



LETTER AGREEMENT NO. 97-111

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

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

JACK MCNALLY, BUSINESS MANAGER

September 2, 1997

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

Dear Mr. McNally:

The recent realignment of CES into the Distribution and Customer Services (DCS) business unit, and the commitment of DCS to that structure, necessitates a revision in the structure of local Title 8 committees. As a result, local labor-management committees will be aligned along functional lines. Each area will have a Customer Services committee and a Distribution committee. The committees are to be structured along the lines contained in Sections 8.4 - 8.6 of the Physical Agreement and Sections 21.4 - 21.6 of the Clerical Agreement.

These committees will act as subcommittees to the DCS/IBEW Coordinating Committee. Participation on the committees and a plan for communicating results of the discussions should be developed by each committee and submitted to the Coordinating Committee. The plan should include frequency and location of meetings as well as proposed participants.

Once the plan is approved by the Coordinating Committee, the following guidelines will be followed by the local committees:

- If the area manager or union business representative serving that area is informed of problems other than those subject to the grievance procedures of the applicable contract concerning the affairs and relationship between union and management or involve public affairs matters of a local nature which either party believes could be solved or improved through joint participative discussion, the manager and union business representative shall mutually arrange for a meeting at a place and time which may be during or outside of regular work hours. Such meetings (excluding a continuation of any adjourned meeting) shall take place not more often than bimonthly.

- After notice of a scheduled meeting, the union may select a reasonable number of its shop stewards who are knowledgeable in the matters of concern conveyed to the manager to attend the meeting. Ten days prior to the date set by the manager for such meeting, the union will submit to the manager agenda items together with a list of employees union desires to be in attendance at the meeting. As soon as possible thereafter, an agenda will be prepared from the items submitted by the union and those proposed by management and sent to the union.
- Following the meeting, the manager will prepare a summary of the items discussed and the conclusions reached by the committee which shall thereafter be distributed to the members in attendance and the DCS coordinating committee.
- Area functional committees may establish cross-functional committees, as appropriate. Area committees will continue to monitor the effectiveness of any cross-functional committees and may cancel the charter of those committees at any time.

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: 
Director and Chief Negotiator

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

Sept 26, 1997

By: 
Business Manager