

City
File
Index

To : gyv1
From : GYV1@WC@IBEW
Subject : FYI: Outside Employment Policy
Date : Thursday, June 17, 1999 at 3:00:20 pm PDT
Attachment : (none)
Certify : N
Forwarded by: GYV1@WC@IBEW

Comments :
ALL PG&E STAFF

We should make every effort to advise our members regarding the attached.

ERIC:

For Utility Reporter and Steward's newsletter?

Thanks,
Darrel

-----[Original Message]-----

To : RRD2@IrWc@HR
Cc :
From : GYV1@WC@IBEW
Date : Thursday, June 17, 1999 at 2:59:07 pm PDT

FROM DARREL MITCHELL
IBEW 1245

MR. DOERING:

Thank you for your timely response regarding Union's concerns of Pacific Gas and Electric's Outside Employment Policy.

Will you please take the necessary action to assure that our bargaining unit members are apprised that this policy is not applicable to them.

THANKING YOU IN ADVANCE,

Darrel Mitchell



**Pacific Gas and
Electric Company**

RECEIVED JUN 10 1999

To: DM

Industrial Relations

2850 Shadelands Drive, Suite 100
Walnut Creek, CA 94598

510.974.4282
Fax: 510.974.4289

June 7, 1999

Jack McNally
Business Manager
Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
PO Box 4790
Walnut Creek, CA 94598

Dear Mr. McNally:

This letter is in response to your letter dated April 5, 1999, concerning the Outside Employment Policy promulgated by PG&E Corporation. We are in agreement that certain elements of the policy need to be negotiated. Consequently, the policy is not applicable to Pacific Gas and Electric Company employees represented by IBEW, Local 1245 until such time as agreement is reached between the parties.

Sincerely,

Rick Doering
Manager Industrial Relations

cc: Brent Stanley

International Brotherhood of Electrical Workers, AFL-CIO

LOCAL UNION 1245

P.O. Box 4790, Walnut Creek, CA 94596
3063 Citrus Circle, Walnut Creek, CA 94598
Tel. No. (925) 933-6060 Fax No. (925) 933-0115

COPY

**I
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W**

5 April 1999

Jack McNally
Business Manager

Howard Stiefer
President

Mr. Rick R. Doering
Manager and Chief Negotiator
Industrial Relations Department
Pacific Gas and Electric Company
2850 Shadelands Drive, Suite 100
Walnut Creek, California 94598

Dear Mr. Doering:

IBEW Local 1245 has been advised by our membership that employees in our bargaining unit have been instructed, as a condition of employment, to inform PG&E of any involvement as an employee, consultant, contractor, director, officer, or partner of any for-profit business enterprise.

As you know, implementation of such a policy for bargaining unit employees without negotiations with their exclusive bargaining representative is inappropriate.

Accordingly, please advise if the foregoing information is accurate. If such a policy has been executed, please rescind.

If you have any questions, please notify Darrel Mitchell of my staff.

Sincerely,


JACK McNALLY
Business Manager

JKM:kmk

cc: D. Mitchell

HANDLED OUT TO DOS BY J. Mercer
JDB

RECEIVED
G.R. SMITH

 **PG&E Corporation**

FEB 04 1999

cc: Utility Officers

Bruce R. Worthington
Senior Vice President
and General Counsel

One Market, Spear Tower
Suite 2600
San Francisco, CA 94105

415.267.7133
Fax: 415.267.7257
Bruce.Worthington@pgc-corp.com

February 1, 1999

Scott W. Gebhardt
P. Chrisman Irlbe
Thomas B. King
Lyn E. Maddox
Gordon R. Smith

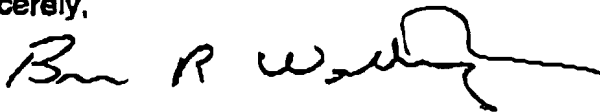
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Members of the Office of the Chairman have approved the proposed policy change regarding outside employment. The new corporate policy prohibits employees from engaging in personal business activities which compete with products or services provided by PG&E Corporation businesses. A copy of the new corporate policy is attached.

The new policy will be included in the Corporate Policy Handbook the next time it is revised and re-issued. However, we do not plan to re-issue the document at this time to include this updated policy. Please share a written copy of the new policy with each employee in your business area, and instruct them to retain the policy in the pocket in the back of their Corporate Policy Handbook.

Please contact Eric Pressler, the Manager of Legal Compliance and Business Ethics, if you have questions about the policy. Thank you.

Sincerely,



BRW:ecd

cc: Robert D. Glynn, Jr.
Mark C. Cowan
Michael C. Dotten
Stephen A. Herman
Douglas A. Oglesby

Roger J. Peters
Robert L. Bordon
Merek E. Lipson
Janet L. Redmond

Attachment

OUTSIDE EMPLOYMENT POLICY

As the energy business becomes more complex and competitive, and PG&E Corporation enters new markets, employees must take special care when engaging in outside employment activities. You are not permitted to have outside activities that compete with products or services offered by any of PG&E Corporation's lines of business. The types of activities to avoid include the planning, design, manufacture, sale, installation, or maintenance of any commodity, equipment, or service that any of the lines of business currently provides or has known plans to provide.

In addition, even if you are not engaged in the activities described above, the following precautions must be taken to avoid conflict of interest:

- Never participate in outside employment activities that could have an adverse effect on your ability to perform your duties for PG&E Corporation.
- At no time use company time or assets for your own business or other job.
- Notify your supervisor if you serve as an employee, consultant, contractor, director, officer, or partner of any for-profit business enterprise outside of PG&E Corporation.
- Never solicit work from PG&E Corporation for your business based on inside knowledge of the Corporation or contacts, and never solicit PG&E Corporation employees or customers while on company premises.