

**Pacific Gas and Electric Company**

215 Market Street  
San Francisco, CA 94106  
415/972-7000

May 18, 1989



Local Union No. 1245  
International Brotherhood of  
Electrical Workers, AFL-CIO  
P. O. Box 4790  
Walnut Creek, California 94596

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

Company proposes the establishment of the Operations Participation Enhancement Committee (O.P.E.C.) at Morro Bay Power Plant. The mission of the Committee is to improve communication and the relationship between labor and management in the operations group, establish trust and credibility, improve the work environment, increase team work and allow an opportunity for individual growth. After the December 15, 1988 planning meeting, the Committee agreed to follow the guidelines listed below:

1. The Committee will follow the spirit of Title 8.8.
2. One O.P.E.C. bargaining unit member from each Morro Bay Power Plant Operations crew will be appointed by the Union. Alternate members will be selected in the same manner. The local Business Representative shall notify the plant Human Resources Representative no later than December 10 of the appointments to be made for the following year. O.P.E.C. bargaining unit members previously selected for 1989 will remain for the duration of the year unless Company and Union agree to otherwise. The O.P.E.C. member represents the entire shift including the Operating Foreman. Such members will serve on O.P.E.C. for a one year term. The Supervisor of Operations and 1 - 2 Operating Foremen will also be considered members. The plant Human Resources Representative and Business Representative will be guests. The meeting facilitator will rotate at each meeting.
3. Formal letters of agreement, or local letters of agreement where appropriate, will be recommended to resolve issues which require any contractual changes.
4. All actions will be by O.P.E.C. consensus. All recommendations will remain active until dropped or approved by consensus.
5. No personal grievance issues will be admitted for discussion. General issues that can be clarified prior to utilizing the grievance procedure will be allowed for discussion.

- 6. Only items that are completely within the Operating Department's jurisdiction will be reviewed. No "stone-throwing" at other departments or work groups will be permitted.
- 7. The Committee will focus on such things as efficiency, safety, productivity, work environment, prioritizing, job duties, budget, training, technical procedures, and reports and logs.
- 8. No retaliation will occur as a result of any suggestions/recommendations made by O.P.E.C. members.
- 9. Information concerning the meetings will be communicated to all department employees in the form of a "Newsletter".
- 10. Either party may cancel the agreement upon 30 days notice to the other party(s).

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

Yours very truly,

PACIFIC GAS AND ELECTRIC COMPANY

By Richard B. Bradford  
Manager of Industrial Relations

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

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

May 30, 1989

By Jack McKinley  
Business Manager

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