

RECEIVED MAY 7 1985

21.8  
8.8**PG and E**  
**FOR INTRA - COMPANY USES**

From Division or  
Department **INDUSTRIAL RELATIONS**  
To Division or Department  
FILE NO. **741**  
RE: LETTER OF  
SUBJECT **April 22, 1985 Title 8 Meeting**

May 3, 1985

MR. J. P. DUNCAN:

Attached is a letter, written as a result of a comment by the Union at the April 22, 1985 Title 8 meeting. One of the specific issues of concern brought up by the Union, in addition to those covered in the attached letter, was the slow conversion of a committee, originally established by Mr. R. J. LaRue as a Division Communication Committee, into an 8.4 type of committee. This conversion came about without the benefit of those means provided for in Section 8.4 for the formation of such committees.

Please investigate this matter and let us know the results.



I. WAYLAND BONBRIGHT

DMSpingola(3420):sc

cc: RJLaRue, Jr.  
JCKeysen  
PEPettigrew  
JMcNally, IBEW

To start 5/31

**PG and E****FOR INTRA - COMPANY USES**

From Division or  
Department **INDUSTRIAL RELATIONS**  
To Division or Department  
FILE NO. **741**  
RE: LETTER OF  
SUBJECT **Establish Productivity Enhancement Committees**

May 3, 1985

REGIONAL MANAGERS;  
DEPARTMENT MANAGERS:

Among the many exciting accomplishments of the last round of general bargaining was the agreement reached with the Union to establish Productivity Enhancement Committees. See Section 8.8 of the Physical Agreement or Section 21.8 of the Clerical Agreement.

In agreeing to the language which provides for the establishment of such Committees, the Union exhibited a spirit of cooperation in assisting the Company to seek more efficient and cost-effective methods of operation. Some apparent misapplications of the intent of that bargaining have been brought to our attention which can hurt future attempts on the part of Management to reach agreement with the Union on items of interest to the Company.

While Productivity Enhancement Committees are encouraged to discuss and explore feasible methods of increasing productivity, any implementations which would require amendment to current Labor Agreements, including Exhibits thereto, must be channeled through the Industrial Relations Department for agreement with the Union.

Some guidelines to be remembered relative to these Labor-Management Committees or Committees described in Section 8.4 (21.1) are:

- o bargaining-unit members of such committees are to be appointed by the Union;
- o avoid comments such as "we laid that one on the Union last time and it got turned down," as statements such as this do not tend to further develop the spirit of cooperation exhibited by the Union's agreement to establish such committees;
- o keep minutes of the meetings and make distribution to Industrial Relations, the Business Representative, members of the Committee, and any General Office functional departments involved;
- o refrain from incentives, such as \$100 for 212 sign-ups, as such incentives are inappropriate "productivity enhancers" and are considered as wages or working conditions by the Union and the enforcers of U.S. Labor Laws.

Finally, the Company and its employees have much to gain from the contributions that can be made by members of such committees and we should strive to maintain that spirit of Labor-Management cooperation which makes possible the process by which these accomplishments can be achieved.

  
I. WAYLAND BONBRIGHT

DMSpingola(3420):sc

cc: JSCooper  
EBLangley, Jr.  
Negotiating Committee  
G.O. Personnel Managers and  
Directors