



LETTER AGREEMENT No.



91-192-PGE

Pacific Gas and Electric Company
Industrial Relations Department
215 Market Street
San Francisco, California 94106
[415] 973-1125

International Brotherhood of
Electrical Workers, AFL-CIO
Local Union 1245, IBEW
P.O. Box 4790
Walnut Creek, California 94596
[415] 933-6060

Ronald L. Bailey, Manager or
David J. Bergman, Director and Chief Negotiator

Jack McNally, Business Manager

December 23, 1991

Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P.O. Box 4790
Walnut Creek, CA 94596

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

Pursuant to Letter Agreement 91-71-PGE, the Company proposes to implement participation activities in the General Services Department, Distribution Business Unit, General Office. The aims of these efforts will be to jointly determine means for improving productivity, efficiency, service quality, profitability and employee satisfaction.

The participation of bargaining-unit employees shall be in accordance with the following:

1. The Company recognizes and supports the Union's role and responsibility as the exclusive representative of bargaining-unit employees in matters subject to collective bargaining and the grievance procedure. Therefore, the following topics are excluded as items for discussion:

- o Compensation
- o Benefits
- o Contractual working conditions
- o All other bargainable items
- o Disputes subject to the grievance procedure
- o Personality/interpersonal conflicts

Items subject to local negotiations, as specified in attached Letter Agreement R2-88-21-PGE, may be discussed with approval of the Business Representative and Human Resources Representative.

- 2. The Company shall not use demotion and layoff provisions of the Clerical Agreement/Physical Agreement due to impact on the workload as the direct result of employee participation activities.
- 3. The Union's Business Representative or designee will have free access to any meetings or information related to employee participation activities.
- 4. All participation activities involving bargaining-unit employees are to be considered as work of their regular classifications and to be in conformance with the hours and pay provisions of the Agreement.
- 5. Teams will be formed on a voluntary basis.
- 6. The method for local review of any problems, issues and and/or the appropriateness of subject matter will be determined by the Department Manager and the Union Business Representative prior to implementation.

This agreement may be cancelled by either party by serving 30 days advance notice in writing to the other party.

If you are in accord with the foregoing and attachment and agree thereto, please so indicate in the space provided below and return one executed copy of the letter to the Company.

Very truly yours,

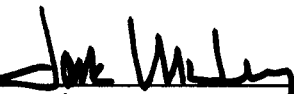
PACIFIC GAS & ELECTRIC COMPANY

By 
Director and Chief Negotiator

The Union is in accord with the foregoing and attachment and it agrees thereto as of the date hereof.

LOCAL UNION NO. 1245, INTERNATIONAL
BROTHERHOOD OF ELECTRICAL WORKERS,
AFL-CIO

Jan 8, 199²₇

By 
Business Manager