



LETTER AGREEMENT No.

91-38-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

Richard Bradford, Manager

Jack McNally, Business Manager

March 5, 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:

The Controller's organization proposes to implement a Continuous Improvement through Employee Involvement (CI/EI) approach throughout the Controller's organization. As a result of discussions regarding CI/EI, questions were raised about the roles and responsibilities of the Company and the Union. In response the Company agrees to provide time to the Union for clarification to occur.

Accordingly, the parties may schedule necessary paid time (not to exceed one hour) and facilities for the Union to provide information regarding what the Union is there for, the purpose of the Union within the Company, as well as the history of the Union. Scheduling will occur at a mutually convenient time and be provided to employees on a voluntary basis either individually or in small groups.

Either the Union or Company reserves the right to cancel this agreement by giving 30 days notice.

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

Very truly yours,

PACIFIC GAS AND ELECTRIC COMPANY

By 
Manager of Industrial Relations

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

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

By 
Business Manager

March 15, 1991
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