



LETTER AGREEMENT NO. 98-38-PGE

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
INDUSTRIAL RELATIONS DEPARTMENT
2850 SHADELANDS DRIVE, SUITE 100
WALNUT CREEK, CALIFORNIA 94598
(510) 974-4282

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

4 May 1998

Pacific Gas and Electric Company
Industrial Relations Department
2850 Shadelands Drive, Suite 100
Walnut Creek, California 94598

Attention: Mr. David J. Bergman
Director and Chief Negotiator

Gentlemen:

Pursuant to Letter Agreement 94-53, Union proposes to establish a Building Department - Field Building Operations 94-53 Committee. A charter for this Committee is attached.

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

Very truly yours,

IBEW LOCAL UNION 1245, INTERNATIONAL
BROTHEROOD OF ELECTRICAL WORKERS, AFL-CIO

By: 
Business Manager

PACIFIC GAS AND ELECTRIC COMPANY

By: 
Director and Chief Negotiator

5-29-, 1998

**CHARTER
BUILDING DEPARTMENT
FIELD BUILDING OPERATIONS
94-53 COMMITTEE**

Objective:

This Committee is established to provide a Labor Management forum to discuss issues of a systemwide nature that affect IBEW bargaining unit members in Field Building Operations.

Committee:

The Committee will consist of five members from the Union appointed by the Union's Business Manager and five members appointed by the Company.

The Union's Business Manager will appoint a Co-Chairperson and Company's Manager of Industrial Relations will appoint the Company Co-Chairperson. The secretary of the Committee will be appointed by the Manager of Industrial Relations.

Meetings:

The Committee will be scheduled to meet on a quarterly basis or as needed by agreement between the parties. The secretary of the Committee will be responsible for agendas, notification and meeting arrangements.

Agendas:

Agenda items should be sent to the secretary of the Committee two weeks prior to the scheduled meeting date.

Resumes:

The secretary of the Committee will be responsible for writing and distributing the resume. The resume will include all discussions of the Committee. Prior to distribution the resumes will be approved by the Co-Chairs. Resumes will be given wide distribution for posting throughout PG&E.

Charter Amendments:

This Charter may be amended by agreement between the Business Manager and the Manager of Industrial Relations.

Subcommittees:

This Committee may establish subcommittees to address issues identified by the Committee.

Subcommittees can be of any size but should have an equal number of representatives from Management and Union. The Co-Chairs will appoint members to the subcommittees. Members of the subcommittee do not have to be members of this 94-53 committee.

Building Department
Field Building Operations
94-53 Committee
Charter

Subcommittees will have a clearly defined charge, defined time frame and are to forward a resume and signed report to the 94-53 Committee. It is also required that each subcommittee have a complete "Subcommittee Charge" (sample attached). The charge identifies who is impacted, what will be worked on, where the system will be impacted, when will action be taken, why the subcommittee is working on the initiative and how the subcommittee will work on the initiative. The charge will also list the subcommittee members and how to contact them. Subcommittees will prepare and distribute resumes.

Recommendations:

Recommendations requiring a Letter Agreement will be signed and approved by the 94-53 Committee members and forwarded to the Industrial Relations Department to draft a Letter Agreement.

Recommendations that do not require Letter Agreements can be adopted by the sponsoring 94-53 Committee and will be communicated through the resume of that Committee.

Cancellation:

Either party may cancel this agreement by giving 30 days written notice of cancellation.