



LETTER AGREEMENT

No. 94-53-PGE



Pacific Gas and Electric Company
Industrial Relations Department
201 Mission Street, 1513A
San Francisco, California 94105
[415] 973-3420

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

June 23, 1994

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:

Based on changes which have occurred in the Company's organization and in recognition of the need to provide opportunities for labor management forums more closely aligned with the Company's structure, Company proposes to expand Section 8.4 of the Physical Agreement and Section 21.4 of the Clerical Agreement, to provide for a broader base of bargaining unit participation.

Company proposes that such committees be established and be subject to the provisions of Title 8 of the Physical Agreement and Title 21 of the Clerical Agreement as they apply to the existing Summary and Withdrawal provisions of Labor-Management Cooperation. The committees will have the authority to establish sub-committees and can make joint recommendations, relative to the collective bargaining agreement, through the Manager of Industrial Relations and Union Business Manager, for Action Forum or Ad Hoc negotiations.

In order to provide a consistent approach and to address concerns of the Company, the Union, and bargaining-unit employees, Company proposes that upon notification of interest in establishing a committee, Union will appoint a Union representative to work with local management to develop a charter for the committee. All requests will initially be sent to Company's Manager of Industrial Relations and Union's Business Manager for their review and agreement. Such charter will include provisions to:

- a) establish an equal number of participants of management and bargaining -unit members;
- b) determine the frequency of meetings and their location;
- c) require that the committee have co-chairpersons and a secretary;
- d) prepare and generate timely resumes of each meeting, prepared by the secretary and approved by the co-chairpersons;
- e) require that any recommendation by a labor management committee must be in writing and agreed to by the co-chairpersons for submission to the Company's Manager of Industrial Relations and Union's Business Manager; and
- f) contain a cancellation clause.

Further, it is suggested that the parties develop any other details in addition to those listed above that are appropriate for the involved area, including such items as the establishment and method of appointment of various committees and teams, involvement of Union's representatives and meetings with Union's membership, and reporting procedures.

IBEW, Local 1245

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It is also understood that the participation of bargaining unit members in these committees will be considered as time worked and will not preclude them from participating in local labor management meetings.

Either party upon giving 30 days written notice may cancel this agreement.

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 Company.

Sincerely,

PACIFIC GAS AND ELECTRIC COMPANY

By 
Director and Chief Negotiator

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

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

June 24, 1994

By 
Business Manager

LETTER AGREEMENT TRANSMITTAL

RECEIVED JUN 24 1994

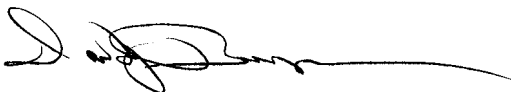
DATE: June 23, 1994

Dear Mr. McNally:

Enclosed is a letter agreement proposal which we believe reflects our understanding reached during a meeting with Darrel Mitchell on Friday, June 17 on the subject of expanded labor management cooperation committees. If agreement is reached, it is expected that such committees will be formed, but not limited to, the following areas:

Gas Supply Business Unit
Electric Supply Business Unit:
 Transmission and Power Control
 Steam Generation - Plants & Construction
 Hydro Generation - Plants & Construction
Computer & Network Operations (CNO)
Customer Energy Services:
 General Construction
 Materials
 Garage
 Call Centers
 Meter Reading
 Nuclear

Sincerely,



**DAVID J. BERGMAN
DIRECTOR AND CHIEF NEGOTIATOR**