



LETTER AGREEMENT No. 93-36-PGE



Pacific Gas and Electric Company
Industrial Relations Department
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San Francisco, California 94105
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International Brotherhood of
Electrical Workers, AFL-CIO
Local Union 1245, IBEW
P.O. Box 4790
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Ronald L. Bailey, Manager or
David J. Bergman, Director and Chief Negotiator

Jack McNally, Business Manager

12 May 1993

Pacific Gas & Electric Company
201 Mission Street, Fifteenth Floor
San Francisco, California 94105

Attention: Mr. David Bergman
Director of Industrial Relations

Gentlemen:

Pursuant to the discussions between the parties during 1993 General Negotiations, the following is Union's understanding of the agreement reached concerning establishment of Employee Participation Committees at any telephone call center.

EMPLOYEE PARTICIPATION COMMITTEES

Employee Participation Committees shall be established at each telephone center. The purpose of these Committees is to jointly determine means to improve the employees' work environment and improve Company's efficiency, productivity and profitability while observing Union's responsibilities as the exclusive representative of bargaining unit employees.

The participation of bargaining unit employees shall be voluntary and Union shall designate the bargaining unit participants.


1. Both Company and Union will designate one individual to participate on an overview committee for each telephone center to:
 - a. Address problems that may arise that are not resolved locally;
 - b. Review the progress of these programs; and,
 - c. Assure compliance with all formal agreements between the parties.
2. Each phone center will form a committee initially consisting of five members appointed by the Company and five members appointed by the Union. The committee complement may be increased by agreement of the Company and Union. This committee will have the freedom to identify, discuss, investigate, and make recommendations on possible improvements.. The following issues, however, are beyond the appropriate scope of issues which the Committees may discuss and submit recommendations:

- a. Mandatory subjects of bargaining, including compensation, benefits, working conditions and disputes subject to the grievance procedure are not matters to be addressed in these programs.
- b. Subjects involving local working conditions normally subject to local agreement may be discussed only after receiving permission from those who have the authority to enter into such agreements. Any proposed recommendations or solutions must be submitted to the appropriate authorizing representatives for their approval prior to implementation.
- c. All activity by Union's bargaining unit members are to be considered as work assignments and to be in conformance with the appropriate agreement.
- d. Union Business Representative or his/her designated alternate shall be granted access to any joint participation meetings that may occur.
- e. Upon request from Union's Business Manager or Business Representative, Company shall supply information concerning any joint involvement, including activities already in progress.
- f. Company and Union will arrange for a joint presentation to all bargaining unit employees to cover the application of the agreement, the goals and concerns of both parties and the methodologies to be utilized. These presentations shall be held during employees' work schedules.
- g. Utilization of the demotion and layoff provisions due to impact on workload as the direct result of such efforts is prohibited.

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 Union.


Very truly yours,

LOCAL UNION 1245, INTERNATIONAL
BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO

By: 
Jack McNally
Business Manager

The Company is in accord with the foregoing and agrees thereto.

PACIFIC GAS & ELECTRIC COMPANY

8-17-, 1993 By: 
David J. Bergman
Director and Chief Negotiator