Foreman Electric and shall be responsible for the work performed. If more than three journeymen are so employed, there shall be a foreman in charge of the work. If the work be hazardous, the foreman shall not handle tools or do the class of work required of workmen, except when in charge of two or less workmen, or in case of emergency.

III.6 The Standards of Apprenticeship as established by the Local Joint Apprenticeship Committee shall govern apprentices. Disputes over the selection of apprentices shall be subject to the grievance procedure provided in Article IX.

III.7 The duties which a Line Assistant may properly perform shall be those specified by the memorandum which shall be on file with the Company and with the Local Union.

III.8 When opportunities for promotion occur in a particular division of the Electrical Distribution Department employees already

in that particular division shall be given preference for such promotion.

III9 Klein Kord safeties, or equivalent, shall be furnished by the Company.

III10 Line Assistant positions will be bid Company-wide and individuals will be awarded the position on the basis of established physical requirements, aptitude and skills tests, acceptable work history and seniority.

1. Employees who are accepted into the position have **thirty** (30) calendar days to return to their previous classification.
2. The bid may be used for **sixty** (60) days after initial selection to award additional positions.
3. Employees who successfully enter and remain in the position will be guaranteed the opportunity to enter an apprentice lineman position within three years of entering position.
4. Line Assistants must accept the **Apprentice Lineman** position when offered. Refusal to accept the position will result in transfer to other work if available and the employee may not re-enter the Line Assistant program.
5. Employees accepted into the Line Assistant position may not bid other positions while in the program.
6. Line Assistant shall be selected for the **Apprentice Lineman** position based upon division seniority and acceptable performance.

7. Line Assistant may assist journeyman in completing their work and may not work on any energized equipment.
8. Line Assistants are required to obtain and maintain a Class “A” license and will not receive any upgrades for operating vehicles.
9. Line Assistants will choose their districts by seniority. That will be their home district throughout their apprenticeship.

Overhead

III.11 All framing of poles on the job, in headquarters, or pole yards shall be done by journeyman linemen or third-year apprentices, who may be assisted by line assistant.

III.12 The erection of poles shall be done by regularly constituted line or pole crews. Every pole crew is to carry at least one journeyman lineman and either a Working Foreman Electric or a foreman, except that machine digging crews may drop poles (45’ or less) into holes where only new construction is involved and where no hazard to life or property exists. The erection of bolted towers shall be done by regularly constituted line crews.

III.13 A Crew Leader/Lineman (In Chg. 2 – **Person** Service Crew) shall be in charge of the Service Truck and will be assisted by an Apprentice, or when no Apprentice is available, a Journeyman Lineman. The Service Truck Crew Leader will be the available Senior Electric Lineman in the District. (See 12-month Pilot Program language of 2011)

III.14 One (1) two-**person** crew may be scheduled for Saturday work each week, such employees receiving Monday off instead of Saturday. If at any future date the extent of the Saturday work requires an additional crew, this crew may be added. Insofar as possible, the Saturday duty shall be rotated among those eligible for such duty.

III.15 All work on service wires and conduits, including customers' services, is to be done by journeymen electrical workers, assisted by Apprentices or Helpers where assistance is necessary.

III.16 All work over 750 volts on the overhead shall be performed by a four-**person** crew, except in the case of emergencies or small tasks such as arrestor, cutout and insulator change outs, etc. The four-**person** crew shall consist of at least three **(3)** journeymen, or two **(2)** journeymen and a third-year Apprentice.

III.17 An employee classified as a Working Foreman Electric in accordance with **Article III**, Section 2 shall not be cut back to journeyman on any workday on which the employee has been given responsibility for a line truck and crew.

III.18 The Lineman in charge of and responsible for a two-**person** crew shall receive an upgrade per Exhibit "B".

III.19 If work is done by Linemen or Working Foremen in the Districts on 138 kV, 230 kV or 500 kV or energized 69 kV transmission lines, the Linemen or Working Foremen shall receive an upgrade per Exhibit "A" to the applicable rate.

III.20 No energized primary work will be performed while working off a **steel pole** or metal structure.

Underground - Lead Covered

III.21 Journeymen Linemen & Working Foreman Electric qualifying for Lead related skills shall receive \$0.75 per hour as a special **skill** pay rate **while performing lead-related work**. Electrical workers other than those currently qualified to perform Lead work will, while assisting in the termination or splicing of lead covered cable or the termination or splicing of nonlead covered cable of 20,000 volts or above, or when making Cadwell splices on 15 kV cable shall receive seventy-five (\$0.75) cents per hour in addition to their regular classification for a half-day in any half-day that the employee

performs these duties. This additional sum is subject to the overtime premium.

Underground - Non-Lead Covered

III.22 The placing or pulling of non-lead covered underground cable (including cable in duct); the installation of associated transformers and switches; and the connection, splicing, and terminating using prefabricated splicing and/or terminating components shall be done by journeymen electrical workers assisted, where necessary, by persons classified as line assistant. The hand application of tape to cables rated below 6,000 volts shall be done by journeymen electrical workers assisted, where necessary, by persons classified as helpers. The hand application of tape to cable rated 6,000 volts or higher shall be done by underground working foremen or else by journeyman electrical workers who shall receive ninety (\$0.90) cents per hour in addition to their regular classification wage only for actual time for performing such duty. This additional sum is subject to the overtime premium. Routine switching and refusing operations, including the operation of load-break connectors, at any voltage shall require only one journeyman electrical worker, unless it is necessary to bodily enter a manhole or splice box in which case the provisions of **Article II**, Section 3 will apply.

III.23 Installing metallic conduit to pull boxes or to main line switches and the fireproofing of cables where the relocation of primaries is not necessary, shall be done by journeymen electrical workers assisted by apprentices, line assistant and/or laborers. The relocation of primary cables shall be done by Working Foremen Electric assisted by journeymen electrical workers and others, as necessary. It is understood with respect to service duct runs that the cutting, threading, and placing ready for concreting of any metallic conduits shall be done by journeymen electrical workers assisted by helpers.

III.24 The inspection and testing and repairing or maintaining of underground equipment shall be done by two **(2)** journeymen electrical workers (or one **(1)** journeyman and a third-year apprentice) if live parts

energized in excess of 750 volts are exposed in the course of the work. All work on energized parts of less than 750 volts can be done by a journeyman assisted by **an** experienced Line Assistant or Apprentice Linemen.

III.25 On services in excess of 250 volts, Working Foremen Electric shall connect the Company's service to the customer's main line switch and/or the first point of feed of the customer's wiring supplied by the underground system. On services less than 250 volts, a qualified journeyman electrical worker may connect such services at the customer's first point of feed and at other points such as at junction boxes or pad mounted transformers except that where it is necessary to bodily enter a manhole or splice box to make such connections, two **(2)** journeymen electrical workers (or one **(1)** journeyman and a third-year Apprentice) shall be present.

III.26 The installation of non-metallic junction boxes and ducts, and all splice boxes, handholes, and manholes shall require the presence of a journeyman electrical worker on the crew only if electrical conductors, transformers, meters, switches, capacitors, or regulators are being installed concurrently. However, the cutting of conduit with wire enclosed at the point of cutting shall be done by a journeyman electrical worker.

III.27 The Lineman in charge of, and responsible for, "rough-in trucks" manned by three or more employees, including the employee in charge, shall receive an upgrade per Exhibit "B". The Lineman in charge of, and responsible for, a two-**person** underground crew, shall receive an upgrade per Exhibit "B".

III.28 Two-**person** crews may not be assigned to perform energized work within manholes, primary cable work on pothead poles or energizing or de-energizing live front equipment on terminators, cable poles, switches, fuse cabinets and transformers. Work on the secondary side of a live front transformer shall not be restricted by this paragraph.

Electric Maintenance Shop

III.29 All transformer repairing and testing; winding coils, motors and transformers; repairing, constructing, and assembling of electrical equipment, maintaining, repairing and making additions to wiring systems, switchboards, switching equipment, and communication systems shall be done by journeymen electrical workers assisted by electrician assistants, apprentices and Shop Assistants.

III.30 The Electrician in charge of and responsible for a two-journeyman electrician field crew will receive an upgrade per Exhibit "B". This does not apply to Electricians working within the property of Kearny Electric Maintenance.

III.31 Shop Assistants shall be responsible for issuing material, transformers, and supplies from the transformer and cable yards; filtering oil; and supervising and cleaning and painting of transformers and the storing of transformer oil. The Shop Assistants assigned to painting transformers with a spray gun shall receive additional compensation in the amount of \$0.10 per hour for the actual time so engaged.

III.32 Employees working in the shop shall be under the supervision of a Shop Foreman, Supervisor, or Working Foreman at all times.

III.33 Not more than four (4) Shop Assistants shall be under the oversight of any one journeyman.

III.34 Shop Mechanics' work shall consist of maintenance work on shop tools and equipment, and other work as assigned which is not journeymen electricians' work.

III.35 Three-person and four-person field crews consisting of two (2) journeymen (or one (1) journeyman and a third-year Apprentice) plus one (1) or two (2) employees in lower classifications, shall include and be in the charge of a Working Foreman Substation. Three-person and four-person

field crews consisting of three (3) journeymen, plus one (1) employee in a lower classification, shall include and be in the charge of a Working Foreman Substation. There shall be a foreman in charge of all larger field crews, and such foreman shall not handle tools or do that class of work required of workmen except in case of emergency. With respect to work in this department this rule supplants **Article III, Section 5.**

Electrician Assistants

III36 Electrician Assistant positions will be bid giving first preference to Maintenance and Underground Division employees. Individuals will be awarded the position on the basis of established physical requirements, aptitude tests, acceptable work history and seniority. The bid may be used for 60 days after initial selection to award additional positions. (All sections per December 2nd, 1999 LOU)

No less than 50% of any given Electrician Assistant bid shall be filled from internal Company bidders.

The remaining portion of any given Electrician Assistant bid shall be filled from external candidate hiring.

In the event that 50% of any given Electrician Assistant class is unable to be filled with 50% internal Company bidders, the remainder of the class shall be filled with external candidates.

In the event that 50% of any given Electrician Assistant class is unable to be filled with 50% external candidate hiring, the remainder of the class shall be filled with internal Company candidates.

III37 Employees accepted into the Electrician Assistant position may not bid other positions while in the program. Employees who successfully enter and remain in the position will be guaranteed the opportunity to enter an apprentice electrician position within three (3) years of entering the electrician assistant position.

III38 Electrician Assistants shall be selected for the Apprentice Electrician position based upon seniority within the Electrician Assistant classification, acceptable historical performance and sufficiency of

qualifications. Electrician Assistants must accept the Apprentice Electrician position when offered. Refusal to accept the position will result in removal from the Electrician Assistant position and transfer to other work if available. The employee may not re- enter the Electrician Assistant program.

III.39 Electrician Assistants may assist Journeymen in completing their field work. They may work without Journeyman oversight on tools or apparatus in the Electric Maintenance Shop for which they have been previously qualified by a Journeyman. They may not work on any energized equipment.

III.40 Electrician Assistants are required to obtain and maintain a Class “A” license and will not receive any upgrades for operating vehicles.

Tests and Communications

III.41 Journeyman Meter Testers may connect wires from the meter loops to the meter, and from the service to the meter, when such service wires have already been installed.

III.42 Journeyman Meter Testers may test lighting and power meters when the installation is under 600 volts A.C. potential.

III.43 When work is unavailable within the Meter Tester classification, Meter Testers may be assigned to Turn On or Meter Service Person tasks for which appropriate training has been provided.

III.44 Four-person field crews, consisting of two (2) journeymen (or one (1) journeyman and a third-year apprentice), plus two (2) employees in lower classifications shall include and be in the charge of a Working Foreman – Meter Test Electrician. Four-person field crews consisting of three journeymen plus one (1) employee in a lower classification shall include and be in the charge of a Working Foreman – Meter Test Electrician. There shall be a foreman in charge of all larger field crews and such foreman shall not handle tools or do that class of work required of workmen except in case of emergency. With respect to work in this group, this rule supplants **Article III, Section 5**.

III45 Fifty percent of the positions available for the newly created position of Single-Phase Meter Technician will be from the Meter Reading Department. The remaining fifty percent will be filled through a company-wide bid. Successful bidders must pass the applicable aptitude test currently required of the Apprentice Electric Meter Tester classification.

Employees assigned to the position of Single-Phase Meter Technician will be given first consideration for the position of Apprentice Electric Meter Tester on a Company-wide bid.

III46 Employees working within the Electric Meter Shop Assistant position will be given first consideration for Meter Installer positions. If there is insufficient Electric Meter Shop Assistants to fill a Meter Installer class, 50% of the remaining openings in the class will be filled by represented bidders company-wide and 50% of the remaining openings in the class will be filled by external candidates.

Meter Installers will be responsible for:

- a. Installing, removing, programming, and troubleshooting all single-phase, non-CT rated, socket based, residential self-contained IDR and non-IDR meters up to 240 volts, and will perform other duties as assigned or required by management.**
- b. Collecting meter reads, including “shop reads” or special meter reads, for both single-phase and three-phase meters; and**
- c. Troubleshooting telecommunications issues as needed.**

Meter Installers are excluded from placing jumpers on any test blocks and from working on any Class 400 “K” Base metering applications.

Employees working within the Meter Installer classification will be given first consideration for the position of Single-Phase Meter Technician.

The General Duties, Qualifications, Job Requirements, Eligible Bidding Groups, Wage Schedules, and other job considerations are found in the Invitation to Bid document for the Meter Installer position.

Telecommunications

III47 The Telecommunications Department will establish a job progression consisting of three (3) positions: Junior Communications Technician, Communications Technician, and Senior Communications Technician.

III48 Employees entering Telecommunications will typically be hired as a Junior Communications Technician. All current Communications Technicians will continue in the classification of Communications Technician, effective as of November 18, 2022. Candidates may be hired directly into the Communications Technician position based on demonstrated skills and knowledge.

III49 Junior Communications Technicians must become familiar with the various technologies supported by Telecommunications and must demonstrate a working knowledge of those technologies prior to being considered for the Communications Technician position.

III50 Formal and informal training will be provided to ensure that all Junior Communications Technicians and Communications Technicians receive adequate opportunities to build their knowledge of each supported technology. The first opportunity to train will be offered in classification seniority order, then department seniority order. Training may consist of vendor-lead training, in-house training, online training, and on-the-job training within Telecommunications.

III51 Telecommunications management will develop an annual training schedule for the Telecommunications department and will share the annual training schedule with the Union once per year. Telecommunication management will discuss progress through the training plan with each employee twice per year.

III52 The Senior Communications Technician position will be filled utilizing a pre-qualification assessment and a formal interview process jointly developed by the Company and the Union. The joint interview panel will consist of two (2) members of management selected by management and two (2) represented employees selected by the Union. The joint interview panel will develop and agree upon the questions to be given during the interview. The majority of the joint interview panel must vote in favor of the candidate for the candidate to be considered for the position. Candidates who pass the pre-qualification assessment and the formal interview process will be considered qualified for the Senior Communications Technician position and the position will be awarded to the senior qualified bidder in department seniority order.

III53 Senior Communications Technicians will be expected to provide on-the-job training and mentorship to other Telecommunications employees as needed or as directed by Telecommunications management. Communications Technicians who are directed by management to provide on-the-job training will be temporarily upgraded to the Senior Communications Technician classification during training. Management will select the Communications Technician to provide the training based on skillset and knowledge. Seniority will not be a factor in designating the Communications Technician to provide the training.

III54 When temporarily filling behind an absent Senior Communications Technician becomes necessary, the upgrade will go to the next senior qualified employee.

III55 Callouts within Telecommunications will be directed to the All-Other Overtime list, which will combine Communications Technicians and Senior Communications Technicians.

III56 Junior Communications Technicians may be called out using the All-Other Overtime list when the combined list of Communications Technicians and Senior Communications Technicians is exhausted, provided the Junior Communications Technician was previously trained on the work to be performed and has previously demonstrated the ability to successfully perform the work.

III57 If a Telecommunications Technician is called out, accepts the call out, and is unable to diagnose and resolve an incident within two (2) hours of arriving on-scene, a Senior Communications Technician may be called out using the All-Other Overtime list to assist in resolving the incident. When a subsequent Communications Technician arrives on-scene, the previous Communications Technician may be released at the discretion of supervision.

III58 General Duties, Qualifications, Job Requirements, Eligible Bidding Groups, Wage Schedules, and other job considerations are found in the Invitation to Bid documents for the Junior Communications Technician, Communications Technician, and Senior Communications Technician positions.

Electric Troubleshooters

III59 Troubleshooters will work an eight-hour day, five (5) days per week (or ten (10) days on, followed by four (4) days off, at the Company's option).

III60 When Troubleshooters are called out and discover primaries are down, they shall be required to cut lines in the clear only, and service

shall be restored by line crews, except **where** the circuit can be de-energized, in which case the troubleshooters may de-energize the circuit and make the repair.

III.61 The Company may, at its option, establish eight-hour work shifts for Troubleshooters in any district.

III.62 Troubleshooter shift schedules will be posted semi-annually. Such shift schedules will not be changed without 30 days' notice.

III.63 **The Company will utilize a reverse call out system for Troubleshooters during Red Flag Warnings for tasks and assignments requiring a Troubleshooter.**

ETS Boundaries:

III.64 "Sister Districts" will be established that will allow Electric Troubleshooters to work in an adjacent district during normal working hours and on an emergency. Per this agreement normal working hours will be defined as 7:00 a.m. – 3:30 p.m.

For scheduling of prearranged overtime and in call out situations, all existing procedures for Electric Troubleshooters shall apply. In the event there is an after-hours emergency, and more than one **(1)** Electric Troubleshooter is required, an Electric Troubleshooter can cross into the "Sister District". The home district Electric troubleshooters will be called out and will relieve the out of district troubleshooter.

Also, per this agreement, the Electric Troubleshooters vehicles will be equipped with turn-by-turn navigation devices that have wireless capabilities.

These "Sister Districts" will be defined as follows:

North Coast & Northeast
North Coast & Beach Cities
Beach Cities & Metro
Metro & Eastern
Eastern and Beach Cities

The parties agree to meet and upon mutual agreement, may establish additional and/or remove existing “Sister Districts.” Additional training will be provided by the Company to the Electric Troubleshooters so as to aid in the familiarization of “Sister District” equipment.

Relief Troubleshooters and Fault Van Crew Members

III.65 Any Relief Troubleshooter not currently working as a Troubleshooter or scheduled to work in the District that is being asked for assistance, can be temporarily assigned to work in any District providing that all Permanent and Relief Troubleshooters in the District needing assistance have been asked to work and are not available.

This provision shall be subject to any and all agreements, provisions, and language concerning temporary assignments (e.g., **Article II**, Section 68).

III.66 An employee in a bid relief position is required to take shifts when assigned. Failure to do so will result in their being removed from the relief position and being disqualified from bidding on the bid relief position at issue for two (2) years. If returned to the bid relief position at issue, a second instance of failing to accept the shift assignment will result in permanent disqualification from the position.

Relief Troubleshooters and Fault Van Crew Members offered promotion to permanent positions in their district are required to accept the position. Failure to do so will result in their being removed from the relief position and being disqualified from bidding on the applicable Relief Troubleshooter or Fault Van Crew member position for two years. After returning to the Relief Troubleshooter or Fault Van Crew member position, a second instance of failing to accept a permanent position will result in permanent disqualification from the applicable position. Affected employees will be required to declare their Home District upon ratification of this Agreement. Home Districts may be re-declared if the affected employee moves his place of residence subsequent to the original declaration.

Relief Troubleshooters will not be eligible for crew call outs

or pre-arranged overtime or upgrades when filling assigned shifts. Fault Van members will not be eligible for crew call outs, prearranged overtime or upgrades during the scheduled work week.

Vehicle Operators

III.67 Vehicle Operators shall be rated as Special Equipment Operator or Vehicle Operator A.

III.68 Class A operators shall mean those employees regularly employed to operate vehicles requiring a Class "A" California Driver's License or rated above 26,000 lbs. GVWR.

III.69 Those employees in the following job titles driving construction vehicles not requiring a class "A" California Driver's License shall receive an upgrade per Exhibit "B" for actual time spent driving the vehicle with a minimum payment of two hours per day.

Apprentice Meter Tester 1st year
Helper
Instrument Technician (Gas) C 1st year
Laborer
Material Handler

III.70 Vehicle Operators' day's work shall be from 7:00 a.m. to 11:00 a.m., and from 11:30 a.m. to 3:30 p.m., except that where necessary, in case of construction trucks, in order to load such trucks prior to the departing time and unload them after quitting time, such operators may be scheduled to work in excess of eight (8) hours per day. Such excess time shall be paid at the rate of time and one-half for the actual time worked which is one-half hour per day as presently scheduled.

III.71 The provisions of this section likewise govern other rated employees who may drive construction trucks incidental to other work.

III.72 Relief vehicle operators shall take the rating of the vehicle operated.

III.73 It is understood that when bona fide vacancies occur for Class A vehicle operators, promotion shall eliminate the dual rate of the vehicle operator promoted.

Switching Center Operators

III.74 The hours of work shall normally be from 11:00 p.m. to 7:00 a.m., from 7:00 a.m. to 3:00 p.m., and from 3:00 p.m. to 11:00 p.m. However, shifts may be instituted to such extent and at such hours as may be required in the Company's operations.

III.75 Overtime shall be divided as equally as it is practicable among those qualified and available in the classification in the area.

III.76 **Overtime Notification While on Vacation – A TSO may volunteer to be available for overtime during their vacation by notifying department management via Company email no later than the last day of their scheduled shift before the start of their vacation. Employees who do not provide notification as required by this section will not be assigned overtime during their vacation, nor will they be notified of prearranged or call out overtime scheduled to begin during their vacation, except in an emergency.**

III.77 **A TSO will be considered on vacation at the end of the TSO's last regularly scheduled shift prior to a vacation or personal day until the beginning of the first regularly scheduled shift after a vacation or personal day.**

III.78 **All TSO vacation requests with less than 30 days' notice will be considered "Pending Fill."**

Relay Technicians

III.79 Relay inspecting and testing shall be done by relay technicians assisted by journeymen electrical workers where assistance is necessary.

III.80 **Four-person field crews, consisting of two (2) journeymen (or one (1) journeyman and a third-year apprentice), plus two (2)**

employees in lower classification, shall include and be in the charge of a Working Foreman Substation. Four-person field crews consisting of three (3) journeymen plus one (1) employee in a lower classification shall include and be in the charge of a Working Foreman Substation. There shall be a foreman in charge of all larger field crews and such foreman shall not handle tools or do that class of work required of workers except in case of emergency. With respect to work in this group, this rule supplants **Article III, Section 5.**

Cathodic Protection

III.81 The Electrician (Gas Department), in charge of, and responsible for the, “Cathodic Protection Assistant”, shall receive an upgrade of (\$0.75) cents per hour in addition to their regular classification only for hours worked.

III.82 There will be a Cathodic Protection Lead position within the Cathodic Protection division. First consideration to the Cathodic Protection Lead position would be given to qualified Cathodic Protection Electricians. The Cathodic Protection Lead would require prior NACE 1 certification. This position will also require the Cathodic Protection Lead to obtain NACE 2 certification within a reasonable amount of time. The Cathodic Protection Lead position rate, with and without NACE 2 certification is noted within EXHIBIT “A.” A Cathodic Protection Lead who is unsuccessful in obtaining NACE 2 certification within a reasonable amount of time will be returned to Cathodic Electrician and the next senior qualified Cathodic Electrician will be offered the position with the same requirement as noted above.

III.83 The Cathodic Protection Electrician position would require NACE 1 level course certification. If NACE 1 certification has not been acquired upon acceptance of the Cathodic Protection Electrician position, employee will be given a reasonable amount of time to acquire. Employee accepting the Cathodic Protection Electrician position without NACE 1 certification will remain at the rate noted within EXHIBIT “A.” Existing Cathodic Protection Electricians as of September 1, 2011 and who are not NACE certified will be grandfathered; however, they will be give consideration to

obtain NACE 1 certification. Employees who accept the Cathodic Protection Electrician position and currently have or obtain NACE 1 certification will receive the rate noted within EXHIBIT "A." A Cathodic Protection Electrician who is unsuccessful in obtaining NACE 1 certification within a reasonable amount of time will be returned to Cathodic Protection Assistant A and the next senior qualified Cathodic Protection Assistant A will be offered the position with the same requirement as noted above.

District Crew Dispatcher

III84 Work shall normally be from 6:30 a.m. to 3:30 p.m. with a lunch period. However, flexible work schedules can be instituted by mutual consent of both parties (Crew Dispatchers and Local Supervision) without penalty or premium. Overtime provisions will not apply unless the crew dispatcher works more than eight working hours.

III85 District Crew Dispatchers can only be relieved by a District Crew Dispatcher or a Relief Crew Dispatcher.

III86 When bidding the **District Crew Dispatcher** position, management will continue to establish qualifications for the position. The bid will be posted Company-wide (all SDG&E employees), however first consideration will be given to those employees who are qualified and normally relieve the crew dispatchers on a regular basis. (Per December 11th, 2003 LOU)

III87 The District Crew Dispatcher will receive \$1.00 per hour upgrade pay in accordance with Article II, Section 25 for time spent training a new District Crew Dispatcher or Relief District Crew Dispatcher.

ARTICLE IV - WORKING RULES FOR GAS DEPARTMENT

Gas Distribution Crews

IV1 Eight (8) hours shall constitute a days' work and employees shall normally report at headquarters in time to start at 7:00 a.m. The eight (8) hours shall normally consist of four (4) hours from 7:00 a.m. to 11:00 a.m., and four (4) hours from 11:30 a.m. to 3:30 p.m., and five (5) days, Monday to Friday, inclusive, shall constitute a week's work.

IV2 The gas **distribution** classifications will be the following:

Traffic Control Assistant

Laborer

Traffic Control Specialist

Equipment Technician

Gas Tech B

Mapmaker

Gas Tech A

Locator

Welder

Working Forman (Gas)

Classification of Gas Helper would be grandfathered with all general wage increases until this position is attritted.

IV3 Qualified Laborers may perform pipe wrapping, pipe locating, concrete placing and grading, assist with the construction of concrete forms, asphalt raking, compacting of asphalt using a vibratory plate and spraying or placing asphalt emulsion. The operation of pneumatic tools used by laborers shall be rotated among the laborers available on each crew as far as practicable.

IV4 The employees acting in the capacity of vehicle operators for crews may be scheduled to work in excess of eight (8) hours per day.

This excess time shall be paid for at the time and one-half rate for the actual time worked which is one-half hour per day as presently scheduled.

IV.5 When a **Welder** in a hole is welding on gas mains, the employee shall have a qualified Laborer or higher rated employee, in immediate attendance for the full period of such operation.

IV.6 An employee who has worked as a dual-rated **Welder** for two **(2)** or more years, shall not be cut back more than two **(2)** pay grades except in the case of a general reduction in the work force which involves layoffs.

IV.7 All future bid notices for **Welders** will require qualification in either gas welding or gas and arc welding, depending on the needs of the district as determined by management. The decision to train Gas Working Foreman as combination **Welders** will also be at the discretion of management. All existing **Welders** who are gas and arc trained will maintain their dual certification. All existing Working Foreman who are gas and arc trained will have the choice to maintain their dual certification or relinquish their arc welding certification.

IV.8 New **Welder** positions will be assigned where openings exist.

IV.9 The duties which entitle an employee to the helper rate shall be those specified by the memorandum which shall be on file with the Company and with the Union.

IV.10 A helper who has worked at the Thereafter rate for two **(2)** or more years shall not be cut back in rate except in the case of a general reduction in the work force which involves layoffs, or in the case of a demotion for cause, or in the case of a refusal to transfer.

IV.11 The **Welder** in charge of, and responsible for, a two-person gas crew shall receive an upgrade per Exhibit "B".

IV.12 If more than **eight (8)** employees are assigned to a gas construction crew, the employee in charge shall be upgraded to Foreman.

This does not include support employees unless specifically assigned to the gas construction crew for four (4) or more continuous hours. Such upgrade will be for actual time.

IV.13 The Working Foreman (Plastic Pipe) rate shall be paid to the employee in charge of a three-**person** or four-**person** crew installing plastic pipe.

IV.14 Working Foreman (Gas) and Welder (Gas) assigned to do arc welding shall receive compensation to their hourly rate in the amount of sixty-five cents (\$0.65) per hour for all hours worked. Working Foreman (Gas) who relinquishes their arc qualification will forfeit the sixty-five cents (\$0.65) per hour for all hours worked from their hourly rate. This compensation does not apply to Certified Welder or Certified Shop Welder.

Street Repair

IV.15 Street Repair personnel may be assigned to work with and under the direction of a Gas Crew Leader when Street Repair work is required as a part of the job that day. The combined crew shall complete Gas and Street Repair functions associated with the job. When involved in street repair work, the senior Street Repair employee on the crew will direct the activity and receive an upgrade to Working Foreman Street Repair for the actual time with a 2-hour minimum.

Gas crews may perform rough concrete work.

Two-**person** Street Repair crews may be used to perform small asphalt and concrete jobs. The senior employee on the crew will receive an upgrade per Exhibit "B" for actual time spent.

The use of a particular tool does not determine whether an employee qualifies for the Concrete Finisher rate of pay.

Qualified gas personnel assigned to perform finished concrete work will be paid at the Concrete Finisher rate of pay. This rate of pay will be paid for the actual time finishing concrete.

IV.16 Employees in the Laborer – Street Repair 1st Year position will be temporarily promoted to the position of Concrete Finisher – 1st Year upon reaching their one-year Street Repair Laborer anniversary date. Upon successful completion of Concrete Finisher training, the temporary promotion to Concrete Finisher–1st Year will become permanent. A temporary Concrete Finisher who is unable to successfully complete Concrete Finisher training will be placed back in the Laborer – Street Repair– Thereafter position at the corresponding rate of pay. Employees who are unable to successfully complete the initial Concrete Finisher Training will be allowed one more attempt within six months to complete the training. Employees who fail twice to successfully complete the training, drop out twice, resign twice, or a combination thereof will not be permitted to re-attempt the training.

IV.17 Employees in the permanent Concrete Finisher – 1st Year position will be promoted to the position of Concrete Finisher – Thereafter upon reaching their one-year anniversary date as a Concrete Finisher – 1st Year and obtaining a Class A Driver’s License and completion of the “Street Repair Finisher – Thereafter Practical Assessment.

IV.18 Qualified employees in the Concrete Finisher – Thereafter position will be given first consideration when a Street Repair Specialist position is posted for bid.

IV.19 Qualified employees in the Street Repair Specialist – Thereafter position will be given first consideration when a Working Foreman Street Repair position is posted for bid. Working Foremen and Specialists that are crane operator qualified will receive a premium of \$1 an hour while operating a crane. (4-hour minimum)

IV.20 Qualified employees in Street Repair will use the crane in settings that have street repair activities identified below:
Hand Holes
Manholes
Pads (requiring Street Repair for concrete work)
B Boxes

Lids Top and Mid Sections

All calls during in day work outside above scope of work will be given first opportunity to Equipment Operations and then to Street Repair before going to a vendor.

IV21 Upon ratification of the 1994 Amended Agreement, Street Repair employees will begin accruing Gas Department seniority and may bid on Gas Department positions using that seniority.

Preference on bids within Street Repair will be given to existing Street Repair personnel.

IV22 Phase-5 qualifications will be accompanied by a series of training modules and tests for each gas classification. This qualification process will go into effect after the development of the training modules utilizing Union members as part of the Training Development Team for all gas classifications (Laborer through Working Foreman). Passing of all associated training and test will qualify an individual for each of the gas classifications based on seniority.

Traffic Control

IV23 Operating Hours/Shifts

Operating hours shall be Monday through Friday, 6:30 a.m. to 3:00 p.m. **The** Company and the Union will agree to follow all quoted language in the Amended Agreement regarding Hours, Flexible Work Schedules, Shifts, Shift Premiums and Wages unless otherwise defined between the parties. If necessary, shifts for the Traffic Control Department may be established utilizing language noted within the most current Amended Agreement.

Traffic Control Specialist

Traffic Control Specialist – provides traffic control support as the leader of a two-person team. Responsible

for set-up of cones and delineators, conducting lane closures, set-up and operation of arrow-boards, traffic barricades and signs, and other aspects of traffic support.

Traffic Control Assistant

The second position on the Traffic Control Crew will be **staffed** by a Traffic Control Assistant. This position, after consideration for transfers, will be considered an entry level position.

Traffic Control Crew Configuration

Workforce to meet the operational needs with scheduling and available resources:

- 2-person 1 TCS + 1 TCA or 1 TCS + 1 TCS
- 3-person 1 TCS + 2 TCA's or a combination thereof

(The senior TCS on a 3-person crew will be upgraded to Traffic Control Lead)

- 4-person 1 TCS + 1 TCA + 1 TCS + 1 TCA or a combination thereof

(The senior TCS on a 4-person crew will be upgraded to Traffic Control Lead)

Traffic Control Lead Upgrade

In the event that two or more Traffic Control Crews are required, a Traffic Control Lead position will be established, and the senior Traffic Control Specialist will be upgraded to Traffic Control Lead.

Callouts & Pre-arranged OT

In the event a region (North/South; South/North) exhausts their respective overtime list, first consideration will be the Gas designated list for the District where the assignment exists, then Street Repair employees who sign the designated list in that District. The next consideration

will be the Districts in the next region using the designated list for Gas/Street Repair.

At management discretion, Traffic Control contract crews engaged in providing service may be relieved of duty regarding overtime if the job will continue longer than **two (2)** hours.

Employees will not be able to accept a Call Out **two (2)** hours prior to prearranged work. If the employee is called, call out will be red-lined.

After the ratification, all new Traffic Control Assistants will be required to maintain Emergency Responder Call Out response. Current Traffic Control Assistants will be grandfathered from the higher response rate.

The person in charge of a traffic control crew will be: Traffic Control Specialist, then Working Foreman-Gas, Welder, Gas /UG Tech A, Gas/UG Tech B, Working Foreman-Street Repair.

The second person will be: Laborer (Gas), Helper (until phased out), Gas/UG Tech B, Gas/UG Tech A, Welder, Working Foreman-Gas, Laborer (Street Repair), Helper (until phased out), Concrete Finisher, Street Repair Specialist, Working Foreman-Street Repair.

It is understood that there is no primary crew for traffic control crews.

Progression/Seniority

Bidding rights to the Traffic Control Specialist classification are in sequence of 50% of the grandfathered Gas Construction Department and 50% Traffic Control Department. In the event of uneven number of bids, Traffic Control department will prevail. Grandfathered Gas Construction Department employees are at the time of the signing of the original LOU.

Regulator Technician

IV24 The Regulator Technician will receive fifty cents (\$0.50) per hour premium pay for actual time spent on construction, annual overhaul and repair of C.N.G. Stations to support the NGV Program. This premium is subject to overtime factors. The premium will not be paid for inspection or troubleshooting, etc. of C.N.G. stations.

Compressor Stations

IV25 The hours of work for shift employees shall be: From 11:00 p.m. to 7:00 a.m., from 7:00 a.m. to 3:00 p.m., and from 3:00 p.m. to 11:00 p.m. Employees in the above classification shall receive two (2) consecutive days off per week.

IV26 The hours of work for the maintenance crew shall be from 7:30 a.m. to 12 noon, and from 12:30 p.m. to 4:00 p.m.

IV27 Helpers doing painting work on ladders, staging or in boatswain's chairs erected for the purpose of painting any structure shall receive additional compensation in the amount of \$0.14 per hour. Painting, when done from permanent walkways or platforms equipped with railings, does not entitle the employee to the increased rate.

Customer Service Field

IV28 Eight (8) hours shall constitute a day's work and employees shall normally report at headquarters in time to start at 7:30 a.m. The eight (8) hours shall normally consist of four (4) hours from 7:30 a.m. to 11:30 a.m., and four (4) hours from 12:00 noon to 4:00 p.m., and five (5) days, Monday to Friday, inclusive, shall constitute a week's work. Such employees as are required for adequate service shall work Saturday and Sunday shifts and shall have corresponding time off at straight time on Friday or Monday. Saturday and Sunday Shifts shall be rotated among the available employees or crews.

IV29 All adjustments of gas appliances, and the changing and setting of meters and house regulators, shall be done by Service Technicians, assisted by Header Truck Assistant when assistance is necessary.

IV30 Personnel within the Meter Services Person classification may be assigned to perform all of the Turn-On Person classification work. These tasks include, but are not limited to:

- A. Turning on/shutting off gas and electric meters;
- B. Changing out electric meters under the following conditions:
 - Obsolete meters
 - Damaged meters (non-hazardous situations only)
 - Residential meters, as part of the Random Sample Program, provided these are incorporated in their normal daily routing
- C. Changing gas meters (including changing glass and insulating link). Changing gas regulators, changing gas stopcocks, seasonal light-up work, restoration of service, adjustment of gas and air to main burners and pilots, and cleaning of lint from airmixers.
- D. Issuing follow-up orders for appliances requiring calibration or disassembly.

IV31 After requirements of the job **are** considered, Turn-On Persons with at least 10 years of job seniority on the Turn-On Person seniority list will be given their choice of vacations in order of seniority on such list. Job seniority will be based upon completion of 10/15 years of seniority on the job prior to July 1 of the current vacation year. All such vacation requests must be submitted by December 31.

The scheduling of vacations for all other Turn-On Persons will be made in accordance with the Company's guidelines for vacation scheduling. (Per J.J. Holley LOU)

IV32 The parties agree that only one (1) Service Tech per district will be allowed to take vacation October 1 through January 31. (Per May, 1997 LOU)

IV33 Bidding rights to the Header Truck Assistant classification are in the sequence of 75% Gas Department and 25% Meter Reading. If insufficient bidders are established, the remaining openings will be filled by Company-wide bid within the bargaining unit.

IV34 Bidding rights to the Turn-On Person classification are Relief Turn-On Persons first. If insufficient bidders are established, the remaining bidding rights will be 50% Gas Department and 50% Meter Reading Department. If one (1) group has less than 50% of the successful bidders, the other group can make up the difference before opening the bid to Company-wide.

IV35 Bidding rights to the Meter Service Person classification are in the sequence of Turn-On Persons and then Header Truck Assistants. If insufficient bidders are established, the remaining bidding rights will be 50% Gas Department and 50% Meter Reading Department. If one group has less than 50% of the successful bidders, the other group can make up the difference before opening the bid Company-wide.

IV36 Bidding rights to the Service Technician classification are in the sequence of Meter Service Persons, Turn-On Person and then Header Truck Assistant. If insufficient bidders are established, the remaining bidding rights will be 50% Gas Department and 50% Meter Reading Department. If one group has less than 50% of the successful bidders, the other group can make up the difference before opening the bid to Company-wide.

IV.37 Helpers/Laborers volunteering to assist Customer Service Field during the peak season, may volunteer to be trained to perform Turn-On Person duties at the Turn-On Person rate of pay. Helpers/Laborers that perform only light-up duties will be paid at the Utility Service Specialist rate per Exhibit 'B'.

IV.38 Retired employees may be called in to help with the peak season between September 1 and January 31. They may perform the duties that the Company qualifies them to perform. They will be limited to working an 8-hour shift but may complete the job they are working on if it runs into overtime. They may be assigned a new job on overtime only when all regular employees in that classification have been offered overtime, or in case of disasters/emergencies. There will be a limit of 30 retired employees on site as long as customer wait times for seasonal or appliance adjustments do not exceed **five (5)** working days (Monday - Friday). Should wait times exceed **five (5)** working days, additional retirees may be called in to work.

IV.39 Retirees may be called in to "backfill" for regular employees working on contract jobs (e.g., Camp Pendleton) as needed, not to exceed **one (1)** call-in for each regular employee assigned to a contract job. Retirees will be released immediately upon termination or completion of the contract job. (per May, 1997 LOU)

IV.40 Bidding rights to Customer Service Field will revert to 100% Gas Department as a result of the depletion of the Meter Reading department.

IV.41 Personnel within the Meter Service Person and the Header Truck Assistant classifications may be assigned to perform the task of changing out gas stopcocks.

IV.42 The Service Technician, in charge of, and responsible for the "Header Truck," **staffed** by two **(2)** or more employees, including the employee in charge, shall receive an upgrade of **(\$1.25)**

cents per hour in addition to their regular classification only for hours worked.

IV43 In the case of Customer Service Field, hours of work shall normally be from 8 A.M. to 12 P.M. and from 12:30 P.M. to 4:30 P.M. For the purpose of Call-outs, all employees on shift will be utilized first for callouts up to **four** (4) hours before the start of normal hours. Employees on shift who check out last will be called first. If no shift employees accept the Call-out, the “available for call- out” overtime list will be utilized next, then the “all other” overtime list.

“Available for call-out” overtime list will consist of employees who are making themselves available for call-outs. Employees who request to be on this list must maintain the first responder call out response rate to be considered eligible for this list. Employees on this list shall be expected to accept call outs. The “available for call-out” overtime list will consist of a daily sign-up list. Employees must notify their Supervisory by 12 P.M. the day of, if they desire to be on the “available for call-out” overtime list. Employees will remain on the “available for call- out” overtime list until they notify their supervisor by 12 P.M. to be removed from the list.

ARTICLE V – WORKING RULES FOR TRANSPORTATION AND SHOPS DEPARTMENT

General

V.1 The Transportation and Shops divisions shall be considered separately for the purpose of promotional seniority. Separate seniority lists shall be made up for the Transportation and Shops divisions of the department, shall show the date each employee entered the department, and shall be posted when this agreement takes effect. These lists shall be posted in each division of the department and kept up-to-date at all times.

Transportation

V.2 Vehicle operators shall be rated as “Special Equipment Operators” or “Vehicle Operator A’s.”

V.3 Class A operators shall mean those employees regularly employed to operate vehicles requiring a Class “A” California Driver’s License or rated above 26,000 lbs. GVWR.

V.4 Those employees in the following job titles driving construction vehicles not requiring a Class “A” California Driver’s License shall receive a premium upgrade per Exhibit “B” for actual time spent driving the vehicle with a minimum payment of two (2) hours per day.

Auto Parts Handler C
Fleet Service Attendant
Helper
Laborer
Material Handler
Equipment Operations Assistant

V.5 Vehicle Operators' hours of work shall be from 6:30 a.m. to 10:30 a.m., and from 11:00 a.m. to 3:00 p.m.

V.6 Relief Vehicle Operators shall take the rating for the vehicle operated, provided that if it is necessary for a regular Class "A" operator to operate a vehicle not classified as Class A or rated below 26,000 lbs. GVWR, the employee shall not have wages reduced. Temporary work shall be understood to mean a tour of duty of less than thirty calendar days.

Temporary relief assignments for transportation personnel in district operations will usually, but not necessarily, be made in the district involved using the senior qualified employee available in that district. Transportation Division seniority on a Company-wide basis will govern for promotions, if ability and qualifications are sufficient.

Special Equipment Operator positions within Project Construction will be bid accepting only those fully qualified at the time of bid to operate backhoes and bobcats. Selection will first be from Transportation and Shops seniority unit, then on a Company-wide basis.

Special Equipment Operator's assigned to Project Construction will maintain seniority within the Transportation and Shops Division.

V.7 At least 50 percent of the required number of employees to put all the available Special Equipment in operation shall be rated Special Equipment Operators.

At least 50 percent of the required number of employees to put all the available Class A equipment in operation shall be rated Class A operators.

It is understood that when bona fide vacancies occur for Class A or Special Equipment Operators, promotion shall eliminate the dual rate of the vehicle operator promoted, and the employee shall be subject to rate reduction on the basis as stated in **Article V**, Section 6.

V.8 Special Equipment Operators must accept training when it is available, and successfully qualify on all pieces of special equipment for which they are trained. Failure to qualify on any one **(1)** piece of special equipment at their assigned headquarters, after receiving training, will result in removal from the classification of Special Equipment Operator.

Fleet Maintenance Department

V.9 Mechanical work in the garage shall normally be done by Fleet Maintenance Technicians. When Fleet Technician Assistants or Fleet Service Attendants are required they shall work under the direction of a Fleet Technician, District Mechanic, Fleet Field Mechanic or Fleet Working Foreman.

V.10 The line of progression in Fleet Maintenance shall be Fleet Service Attendant, Fleet Technician Assistant, Fleet Maintenance Technician, Field Mechanic, District Auto Mechanic, and Working Foreman (Garage).

V.11 The Fleet Service Attendant position will perform duties such as fueling vehicles, checking fluid levels, performing oil changes and lubrications, changing tires, delivering parts and vehicles and driving between locations. When a Class A vehicle is operated off company property, the operator will receive VOA pay for the time incurred or a minimum of two (2) hours upgrade, whichever is greater.

V.12 District Mechanics can oversee no more than four **(4)** employees (including themselves).

V.13 Working Foreman shall be responsible for the work performed by five **(5)** or more employees.

V.14 The Fleet Working Foreman test results will be valid for a period of two (2) years from the date the employee successfully completes the testing.

V.15 Fleet Technician Assistants successfully completing all requirements will be promoted to the position of second year Fleet

Maintenance Technician, per the terms of the 1998 Agreement. (Per proposal of 2/26/99)

V.16 Fleet will provide ongoing quality technical training for repair personnel where required as an ongoing effort to raise the quality of repair and maintenance of the fleet.

V.17 When notified, the Company will replace a Mechanic's hand tools when broken or worn out, as determined by the Company, if utilized during the course of normal business. The employer agrees to furnish all specialized mechanical tools used for the conduct of normal business in the maintenance and repair of its fleet vehicles.

V.18 In Fleet Maintenance when transferring between available Day or Night shifts in the same classification, in the same garage, the first opportunity will be given to the employees with the most Company seniority. Employees who are forced transferred at the same garage will receive the first right of refusal where opening exists for a period of two (2) years.

V.19 Fleet Maintenance Call-Out procedures

General

In responding to call-outs and scheduled overtime, these procedures shall be used in order.

Should the first step be unsuccessful, proceed to the next step. In all cases, record the time calls are made, responses received and/or messages left, and reasons for not responding to call-outs.

Some issues including key access to yards, garages and vehicles as well as particular skills needed, will have to be resolved at the time the call-out is handled.

The San Diego Gas & Electric Fleet Field Mechanic territory will consist of two (2) regions; North and South.

The North Region consists of the following districts or Operating Centers: Orange County OC. North Coast OC. Northeast OC and Ramona OC.

The Southern Region will encompass the following Districts or Operation Centers: Kearny Miramar OC. Beach Cities OC. Metro OC and Eastern OC/Mt. Empire OC.

The current Fleet dispatch map of the Field Mechanic's district areas shall be utilized.

For the purpose of this call-out procedure, any entry titled Field Mechanic will also refer to any temporary upgraded Fleet personnel in that position.

FOR MECHANICAL SERVICE DURING FIELD MECHANICS
NORMAL DAYTIME WORKING HOURS:

Field Service:

Call the Field Mechanic in the area of the breakdown.

Call the Field Mechanic in an adjacent district starting with the district closest to where the assistance is needed and working to the farthest district.

In-yard Service:

Call the Field Mechanic or the Day Mechanic in the home district.

Call the Field Mechanic in the adjacent Districts.

In-yard Fueling:

Same as In Yard Service

Field Fueling:

Same as In Yard Service

FOR MECHANICAL SERVICE DURING THE GARAGE
NIGHTSHIFT WORKING HOURS:

Field Service:

Call the Fleet Working Foreman or upgraded personnel in the area the service is needed.

Call the Fleet Working Foreman or upgraded personnel in an adjacent district closest to where the assistance is needed.

In-yard Service:

Same as Field Service

In-Yard Fueling:

Same as Field Service

FOR MECHANICAL SERVICE AFTER HOURS:

Field Service:

Call the Field Mechanic in the area the service is needed.

If the Field Mechanic in the area the service is needed and the next closest district, as determined by Dispatch, do not respond to or decline the callout, using the All-Other Overtime callout list, the call will go to the Fleet Maintenance Technicians in the area the service is needed and then to the next closest district.

If no one responds to the callout at the next closest district, the callout will continue in the same manner working from the second closest district to where the service is needed, continuing through each successive closest district until the callout is accepted or ends at the furthest district from where the service is needed.

In-yard Service:

Same as Field Service.

Field Fueling:

Same as Field Service.

FOR PREARRANGED OR SCHEDULED OVERTIME: (Other than pre-arranged or scheduled overtime work scheduled by Fleet)

Field Service: (The District requests a pre-arranged or scheduled overtime in-field Mechanic to follow the crew/s in-field)

The assigned Field Mechanic will be from the district or **Operating Center (OC)** requesting the Field Mechanic.

In the event the Field Mechanic is unavailable or declines the assignment, the Fleet Technician from the same district or OC will be used (based on classification seniority)

In-Yard Service: (The District requests a pre-arranged or scheduled overtime in-yard mechanic)

The in-yard mechanic used must be Field Mechanic qualified.

The mechanic will be used from the district or operating center requesting the coverage. The pre- arranged overtime list shall be used from all qualified classifications.

Field Fueling:
Same as Field Service.

In-yard Fueling
Same as in-yard service.

Hazardous Materials

V.20 The Hazard Substance Specialist, in charge of, and responsible for, the “Environmental Operations Assistant,” shall receive an upgrade of (\$0.75) cents per hour in addition to their regular classification only for hours worked.

ARTICLE VI – WORKING RULES FOR STORES DEPARTMENT

VI1 Overtime shall be equalized for all qualified Storeroom employees at a specific location. When only one employee is required to report from the employee's home to the place of work under call-out conditions, the employee will be paid at the minimum of the Lead Stockkeeper rate of pay. If more than one employee is called and required to work in the same storeroom under call-out conditions, only one employee shall receive the Lead Stockkeeperrate.

VI2 Material Handlers will receive a premium upgrade per Exhibit "B" if temporarily replacing a Material Scheduler or when promoted to Material Scheduler. However, no one, after the effective date of this Agreement, who is not grandfathered with the previous rate for the Material Scheduler job, would receive more than Material Scheduler Thereafter when temporarily assigned or promoted to the Material Scheduler job.

VI3 The Auto Crane operators in the store-yards shall be rated as "Special Equipment Operators" for the actual time engaged in such work.

VI4 Personnel entering or being promoted into any Stores classification will be required to obtain and maintain a California Class "A" Driver's License.

VI5 When driving a Class "A" vehicle, Stores personnel will receive an upgrade per Exhibit "B" for time spent operating the vehicle, to and from the assignment, with a minimum payment of two (2) hours per day.

ARTICLE VII – HEALTH & WELFARE

VII.1 Medical, Dental, and Vision Plans and associated cost sharing.

Medical Plans Premium Cost Sharing:

**Full-time employees will pay the following percentage amount of the elected plan to premium rate
(Employer % / Employee%):**

ER% / EE%	2023	2024	2025	2026
Medical				
Select HMO	80%/20%	80%/20%	80%/20%	80%/20%
HMO through Kaiser	80%/20%	80%/20%	80%/20%	80%/20%
Health Care Plus+	82%/18%	82%/18%	82%/18%	82%/18%

Dental Plans Premium Cost Sharing:

**Full-time employees will pay the following percentage amount of the elected plan to premium rate
(Employer % / Employee%):**

ER% / EE%	2023	2024	2025	2026
Dental				
DHMO	100%/0%	100%/0%	100%/0%	100%/0%
PPO	80%/20%	80%/20%	80%/20%	80%/20%

Vision Plans Premium Cost Sharing: For 2023 calendar year through the end of the contract, full-time employees will pay difference between Standard Plan Employee Only plan rate and elected plan tier rate through payroll deductions.

Health Care Plus+ Plan: If the Internal Revenue Service (IRS) minimum single and family deductible for a high deductible health plan exceeds the Health Care Plus+ Plan, the Health Care Plus+ Plan single and family deductible will increase to meet the IRS minimum required. The out-of-pocket maximum will also

increase to be two times the annual deductible.

The Company will maintain contributions to the Health Savings Account (HSA) for those enrolled in the Health Care Plus+ Plan at \$800 single and \$1,600 family.

Parental Leave Program (PLP)

VII2 The Parental Leave Program (PLP) shall provide salary continuation (100% straight time salary) to full-time regular employees during periods of leave necessitated by a pregnancy disability and/or for bonding following the birth or adoption/foster placement of a child. For women, the PLP will provide salary continuation covering time off for a pregnancy disability and after the birth, up to a maximum of 12 weeks. For all employees, the PLP will also provide salary continuation for time away from work for bonding following the birth or adoption/foster placement of a child, up to a maximum of eight (8) weeks. This is a summary of the PLP benefits available. The complete details of all the benefits, eligibility, and other criteria are covered in the policy titled, "Parental Leave Program for California Employees," which governs this benefit, and can be found in the Human Resources Policies section of *PowerUp*. The San Diego Gas & Electric Company Long-Term Disability Plan will be adjusted, as needed, to allow employees to use the PLP benefit. Employees who become eligible for LTD due to pregnancy or childbirth must exhaust their PLP benefit before going on LTD.

Pet Insurance

VII3 Employees will be provided access to Pet Insurance consistent with the offering provided to management employees. If, at any point, the Pet Insurance offered to management employees changes, the program offered to represented employees will be update in accordance with the management offering.

ARTICLE VIII – NEGOTIATION AND ARBITRATION

VIII.1 The Company and the Local Union agree to meet and deal with each other through their duly accredited officers and committees, representing the parties hereto, on matters relating to hours, wages, seniority, and promotions within the classifications scheduled in Exhibit “A” hereof, demotions, discriminations, discharges, and lay- offs not made in accord with seniority, and compulsory transfers from one department to another.

VIII.2

Step 1 (Local Supervision)

Any employee, steward, together with such committee as may be necessary, may present a grievance regarding the interpretation, application of this agreement or disciplinary action taken by the Company directly to the supervisor or through the authorized representative of the Local Union to the manager of the department involved. There is no responsibility on the part of the Company to accept for adjustment or to adjust a grievance which is presented after ten working days from the date of the occurrence which is the basis for the grievance.

Step 2 (Department Manager)

If no settlement is reached at **Step 1**, the grievance shall be presented in writing to the manager/director of the department by the authorized representative of the Local Union within **fifteen** days of the supervisor’s decision. **Once the Company receives the grievance, they will have fifteen working days to respond to schedule a date for the Step 2 grievance meeting to be heard. Following the Step 2 grievance meeting, the manager/director of the department will render a written response within fifteen working days.** If no settlement is reached in this step, the grievance **will** be presented in writing to the **Labor Relations Manager**, or designee, within ten working days after the departmental decision has been rendered **in writing**.

Step 3 (Labor Relations)

Within **fifteen** working days from receipt of such grievance, the Labor Relations **Manager, or designee, will** investigate the grievance and, with such Company representatives as may be deemed necessary, **will** meet with the authorized representative of the Local Union, who may be accompanied by a committee of the employees of the Company, to endeavor to settle the grievance.

The Company and the Local Union may refer disciplinary and non-disciplinary grievances to a Mediator from either the Federal Mediation and Conciliation services or the State of California Conciliation Service for a final and binding resolution so long as both parties jointly agree to do so in writing prior to initiating the Mediation. This option is not intended to replace or eliminate the formal arbitration process set forth in Article **VIII, Section 5**.

Step 4 (Mediation)

In case of failure to **reach resolution**, the matter in dispute **will be referred** within the next **fifteen** working days to a mediator from either the Federal Mediation and Conciliation Service or the State of California Conciliation Service, as jointly agreed upon by both parties.

Step 5 (Arbitration)

If the mediator fails to **affect an agreement** between the parties, the Union may refer the **grievance** to arbitration. Any such referral **to arbitration** must be made within 30 calendar days of the date of the mediation. **The arbitration draw will be scheduled within 60 calendar days of the mediation date. After the arbitration draw, the meeting to strike names from the selected panel will be scheduled within 30 calendar days of the arbitration draw. The Union will reach out to the Arbitrator to schedule an arbitration date within 30 calendar days of the arbitration strike.**

The resolution of a timely grievance at any of the steps **will** be final and binding on the Company, Union and grievant, except that, a resolution at a step below the third step, while final and binding, does

not set precedent in future instances for either the Company or the Union, or may not be referenced or used in any other proceeding including arbitration, unless mutually agreed to by representatives of the Labor Relations Department and the Union Business Manager.

Failure of either party to abide by the time limits set forth in this section **will** result in **an automatic** forfeiture of the grievance (without prejudice) to the other party, provided, however, that the parties may extend said time limits **in advance of their expiration** by mutual, **written** agreement.

VIII3 Any differences that may arise between the Company and the Local Union concerning wage reviews at dates specified in the Agreement or concerning amendments to the Agreement at any termination date, which the representatives of the Company and the Local Union are unable to settle, shall be submitted, at the request of either party to arbitration. The Company and the Local Union agree that the decision of the arbitrator shall be final and binding on both parties.

In recognition that the parties separately negotiated the health and welfare and related benefits under the San Diego Gas & Electric Company Active Employee Combined Group Health and Welfare Program (“H&W Agreement”), the San Diego Gas & Electric Company Cash Balance Plan, and the San Diego Gas & Electric Company Savings Plan (401k) (collectively, “Pension and Savings Plan Agreement”) for prior years and, in 2022, agreed to combine these agreements into this Amended Agreement, the parties have specifically agreed to exclude from the coverage, scope, and jurisdiction of this Article during any term of this Agreement and upon any expiration of this Agreement, directly or indirectly, involving or relating to any and/or all of the terms, conditions, and benefits historically covered by the H&W Agreements and Pension and Savings Plan Agreements. Specifically, the following are not subject to or covered by and are specifically excluded from arbitration under Article VIII, Section 3 including, but not limited to: the benefits, directly or indirectly, related to the San Diego Gas & Electric Company Active Employee Combined Group Health and Welfare Plan (and any Component Plan as defined thereunder), the San Diego Gas & Electric Company Cash Balance Plan, the San Diego Gas & Electric Company

Savings Plan, any successor of the foregoing and any other employee benefit plan within the meaning of Section 3(3) of the Employee Retirement Income Security Act of 1974, as amended.

VIII.4 Each party shall bear the expense of preparing and presenting its own case. The expense of the arbitrator and incidental expenses mutually agreed to in advance shall be borne equally by the parties hereto.

VIII.5 Procedures for Selection of Arbitrators

The parties agree to select a panel of arbitrators to which grievances will be submitted.

The panel shall consist of 14 arbitrators.

The panel will be selected in the following manner:

- ◆ Company and Union will each submit names of arbitrators to the other. Any arbitrator agreed to by both parties will be on the panel.
- ◆ If Company and Union are unable to agree on 14 arbitrators, a list of arbitrators affiliated with the National Academy of Arbitrators for Southern California shall be obtained. The Company and the Union shall then have alternate strikes from that list until the number of arbitrators needed to complete the panel remain on the list. Those remaining arbitrators shall become members of the panel.
- ◆ Individual arbitrators may be removed from the panel unilaterally by either Company or Union after one (1) year.
- ◆ Neither party may unilaterally remove more than two (2) arbitrators from the panel in any calendar year.

- ◆ No arbitrator may be removed from the panel unilaterally once the arbitrator has been selected to hear a particular grievance until all proceedings associated with the grievance have been concluded and the time allowed by law or agreed to by the parties to confirm, correct, or vacate the arbitrator's award has passed.
- ◆ The selection, retention, and/or removal of arbitrators shall be confidential.
- ◆ If the number of arbitrators on the panel falls below 14, the procedures set forth above shall be used to select a number of arbitrators sufficient to comprise a full panel of 14.

An arbitrator for a grievance shall be selected from the panel in the following manner:

- ◆ Within **five** (5) days of a grievance being moved to arbitration, the parties will meet to select an arbitrator.
- ◆ The names of **seven** (7) arbitrators from the panel shall be drawn randomly and shall comprise the "case panel." The Company and Union shall alternatively strike names from the case panel until one **(1)** name remains, who shall be the arbitrator. The party striking first shall be decided by a coin toss.

The Company and Union agree to jointly advise the arbitrator in writing of his/her retention.

If an arbitrator is unwilling or unable to serve, a new arbitrator shall be chosen from a new case panel.

The Company and Union will jointly advise the arbitrator that his/her decision is required within 30 days after receipt of closing arguments or briefs.

After **ten** (10) arbitrations have been completed under this procedure, either party may notify the other in writing that it no longer wants to use it. Should this occur, the parties will resume using the procedure set forth in the Amended Agreement in effect on March 1st, 1994.

ARTICLE IX – TERM

This agreement shall take effect on the 1st day of September **2022**, for the period from the 1st day of September **2022** to the last day of August **2026**, inclusive, and shall continue in full force and effect from year to year thereafter unless written notice is given by either party hereto to the other at least 60 days prior to the annual anniversary date requesting that the agreement be canceled.

If not canceled, as above provided, then this Agreement shall continue in effect from year to year; however, it is further provided that if either party desires to amend the Agreement as of any anniversary date, then it shall so notify the other party in writing at least 60 days prior to that anniversary date. If a notice of amendment has been filed with either party by the other, then this Agreement shall remain in full force and effect until an Amended Agreement is concluded.

It is understood between the parties that the current provisions of the contract between the parties allows either party to provide written notice of cancellation. Such notice must be provided at least sixty days prior to the expiration date of the Agreement or the annual anniversary of the contract if it has been extended by mutual agreement.

If the above amendments include revision of wage rates, then such newly established wage rates shall be effective on September 1st of the year involved for those employees who retire on or after September 1st, **2022** and those active employees on the payroll on the date this agreement is executed.

During the term of the Agreement, employees' base wages shall be adjusted per Exhibit "A".

Agreed to this day **18th day of November, 2022.**

SAN DIEGO GAS & ELECTRIC

Alexandra Taylor
Director – Human Resources

Bob Watson
Manager – Labor Relations & ECS

Jeffery Bellers
Labor Relations Manager

Jim Marshall
Principal Labor Relations Advisor

Dave Martinez
Electric Construction Manager

Chris Kenyon
Gas Construction Manager

IBEW LOCAL UNION 465

Nate Fairman
Business Manager – IBEW 465

Chris Simmons
President – IBEW 465

Raul “Kiko” Diaz
Sr. Asst. Bus. Mgr. – IBEW 465

Matthew Fish
Asst. Business Mgr. – IBEW 465

Boris Herring
Vice President – IBEW 465

Mayra Alvarado
Executive Board Member

Mark Fuentes
Executive Board Member

Amy Getto
Executive Board Member

Pete Piraino
Executive Board Member

EXHIBIT "A"

ELECTRIC TRANSMISSION AND DISTRIBUTION DEPARTMENT

CATHODIC PROTECTION DIVISION

Job Position	Hourly Rate Effective Date			
	9/1/22	9/1/23	9/1/24	9/1/25
Cathodic Protection Assistant				
A Level	43.39	45.02	46.82	48.69
B Level	38.93	40.39	42.01	43.69
C Level	37.86	39.28	40.85	42.48
Electrician (Non-NACE 1)	54.87	56.93	59.21	61.58
Electrician (NACE 1)	56.47	59.32	61.69	64.16
Cathodic Electrician NACE	56.47	59.32	61.69	64.16
Cathodic Lead (Non NACE2)	58.65	61.61	64.07	66.63
Cathodic Lead (NACE2)	59.25	62.24	64.73	67.32

**ELECTRIC TRANSMISSION AND DISTRIBUTION
DEPARTMENT**

HEADQUARTERS DIVISION

Job Position	Hourly Rate Effective Date			
	9/1/22	9/1/23	9/1/24	9/1/25
Distribution System Operator				
1st year	63.20	65.57	68.19	70.92
2nd year	72.09	74.79	77.78	80.89
Thereafter	76.16	79.02	82.18	85.47
Distribution System Operator - In-Training (hired on/after 10/9/2008)				
1 st six months	43.51	45.14	46.95	48.83
2 nd six months	46.98	48.74	50.69	52.72
3 rd six months	52.31	54.27	56.44	58.70
4 th six months	61.95	64.27	66.84	69.51
Distribution System Operator-- Trainee (Lineman)				
1 st six months	68.66	71.23	74.08	77.04
2 nd six months	69.71	72.32	75.21	78.22
Upon completion of training	76.16	79.02	82.18	85.47
Distribution System Operator-- Trainee (Substation Electrician)				
1 st six months	63.54	65.92	68.56	71.30
2 nd six months	64.54	66.96	69.64	72.43
Upon completion of training	76.16	79.02	82.18	85.47
Distribution System Operator-- Trainee (Troubleshooter)				
Upon completion of training	76.16	79.02	82.18	85.47
Distribution System Operator-- Trainee (Working Foreman)				
Upon completion of training	76.16	79.02	82.18	85.47
Patroller (Electric)				
1st year	40.30	41.81	43.48	45.22
2nd year	41.02	42.56	44.26	46.03
Thereafter	43.39	45.02	46.82	48.69

**ELECTRIC TRANSMISSION AND DISTRIBUTION
DEPARTMENT**

HEADQUARTERS DIVISION (cont'd)

Job Position	Hourly Rate Effective Date			
	9/1/22	9/1/23	9/1/24	9/1/25
Transmission System Operator				
1st year	63.18	65.55	68.17	70.90
2nd year	72.08	74.78	77.77	80.88
Thereafter	76.16	79.02	82.18	85.47
Working Foreman - System Operators	78.55	81.50	84.76	88.15

**ELECTRIC TRANSMISSION AND DISTRIBUTION
DEPARTMENT
LINE DIVISION**

Job Position	Hourly Rate Effective Date			
	9/1/22	9/1/23	9/1/24	9/1/25
Fault Finding Crew Member	71.72	74.41	77.39	80.49
Fault Finding Specialist	73.58	76.34	79.39	82.57
Line Assistant				
1 st year	34.73	36.03	37.47	38.97
Thereafter	35.35	36.68	38.15	39.68
Line Assistant - EROC				
1 st year	35.77	37.11	38.59	40.14
Thereafter	36.41	37.78	39.29	40.87
Line Checker				
1 st year	44.71	46.39	48.25	50.18
Thereafter	45.58	47.29	49.18	51.15
Line Inspector				
1 st year	41.34	42.89	44.61	46.39
2 nd year	43.41	45.04	46.84	48.71
Thereafter	45.58	47.29	49.18	51.15
Lineman	69.44	72.04	74.92	77.92
Lineman - EROC	71.52	74.20	77.17	80.26
Lineman (Transmission) BHQ	73.82	76.59	79.65	82.84
Lineman (Transmission) NBHQ	71.71	74.40	77.38	80.48
Lineman, Apprentice				
1 st six months	45.45	47.15	49.04	51.00
2 nd six months	47.00	48.76	50.71	52.74
3 rd six months	47.86	49.65	51.64	53.71
4 th six months	50.64	52.54	54.64	56.83
5 th six months	53.13	55.12	57.32	59.61
Thereafter	55.03	57.09	59.37	61.74
Lineman, Apprentice - EROC				
1 st six months	46.81	48.56	50.51	52.53
2 nd six months	48.41	50.22	52.23	54.32
3 rd six months	49.30	51.14	53.19	55.32
4 th six months	52.16	54.12	56.28	58.53
5 th six months	54.72	56.77	59.04	61.40
Thereafter	56.68	58.80	61.15	63.59

**ELECTRIC TRANSMISSION AND DISTRIBUTION
DEPARTMENT**

LINE DIVISION (cont'd)

Job Position	Hourly Rate Effective Date			
	9/1/22	9/1/23	9/1/24	9/1/25
Operator Washer	66.32	68.81	71.56	74.42
Radio Inspector	71.93	74.63	77.62	80.72
Transmission Equipment Operator – Construction (BHQ)	49.88	51.75	53.82	55.97
Transmission Equipment Operator – Construction (NBHQ)				
1 st year (NBHQ)	46.96	48.72	50.67	52.70
Thereafter (NBHQ)	48.57	50.39	52.41	54.51
Transmission Equipment Operator - Washer				
1 st year	45.58	47.29	49.18	51.15
Thereafter	47.16	48.93	50.89	52.93
Transmission Patroller	72.85	75.58	78.60	81.74
Troubleshooter	74.09	76.87	79.94	83.14
Working Foreman - Electric Distribution	76.67	79.55	82.73	86.04
Working Foreman - Electric Transmission	79.10	82.07	85.35	88.76
Working Foreman - EROC	78.97	81.94	85.21	88.62
Working Foreman - Service Truck (Lineman In-Charge – 2-Person Svc Truck)	72.13	74.84	77.83	80.94

**ELECTRIC TRANSMISSION AND DISTRIBUTION
DEPARTMENT**

MAINTENANCE AND UNDERGROUND DIVISION

Job Position	Hourly Rate Effective Date			
	9/1/22	9/1/23	9/1/24	9/1/25
Electrician, Apprentice				
1 st six months	43.70	45.34	47.15	49.04
2 nd six months	45.21	46.91	48.79	50.74
3 rd six months	46.05	47.78	49.69	51.68
4 th six months	48.72	50.55	52.57	54.67
5 th six months	51.14	53.06	55.18	57.39
Thereafter	53.00	54.99	57.19	59.48
Electrician Assistant				
1 st year	34.73	36.03	37.47	38.97
2 nd year	34.73	36.03	37.47	38.97
Thereafter	35.35	36.68	38.15	39.68
Electrician – Shops/PET Lab	66.86	69.37	72.14	75.03
Electric Shop Assistant				
1 st year	34.09	35.37	36.78	38.25
Thereafter	35.83	37.17	38.66	40.21
Grounds and Jumpers Specialist	68.08	70.63	73.46	76.40
Hazardous Material Technician	43.39	45.02	46.82	48.69
Patroller (Transmission)				
1 st year	47.16	48.93	50.89	52.93
Thereafter	48.64	50.47	52.49	54.59
Relay Specialist	75.58	78.42	81.56	84.82
Relay Technician				
A Level	72.79	75.52	78.54	81.68
B Level	68.58	71.16	74.01	76.97
C Level	67.35	69.88	72.68	75.59
Shop Mechanic – Electric Meter				
1 st year	37.86	39.28	40.85	42.48
2 nd year	40.30	41.81	43.48	45.22
Thereafter	44.71	46.39	48.25	50.18

**ELECTRIC TRANSMISSION AND DISTRIBUTION
DEPARTMENT**

MAINTENANCE AND UNDERGROUND DIVISION – cont'd

Job Position	Hourly Rate Effective Date			
	9/1/22	9/1/23	9/1/24	9/1/25
Substation Electrician	65.90	68.37	71.10	73.94
Substation Equipment Operator				
1 st year	46.49	48.23	50.16	52.17
Thereafter	48.10	49.90	51.90	53.98
1 st year (Haz Mat Cert)	47.48	49.26	51.23	53.28
Thereafter (Haz Mat Cert)	49.11	50.95	52.99	55.11
Working Foreman – Electric Maintenance Shops	68.75	71.33	74.18	77.15
Working Foreman – Shops/PET Lab	70.82	73.48	76.42	79.48
Working Foreman – Substation	70.83	73.49	76.43	79.49

TESTS AND COMMUNICATION DIVISION

Job Position	Hourly Rate Effective Date			
	9/1/22	9/1/23	9/1/24	9/1/25
Junior Communications Technician				
1 st year	51.07	52.99	55.11	57.31
2 nd year	55.29	57.36	59.65	62.04
Thereafter	59.51	61.74	64.21	66.78
Communications Technician	64.32	66.73	69.40	72.18
Senior Communications Technician	69.58	72.19	75.08	78.08
Electrical Instrument Technician				
1 st year	54.52	56.56	58.82	61.17
2 nd year	59.42	61.65	64.12	66.68
Thereafter	60.36	62.62	65.12	67.72
Electric Meter Shop Assistant				
1 st year	31.84	33.03	34.35	35.72
Thereafter	33.44	34.69	36.08	37.52
Electrician	54.87	56.93	59.21	61.58
Electrician – EV Equipment Tech				
1 st year	47.27	49.04	51.00	53.04
2 nd year	51.06	52.97	55.09	57.29
Thereafter	54.87	56.93	59.21	61.58
Electronic Control Tech – Power Delivery	63.81	66.20	68.85	71.60
Meter Shop Technician	42.33	43.92	45.68	47.51
Meter Technician, Single Phase	40.50	42.02	43.70	45.45
Meter Installer	38.94	40.40	42.02	43.70
Meter Test Electrician	61.83	64.15	66.72	69.39

**ELECTRIC TRANSMISSION AND DISTRIBUTION
DEPARTMENT**

TESTS AND COMMUNICATION DIVISION (cont'd)

Job Position	Hourly Rate Effective Date			
	9/1/22	9/1/23	9/1/24	9/1/25
Meter Tester, Apprentice				
1 st six months	42.48	44.07	45.83	47.66
2 nd six months	43.91	45.56	47.38	49.28
3 rd six months	44.81	46.49	48.35	50.28
4 th six months	47.36	49.14	51.11	53.15
5 th six months	49.68	51.54	53.60	55.74
Thereafter	51.45	53.38	55.52	57.74
Meter Tester, Electric				
Not trained up (formerly 24B)	57.15	59.29	61.66	64.13
Meter Tester, Electric				
Fully trained (formerly 25B)	60.01	62.26	64.75	67.34
Working Foreman – Electric				
Meter Shop	60.41	62.68	65.19	67.80
Working Foreman – Meter Test				
Electrician	64.47	66.89	69.57	72.35

SUPPORT SERVICES DIVISION

Job Position	Hourly Rate Effective Date			
	9/1/22	9/1/23	9/1/24	9/1/25
Collections Support Person, Field				
1 st six months	25.65	26.61	27.67	28.78
Next 12 months	27.15	28.17	29.30	30.47
Next 12 months	28.56	29.63	30.82	32.05
Next 12 months	30.07	31.20	32.45	33.75
Thereafter	32.96	34.20	35.57	36.99
Collector				
1 st six months	23.14	24.01	24.97	25.97
Next 12 months	25.12	26.06	27.10	28.18
Thereafter	27.35	28.38	29.52	30.70
Collector, Senior <i>*(entering classification after 2/24/2003)</i>				
1 st year	32.04	33.24	34.57	35.95
2 nd year	34.73	36.03	37.47	38.97
3 rd year	36.59	37.96	39.48	41.06
Thereafter	38.93	40.39	42.01	43.69
Collector, Senior				
1 st year	33.51	34.77	36.16	37.61
2 nd year	35.35	36.68	38.15	39.68
3 rd year	37.86	39.28	40.85	42.48
Thereafter	40.30	41.81	43.48	45.22
District Crew Dispatcher				
1st six months	34.77	36.07	37.51	39.01
2nd six months	36.21	37.57	39.07	40.63
2nd year	39.15	40.62	42.24	43.93
3rd year	42.05	43.63	45.38	47.20
4th year	45.01	46.70	48.57	50.51
5th year	47.96	49.76	51.75	53.82
Thereafter	51.88	53.83	55.98	58.22
Dispatch Specialist				
1st six months	43.82	45.46	47.28	49.17
2nd six months	46.02	47.75	49.66	51.65
2 nd year	49.12	50.96	53.00	55.12
Thereafter	51.88	53.83	55.98	58.22

SUPPORT SERVICES DIVISION – cont'd

Job Position	Hourly Rate Effective Date			
	9/1/22	9/1/23	9/1/24	9/1/25
Relief District Crew Dispatcher				
1st six months	34.77	36.07	37.51	39.01
2nd six months	36.21	37.57	39.07	40.63
2nd year	39.15	40.62	42.24	43.93
3rd year	42.05	43.63	45.38	47.20
4th year	45.01	46.70	48.57	50.51
5th year	47.96	49.76	51.75	53.82
Thereafter	51.88	53.83	55.98	58.22

GAS DEPARTMENT

Job Position	Hourly Rate Effective Date			
	9/1/22	9/1/23	9/1/24	9/1/25
Compressor Operator				
1st year	44.68	46.36	48.21	50.14
2nd year	46.88	48.64	50.59	52.61
Thereafter	55.52	57.60	59.90	62.30
Diver	93.48	96.99	100.87	104.90
Gas Trans CP Electrician NACE	56.47	59.29	61.66	64.13
Equipment Technician	40.30	41.81	43.48	45.22
Equipment Utility Worker A	43.39	45.02	46.82	48.69
Equipment Utility Worker A NCCCO Certified	43.82	45.46	47.28	49.17
Equipment Utility Worker B	42.86	44.47	46.25	48.10
Equipment Utility Worker – EROC	44.69	46.37	48.22	50.15
Equipment Utility Worker – EROC NCCCO Certified	45.13	46.82	48.70	50.65

GAS DEPARTMENT (cont'd)

Job Position	Hourly Rate Effective Date			
	9/1/22	9/1/23	9/1/24	9/1/25
Fitter (Miramar)	41.02	42.56	44.26	46.03
Gas/UG Technician A	41.57	43.13	44.86	46.65
Gas/UG Technician A – Emergency Response	45.73	47.44	49.35	51.32
Gas/UG Technician A – GROC	42.82	44.42	46.21	48.05
Gas/UG Technician B				
1 st year	30.12	31.25	32.50	33.80
Thereafter	38.15	39.58	41.16	42.81
Gas/UG Technician B – GROC				
1 st year	31.02	32.19	33.48	34.81
Thereafter	39.29	40.77	42.39	44.09
Inspector A				
1 st year	49.50	51.36	53.41	55.55
2 nd year	51.38	53.31	55.44	57.66
Thereafter	53.93	55.95	58.19	60.52
Inspector B				
1 st year	48.64	50.46	52.48	54.58
2 nd year	49.50	51.36	53.41	55.55
Thereafter	51.38	53.31	55.44	57.66
Instrument Control Technician (Gas) - Distribution	58.51	60.70	63.13	65.66
Instrument Control Technician (Gas) - Transmission	58.51	60.70	63.13	65.66
Instrument Technician (Gas) A - Distribution				
1 st year	51.88	53.83	55.98	58.22
Thereafter	54.48	56.52	58.78	61.13
Instrument Technician (Gas) A - Transmission				
1 st year	51.88	53.83	55.98	58.22
Thereafter	54.48	56.52	58.78	61.13
Instrument Technician (Gas) B - Distribution	49.13	50.97	53.01	55.13

GAS DEPARTMENT (cont'd)

Job Position	Hourly Rate Effective Date			
	9/1/22	9/1/23	9/1/24	9/1/25
Instrument Technician (Gas) B - Transmission	49.13	50.97	53.01	55.13
Instrument Technician (Gas) C - Distribution				
1 st year	38.26	39.69	41.28	42.93
2 nd year	41.43	42.98	44.70	46.49
Thereafter	45.14	46.83	48.70	50.65
Instrument Technician (Gas) C - Transmission				
1 st year	38.26	39.69	41.28	42.93
2 nd year	41.43	42.98	44.70	46.49
Thereafter	45.14	46.83	48.70	50.65
Laborer – EROC Digging Crew				
1st year	21.75	22.57	23.47	24.41
2nd year	22.74	23.60	24.54	25.52
3rd year	24.00	24.90	25.89	26.93
4th year	26.06	27.04	28.12	29.24
Thereafter	28.39	29.45	30.62	31.85
Laborer - GROC				
1 st year	21.75	22.57	23.47	24.41
2 nd year	22.74	23.60	24.54	25.52
3 rd year	24.00	24.90	25.89	26.93
4 th year	26.06	27.04	28.12	29.24
Thereafter	28.39	29.45	30.62	31.85
Laborer / UG Tech (B)				
1st year	30.12	31.25	32.50	33.80
Thereafter	38.15	39.58	41.16	42.81
Laborer / UG Tech (B) – GROC				
1st year	31.02	32.19	33.48	34.81
Thereafter	39.29	40.77	42.39	44.09
Locator	47.30	49.08	51.04	53.08
Mapmaker	40.30	41.81	43.48	45.22
Mechanic (Gas)				
1 st year	48.23	50.04	52.04	54.12
Thereafter	50.61	52.51	54.61	56.79

GAS DEPARTMENT (cont'd)

Job Position	Hourly Rate Effective Date			
	9/1/22	9/1/23	9/1/24	9/1/25
Mechanic, Apprentice (Gas)				
1st year	38.93	40.39	42.01	43.69
2nd year	40.30	41.81	43.48	45.22
3 rd year	43.39	45.02	46.82	48.69
Thereafter	44.71	46.39	48.25	50.18
Meter Repair Specialist A	48.64	50.47	52.49	54.59
Meter Repair Specialist B				
1st year	37.86	39.28	40.85	42.48
2nd year	41.02	42.56	44.26	46.03
Thereafter	44.71	46.39	48.25	50.18
Patroller (Gas)				
1st year	41.33	42.88	44.60	46.38
2nd year	43.71	45.35	47.16	49.05
Thereafter	45.04	46.73	48.60	50.54
Gas Meter Set Technician - Distribution				
1st year	47.93	49.73	51.72	53.79
Thereafter	50.12	52.00	54.08	56.24
Regulator Technician - Distribution				
1st year	49.43	51.29	53.34	55.47
2nd year	53.82	55.84	58.07	60.39
Thereafter	56.52	58.64	60.99	63.43
Regulator Technician - Transmission				
1st year	49.43	51.29	53.34	55.47
2nd year	53.82	55.84	58.07	60.39
Thereafter	56.52	58.64	60.99	63.43
Regulator Technician Asst C - Distribution	38.88	40.34	41.95	43.63
Regulator Technician Asst B - Distribution	40.02	41.52	43.18	44.91
Regulator Technician Asst A - Distribution	44.56	46.23	48.08	50.00

GAS DEPARTMENT (cont'd)

Job Position	Hourly Rate Effective Date			
	9/1/22	9/1/23	9/1/24	9/1/25
Regulator Technician Asst C - Transmission	38.88	40.34	41.95	43.63
Regulator Technician Asst B - Transmission	40.02	41.52	43.18	44.91
Regulator Technician Asst A - Transmission	44.56	46.23	48.08	50.00
Shop Mechanic				
1 st year	37.86	39.28	40.85	42.48
2 nd year	40.30	41.81	43.48	45.22
Thereafter	44.71	46.39	48.25	50.18
Traffic Control Assistant				
1 st year	20.96	21.75	22.62	23.52
2 nd year	21.91	22.73	23.64	24.59
3 rd year	23.13	24.00	24.96	25.96
4 th year	25.12	26.06	27.10	28.18
Thereafter	27.37	28.40	29.54	30.72
Traffic Control Specialist	38.71	40.16	41.77	43.44
Valve Technician	45.14	46.83	48.70	50.65
Welder (Gas) – Non-Arc				
1 st year	42.72	44.32	46.09	47.93
2 nd year	47.66	49.45	51.43	53.49
Thereafter	51.71	53.65	55.80	58.03
Welder (Gas) – Arc Qualified				
1 st year	43.67	45.31	47.12	49.00
2 nd year	48.58	50.40	52.42	54.52
Thereafter	53.02	55.01	57.21	59.50
Welder (Gas) Arc Qual – GROC				
1 st year	44.98	46.67	48.53	50.47
2 nd year	50.04	51.91	53.99	56.16
Thereafter	54.61	56.66	58.93	61.29
Welder (Gas & Shops Certified)	53.90	55.92	58.16	60.49

GAS DEPARTMENT (cont'd)

Job Position	Hourly Rate Effective Date			
	9/1/22	9/1/23	9/1/24	9/1/25
Working Foreman – EROC Digging Crew	46.98	48.74	50.69	52.72
Working Foreman (Gas) – Non-Arc Qualified	62.28	64.62	67.20	69.89
Working Foreman (Gas) – Arc Qualified	63.16	65.53	68.15	70.88
Working Foreman (Gas) – Emerg Response – Non-Arc Q	68.51	71.08	73.92	76.88
Working Foreman (Gas) –Emerg Response – Arc Qual	69.48	72.08	74.97	77.97
Working Foreman (Gas) GROC – Non-Arc Qualified	64.15	66.56	69.22	71.99
Working Foreman (Gas) GROC– Arc Qual	65.05	67.50	70.19	73.01
Working Foreman – (Gas & Shops Certified Welder)	58.34	60.53	62.95	65.47
Working Foreman (Weld Shop)				
1 st year	52.90	54.88	57.08	59.36
Thereafter	55.52	57.60	59.90	62.30

GAS DEPARTMENT

STREET REPAIR DIVISION

Job Position	Hourly Rate Effective Date			
	9/1/22	9/1/23	9/1/24	9/1/25
Concrete Finisher				
1 st year	29.89	31.01	32.25	33.54
Thereafter	40.30	41.81	43.48	45.22
Laborer – Street Repair				
1 st year	21.12	21.91	22.79	23.70
2 nd year	22.08	22.91	23.83	24.78
3 rd year	--	--	--	--
4 th year	--	--	--	--
Thereafter	27.56	28.59	29.73	30.92
Street Repair Specialist (formerly Vehicle Operator A)				
1 st year	42.66	44.26	46.03	47.87
Thereafter	44.85	46.53	48.39	50.33
Working Foreman (Street Repair)	49.77	51.64	53.71	55.86

CUSTOMER SERVICE FIELD DIVISION

Job Position	Hourly Rate Effective Date			
	9/1/22	9/1/23	9/1/24	9/1/25
Appliance Mechanic	56.04	58.14	60.47	62.89
Relief Appliance Mechanic	54.95	57.01	59.29	61.66
Header Truck Assistant	38.50	39.94	41.54	43.20
Header Truck Assistant - CPCP	44.71	46.39	48.25	50.18
Meter Service Person				
1 st year	40.87	42.40	44.10	45.86
2 nd year	43.79	45.43	47.25	49.14
Thereafter	47.17	48.94	50.90	52.94
Meter Service Person – Seasonal	47.17	48.94	50.90	52.94
Service Technician				
1 st year	48.34	50.15	52.16	54.25
2 nd year	50.22	52.10	54.18	56.35
3 rd year	52.01	53.96	56.12	58.36
Thereafter	54.15	56.18	58.43	60.77
Service Technician – O-Shift	59.57	61.80	64.27	66.85
Service Technician – Seasonal				
1 st year	45.30	47.00	48.88	50.84
2 nd year	48.07	49.87	51.86	53.93
3 rd year	49.75	51.62	53.68	55.83
Thereafter	51.80	53.74	55.89	58.13
Turn-On Person	44.71	46.39	48.25	50.18

FACILITY MANAGEMENT DEPARTMENT

Job Position	Hourly Rate Effective Date			
	9/1/22	9/1/23	9/1/24	9/1/25
Facilities Helper				
1st year	23.14	24.01	24.97	25.97
2nd year	25.12	26.06	27.10	28.18
3rd year	27.35	28.38	29.52	30.70
4th year	29.75	30.87	32.10	33.38
5th year	32.04	33.24	34.57	35.95
6th year	33.51	34.77	36.16	37.61
7th year	34.73	36.03	37.47	38.97
Thereafter	35.35	36.68	38.15	39.68
Facility Mechanic A	51.38	53.31	55.44	57.66
Facility Mechanic B	48.64	50.46	52.48	54.58
Carpenter	47.16	48.93	50.89	52.93
Electrician - Facilities	54.87	56.93	59.21	61.58
Locksmith	44.71	46.39	48.25	50.18
Painter	45.58	47.29	49.18	51.15
Working Foreman (Facilities)	58.44	60.63	63.06	65.58

STORES DEPARTMENT

Job Position	Hourly Rate Effective Date			
	9/1/22	9/1/23	9/1/24	9/1/25
Material Handler				
1 st six months	34.73	36.03	37.47	38.97
Next 12 months	35.35	36.68	38.15	39.68
Next 12 months	37.86	39.28	40.85	42.48
Thereafter	41.02	42.56	44.26	46.03
Per LOU	43.39	45.02	46.82	48.69
Material Handler* - (entering the classification after 3/18/1999)				
1st six months	32.04	33.24	34.57	35.95
Next 12 months	33.51	34.77	36.16	37.61
Thereafter	34.73	36.03	37.47	38.97
Material Scheduler				
1st Year	40.30	41.81	43.48	45.22
2nd Year	41.02	42.56	44.26	46.03
Thereafter	45.58	47.29	49.18	51.15
Receiving / Shipping Clerk	45.58	47.29	49.18	51.15
Stockkeeper, District	48.64	50.46	52.48	54.58
Stockkeeper, Lead	44.71	46.39	48.25	50.18
Storeroom Laborer				
1 st year	20.96	21.75	22.62	23.52
2 nd year	21.91	22.73	23.64	24.59
3 rd year	23.13	24.00	24.96	25.96
4 th year	25.12	26.06	27.10	28.18
5 th year	27.37	28.40	29.54	30.72
Thereafter	27.37	28.40	29.54	30.72

TRANSPORTATION & SHOPS DEPARTMENT

HAZARDOUS MATERIALS DIVISION

Job Position	Hourly Rate Effective Date			
	9/1/22	9/1/23	9/1/24	9/1/25
Environmental Operations Assistant				
1 st six months	27.35	28.38	29.52	30.70
2 nd six months	29.75	30.87	32.10	33.38
3 rd six months	32.04	33.24	34.57	35.95
4 th six months	33.51	34.77	36.16	37.61
5 th six months	34.73	36.03	37.47	38.97
Thereafter	35.35	36.68	38.15	39.68
Hazardous Substance Specialist				
1st year	40.30	41.81	43.48	45.22
2 nd year	43.39	45.02	46.82	48.69
Thereafter	48.64	50.46	52.48	54.58
Laboratory Technician				
1st year	40.98	42.52	44.22	45.99
2 nd year	44.13	45.78	47.61	49.51
3 rd year	46.37	48.11	50.03	52.03
Thereafter	49.47	51.33	53.38	55.52
Working Foreman, Day (Haz Mat)	55.01	57.07	59.35	61.72
Working Foreman, Night (Haz Mat)	52.40	54.37	56.54	58.80

TRANSPORTATION & SHOPS DEPARTMENT

SHOPS DIVISION

Job Position	Hourly Rate Effective Date			
	9/1/22	9/1/23	9/1/24	9/1/25
Machinist				
1 st year	47.87	49.67	51.66	53.73
Thereafter	50.25	52.14	54.23	56.40
Machinist, Apprentice				
1 st year	38.93	40.39	42.01	43.69
2 nd year	41.02	42.56	44.26	46.03
Thereafter	44.71	46.39	48.25	50.18
Mechanic, Maintenance	47.16	48.93	50.89	52.93
Mechanic, Sheet Metal	45.58	47.29	49.18	51.15
Shops Assistant	41.02	42.56	44.26	46.03
Shop Mechanic				
1 st year	37.86	39.28	40.85	42.48
2 nd year	40.30	41.81	43.48	45.22
Thereafter	44.71	46.39	48.25	50.18
Welder, Shops Services/Shop Division				
1 st year	41.28	42.83	44.54	46.32
2 nd year	46.02	47.75	49.66	51.65
Thereafter	49.99	51.86	53.93	56.09
Welder, Certified Shop	52.34	54.30	56.47	58.73
Welder, Gas & Shop Certified	53.90	55.92	58.16	60.49
Working Foreman (Gas & Shop Certified Welder)	58.34	60.53	62.95	65.47

TRANSPORTATION & SHOPS DEPARTMENT

TRANSPORTATION DIVISION

Job Position	Hourly Rate Effective Date			
	9/1/22	9/1/23	9/1/24	9/1/25
Auto Parts Handler A	45.45	47.15	49.04	51.00
Auto Parts Handler B				
1 st year	40.30	41.81	43.48	45.22
Thereafter	43.39	45.02	46.82	48.69
Auto Parts Handler C				
1 st year	29.75	30.87	32.10	33.38
2 nd year	32.04	33.24	34.57	35.95
3 rd year	33.51	34.77	36.16	37.61
4 th year	34.73	36.03	37.47	38.97
5 th year	35.35	36.68	38.15	39.68
6 th year	36.59	37.96	39.48	41.06
Thereafter	37.86	39.28	40.85	42.48
Auto Parts Handler, Lead				
1st year	47.97	49.77	51.76	53.83
Thereafter	49.47	51.33	53.38	55.52
Equipment Operations Assistant				
1st year	25.12	26.06	27.10	28.18
2nd year	27.35	28.38	29.52	30.70
Thereafter	29.75	30.87	32.10	33.38
Equipment Operations Assistant - EROC				
1st year	25.87	26.84	27.91	29.03
2nd year	28.17	29.23	30.41	31.62
Thereafter	30.64	31.80	33.06	34.38

TRANSPORTATION & SHOPS DEPARTMENT

TRANSPORTATION DIVISION (cont'd)

Job Position	Hourly Rate Effective Date			
	9/1/22	9/1/23	9/1/24	9/1/25
Fleet Maintenance Technician				
1 st year	42.98	44.59	46.37	48.22
2 nd year	43.84	45.48	47.30	49.19
3 rd year	47.72	49.51	51.49	53.55
4 th year	50.37	52.26	54.35	56.52
Thereafter	51.90	53.85	56.00	58.24
Fleet Service Attendant				
1 st year	20.31	21.07	21.91	22.79
2 nd year	21.28	22.08	22.96	23.88
Thereafter	23.51	24.39	25.37	26.38
Fleet Technician Assistant				
1 st year	32.04	33.24	34.57	35.95
2 nd year	33.51	34.77	36.16	37.61
3 rd year	34.73	36.03	37.47	38.97
Thereafter	35.35	36.68	38.15	39.68
Mechanic, District Auto	51.38	53.31	55.44	57.66
Mechanic, Field	52.80	54.78	56.97	59.25
Special Equipment Operator A				
1 st year	49.78	51.65	53.72	55.87
2 nd year	50.10	51.98	54.06	56.22
3 rd year	50.41	52.30	54.39	56.57
4 th year	50.73	52.63	54.74	56.93
Thereafter	51.04	52.95	55.07	57.27
Special Equipment Operator A - EROC				
1 st year	51.27	53.20	55.33	57.55
2 nd year	51.60	53.54	55.68	57.91
3 rd year	51.92	53.87	56.02	58.27
4 th year	52.25	54.21	56.38	58.64
Thereafter	52.57	54.54	56.72	58.99
Special Equipment Operator B				
1 st year	48.52	50.34	52.35	54.44
2 nd year	48.84	50.67	52.70	54.81
3 rd year	49.15	50.99	53.03	55.15
Thereafter	49.47	51.33	53.38	55.52

TRANSPORTATION & SHOPS DEPARTMENT

TRANSPORTATION DIVISION (cont'd)

Job Position	Hourly Rate Effective Date			
	9/1/22	9/1/23	9/1/24	9/1/25
Special Equipment Operator B - EROC				
1 st year	49.98	51.85	53.92	56.07
2 nd year	50.31	52.19	54.28	56.45
3 rd year	50.62	52.52	54.62	56.80
Thereafter	50.95	52.87	54.98	57.19
Special Equipment Operator C				
1 st year	45.58	47.29	49.18	51.15
2 nd year	46.87	48.63	50.58	52.60
3 rd year	47.51	49.29	51.26	53.31
Thereafter	48.15	49.96	51.96	54.04
Special Equipment Operator C - EROC				
1 st year	46.95	48.71	50.66	52.68
2 nd year	48.28	50.09	52.10	54.18
3 rd year	48.94	50.77	52.80	54.91
Thereafter	49.59	51.46	53.52	55.66
Vehicle Operator A				
1 st year	41.54	43.10	44.82	46.61
2 nd year	42.71	44.31	46.08	47.92
Thereafter	44.35	46.01	47.85	49.76
Vehicle Operator A - EROC				
1 st year	42.78	44.38	46.16	48.01
2 nd year	43.98	45.63	47.46	49.36
Thereafter	45.69	47.40	49.30	51.27
Working Foreman (Garage)				
1 st year	54.89	56.95	59.23	61.60
Thereafter	57.74	59.91	62.31	64.80

COMPANY-WIDE CLASSIFICATIONS

Job Position	Hourly Rate Effective Date			
	9/1/22	9/1/23	9/1/24	9/1/25
Helper				
1 st year	27.35	28.38	29.52	30.70
2 nd year	29.75	30.87	32.10	33.38
3 rd year	32.04	33.24	34.57	35.95
4 th year	33.51	34.77	36.16	37.61
5 th year	34.73	36.03	37.47	38.97
6 th year	35.35	36.68	38.15	39.68
7 th year	36.59	37.96	39.48	41.06
Thereafter	37.86	39.28	40.85	42.48
Helper**** (hired after 10/3/1994)				
1 st year	23.14	24.01	24.97	25.97
2 nd year	25.12	26.06	27.10	28.18
3 rd year	27.35	28.38	29.52	30.70
4 th year	29.75	30.87	32.10	33.38
5 th year	32.04	33.24	34.57	35.95
6 th year	33.51	34.77	36.16	37.61
7 th year	34.73	36.03	37.47	38.97
Thereafter	35.35	36.68	38.15	39.68
Laborer*** (hired after 6/18/1984)				
1 st year	23.32	24.19	25.16	26.17
2 nd year	25.30	26.25	27.30	28.39
3 rd year	27.56	28.59	29.73	30.92
4 th year	29.97	31.09	32.33	33.62
5 th year	32.28	33.49	34.83	36.22
Thereafter	33.76	35.03	36.43	37.89
Laborer**** (hired after 10/3/1994)				
1 st year	21.12	21.91	22.79	23.70
2 nd year	22.08	22.91	23.83	24.78
3 rd year	23.30	24.17	25.14	26.15
4 th year	25.30	26.25	27.30	28.39
Thereafter	27.56	28.59	29.73	30.92

EXHIBIT “B” – RELIEF RATES

Job Position	Hourly Rate Effective Date			
	9/1/22	9/1/23	9/1/24	9/1/25
Lead Dispatcher Specialist	53.93	55.95	58.19	60.52
Lineman (In Chg 2-Person Crew)	71.02	73.69	76.64	79.71
Lineman (In Chg 2-Person Crew) - EROC	74.29	77.09	80.16	83.37
Lineman (In Chrg 2-Person Svc Truck)	72.13	74.84	77.83	80.94
Lineman (In Chg Rough-In Truck)	72.13	74.84	77.83	80.94
Lineman, Transmission (In Chg 2-Person Crew)	74.31	77.10	80.18	83.39
Material Scheduler	45.58	47.29	49.18	51.15
Operator Washer (In Chg 2-Person Crew)	68.45	71.02	73.86	76.81
Relief Appliance Mechanic	54.95	57.01	59.29	61.66
Relief Fault Finding Specialist	73.58	76.34	79.39	82.57
Relief Locator	47.30	49.08	51.04	53.08
Relief Troubleshooter	74.09	76.87	79.94	83.14
Relief Turn-On Helper	43.39	45.02	46.82	48.69
Relief Turn-On Meter Person	45.45	47.16	49.05	51.01
Street Repair Crew Leader	44.71	46.39	48.25	50.18
Substation Electrician (In Chg 2-Person Crew)	68.37	70.93	73.77	76.72
Traffic Control Lead	43.29	44.91	46.71	48.58
Utility Service Specialist	38.93	40.39	42.01	43.69
Welder (In Chg 2-Person Crew)	53.76	55.78	58.01	60.33
Working Foreman (Digging Crew)	45.61	47.32	49.21	51.18
Working Foreman (Fleet Ops)	49.99	51.86	53.93	56.09

SICK LEAVE AGREEMENT

This Agreement made as of the 11th day of June, 1973, between San Diego Gas & Electric Company, herein called "Company," and Local Union No. 465, of the International Brotherhood of Electrical Workers, herein called "Union,"

Witnesseth:

Whereas, **the** Company has a sick leave plan which has applied to Company employees for many years, and

Whereas, Section I.11 of the Amended Agreement between the Company and the Union has provided in part as follows:

"Nothing in this agreement shall be construed as cause for the Company to abrogate or reduce the scope of any plan or rule beneficial to the employees existing at the time of the adoption of this agreement with respect to...sick leave..."

and,

Whereas, **the** Union is desirous of having such sick leave plan included in an Agreement with the Company

and,

Whereas, **the** Company has no objections to such sick leave plan being included in such Agreement,

Now, therefore, it is hereby agreed by and between said parties as follows:

Key provisions of the Company sick leave plan for Union-represented employees are as follows:

General

1. The allowance of sick leave with pay is for regular employees only. There must be a good-faith basis for the application for, and approval of any such compensation since it is not intended to be used to cover time lost as a result of excessive indulgence or hazardous pastimes. Sick leave will not be allowed when absence is due to, willful misconduct, or any injury incurred while self-employed or employed by others than the Company.

2. “Current” sick leave is an annual allowance primarily intended to provide for illness during a particular year. “**Accumulated**” sick leave, accumulated from a portion of previous current allowances, is primarily intended to alleviate distress during prolonged illnesses when the current allowance has been exhausted.

3. Application for pay from the extended sick leave reserve must be accompanied by a doctor’s statement; but, at the discretion of the Company, the doctor’s statement may be waived. Granting of pay from an employee’s current sick leave or **accumulated** sick leave allowance is subject to approval by the employee’s supervisor.

4. Each employee who is a regular employee on or before January 1 of any calendar year will be allowed **ten (10)** working days (80 hours) current sick leave with pay during that year. An employee who attains regular status during the year will receive a prorated allowance. Each employee who is a provisional employee **on the 90th day of employment will be allowed five (5) working days (40 hours)** current sick leave with pay during that year. An employee who attains provisional status during the year will receive a prorated allowance.

5. A regular employee whose absence continues into a new calendar year will receive the full **ten (10)** days (80) hours current sick leave allowance for the new year, effective at the beginning of that year if employee received full pay on the last normal **workday** of the preceding year. An employee who does not have sufficient continuous sick leave or vacation to provide full pay through the last normal **workday** of the year **will** not be allowed to take time off without pay

for the last **workday** of the year. If employee does not receive full pay on the last normal **workday** of the preceding year, the employee is not entitled to any current sick leave allowance until employee returns to work. At that time the employee's current sick leave allowance will be prorated for the balance of the year.

6. At the end of the calendar year, all of the employee's unused current sick leave allowance will be transferred to the employee's **accumulated** sick leave allowance.

7. Seasonal employees will be afforded 24 hours of sick leave pay during the year that may be used only after working 90 (calendar) days. Seasonal employees who return within 12 months of a previous separation will have their unused sick leave restored and will be allowed to use it immediately if they have previously worked 90 or more days (treated as if no separation). If the separation between seasonal employment is more than 12 months, unused sick leave will not be restored, and the seasonal employee will be treated as a new seasonal employee regarding this sick leave provision.

Time Off - Medical and Dental Appointments

8. Employees should attempt to receive necessary medical and dental attention while on their own time. Approval to charge such time off for medical or dental appointments to current or **accumulated** sick leave (in half-hour increments) will be granted to an employee provided the following conditions are met:

- (a) Absence from work will be kept to a minimum.
- (b) The employee can be spared from the job without the necessity of providing a relief employee.
- (c) Approval for such time off is obtained in advance.

Time Off - Funerals

9. An employee may be granted up to four **(4)** days off with pay when there is a death in the employee's immediate family. "Immediate family" shall be defined as spouse, mother or father, son or daughter, brother or sister, and grandmother or grandfather.

An employee may be granted up to one **(1)** day off with pay to attend the funeral of other relatives, provided that:

- (a) A close relationship or moral obligation exists.
- (b) The relative is a father-in-law, mother-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law, aunt or uncle.
- (c) The Company is satisfied that the employee's absence is valid.

Time Off - Illness in Family/Pregnancy of Wife

10. An employee may be granted time off when their spouse or minor children, who reside in the employee's household, are ill and their presence is required at home to care for them or to make arrangements for their care. Time off may also be granted to an employee when his wife, who resides in the employee's household, reaches the end of pregnancy, and the employee is needed to take his wife to the hospital, to remain at the hospital during delivery of the child, or to care for other minor children in the family. Such time off may be granted by the employee's department head. Time off, may be charged to current sick leave, with a maximum of ten **(10)** days in a calendar year. **Accumulated** sick leave may not be used for time off for illness of a spouse or minor children or during the pregnancy and delivery of a newborn child by a spouse.

Leave of Absence

11. A reduction in an employee's current sick leave allowance will be made if an employee takes a leave of absence in excess of thirty calendar days. The basis for such reduction will be a ratio of the

number of working days off without pay to the total number of working days in a year (taken to be 261 days). This ratio, applied to eighty hours and rounded to the nearest half hour, will give the amount of reduction.

Example: Two (2) months leave of absence spanning 44 working days:

$$44/261=17\%$$

$$17\% \times 80 \text{ hours} = 13.6 \text{ hours}$$

The employee's current sick leave allowance would be reduced by 13.5 hours.

Sick Leave of Absence

12. A regular employee who will be off work for a pro-longed period without pay due to illness or injury, and who has exhausted all sick leave, vacation benefits, and floating holidays may be granted a Sick Leave of Absence. Such leave shall be equal to the employee's length of service but not to exceed one (1) year. If the employee is unable to return to work at the end of the leave, or if at any time during the leave it becomes conclusive that the employee will be unable to return to work, the employee will be terminated.

Military Leave

13. A leave of absence for military duty will not cancel an employee's **accumulated** sick leave reserve. Any remaining current sick leave the employee has will be transferred to their **accumulated** sick leave reserve in accordance with paragraph 6.

Illness During Vacation

14. If an employee becomes seriously ill immediately preceding or during their vacation period and is confined to bed or to a hospital, they may request approval for such time to be charged to their sick leave. Such request (which should be accompanied by a doctor's certificate) shall be submitted promptly and shall require Company approval.

Holidays During Sickness

15. Employees who are off without pay on the **workdays** immediately before and after a holiday, will not receive pay for the holiday.

Additional Vacation Allowance

16. At the employee's option, between their 62nd and 65th birthdays, additional vacation time will be given and will be charged to the employee's **accumulated** sick leave reserve. Such additional vacation will be taken in compliance with the rules governing vacation.

17. This additional vacation allowance shall be the following percentages of the employee's **accumulated** sick leave which stand to their credit at the time the additional vacation is started:

- (a) Between employee's 62nd and 63rd birthdays ---- 10%
- (b) Between employee's 63rd and 64th birthdays ---- 10%
- (c) Between employee's 64th and 65th birthdays ---- 20%
(with a guaranteed minimum of **five** (5) days)

18. An employee who elects to retire early, after reaching their 55th birthday and before their 62nd birthday, may receive additional vacation in the year they elect to retire. This additional vacation time will be 10% of the employee's **accumulated** sick leave reserve which stands to their credit at the time the additional vacation is started. This additional vacation will serve as terminal leave and therefore can only be taken just prior to and in conjunction with the date the employee has elected to take early retirement. If, for any reason, the employee's early retirement is canceled, the employee must pay back to the Company the cash equivalent of any additional vacation taken prior to the cancellation of the early retirement. (Effective May 30, 1982)

Protecting the Sick Leave Plan

19. The Company recognizes that exchanging sick leave for vacation is occasionally beneficial to both the Company and the employee.

In such cases, exchanges will be granted at the beginning of the period of illness. In special cases, exchanges will be approved following the absence for illness, at the discretion of the employee's supervisor. Exchange of sick leave will not be approved if there is a history of sick leave abuse. (Per **the** May 5th, 1993 LOU)

20. Disciplinary action will be taken by the Company in any case where it finds abuse. The Company may require a certificate from a physician or other evidence that an illness or injury is bona fide **if the absence is for three (3) or more continuous days**. Excessive time off which interferes with an employee's performance on the job may be cause for disciplinary action; up to and including termination. This provision does not apply to employees on **Workers' Compensation**, or a job protected leave of absence (i.e., FMLA, CFRA). It is agreed by both parties that attendance is an essential function of an employee's performance. The Union Agrees to share the responsibility in protecting the sick leave plan from abuses by any of its members, recognizing that the plan is intended to provide pay coverage under situations of actual need outlined in the foregoing paragraphs.

FMLA and Sick Leave

Employees who have filed for and receive an FMLA authorization for a qualifying spouse, domestic partner or minor child may utilize their yearly sick leave allowance (10 days) for such occurrences. Additionally, employees who have 750 hours or more in their "Accumulated Sick Leave Account" may use up to 40.0 hours from this account for such FMLA occurrences in a calendar year in addition to their regular sick leave allowance.

LETTERS OF UNDERSTANDING

Between

SAN DIEGO GAS & ELECTRIC

And

LOCAL UNION 465

INTERNATIONAL BROTHERHOOD OF

ELECTRICAL WORKERS

LETTERS OF UNDERSTANDINGS, MEMORANDUM AGREEMENTS, ETC.

Following are certain Letters of Understandings, Memorandums, etc., which the Union **and Company** consider to be of sufficient importance to be published **with the Amended Agreement**. Some of the agreements **included here** have been altered for clarity **and** are not intended to represent exact duplicates of the original documents. **Other agreements between the Company and Union** exist but are limited in scope **and, therefore, not included here and may be retained in a separately published Letter of Understanding booklet**. Among these are grievance settlements, arbitration awards, and old parol agreements. The Union has these on file, and they may be seen upon request.

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LETTER OF UNDERSTANDING

Steward Provisions

In settlement of the 1976 Negotiations between San Diego Gas & Electric Company and Local 465 of the International Brotherhood of Electrical Workers, the following understanding has been agreed upon:

Provisions for Stewards are established to be effective May 9, 1976, as follows:

A. Appointments

A written list of the names of the Stewards and any changes in the list made thereafter, shall be given to the Vice President - Personnel or his designated representative at least 24 hours prior to the effective date of the assumption of the duties of such Stewards, if possible, but in any event before such Stewards perform any duties. Such notification shall be made by the Business Manager or his designated representative.

No employee shall serve as a Steward while on leave of absence. A Steward must be an employee of the location he/she represents, and must hold a Union job classification. A Steward must be a regular employee as defined in Section II.2 of the Amended Agreement.

When a location for which a Steward is assigned is closed, or effectively discontinues operations, the authorization for a Steward in that area will be discontinued.

B. Duties

A Steward may perform the following duties:

- 1) Present to an aggrieved employee's immediate supervisor or manager at the 2nd step, grievances which have been submitted by an employee in his jurisdiction for adjustment.
- 2) Investigate any such grievance so it can properly be presented to the appropriate manager or director, for the further processing thereof.

C. Reporting

It is understood and agreed that Stewards are employed to perform full-time productive work for the Company except when performing those duties specified in (1) and (2) above. Accordingly, before performing any grievance work as provided herein, the Steward shall report to his regular place of work.

Failure on the part of the Steward to notify the appropriate supervisor in advance of any time spent in the processing of grievances or the handling of Union business will be the basis for disciplinary action.

When the presence of a Steward is desired by an aggrieved employee, he shall inform his immediate supervisor, who will arrange for the release of the Steward.

Grievance handling and processing shall be confined to the beginning and end of the shift, unless the nature of the grievance is such that it can be handled only at some other time of the day in which the case the Steward will be released as soon as he can be replaced by an employee of sufficient skill on a straight time basis.

D. Rules

- 1) Stewards shall not be compensated for any time spent in the processing of grievances.

- 2) Stewards shall perform duties in a manner, and at a time which is not disruptive to the work processes.
- 3) A Steward will not be accorded any special privileges by the Company, nor will he be given any special consideration in seniority, promotion, reduction in force, or the like.

ELECTRIC TRANSMISSION & DISTRIBUTION

DEPARTMENT

LETTERS OF UNDERSTANDING

**LETTER OF UNDERSTANDING
ET&D DEPARTMENT**

**Line Assistant/Electrician Assistant/Shop Assistant Referred to
in Article III**

1. Electrician Assistant/Shop Assistant - Transformer Work

Electrician Assistant/Shop Assistant may disassemble, clean, and paint cores and cases, but may not reassemble the transformer or make electrical connections.

2. Electrician Assistant/Shop Assistant - Meter Shop and Repair Shop

Electrician Assistant/Shop Assistant may, when assisting a journeyman, do the bending, cutting and threading of conduit, pulling of wires, may do ladder work incidental to the installation but are not to make electrical connections.

3. Electrician Assistant/Shop Assistant - Repair of Pole Top Switches

Electrician Assistant/Shop Assistant may disassemble, clean and roughly reassemble the switches, journeymen are to accomplish the finished job.

4. Electrician Assistant/Shop Assistant - Street Light Repair

Electrician Assistant/Shop Assistant may disassemble and clean the parts, but may not reassemble or make electrical connections.

5. Manufacture of Fuses, etc.

The manufacture of fuses as now carried on in Company shops may be done by **Electrician Assistant/Shop Assistant** but not by laborers. Other processes not mentioned but carried on as part of Company shop work are to be decided along the same general lines as outlined in the specific cases on other pages of Parol Agreements.

LETTER OF UNDERSTANDING
Apprentice, Electrician Assistant, Line Assistant Classification
Bid & Transfer Agreement

This Letter of Understanding is entered into the 14th day of July, 2009 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:

1. Employees accepting any Apprentice designated position, Line Assistant position or Electrician Assistant position will be ineligible to bid and/or transfer to any other position until their apprentice commitment or Assistant commitment has been fulfilled or unless they first voluntarily resign from their Apprentice or Assistant designated position.
2. Employees electing to resign from an Apprentice position Line Assistant position or Electrician Assistant position in an effort to bid and/or transfer to another position will be subject to the normal seniority and no right to return provisions as noted within the Amended Agreement.

In witness thereof, the parties have executed this instrument on the date indicated above.

LETTER OF UNDERSTANDING

Use of Shift Employees 4 Hours Before or After

This Letter of Understanding is entered into this 20th day of May, 1999 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 the Union recognize that there is need for clarification on shift employees overtime, and

Whereas, the contract currently provides that:

For the purpose of Call-outs and Prearranged Overtime, employees on shifts may be utilized to perform work that begins up to four hours before their shift begins, and/or work that begins up to four hours after their shift ends, without regard to the "Pre Arranged" or "All Other" Overtime lists.

Therefore, the Company and the Union agree as follows:

1. In the case where more than one employee would be eligible for the pre-arranged work or the call outs occurring before or after their shift, the "pre-arranged" overtime list or "all other" overtime list will be used to determine which order the shift employees would be allowed the opportunity to work the overtime.
2. Relief employees filling shifts will be allowed to work either pre-arranged or call out overtime if it will result in a lower final cost to the Company. Reliefs will also be allowed to work pre-arranged or call-outs during the four hours periods prior to utilizing regular employees who are not assigned to the shifts.
3. In the case of Electric Troubleshooters, the shifts involved are the early shift, which is considered the first shift of the

day at a headquarters, and the late shift, or the last shift of the day at a headquarters. On the early shift the permanent troubleshooters would be utilized first, then any relief working the early shift that day. After the last shift, only the permanent troubleshooters on that shift will be utilized before going to the appropriate overtime list.

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

LETTER OF UNDERSTANDING
New Hire or Apprentices, Transmission Construction & Maintenance

This Letter of Understanding is entered into the 31st day of May, 2010, by and between San Diego Gas & Electric Company (hereinafter referred to as "Company") and IBEW Local Union #465 (hereinafter referred to as "Union").

Therefore, the Company and Union agree as follows:

New Hires and Apprentices

All new hire Linemen 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 six months from the date of entry into the organization. The six month period for each apprentice will begin when that apprentice achieves Journeyman status within the Transmission Construction & Maintenance organization.

LETTER OF UNDERSTANDING
Rate Adjustment for Substation Electrician – In Charge /
2-Person Crew

This Letter of Understanding is entered into this day 10 of August 2012 by and between IBEW Local 465 (Hereinafter referred to as "Union") and San Diego Gas & Electric (Hereinafter referred to as "Company").

It has been agreed upon by the Union and Company that an adjustment to the Substation Electrician In-Chrg/2-**Person** Crew wage is necessary in order to remain consistent within the rate structure as a whole.

Effective 9/1/**2022**, the rate of Substation Electrician-In Chrg/2-**Person** Crew shall be **\$68.37**. This rate will then be subject to appropriate GWI increases beginning 9/1/**2023**.

LETTER OF UNDERSTANDING
100% Fall Protection Program
Steel Towers/Engineered Steel Poles

This Letter of Understanding is entered into this 12th of May, 2014 by and between IBEW Local 465 (hereinafter referred to as "Union") and San Diego Gas & Electric (hereinafter referred to as "Company").

Whereas the Company and the Union are desirous in reaching agreement regarding the voluntary utilization of 100% Fall Protection, the parties agree upon the following:

- Allow crews the option of utilizing 100% Fall Protection restraint equipment until such time it is mandated by Fed OSHA.
- Adopt and comply with ESP 811- "Fall Protection for Lattice Structures and Large Diameter Steel Poles."
- Issue on a voluntary basis to employees the fall protection equipment for utilization and evaluation.
- Equip crew vehicles with the fall protection necessary for individuals who volunteer to utilize and evaluate.
- Company and Union to meet within 6 months to assess the program and discuss instating a mandatory 100% Fall Protection practice prior to the April 1, 2015 mandate.

On and after April 1, 2015, each qualified employee climbing or changing location on poles, towers, or similar structures must use fall protection equipment unless the employer can demonstrate that climbing or changing location with fall protection is infeasible or creates a greater hazard than climbing or changing location without it.

- Applies to structures that support overhead electric power transmission and distribution lines and equipment.

GAS DEPARTMENT

LETTERS OF UNDERSTANDING

GAS DEPARTMENT

LETTER OF UNDERSTANDING **Seniority**

Gas Production/Distribution

In settlement of the 1994 Negotiations between the Company and the Union, the following understanding has been agreed upon:

The Gas Distribution Division and Gas Production Division will be merged into one Gas Department. Seniority within the Department will be based on the total Gas Department time (old Production Division and old Distribution Division) an employee has accrued. Any job bids, that in the past would have been given preference to the old seniority division will in the future show preference to the new Gas Department Seniority List.

All classification in Exhibit A from the old Production and Distribution Division will now be under the new Gas Department.

In Article IV of the Amended Agreement, the Gas Production Division heading will be changed to Compressor Stations.

Add: "Electrician" classification to Exhibit A under Gas Department.

LETTER OF UNDERSTANDING **Inspector A**

In settlement of the 1994 Negotiations between the Company and the Union, the following understanding has been agreed upon:

Inspector Classifications

A. Establish New Position - Inspector A (PayGrade 25B)

1) Company establishes minimum qualifications

- 2) Selection criteria established jointly - to include tests, past performance, interviews, etc.
- 3) Bid group - Gas Department
- 4) Allow Gas Working Foreman to bid on position and if successful to start at Pay Grade 25B
- 5) Selection shall be jointly conducted by the parties
- 6) Qualification being equal and sufficient, seniority shall prevail in awarding of bids

B. Additional duties of Inspector A

- 1) Identification of unacceptable cable pole configurations
- 2) Inspection of metering equipment, working space, pull sections, etc.
- 3) Identification and recognition of cable/conduit size, type and usage
- 4) Knowledge of municipal rules, regulations relating to excavation in franchise position; and permitting process
- 5) "Hand shoot" grade elevations and measure alignment from grade-stakes
- 6) Demonstrate knowledge and proficiency in relevant computer mainframe applications (i.e., DPSS, CICS, PINS, etc.)
- 7) Identify field conditions that generally would not allow construction to flow in an orderly manner and initiate field change orders, requests for deviation from standards or other follow-up with appropriate employees.

NOTE: This is not intended to be a comprehensive list, but rather a sampling of additional responsibilities expected to be performed by a higher-level inspection employee.

LETTER OF UNDERSTANDING

Storeroom Laborer

In settlement of the 1994 Negotiations between the Company and the Union, the following understanding has been agreed upon:

- A. Company may fill "Laborer" position in Stores Department
- B. Incumbents will have Stores Department seniority for bid and upgrade
- C. Initially will fill Laborer positions at three locations: Miramar, Northeast Storeroom, and Metro Storeroom
- D. 12-month Sunset Clause to allow parties to discuss any problems
- E. General Duties
 - 1. Straighten up Storeroom and Yard by doing sweeping or general clean-up
 - 2. Assist Storeroom personnel with rearranging Storeroom area
 - 3. Assist with physical work related to Storeroom operations
 - a. Re-stacking/Re-palletizing
 - b. General housekeeping
 - c. Yard and Storeroom cleanup
 - d. Work under the direction of Material Handler
 - e. Moving stock within the Yard
 - f. Janitorial work
 - g. Would be upgraded for deliveries

NOTE: This represents general duties and is not intended to be a comprehensive list of all duties that may be performed by the Storeroom Laborer.

LETTER OF UNDERSTANDING
Collectors and Senior Collectors
February 24th, 2003

WAGES: As outlined below, with all applicable increases as outlined in the current collective Bargaining Agreement between the parties.

All Regular Collectors/Senior Collectors shall be advanced per the attached schedule at the appropriate rate of pay:

SENIOR COLLECTORS (Formerly Collectors)

<u>Time</u>	<u>Pay Group</u>
1 st Year	10B
2 nd Year	12B
3 rd Year	14B
Thereafter	16B

1. For existing Senior Collectors, currently receiving bilingual pay, continue existing bilingual pay practice (\$1 per hour straight time, \$1.50 per hour time and a half, and \$2 per hour for double time). Each of these rates shall be effective for all hours worked as a Senior Collector. Employees entering the classification after the date of this agreement will not be eligible for bilingual pay.
2. All Senior Collectors hired by the Company prior to the date of this agreement shall retain their original hire date for seniority purposes.
3. When the Company solicits volunteers, all Senior Collectors hired by the Company prior to the date of this agreement, who volunteer to qualify for Turn On, Meter Service Person or seasonal work will receive an upgrade to the appropriate rate for the work performed.

4. Senior Collectors hired by the Company prior to the date of this agreement, who do not volunteer to qualify for Turn On, Meter Service Person, or seasonal work, will remain at their existing pay rate.
5. If required by the Company, all Senior Collectors hired after the date of this agreement shall be required to qualify for Turn On, Meter Service Person and seasonal work.
6. Any employee entering the classification of Senior Collector following ratification of this agreement will be subject to the following:

<u>Time</u>	<u>Pay Group</u>
1st Year	09B
2nd Year	11B
3rd Year	13B
Thereafter	15B

COLLECTORS (Formerly Field Inspectors/Auditors)

<u>Time</u>	<u>Pay Group</u>
1st Six Months	05B
Next 12 Months	06B
Thereafter	07B

1. For existing Collectors currently receiving bilingual pay, continue existing bilingual pay practice (\$1 per hour straight time, \$1.50 per hour time and a half, and \$2 per hour for double time). Each of these rates shall be effective for all hours worked as a Collector. Employees entering the classification after the date of this agreement will not be eligible for bilingual pay.
2. All Collectors employed by the company prior to the effective date of the agreement shall become Regular employees, provided they have six months of company

service. Those employees with less than six months company service at the effective date of this agreement shall be considered Provisional employees until they accrue six months of company service.

3. When the Company solicits volunteers, Collectors who volunteer to qualify for Turn-on or Meter Service Person work will receive the appropriate rate for the work performed, and Collectors who volunteer to qualify for seasonal work will receive an upgrade to Utility Service Specialist when performing such duties.
4. Collectors hired by the Company prior to the date of this agreement, who do not volunteer to qualify for Turn On, Meter Service Person, or seasonal work, will remain at their existing pay rate.
5. If required by the Company, all Collectors hired after the date of this agreement shall be required to qualify for Turn On, Meter Service Person or seasonal work.
6. Collectors hired by the Company after the date of this agreement may be required to qualify for the Senior Collector position.
7. Collectors shall be given first bidding rights to any Senior Collector position.

Current and future Collectors and Senior Collectors shall, on the date of this agreement, be placed within the Gas Department for seniority purposes.

All Collectors and Senior Collectors shall be made a part of the current bargaining unit as outlined in the Collective Bargaining Agreement and all relevant provisions and agreements shall be applicable to these employees. Existing and future Collectors and Senior Collectors will be covered by the provisions of the previously negotiated, separate, Health & Welfare and Pension Agreements.

In complete settlement of the current negotiations, the parties below agree to all the above provisions, pending ratification by the Collectors and Senior Collectors.

LETTER OF UNDERSTANDING
Customer Service Field Vehicle Take Home Policy

This Letter Of Understanding is entered into this 21st day of June, 2005, by and between IBEW Local Union 465 (Hereinafter referred to as "Union") and San Diego Gas & Electric (Hereinafter referred to as "Company").

1. The "Vehicle Take Home Policy" will be voluntary in nature, with affected personnel given the option of participating or not participating.
2. This program will remain in full effect for the duration of the current Collective Bargaining Agreement between the parties and be subject to all its applications. This Letter of Agreement permanently replaces the portion of the November 6th, 1998 Arbitrator's decision regarding Take Home Vehicles and the November 22, 2004 LOU regarding driving to safety meetings.
3. Personnel participating in this program shall sign on to the MDT's before the start of their respective shifts to determine their work areas for the day.
4. Employees shall be to their first job by the start of their shift. Those reporting later than fifteen (15) minutes after the start of their normal shift shall be considered in abuse of this agreement.
5. On days when safety meetings are scheduled, employees shall report to their assigned district no later than the start of their normal shift.
6. Employees' pay will stop at the completion of their last assignment within their regularly assigned district or at the end of their normal shift, whichever is last. When loaned to a district farther from home than their regularly assigned district, employees' pay will stop

upon reaching the closest boundary of their regularly assigned district.

7. Employees will be allowed to commute to their place of residence, utilizing their assigned Company vehicle on their own time.
8. Prearranged and Call Out overtime assignments will be handled per the Collective Bargaining Agreement.
9. As a result of this agreement, the Company agrees to change the Service Technician wage progression to the following:
 - 1st year: \$23.41 (Formerly Pay Grade 18B)
 - 2nd year: \$24.81 (Formerly Pay Grade 20B)
 - 3rd year: \$25.69 (Formerly Pay Grade 21B)
 - Thereafter: \$26.75 (Formerly Pay Grade 22B)
10. Turn On Persons entering the Service Technician classification will, upon graduation receive \$24.81 per hour (formerly Pay Grade 20B). Meter Service Person entering the Service Technician classification will upon graduation receive \$25.69 per hour (formerly Pay Grade 21B).
11. Current Service Technicians in the field will receive the 3rd step of the new wage progression (Formerly Pay Grade 21B, \$25.69) upon completion of their 1st year of service.
12. Successful graduates of the April 2005 Service Technician bid will be slotted into the new Service Technician wage progression.
13. An individual's privilege to participate in the "Vehicle Take Home Policy" will be immediately revoked should the Company find abuse.

LETTER OF UNDERSTANDING

Relief Locator Position

This Letter of Understanding is entered into the 8th day of January, 2013 by and between San Diego Gas & Electric Company (hereinafter referred to as "Company") and the IBEW Local Union #465 (hereinafter referred to as "Union.")

Whereas the Union and the Company are desirous in defining the creation and utilization of the Relief Locator position the parties agree upon the following:

Therefore, the Company and the Union agree as follows:

- Employees who are currently trained and qualified to locate will be given first right to accept the Relief Locator position when offered in their current work Location which will be considered their "Home District", these employees will be considered "Grandfathered". Subsequent Relief Locators positions will be bid at the discretion of the Company.
- Upon successful training and qualification, Relief Locators will be ineligible for promotions for a period of nine months. Exception: Relief Locators will be eligible for promotion into the Locator position when/if such position is filled by the Company. Exception: employees who are "Grandfathered" shall have their time as a Relief Locator prorated towards promotion or transfers.
- Any Relief Locator not currently working as a Locator in their home District, can be temporarily assigned to work in any District providing that all permanent and Relief Locators in the District needing assistance have been asked to work and

are not available. This provision shall be subject to any and all agreements, provisions and language regarding temporary assignments as per Section II.26.

- At Management's discretion, if no work is available for the Relief Locator, the Relief Locator will revert to their former classification (defined as "Primary Position") at the appropriate rate of pay.
- If a Relief Locator accepts a transfer to another location in their Primary Position, they will forfeit their Relief Locator status in their new location.
- Relief Locators are required to take shifts when assigned. Failure to do so will result in their being removed from the Relief Locator position and being disqualified from bidding the Relief Locator position for two years, a second instance of failing to accept the shift assignment will result in permanent disqualification from the position.
- Relief Locators who are offered a promotion to a Locator position in their home district are required to accept the position. Failure to do so will result in their being removed from the relief position for two years. If after returning to the Relief Locator position, a second instance of failing to accept a permanent position will result in permanent disqualification from the Relief Locator position.
- Relief Locators at the discretion of Management may be afforded the opportunity to participate in the Locator Job Site Reporting Pilot.
- Pre-arranged and All Other overtime will be offered to rated Locators in their Districts before utilizing a Relief Locator. Relief Locators will be

listed on the All Other overtime list, and the Pre- arranged overtime list as Relief Locators and will also be listed on the All - Other overtime list, and the Pre-arranged overtime list in their "Primary Position".

- Relief Locators must fulfill their obligation to, On - Call in their "Primary Position".

LETTER OF UNDERSTANDING
Welder Qualification for Low Hydrogen 7018
Uphill Procedure

This Letter of Understanding is entered into the 10th day of February, 2014 by and between San Diego Gas & Electric Company (hereinafter referred to as "Company") and the IBEW Local Union #465 (hereinafter referred to as "Union.")

Whereas the Company and the Union are desirous in providing volunteers from the Welder- Gas Department classification will be provided an opportunity to qualify for the Low Hydrogen 7018 uphill weld process.

Therefore, the Company and the Union agree as follows:

- The training will be conducted under the guidance of Operations Training Supervisor from the Welding Training and Inspections department. Volunteers from the existing field welder classification will be evaluated weekly and must successfully complete the associated competency tests as required. At the end of the training any qualified welder will, on an as needed basis, be required to perform the Low Hydrogen process on large pressure control fittings that are welded on high flowing gas pipelines. Training and testing will encompass a three-to-five-week period. The number of qualified field welders will be determined by the company.
- Qualified Welders will not be exempt from On Call responsibility.
- The rate of pay will be at Welder (Gas and Shops Certified) \$39.45. This rate will be paid for hours worked (4 hour minimum) while performing the Low Hydrogen 7018 uphill process.

COMPANY-WIDE

LETTERS OF UNDERSTANDING AFFECTING

VARIOUS CLASSIFICATIONS &

DEPARTMENTS

LETTER OF UNDERSTANDING

Clarification of Call-Out Situations

Sept 15, 1957

Dear Mr. Hughes:

Following are five (5) items submitted by the Company with reference to the clarification of circumstances arising out of call-out situations. In this proposal, consideration has been given to the Union's suggestion as to clear wording. Further, all five items have been informally agreed to by both parties in previous sessions. I understand that at one time or another during the lengthy discussion of call-out procedure, the Union membership has had opportunity to scrutinize these items and has found them acceptable.

1. If an employee is permitted to start work later than his usual starting time, or is permitted to take time off without pay during his working day, and at the conclusion of his regular day be kept on the job, his overtime shall start at the end of his regular working day.

2. If an employee be in the immediate vicinity of headquarters, having been released at the end of his regular working day, and be called back and assigned work, he shall be paid for the time worked at the double-time rate for a minimum of two hours with no travel allowance. For the purpose of this section, "immediate vicinity of headquarters" shall mean while on Company property or before departing in a private or public conveyance.

3. If an employee is working at the time-and-one-half rate after the end of his regular work day, time out for meals shall not count as time worked in determining the start of the double-time period.

4. Travel time as stipulated in Article II, Section 42, is to be considered working time.

5. If an employee is notified before quitting time on Friday of a prescheduled overtime on Saturday or Sunday for the purpose of construction or maintenance work (that overtime to fall within the

regular working hours of his classification), he shall be paid as follows:

Actual Work Hours on the Job	Paid Hours
Less than 3.1 hours	Actual hours worked plus 1.0-hour travel time, but not less than a total of 2 hours at double time.
3.0 hours to 4 hours	4 hours at double time; no travel time.
Over 4 hours	Actual hours worked; no travel time

If the Union finds the above provisions acceptable, please indicate such acceptance by your signature below. (One copy is for your files and one signed copy should be returned for our files.) We submit that this proposal should go far in clarifying points of difference that may arise with reference to call-out matters.

Sincerely yours,
H. A. Noble

LETTER OF UNDERSTANDING
Upgrades in District Operating Department and
Central Services Department (King Case)

In accordance with Article IX of the Amended Agreement between the San Diego Gas & Electric Company and the Local Union No. 465, I.B.E.W., the undersigned were selected to serve as a Board of Arbitration to hear the "King case."

With the assistance of Federal Mediators, E. Marvin Sconyers and H. H. Atkins, in a series of joint and separate meetings, the members of the Board of Arbitration hereby unanimously agree to the following understanding regarding upgrades in the District Operating Department and the Central Services Department:

In order to provide employees for temporary vacancies, or a temporary need for extra employees, in job levels 8 and above caused by unscheduled absences or needs of short duration (up to five days), any previously qualified employee may be used. He shall be paid the rate for the job, except as modified by the contract, for the full duration and may elect to accrue the time so spent to his regular classification.

After the maximum five-day period, the temporary vacancy must be filled by the senior qualified employee in the appropriate bidding unit in that district. * Whenever expedient, the employee so filling a temporary vacancy may be replaced by the senior qualified employee in the appropriate bidding unit before the end of the five-day period.

It is not the intent here that a prolonged temporary vacancy shall be filled by a series of five-day replacements.

*Central Services is considered as a district hereunder.

It is also not the intent here to postpone or delay proper bidding of job vacancies which appear to approach the status of "permanency."

In order to provide employees for temporary vacancies, or a temporary need for extra men, in job levels 7 and below caused by unscheduled absences or needs of moderate duration (up to thirty days), any qualified employee may be used as relief. The relief shall be paid the rate for the job, except as modified by the contract, for the full duration and may elect to accrue the time so spent to his regular classification or toward advancement in the temporary job.

It is not the intent here that a prolonged temporary vacancy shall be filled by a series of thirty-day replacements.

It is also not the intent here to postpone or delay proper bidding of job vacancies which appear to approach the status of "permanency."

**Addendum to Letter of Understanding Upgrades in
District Operating Department and Central Services
Department (King Case)**

Job levels referred to as 7 and below:

Auto Parts Handler C
Clerk
Gardener
Helper
Instrument Technician (Gas) "C" - 1st Year
Laborer
Locksmith
Material Handler
Regulator Technician - 1st Year
Service Technician - 1st Year
Utility Serviceman

LETTER OF UNDERSTANDING
Electric Distribution Operations' Scheduling
March 7, 2019

This Electric Distribution Operations' Scheduling Letter of Understanding (LOU) dated March 7, 2019, supersedes the existing LOU (Overtime Administration- Distribution Operations) dated December 14, 2017, which was previously located in the Amended Agreement.

1. Classifications:

Work schedule and working rules discussed within this document pertain only to Distribution System Operator (DSO), Distribution System Operator Working Foreman (DSOWF) and Distribution System Operators In-Training (DSOIT) when on shifts.

2. Operating Locations

The primary operating locations may include, but are not limited to, Mission Control and Metro. Secondary operating locations may be identified and utilized based on Company needs.

3. Operation Hours/Shifts

The hours of work shall normally be as listed, which is not inclusive of shift transition and extra shifts:

- #1 shift: 06:00-14:00
- #2 shift: 14:00-22:00
(2a: 14:00-18:00, 2b: 18:00-22:00)
- #3 shift: 22:00-06:00
- #6 shift (Programming): 06:00-14:00
- 12-hour day shift: 06:00-18:00
- 12-hour night shift: 18:00-06:00

A normally scheduled shift cannot exceed 12 hours. An employee's normal schedule cannot exceed four (4) consecutive 12-hour shifts in a row without days off in between. However, shifts may be instituted to such extent and at such hours as may be

required in the Company's operations but will be limited to four (4) consecutive 12-hour shifts.

Shift turnover is defined as a continuation of a normally scheduled (regular and overtime) shift up to and including six (6) minutes to transfer information from one shift to the next shift. A shift turnover that lasts longer than six (6) minutes will be paid by the appropriate overtime provisions starting at the 7th minute.

4. Staffing Requirements

The number of operators, combination of Working Foreman and DSO, must meet minimum staffing requirements, as specified below, except as may be required by the Company's operational needs (holidays, special events, training, business process changes, etc.).

The minimum staffing requirements are as follows:

- a. Real-time desk (Monday-Friday):
 - i. 06:00-18:00 - 5 operators
 - ii. 18:00-22:00 - 3 operators
 - iii. 22:00-06:00 - 2 operators
- b. Programming (Monday-Friday):
 - i. 06:00-14:00 - 5 operators
- c. Real-time desk (Saturday-Sunday):
 - i. 06:00-18:00 - 2 operators
 - ii. 18:00-06:00 - 2 operators

5. Filling Shifts

An employee cannot be forced or volunteer for an overtime shift if it will make them ineligible for their regularly scheduled shift.

The following will be considered first when filling regularly scheduled shifts to meet minimum staffing requirements:

- a. A rated Working Foreman (WF) is required between the hours of 0600-1800, Monday - Friday. If a WF is

not available, offer the shift to a Relief WF, if not accepted, a rated WF will be assigned.

- b. #1 Shift - Fill with an 8 hour 06:00-14:00 shift.
- c. #2 Shift - Fill with a 4 hour 14:00-18:00 shift if minimum staffing requirements are met.
Otherwise, fill with an 8 hour 14:00-22:00 shift.
- d. 12-hour day shift - Fill with two shifts: one 8-hour 06:00-14:00 and one 4-hour 14:00-18:00.
- e. 12-hour night shift - Fill with an 8 hour 22:00-06:00 shift if minimum staffing requirements are met.
Otherwise, fill with two shifts: one 4 hour 18:00-22:00 shift and one 8 hour 22:00-06:00 shift.
- f. Programming - Fill with an 8-hour 06:00-14:00 shift.
- g. The following rules apply when forcing an employee to fill a shift, unless of an emergency:
 - i. An employee cannot be forced, volunteer, scheduled, or a combination of to work more than 16 hours in any 24-hour period
 - ii. Employees should not work more than 16 consecutive hours without a 5-hour rest period
 - iii. When prearranging four-hour shifts, the shift will be assigned to the first eligible employee with the lowest overtime hours who will already be working an adjacent shift (i.e., early start or hold over). This only applies when a four-hour shift is posted and not filled within 12 hours of the prearranged shift start time. If two (2) consecutive four-hour shifts are posted and not filled, the shift will be assigned together as one (1) eight- hour shift to the first eligible employee with the lowest overtime hours (hold over, earl start, or on their

day off).

6. Callout Holdover

A callout holdover shift is defined as a continuation of a shift to cover another regularly scheduled shift. Holdover shifts shall be offered to on-deck personnel first. If no on-deck personnel accept the shift, then the shift shall be offered to those qualified and available using the appropriate overtime list.

7. Overtime

Per Article III, Section 61, overtime shall be divided as equally as it is practicable among those qualified and available in the classification in the area.

- a. For a 12-hour shift, overtime worked as a continuation of the regular shift will be paid at the rate of double time. For an 8-hour shift, normal contract provisions apply (see Article II, Section 36).
- b. Employees working a 12-hour shift who fall under Article II, Section 45 (14-Hour Rule) of the Amended Agreement shall receive six (6) hours of straight time pay for the regular work period for which the employee has been relieved. For an 8-hour shift, normal contract provisions apply.
- c. Employees working overtime under Article II, Section 45, will only be charged for the overtime hours worked, minus their normal straight time hours. For example, an employee who works 16 hours under the 14-Hour Rule will be charged for the travel time, the two (2) hours of additional straight time, the additional shift prior to the employee's regular shift and the difference between straight time and double time for the eight (8) hours of the employee's regular shift for a total of 27 straight time hours.

- d. Administration of overtime shall be defined as follows:
 - i. The overtime lists are made up of a prearrange and callout list. The overtime list hours will be charged as follows:
 - 1. Prearrange list:
 - a. All overtime hours worked by the prearrange list
 - b. All overtime hours worked for a special Project
 - 2. All-Other/Callout list:
 - a. All overtime hours worked for a Safety Meeting/ Quarterly Training / Hold-over
 - b. All built-in overtime for those on rotating shifts
 - ii. The prearranged overtime and all other overtime lists will be updated bi-weekly and posted by 10:00am Thursday after payroll closing.
 - iii. Any available prearranged overtime will be posted bi-weekly by Monday, or the first working day of the week.
 - iv. All employees except those on vacation will be notified as soon as practical of any shifts added to the Prearranged Sign-up sheet after 10:00am deadline.
 - v. Any available prearranged overtime posted as above will be assigned as follows:

1. Shifts starting 18:00 Thursday ending 18:00 Monday will be assigned at 12:00 noon Thursday and posted.
2. Shifts starting 18:00 Monday ending 18:00 Thursday will be assigned at 12:00 noon on Monday and posted.
3. Adjustments will be made to the above to accommodate holiday weekends.

8. Sick Leave

Employees will receive the amount of sick leave defined in the Sick Leave Agreement in the Amended Agreement (p. 134). Sick leave time will be allocated by hours.

9. Vacation

- a. Employees will receive the amount of vacation leave defined in the Amended Agreement (Article II, Section 61). Vacation hours will be allocated by hours. (Ex: If an employee takes vacation on their scheduled 12-hour shift, the employee will be charged with twelve (12) hours of vacation. If an employee takes vacation on their 8-hour shift, the employee will be charged with eight (8) hours of vacation.)
- b. If an employee takes a vacation day, an employee is not available to work from the end time of their last scheduled shift before the vacation day up to the start time of their next scheduled shift. If an employee is scheduled for vacation and wants to be considered for overtime assignments, it is the employee's responsibility to notify local Management on the last day of their scheduled shift to be considered for such assignment. If no prior notification is given by the employee, then there is no obligation by the Company to contact and offer the employee such assignments.

- c. The below vacation request restrictions will apply when backfilling vacancies to fulfill minimum staffing as defined in Section 5. The number of employees will be granted vacation as follows:
 - i. For all shifts falling between the hours of 06:00-18:00, three (3) operator total vacancies (combination of Working Foreman and DSO) will be approved for vacation. Any additional vacation request will be pending fill.
 - ii. For the #2 shift (14:00-22:00) only, one (1) operator total vacancy (combination of Working Foreman and DSO) will be approved for vacation. Any additional vacation request will be pending fill.
 - iii. For all shifts falling between 18:00-06:00, two (2) operator total vacancies (combination of Working Foreman and DSO) will be approved for vacation. Any additional vacation request will be pending fill.
 - iv. All Vacation Request with less than a 30-day notice are pending fill.
- d. Once a DSO-in-Training becomes a rated DSO, Vacation Requests will be granted by the department's seniority list. Any vacation request after their completion date would be pending fill based on the minimum staffing requirements.

10. Holidays

All work on holidays as defined in Article II, Section 58 shall be paid at the rate of double time. Employees regularly scheduled on their 12-hour shifts will have the first opportunity to work the shift.

Employees normally scheduled to work a 12-hour shift who are approved to have the shift off will only be paid eight (8) hours of holiday pay. An employee may elect to have four (4) hours of vacation time charged or four (4) hours no-pay* to make up the difference.

If an employee is scheduled to work a Company observed Holiday, any requests on that Company observed holiday will be posted as pending fill. Approved vacation before AND after the observed holiday are required to guarantee the holiday off. See examples below.

- o Ex. 1 - DSO is scheduled on the Holiday and employee works the holiday.

7/1	7/2	7/3	7/4	7/5	7/6	7/7
	D	D	D	D		

- o Ex. 1a - DSO requests the Holiday off, holiday request is posted pending fill.

7/1	7/2	7/3	7/4	7/5	7/6	7/7
	D	D	H*	D		

- o Ex. 1b - DSO has approved vacation before and after the holiday and requests the Holiday off. Holiday request is approved off.

7/1	7/2	7/3	7/4	7/5	7/6	7/7
	D	V12	H	V12		

- o Ex. 1c - DSO has pending fill vacation before OR after the holiday and requests the Holiday off, Holiday request is posted pending fill.

7/1	7/2	7/3	7/4	7/5	7/6	7/7
	D	V12*	H*	V12*		

- * NOTE: The four (4) hours no-pay will not count against the allowable Personal Time as described in the Amended Agreement.

11. In-lieu Days

- a. In-lieu days can be scheduled within the same pay period.
- b. To avoid an Assigned shift when using an In-lieu day, vacation must be approved before OR after the In-lieu day.
- o Ex 1- DSO requests an In-lieu day, DSO is still available to work and may be required to work an assigned shift based on appropriate overtime lists.

7/1	7/2	7/3	7/4	7/5	7/6	7/7
N				L	1	

- o Ex 2 - DSO requests an In-lieu day and has vacation approved before OR after the requested In-lieu day. DSO is not available to be assigned a shift.

7/1	7/2	7/3	7/4	7/5	7/6	7/7
N				L	V8	

12. Meals/Breaks:

A ten-minute break will be earned for every four (4) hours worked. On a twelve-hour shift, the first ten (10) minute break will be taken before the mid-shift meal break, not to be attached to the start of shift or the start of the meal break. The second and third ten-minute breaks shall be taken any time after the mid-shift meal break, not to be attached to the end of the meal break or the end of shift.

Employees shall receive a paid 30-minute meal break during their scheduled (8 or 12-hour) shift. The meal break will be at mid-shift and may either be advanced or delayed by one hour where

required by necessity; meal penalties shall apply per Article II, Section 48 of the Amended Agreement.

The following meal provisions will apply by shift:

- a. For an 8-hour shift, normal contract provisions apply (Article II, Section 70).
- b. For a 12-hour shift, the following applies:
 - i. A meal will be provided if work continues for more than one (1) hour after the end of a shift for employees working a 12-hour shift.
- c. For holdovers with an 8-hour shift:
 - i. If an employee works more than six (6) hours past their previously worked 8-hour shift, they will be granted a second 30-minute paid meal break. The second meal break must be taken at the 12th working hour but may be advanced or delayed by one (1) hour where required by necessity, without penalty.
- d. For holdovers with a 12-hour shift:
 - i. If an employee works more than two (2) hours past their previously worked 12-hour shift, they will be granted a second 30-minute paid meal break. The second meal break must be taken at the 12th working hour but may be advanced or delayed by one (1) hour where required by necessity, without penalty.

13. Other Considerations

- a. Holiday Credits and Floating Holidays will be treated or scheduled as Vacation Days.
- b. Bereavement will be allocated by days per the

Amended Agreement and DSO/DSOWF will be unavailable until their next scheduled shift unless the employee wants to be considered for overtime assignments. It is the employee's responsibility to notify local management on the last day of their scheduled shift to be considered for such assignment. If no prior notification is given by the employee, then there is no obligation by the Company to contact and offer the employee such assignments.

- c. Jury Duty Policy will apply per the Amended Agreement.
- d. After implementation of the 8/12-hour combo schedule in the Attachment, the Company and Union will consider any alternate proposals for 12-hour schedules.
- e. Combine the DSOWF and DSO on the overtime lists (Article III, Section 61):
 - i. Combine the DSOWF and DSO on the Prearranged List. If a DSOWF position is needed, it will be filled by the DSOWF with the least number of hours on the Prearranged List.
 - ii. Combine the DSOWF and DSO on the All-Other List. If a DSOWF position is needed, it will be filled by the DSOWF with the least number of hours on the All-Other list.
- f. Due to built-in overtime for those on rotating shifts (8 hours of time-and-one-half after 80 hours in a pay period), the Company and the Union agree there will be no grievances related to inequality of overtime due to the rotating shift schedule.
 - i. For those on a scheduled 88-hour pay period, the following conditions apply:

1. If the employee takes vacation or calls in sick on the last day of that pay period, no overtime provisions apply.
 2. All overtime associated with the schedule built-in overtime will be charged to the All-Other List.
- g. For a pay period with only 76 hours, there will be four (4) hours of non-pay.
- h. When there is a transition from one rotation to another, the Company at its option may adjust the Operators shift to meet the 76/88 hour pay period requirement. The adjustment can only be done when there is a transition. For example: at the end or beginning of the year, or going to or from programming, etc.

This change will not be subject to existing contract language (Article II, Section 13), and this does not count towards the change by one (1) hour to an employee's start time one (1) time in a pay period as negotiated in the 2015 Last, Best and Final Agreement.

LETTER OF UNDERSTANDING

Meter Services

This letter of understanding is entered into this 6th day of May, 1997 between SDG&E and the IBEW Union Local 465.

Whereas the parties are interested in resolving the issues that exist regarding the application and utilization of the SORT Technology and both parties support the productivity enhancements and the customer service improvements that result from the flexibility provided by the new SORT Technology, the parties agree to the following:

1. All future Meter Reading vacancies will be filled with Call-ins. However, if the number of regular Meter Readers falls below 70 or if after five years SDG&E does not begin the transition to automated Meter Readers, the parties will meet and bargain over the issue.
2. Call-In Meter Readers are permitted to transfer to entry level positions or bid on jobs in the Gas Department or Company-wide bids under the current contract. Successful bidders or transfers will be brought in as probationary regular employees and their seniority will be based on the date of becoming a regular employee.
3. Existing Troubleshooters and existing Relief Troubleshooters may volunteer to perform the new duties outlined in the Arbitrator's Decision. These duties will be seasonal gas light-ups and turn-on gas orders. All new Relief Troubleshooters will be required to perform all the duties outlined in the Arbitrator's Decision when they become Relief Troubleshooters and when they become Troubleshooters. In addition to their regular duties, all existing Troubleshooters and existing Relief Troubleshooters will be required to perform the following duties:
 - Change of Account Orders (Meter Read Only)

- Gas and Electric Reread orders
 - Gas and Electric Shut off Orders
 - Off but registering gas
 - All electric service work
4. Meter Testers may be assigned to install gas and electric meter modules and telephone connections for AMR for CT/480V meter installations (large commercial type panels). We further agree that if and when AMR is expanded to other types of meter installations (classes of customers) we will review the classifications authorized to perform this work.
5. The Union and Company agree that paragraph 1. and 2. are no longer applicable. Revised December 5th 2011

LETTER OF UNDERSTANDING

Two Days Off for Personal Business

In settlement of the 1984 Negotiations between San Diego Gas and & Electric and Local Union 465 of the International Brotherhood of Electrical Workers, the following understanding has been agreed upon:

Employees may take two (2) days of a year, without pay, to conduct personal business. Requests will be granted only if Company operations permit. No time off without pay will be granted beyond the two-day maximum, unless absolutely unavoidable, and the burden of proof as to unavoidability is on the employee. Absence in excess of the two (2) days without pay for personal reasons constitutes unsatisfactory performance on the part of the employee.

Employees fifty-nine and one half (59 1/2) years of age and older may take six (6) days of a year, without pay, to conduct personal business. Requests will be granted only if Company operations permit. No time off without pay will be granted beyond the six (6) day maximum, unless absolutely unavoidable, and the

burden of proof as to unavailability is on the employee. Absence in the excess of six (6) days without pay for personal reasons constitutes unsatisfactory performance on the part of the employee.

Union officers absent without pay to conduct official Union business, employees absent without pay who are required to attend NLRB, arbitration or grievance hearings, or Union Executive Board members absent without pay to attend official functions of the International office of the International Brotherhood of Electrical Workers will not have such absences counted against the maximum of two days' time off for personal, business, provided that the Business Manager of Local Union 465, IBEW, or his assistant, has notified the Manager-Labor Relations, or his assistant, in advance, of the reason for and duration of the absence and requested that the employee be released for one of the above stated purposes. Such a request will be granted unless it would interfere with Company operations.

Agreed to this 18th day of June, 1984.

LETTER OF UNDERSTANDING
Equal Seniority in Union
Classifications

WHEREAS, there sometimes occurs incidents of two or more Union-classified employees sharing the same hiring-in, department, division and/or classification date, and

WHEREAS, there has never been any previous agreement between IBEW Local 465 and San Diego Gas & Electric Company as to how a seniority date will be determined when this circumstance occurs.

BE IT NOW RESOLVED, that both parties agree - by affixing their authorized signatures to this agreement - to revert to alphabetical surname order to determine the senior person whenever two or more employees have equal seniority, and whose ability, experience and qualifications are sufficient and equal.

Agreed to this 6th day of February, 1975

LETTER OF UNDERSTANDING
Training and Removing Employees from Call-Out
List October 14, 2009

Dear Mr. Hunter:

As you are aware, the Company and the Union have had a long standing past practice with regards to training and removing employees from the call-out overtime list while they are engaged in or have been scheduled for training.

This practice was agreed upon by David Moore & Richard Wagner in April of 1998 and continues to be consistent with our discussion on October 13, 2009 regarding employee training. This letter serves to re-emphasize the Company's intent to continue the current practice.

I would like to provide clarification in regard to removing employees from the call-out overtime list. Employees will be removed from the call-out overtime list at the start of their shift on the first day of training and the employees will be placed back on the call-out overtime list at the conclusion of the last day of training.

Employee will not be removed from call out list without a minimum of 12 hours' notice on the first day of training but will be removed from the call-out list thereafter until training has been completed.

Employees will be eligible for overtime opportunities on weekends regardless of the duration of the training.

I believe this clarification is consistent with the intent of the past practice and serve as documentation for the future for both parties.

LETTER OF UNDERSTANDING

Light Duty -- Work Related Injuries

This Letter of Understanding is entered into this 2nd day of June, 1995 between San Diego Gas & Electric Company (hereinafter referred to as "Company") and the IBEW Union Local #465 (hereinafter referred to as "Union").

Whereas the parties are desirous of allowing greater flexibility in the assignment of Temporary Light Duty for work related injured employees,

The parties agree to the following:

The Company will assign initial periods of Temporary Light Duty for up to 30 scheduled days. Requests for extensions beyond this period will be reviewed on a case-by-case basis.

The Company will assign Temporary Light Duty, as determined available by the Company, first within the regular payrolled classification at the assigned headquarters.

Where the Company determines the productive Light Duty Work is not available within the regular payrolled classification at the assigned headquarters, then the Company may assign tasks outside the individual's regularly payrolled classification and/or headquarters.

The employee shall be paid at his/her normal classification rate regardless of work tasks assigned or classification in which they are working. Employees shall be paid for hours worked at the employee's normal classification rate.

If the employee is asked to report to a different headquarters for the Light Duty, then travel mileage will

be paid as appropriate as provided by the Amended Agreement.

Necessitated change of schedule during a payroll week to facilitate the assignment of Light Duty shall be made without penalty of overtime under the provisions of the Amended Agreement.

LETTER OF UNDERSTANDING

Service Order Management Technology

In the settlement of the 1995 Negotiations between San Diego Gas & Electric Company and Local 465 of the International Brotherhood of Electrical Workers, the following understanding has been agreed upon:

With the introduction of the new Service Order Management Technology, the Union has raised the concern regarding how this technology will be used relative to disciplinary action against an employee.

The parties have discussed the purpose of the new technology and how it will be utilized to manage the service order process, including efficient management of the workforce.

This letter is to address the assurance that the Company has made relative to its use of discipline.

- The Company will not use the technology and the resulting volume of information for the sole purpose of disciplining employees.
- The Company does not intend to assign someone in supervision to study the system information just to find an employee to discipline.
- It is understood that the performance data in the system may be used to counsel an employee

regarding performance issues and may be a part of documenting a progressive discipline case with an employee.

- It is further understood that data/information from the system such as employee location, timely response to automated dispatch/assignment to an emergency order, etc., (two areas as illustrative examples only), may be used by the Company to support disciplinary action given to an employee.

Agreed to on this 12th day of June, 1996.

LETTER OF UNDERSTANDING Emergency Response Program

In the settlement of the 1995 Negotiations between San Diego Gas & Electric Company and Local 465 of the International Brotherhood of Electrical Workers, the following understanding has been agreed upon:

It is agreed that the Emergency Response language, Letter of Understanding - Emergency Response Program of the utility agreement shall be modified to credit for a response in the calculation of the 1 in 5 response rate for an occurrence of work which starts during the employee's regularly scheduled shift and if the emergency restoration work requires him/her to work 4 or more hours beyond the end of his/her regularly scheduled shift. (Revised 2011)

LETTER OF UNDERSTANDING

Additional Vacation Allowance

June 11, 1973

Additional Vacation Allowance

1. At the employee's option, between his 62nd and 65th birthdays, additional vacation time will be given and will be charged to the employee's extended sick leave reserve. Such additional vacation will be taken in compliance with the rules governing vacation.
2. This additional vacation allowance shall be the following percentages of the employee's extended sick leave which stand to his credit at the time the additional vacation is started:
 - a. Between their 62nd and 63rd birthdays...5%
 - b. Between their 63rd and 64th birthdays...10%
 - c. Between their 64th and 65th birthdays...20%(With a guaranteed minimum of 5 days)

Modifications to Additional Vacation - executed on November 23, 2005:

Additional Vacation Allowance

1. Effective January 1, 2007, for active, full-time employees, upon reaching their 60th and 61st birthdays, additional vacation may be requested in each of those years and will be given and will be charged to the employee's extended sick leave reserve. Such additional vacation may be taken either as a lump sum payment or as vacation. This additional vacation allowance shall be 10% of the employee's extended sick leave, which stands to their credit at the time the additional vacation or payment is chosen. If additional vacation is chosen such vacation will be taken in compliance with the rules governing vacation.
2. At the employee's option, between their 62nd and 65th birthdays, additional vacation time will be given and will be charged to the

employee's extended sick leave reserve. Such additional vacation will be taken in compliance with the rules governing vacation.

3. This additional vacation allowance shall be the following percentages of the employee's extended sick leave which stand to their credit at the time the additional vacation is started:
 - (a) Between employee's 62nd and 63rd birthdays ---- 10%
 - (b) Between employee's 63rd and 64th birthdays ---- 10%
 - (c) Between employee's 64th and 65th birthdays ---- 20%(With a guaranteed minimum of 5 days)
4. An employee who elects to retire early, after reaching their 55th birthday and before their 62nd birthday, may receive additional vacation in the year they elect to retire. This additional vacation time will be 10% of the employee's extended sick leave reserve which stands to their credit at the time the additional vacation is started. This additional vacation will serve as terminal leave and therefore can only be taken just prior to and in conjunction with the date the employee has elected to take early retirement. If, for any reason, the employee's early retirement is canceled, the employee must pay back to the Company the cash equivalent of any additional vacation taken prior to the cancellation of the early retirement. (Effective May 30, 1982)

**Changes to Sick Leave Benefits for All Union Employees
- executed on November 11, 2007:**

Addition to the existing additional vacation allowance provision for Union employees: All Union employees, on the active payroll, who remain at SDG&E at age 60 and 61 will be provided the option on their 60th and 61st birthday of converting 10% of their extended sick leave balance to additional vacation or to a cash payout.

Additional Vacation Allowance - executed on February 21, 2007:

The Company and Union agree as follows:

Additional Vacation Allowance

1. At the employee's option, during the year of the employee's 65th birthday and each year thereafter up to the employee's official retirement date, additional vacation time will be given and will be charged to the employee's extended sick leave reserve. Such additional vacation will be taken in compliance with the rules governing vacation.
2. This additional vacation allowance shall be 10% of the employee's extended sick leave which stand to their credit as the time the additional vacation started.

Letter of Understanding regarding Additional Vacation Allowance
- executed on November 23, 2005:

Effective September 1, 2010, active, full-time employees who retire after reaching age 60 will be given additional vacation time. The additional vacation time shall be equal to 5% of the employee's extended sick leave reserve as determined at date of retirement, shall be an increase to any additional vacation time currently provided under the above-referenced letter of understanding, and shall be charged to the employee's extended sick leave reserve at date of retirement.

The additional vacation time described above may be taken as terminal leave just prior to and in conjunction with the date the employee has elected to retire; or, in the event the employee does not use the additional vacation time as terminal leave, the unused balance will be credited to the employee's Health Reimbursement Account (described below under Postretirement Medical).

POSTRETIREMENT MEDICAL:

The Company proposes to establish a Health Reimbursement Account (HRA) for purposes of funding the employee's portion of postretirement medical insurance premiums, and such other "qualified medical expenses" pursuant to applicable Internal Revenue Code provisions and associated regulations.

The HRA will be established at the employee's date of retirement

for retirements commencing on or after December 1, 2009; or at such earlier date should the Company so designate. Only employees who meet the eligibility requirements to receive postretirement medical benefits will be eligible for the HRA.

An employee's opening HRA balance will be determined based on the value of the following:

1. Unused normal vacation at date of retirement.
2. Unused additional vacation at date of retirement (i.e., vacation that is received as a result of converting a percentage of extended sick leave to vacation in the year of retirement); and
3. Unused normal vacation that is carried over from a prior year.

Carryover vacation will be limited to 40 hours until such time as the employee reaches age 55 with at least five years of service. Thereafter, the employee may carryover an additional 40 hours of vacation for a total of 80 hours. The total number of unused hours, as described above, will be valued at the employee's regular, straight time hourly wage rate at date of retirement. No lump sum payment of any unused vacation will be made in the year of retirement.

Accumulated Sick Leave to Additional Vacation (H&W LBF)
- executed on October 24, 2016

The following changes will be made:

Option 2 (ages 60 and 61, active employees):

Administration will change from "birthday to birthday" to calendar year. Employees can make an election at any time during the first quarter of the calendar year in which their 60th and 61st birthday occurs. If an employee elects to convert the percentage of accumulated sick to additional vacation, any of the converted vacation hours that remain at the end of the calendar year will be paid out on the last paycheck of the year.

Option 3 (ages 62 and older, active employees):

Administration will change from "birthday to birthday" to calendar year. Employees can make an election at any time during the first quarter of the calendar year in which their birthday occurs. Any of the converted vacation hours that remain at the end of the calendar year will be carried over into the following year as "Retirement Vacation". When the employee elects to retire, any unused Retirement Vacation hours may be used as Terminal Leave or converted into a contribution to a Health Reimbursement Account at the employee's straight-time wage rate at retirement.

LETTER OF UNDERSTANDING

Overtime List Placement of Employees Returning from Absence

This Letter of Understanding is entered into this day 30 of October, 2012 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 defining the placement of employees onto the Pre-Arranged and All-Other (Call-Out) overtime listings upon return from an absence the parties agree upon the following:

Employees who are promoted or demoted to a new job or new location or transferred to a new location in the same job classification will carry all previous overtime earned in the current calendar year into the new job/location. For new employees entering the Company, those employees will be averaged in for the first month, after which they will be placed with hours earned. This provision will not apply to temporary assignments. Employees on temporary assignment will stay on their home district "All-Other" overtime list.

Employees who have been absent or accept an assignment whereby they are removed from the overtime listings for thirty (30) continuous working days or more (excluding

vacation and Mutual Assistance assignments) will be averaged in (referred to as adder hours) on the Pre-Arranged and All-Other (Call-Out) overtime listings for the first thirty (30) days upon their return, after which will be placed on the Pre-Arranged and All-Other (Call-Out) overtime listings in position with the additional (if any) hours earned included into the adder hours.

Employees who have been absent for less than thirty (30) continuous working days, upon their return will return with the amount of actual Pre-Arranged and All-Other (Call-Out) overtime hours earned prior to their absence.

LETTER OF UNDERSTANDING

Reporting of a "Near Miss" or "Close Call"

This Letter of Understanding is entered into this 30th day of April, 2013 by and between San Diego Gas and Electric Company (Hereinafter referred to as the "Company") and IBEW Local Union #465 (Hereinafter referred to as the "Union").

Whereas the Company and the Union agree that a "Near Miss" and/or a "Close Call" are circumstances "where no property was damaged and no personal injury sustained, but where, given a slight shift in time or position, damage and/or injury may have occurred," consistent with the use of those terms by Occupational Safety and Health Administration (OSHA); and

Whereas the Company and the Union recognize the importance to clarify whether any discipline may result from employees reporting a "Near Miss" or "Close Call," and to learn from "Near Misses" and "Close Calls" to help reduce the potential for incident or injury in the future.

The Company and the Union agree as follows:

An employee(s) providing the initial reporting of a "Near Miss" or "Close Call" will not be subject to discipline, given such

reporting is conducted prior to any initiation of an investigation into the matter being reported.

LETTER OF UNDERSTANDING

Red-Lining Call-Outs Policy

This Letter of Understanding is entered into this day 30 of October, 2012 by and between IBEW Local465 (Hereinafter referred to as "Union") and San Diego Gas & Electric (Hereinafter referred to as "Company")

Whereas the Union and the Company are desirous in revising with signatory approval the original, "Red Lining Policy" dated February 26, 1997 the parties agree upon the following:

The following describes the common situations in which non-response to call-outs will be "red-lines." There may be others, but when encountered, exceptions to the below should be discussed with the team prior to implementing.

1. One hour to get home after being released. A one-hour after an employee is released from duty.
2. Call-outs in excess of one during any twenty-four hour period.
 - a) A "period" begins from the time of the call-out if the employee doesn't report to work, or from the time of release if the employee does not report to work.
3. From the end of the last workday to the beginning of the next workday when on vacation, floating holiday, sick leave, jury duty, personal time off or similar.
4. Troublemakers during the four days which follow their ten-day shift.

5. Calls within an eight-hour period from time of release when the employee's last work period required a significant amount of work hours. (Red-lining for this purpose requires approval of section supervisor.)
6. Notes:
 - a) On-Deck assignments are not considered call-out. Therefore, credit for a call-out should not be given to an employee when working in this situation. However, if an On-Deck assignment lasts 4 hours or more they should be given credit for a response on their 1 in 5 response rate.
 - b) Employees on light-duty assignments should be removed from the call-out list. If inadvertently left on, they should be red-lined.
 - c) Employees who call back after the crew is filled don't get red-lined.

LETTER OF UNDERSTANDING
Qualification for Pre-Arranged Overtime

This Letter of Understanding is entered into the 13th day of December, 2012 by and between San Diego Gas & Electric Company (hereinafter referred to as "Company") and the IBEW Local Union #465 (hereinafter referred to as "Union.")

Whereas the Company and the Union are desirous in clarifying the qualification for performing prearranged overtime assignments on Saturday, Saturday and Sunday or Sunday after calling in absent for any reason on Friday the parties agree upon the following:

Therefore, the Company and the Union agree as follows:

- Employees calling in absent for any reason on a Friday where pre-arranged overtime is scheduled for Saturday, Saturday and Sunday or Sunday will be ineligible for the prearranged overtime assignment.

- In regard to the language noted above and for consistency related purposes throughout all departments, the Company and Union consider Grievance #3374 to be settled in full.

**LETTER OF
UNDERSTANDING**

Access to Inventoried Material & Equipment

This Letter of Understanding is entered into this day 7th day of July, 2014 by and between IBEW Local Union 465 (Hereinafter referred to as "Union") and San Diego Gas & Electric (Hereinafter referred to as "Company").

Whereas the Union and the Company are desirous of reaching agreement on the safe guarding, access to and use of Company assets comprised of inventoried material, tools and equipment, the parties agree upon the following:

- Warehouses - To allow 24/7 warehouse "badge" access authorization (break-ins) only to select employees in leadership positions, to the warehouse at their regular work location, in order to access inventory to restore service during system emergencies when Logistics employees do not respond in time.
- Yards - To allow 24/7 yard access authorization to all SDG&E employees who work in these locations for the purpose of normal job reporting and service restoration. All material requirements will be processed through the warehouse by SDG&E Logistics employees, unless identified as "Free Stock".
- Logistics' employees will be scheduled for "prearranged" overtime work, when material handling and/or charging activities are required.
- Logistics' employees will be "called out" and/or "held over" for overtime work, when material handling and/or charging activities are required.

- Logistics' employees should typically be released from client support overtime by the Trouble Dept.
- ("Sta. Y"), which should typically be at the authorization of the On Duty Supervisor (ODS).
- Logistics' employees will contact Sta. Y immediately upon arrival for any type of overtime work to support client activities.
- Logistics' employees under call-out circumstances will call Sta. Y approximately every two hours as practical thereafter to request release from their assignment and comply with the direction of Sta. Y/ODS.

When break-ins occur without an attempt to utilize Logistics employees, the appropriate Logistics employee will be compensated for missed overtime.

LETTER OF UNDERSTANDING

Mutual Assistance

This Letter of Understanding (LOU) is entered into on this 28th day of February, 2023, by and between the International Brotherhood of Electrical Workers (IBEW) Local 465 (hereinafter referred to as “Union”) and San Diego Gas and Electric (hereinafter referred to as “Company”).

Whereas the Company has a requirement and responsibility to assist or be assisted by other companies performing like emergency maintenance, and

Whereas the Company and the Union are committed to working jointly to improve Emergency Response, standardize procedures, and improve service to Gas and Electric customers.

Therefore, the Company and the Union agree as follows:

1. Personnel will be selected using the All-Other Overtime List starting at the bottom of the “want overtime” individuals and work up the list. (Inverse callout order) If unable to fill the needs from the district, go to the other districts. If requirements are still not met, assignments will be made from the All-Other Overtime List from the top down, beginning with the originating district then from the other districts. The Company will determine availability of employees based on operational needs.
2. Employees on a Mutual Assistance assignment will be paid Double Time for all hours worked during the duration of the assignment, beginning at the established reporting time, and ending upon release from the assignment.
3. Employees participating in the Mutual Assistance assignment will be required to accept the mode of travel provided.

4. Apprentice Linemen and Line Assistants can only be used for Mutual Assistance once all available Linemen in the Company have been afforded the opportunity.
5. When using Apprentice Linemen, only rubber glove apprentices will be used to full line crews for Mutual Assistance, and only after all journeymen from the district(s) providing the crew(s) have been afforded the opportunity. If the mix of Linemen to Apprentices drops below the safe manning requirements for maintaining the remaining crews at the district, then Apprentices may be substituted for Linemen on the Mutual Assistance assignment.
6. Employees on light duty or on the “Don’t Want Overtime” List will not be used for Mutual Assistance assignments.
7. Meals and lodging will be provided by the host company. Any special supplies, clothing, or gear will be supplied by the host company.

Executed on February 28, 2023.

NEUTRALITY AGREEMENT

This Agreement is entered into by San Diego Gas & Electric Company ("SDG&E") and the International Brotherhood of Electrical Workers, Local 465 ("Union") (hereafter "parties") for the purpose of ensuring an orderly environment for SDG&E's employees to exercise their right to union representation under federal law and the National Labor Relations Act ("NLRA").

Once effective, this Agreement shall have a term of five years and applies to employees within SDG&E's Customer Care Centers and employees employed in the Electric Generation Department at SDG&E's Palomar Power Plant and Desert Star Energy Center. Excluded from this Agreement are any supervisory, managerial, and/or confidential employees, guards, employees of agency, temporary and/or staffing employers, employees of other employers, and any other employees who meet a statutory exemption under the NLRA or federal law. For purposes of this Agreement, the two employee groups are referred to as "the Unit." The parties agree to the following:

1. SDG&E will not retain and use outside, third party labor persuaders who communicate directly with the Unit to refrain from selecting the Union.
2. The Union agrees not to communicate about this Agreement with SDG&E employee prior to September 1, 2021. Aside from a potential joint statement issued after September 1, 2021 from SDG&E and the Union to Unit employees notifying them of the voluntary recognition process discussed below, SDG&E will not initiate information meetings about the Union with the Unit and agrees not to encourage the Unit to refrain from selecting union representation and will not disparage the Union or its agents. SDG&E will not hold captive

audience meetings nor interfere with or restrain the Union's conduct of an organizing campaign in any way. SDG&E may present employees with truthful, accurate information using an information portal and/or application contained and/or accessed on SDG&E's electronic systems. SDG&E may also respond to employee questions and/or requests for information. Nothing contained in the Agreement shall preclude SDG&E from conducting business and/or operational meetings.

3. Within ten (10) days of a request by the Union, but not before September 1, 2021, SDG&E shall send to each employee in the Unit, to their work email, the following e-mail:

“IBEW Local 465 has told us that it seeks to represent our employees. Our management has a long relationship with Local 465, and we support our workers’ right to choose union representation. If a majority of our employees in the Unit say that you want to be a part of Local 465, we will respect and honor that decision.

The decision of whether to unionize with Local 465 is solely yours. If a majority of the bargaining unit has demonstrated support for joining the Union by signing and dating an authorization card, we will promptly recognize Local 465 as your exclusive bargaining representative. We are committed to continuing a productive, cooperative relationship with Local 465.”

4. For employees in the Unit, SDG&E and the Union agree to the voluntary recognition procedures set forth in Attachment A.

5. SDG&E and the Union agree that communications to the Unit will clearly indicate that signing and dating an authorization card will serve as the equivalent of a vote for union recognition, and that valid cards will be used for that purpose in a card count, in lieu of a secret ballot election. The authorization card shall include an employee's signature, the date signed and read,

“I _____, wish to have IBEW Local 465 represent me as my exclusive bargaining representative for wages, hours and other terms and conditions of employment. I understand that if over 50% of eligible employees in the department sign an authorization card, an election will not be necessary for me to be represented by the Union,”

All representations by the Union will be consistent with this language.

6. The Union agrees neither it nor any of its agents or members will engage in picketing, work stoppages, lockouts, boycotts, sickouts, slowdowns, or any other interference with SDG&E's business or at SDG&E's locations or where SDG&E performs services or work. The Union also agrees to campaign or communicate to the Unit in a manner that is not disruptive to SDG&E's operations, services, or business. The Union and its agents shall not purchase billboard, newspaper, TV, radio, magazine or other advertisements or marketing, or engage in electronic social media, in any forum or format, which defames SDG&E or its employees, supervisors, management or services during the life of this Agreement.
7. In furtherance of SDG&E's goals, the Union shall

continue to partner and work cooperatively with SDG&E on issues of mutual benefit for the length of this agreement. Before December 31, 2021, SDG&E and the Union agree to draft a joint letter to all non-represented employees about their long-standing partnership.

8. The Union will advise SDG&E's Director of Labor Relations of any intent to initiate organizing activity of the Unit so local management can comply with this Agreement.
9. SDG&E and the Union agree to meet and confer on potentially expanding the Unit this Agreement applies to in the 2022 master contract negotiations.
10. If SDG&E is awarded in 2021 the Franchise Agreements with the City of San Diego of at least 10 years in duration, this Agreement shall be effective as of September 1, 2021 and shall remain effective for five years, or until September 1, 2026. If the Franchise Agreements are for less than 10 years or if the Franchise Agreements are canceled or terminated early, this Agreement shall be null and void and not binding on either party. This Agreement may only be extended by mutual written agreement of the Parties specifically referencing this Agreement and signed by individuals authorized to represent and bind each party.
11. The parties agree that any disputes over the interpretation or application of this Agreement shall be submitted for binding arbitration. The parties will agree on the procedures to be used in any such arbitration.

The parties have read and fully considered this Agreement and understand its meaning and hereto have caused this Neutrality

Agreement to be executed on this 30th day of April, 2021.

ATTACHMENT “A”

1. Voluntary Recognition Process

A. Waiver of Right to NLRB Election

The Parties agree that SDG&E will recognize the Union when it presents a demonstration of majority support, in line with the following procedures. SDG&E and the Union waive their rights to demand an NLRB election for employees in the Unit.

SDG&E agrees to voluntarily recognize the Union upon a showing by the Union that it represents a majority of employees in the Unit. Proof of majority status shall be based upon the presentation of signatures upon a demand for recognition or a showing of signed authorization cards. The Union may choose to present this showing of majority support directly to SDG&E for verification or may request that the showing of majority support is verified by an independent and neutral third-party mutually selected by the parties. Following the verification of the Union’s majority status through the below procedure, SDG&E agrees to recognize the Union immediately.

B. Employer Verification

In the case that the Union presents a demonstration of majority support, SDG&E may elect within two (2) days to verify whether the Union represents a majority of bargaining unit members. In the event that SDG&E prefers a third-party verification process, the parties will proceed to the procedures for third-party verification.

C. Third Party Verification

The Parties shall make an effort to identify an independent, neutral third party who will perform this verification free of charge; however, if the parties cannot identify such a party within three (3) calendar days of written request from the Union for recognition, the Union may invoke the Expedited Labor Arbitration Procedures of the American Arbitration Association to verify majority support.

- The Employer will provide a list to the neutral third party with a list of the names of all employees in the bargaining unit as of the payroll period immediately preceding the Union's demand for recognition. The neutral third party shall maintain as confidential the names of the employees who have signed (as well as those who have not signed) and shall not disclose such information to SDG&E. The neutral third party shall disclose only whether or not the Union's claim of majority status has been duly verified, in the following format: "A majority of employees in the appropriate bargaining unit has (or has not) chosen the Union to represent them as their collective bargaining representative."
- Should the neutral third party need to make any determination with respect to disputes such as whether an employee's signature is valid or an authorization card is from an employee in the Unit (including disputes over unit eligibility), the neutral third party shall be empowered, at their discretion, to convene an evidentiary hearing to resolve the dispute, and shall make their determination without disclosing to SDG&E the name of the employee in question.

- SDG&E and the Union shall share equally in the fees and costs, if any, associated with the verification procedure by the neutral third party.

NEUTRALITY AGREEMENT ADDENDUM

For purposes of clarifying the bargaining units and employee job classifications subject to the Neutrality Agreement entered into by SDG&E and the Union on April 30, 2021, SDG&E and the Union agree as follows:

The Neutrality Agreement applies to employees within the following two Units – the Customer Care Center Unit (“CCC Unit”) and the Electric Generation Unit (“EGD Unit”). Each Unit will be treated separately for purposes of verification of majority status. Meaning, for example, the Company will recognize the Union as representing the CCC Unit if the Union obtains the required number of signed and dated authorization cards from employees in the CCC Unit, in accordance with the process set forth in the Neutrality Agreement.

Job classifications not listed below are considered excluded from the Neutrality Agreement. Also excluded from this Agreement are any supervisory, managerial, professional, and confidential employees, guards, employees of agency, temporary and staffing employers, employees of other employers, and any other employees who meet a statutory exemption under the National Labor Relations Act of federal law.

CCC Unit

Includes all full-time and regular part-time employees in the job classifications below who are employed by SDG&E at its facilities currently located at 436 H Street, Chula Vista, California; 104 North Johnson Avenue, El Cajon, California;

644 West Mission Avenue, Escondido, California; 2405 East Plaza Boulevard, National City, California; 8306 Century Park Court, San Diego, California; and 366 Euclid Avenue, #502, San Diego, California.

- Energy Services Specialists (ESS) I
- Energy Services Specialists (ESS) II
- Energy Services Associates (ESA)

EGD Unit

Includes all full-time and regular part-time employees in the job classifications below who are employed by SDG&E at its facilities currently located at Palomar Power Plant, 2300 Harveson Place, Escondido, California and Desert Star Energy Center, 701 Eldorado Valley Drive, Boulder City, Nevada.

- Instrument & Control Technician
- Sr Instrument & Control Technician
- Maintenance Mechanic
- Maintenance Planner
- Operations Technician
- Sr Operations Technician
- Supply Logistics Technician
- Water Treatment Tech
- I&E Tech

The parties have read and fully considered this Addendum and understand its meaning. This Addendum is being executed on September 30, 2021.

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