



# ***ENERGY TECHNICIAN RESIDENTIAL APPRENTICE LETTER AGREEMENT***

This Letter of Agreement is an agreement between the Southern California Gas Company (“Company”) and the Utility Workers Union of America, AFL-CIO and International Chemical Workers Union Council, UFCW - (collectively the “Union”). Effective with the signing of this agreement, the parties agree to the following:

The Company will continue the use of the Energy Technician Residential Apprentice (ETR-A) position as a pass-through apprenticeship to the Energy Technician Residential (ETR) job classification. This position will be in effect for the duration of the Agreement. No employee will hold the ETR-A position indefinitely. This letter agreement supersedes any other letter agreements regarding the ETR-A position.

## **Filling Positions**

The Company will initially post requisitions internally as an ETR. If there are no qualified bidders for the ETR position, referrals for the ETR-A position will be made from the ETR bid deck. If there are still no internal qualified bidders, the Company may post the position externally as an ETR or ETR-A.

Candidates securing an ETR-A position will be required to complete the apprenticeship and advance to the ETR classification. The employee must have demonstrated satisfactory performance in the ETR-A position for a minimum of one year to advance. However, with the exception, under agreement between management and the employee, ETR-As who have demonstrated the necessary skill set can be sent to ETR training after 9 months as an ETR-A. Upon completion of ETR training, employees will be required to work at their location for a minimum of twenty-one (21) months.

## **Bidding Restrictions and Training**

Employees who do not successfully pass and complete the initial ETR-A training twice or ETR training twice will be restricted from bidding to the ETR/ETR-A classification for one (1) year.

Regular Full-Time employees bidding into the ETR-A position will have their 56-day return rights commence after successfully completing ETR-A training.

Employees who do not pass ETR training the first time will receive on the job training at the district and will be provided a second opportunity to complete the ETR training after a minimum waiting period of six (6) months (based on training availability).

Employees working in ETR-A positions must progress to ETR within twenty-four (24) months or they will return to their previous classification if an available position exists. If no such position exists, the employee will be released unless they have bid into another position or demote to an available position within the same job progression prior to the time their employment with the Company is terminated. In all cases, employees who have failed ETR training twice will be given a minimum of six (6) months to attempt to secure one of the options above prior to their employment with the Company being terminated.




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## **Wages for the ETR-A:**

Pay grade for ETR-A will be Grade 4. Pay grade starting rate and step advancement are governed by the Collective Bargaining Agreement.

This agreement shall remain in effect until negotiated, between the Company and Union, otherwise.

All parties agree that the terms of this agreement are limited to the facts herein and neither party shall refer to this Agreement as precedent of any position it may wish to assert in future unrelated disputes between the parties. All parties further agree that nothing in this agreement modifies the party's Collective Bargaining Agreement.

  
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David Cameron  
Labor Relations Manager

1-22-19  
Date

  
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Javier A. Salas  
Chair, Joint Steering Committee

1/22/2019  
Date