



# LETTER AGREEMENT NO. 96-98-PGE

**IBEW**



PACIFIC GAS AND ELECTRIC COMPANY  
INDUSTRIAL RELATIONS DEPARTMENT  
375 NORTH WIGET LANE, SUITE 150  
WALNUT CREEK, CALIFORNIA 94598  
(510) 746-4282

INTERNATIONAL BROTHERHOOD OF  
ELECTRICAL WORKERS, AFL-CIO  
LOCAL UNION 1245, I.B.E.W  
P.O. BOX 4790  
WALNUT CREEK, CALIFORNIA 94596  
(510) 933-6060

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MEL BRADLEY, MANAGER OR  
DAVID J. BERGMAN, CHIEF NEGOTIATOR

JACK MCNALLY, BUSINESS MANAGER

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October 18, 1996

Local Union No. 1245  
International Brotherhood of  
Electrical Workers, AFL-CIO  
P.O. Box 4790  
Walnut Creek, CA 94598

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

The GSBU 94-53 Committee has reached agreement to pilot a Behavioral Accident Prevention Process (BAPP) in those districts where two thirds of the employees vote in favor of adopting it. The pilot will last 12 months.

BAPP is a nationally recognized safety awareness program developed by Behavioral Science Technologies and involves co-workers formally observing each other to identify behaviors that would place employees "at risk" of injury. This formal observation is called a Critical Behavior Inventory (CBI). One of the principles of the program is that employees who are observed by a co-worker during the CBI process doing something that would place themselves at risk of injury would not be disciplined for that behavior. This principle was established to encourage co-workers, who may not normally report "at risk" behavior out of fear that it would lead to a co-worker being disciplined, to actively participate in the program as "observers" and improve work place safety.

The program does not impact management's rights to discipline an employee for failing to follow an established accident prevention rule that is observed by management or is brought to management's attention from other than a co-worker formally observing a co-worker through BAPP. The Company's agreement not to discipline employees for an action observed through BAPP will not be cited by the Union as disparate treatment of employees disciplined for a similar offense not identified through BAPP.

This proposal has been discussed with Union Business Representative Ron Van Dyke. Either party may cancel this agreement by giving the other party 30 days written notice.

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

Very truly yours,

PACIFIC GAS & ELECTRIC COMPANY

By:   
Chief Negotiator

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

Nov 14, 1996

By:   
Business Manager