



LETTER AGREEMENT NO. 97-26-PGE



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

February 12, 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

Gentlemen:

Analysis of injuries in CES indicate that the Meter Reader classification is one of two classifications experiencing the most injuries. Strains and sprains represent the majority of injuries and slips and trips are major contributors. In an effort to reduce employee injuries and pursuant to the provisions of Letter Agreement 94-53, the CES Meter Reader 94-53 Committee has proposed the piloting of a footwear allowance for Meter Readers. The provisions of this pilot are outlined below.

1. Meter Readers and Senior Meter Readers will receive up to a \$200 allowance in 1997 to purchase approved footwear. Approved footwear will meet the following requirements:

- High top or 3/4 high (above the ankle with ankle support)
- Leather or leather/nylon type combination uppers
- Non-skid soles
- Puncture resistant soles

2. The \$200 footwear allowance will be in addition to the \$45 rain boot allowance noted in Exhibit C.

3. All Meter Readers and Hiring Hall Meter Readers will participate in the pilot and will be required to wear approved footwear at all times. Hiring Hall Meter Readers will qualify for the allowance after 8 weeks on the Company payroll, however Hiring Hall Meter Readers will be expected to purchase approved footwear before the beginning of their second work week. Hiring Hall Meter Readers will only be eligible for one footwear allowance in 1997.

4. The pilot will continue through calendar year 1997. The Meter Reader 94-53 Committee will assess the effectiveness of the pilot at its conclusion.

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.

 , 1997

By: 
Business Manager