



IBEW LOCAL UNION 1245

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO

P.O. Box 4790, Walnut Creek, CA 94596

(3063 Citrus Circle) • (415) 933-6060

R1-85-127-PGE

October 10, 1985

Pacific Gas and Electric Company
245 Market Street, Room 444
San Francisco, California 94106

Attention: Mr. I. W. Bonbright, Manager of Industrial Relations

Gentlemen:

Pursuant to the Opinion and Decision of Arbitration Case No. 118 concerning temporary rain shelters as a result of the meeting on September 25, 1985, Company and Union agreed to establish an Inclement Weather Experiment using rain canopies in the Sacramento District Gas T&D Department. The following guidelines will be used in the administration of this project:

A. Joint Experiment Committee

1. Comprised of three members appointed by Union and three members appointed by Company, excluding anyone who may profit from this experiment.
2. Union appointees to be other than those performing work with tent.
3. Committee, by joint agreement, to establish safety rules, appropriate tent design, and items such as rain gear, boots, lockers, etc., needed for the experiment.
4. Committee to determine the number of tents and guidelines for use.
5. The tents are to be used by crews of three men or more unless otherwise agreed to by the Committee.
6. The Committee to determine the factors and the guidelines for making evaluations of the experiment, including appropriate on-site viewing.

7. All final determinations regarding the efficiency and productivity of this experiment are to be made by this Committee.

B. Duration

The project will commence on November 1, 1985, and conclude on March 31, 1986. By mutual agreement, the duration may be amended.

C. Employee Involvement

1. Crew makeup to consist only of volunteers based upon seniority.
2. Employees shall have the right to permanently remove themselves from the voluntary status at the beginning of a workday. In such event, a permanent replacement shall be chosen from those who had volunteered.

D. Compensation

1. Those employees volunteering for this project and who are selected as permanent participants will receive a ten percent increase in all pay for the duration of the assignment as outlined in Section B1 above. Permanent replacements shall receive a ten percent increase in all pay from the date of their selection to the end of the experiment. Those employees who are volunteers and are needed as temporary replacements for the permanent participants shall receive a ten percent increase for all hours worked when the tent is being utilized, but in no event for less than eight hours for each workday.

E. This agreement may be cancelled by either party by giving a ten-day written notice of cancellation.

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

Yours very truly,

LOCAL UNION NO. 1245, INTERNATIONAL
BROTHERHOOD OF ELECTRICAL WORKERS,
AFL-CIO

By 
Business Manager

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

PACIFIC GAS AND ELECTRIC COMPANY

Oct 14, 1985

By 
Manager of Industrial Relations