

SOUTHERN CALIFORNIA  GAS COMPANY

810 SOUTH FLOWER STREET • LOS ANGELES, CALIFORNIA

G. JOYCE ROWLAND
Manager of Labor Relations

MAILING ADDRESS: BOX 3249, LOS ANGELES, CALIFORNIA 90051-1249

September 6, 1991

Utility Workers Union of America, AFL-CIO
600 South New Hampshire, Second Floor
Los Angeles, California 90005

Attention: Mr. D. C. Zukowski
President, Local 483

Dear Mr. Zukowski:

This is in response to your inquiry regarding Company policy on supervisors doing bargaining unit work.

Over the years, the Company has stated that it is not our intent to have supervisors perform direct work on a regular or sustained basis. This is still our position.

However, when unforeseen or urgent circumstances, including emergencies arise, we expect that supervisors will perform whatever work is necessary to handle the situation. Occasionally this will include performing bargaining unit work.

The Company has never limited our rights in this regard to "bonafide emergencies" or situations where "no" bargaining unit personnel are available (emphasis added).

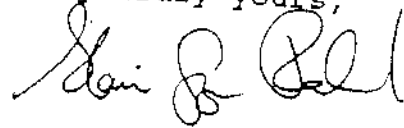
With respect to your question on "working supervisors", virtually all first level supervisors have the experience to perform the work of the employees they supervise. Under the circumstances described above, they might well perform direct work.

In addition, supervisors may, as you stated, perform work of such a minor nature that it doesn't infringe on the Union's right to perform such work.

September 6, 1991
Page 2

Over time, we have had some disagreements with the Union over what constitutes a legitimate reason for supervisors doing bargaining unit work. I expect that these disagreements will occur periodically as the supervisor's judgment is typically called into question in hindsight.

Very truly yours,

A handwritten signature in cursive script, appearing to read "Dan R. Bell".

GJR:liv

cc: Mr. G. A. Acosta
Mr. S. K. Weinstein

c: zukowski