



LETTER AGREEMENT No.



Pacific Gas and Electric Company
Industrial Relations Department
215 Market Street
San Francisco, California 94106
[415] 973-1125

International Brotherhood of
Electrical Workers, AFL-CIO
Local Union 1245, IBEW
P.O. Box 4790
Walnut Creek, California 94596
[415] 933-6060

Ronald L. Bailey, Manager or
David J. Bergman, Director and Chief Negotiator

Jack McNally, Business Manager

September 9, 1991

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

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

Redwood Region proposes to implement Continuous Improvement through Employee Involvement (CI/EI) throughout all Divisions and Departments within the Region. This is an effort to involve employees in work related activities and decisions that will improve the quality of work life, increase productivity, improve the quality of service, and promote more effective teamwork throughout the Region.

To clarify our understanding and mutual expectations with this approach, we propose the following conditions:

1. An Overview Committee will be created to develop the goals and policies of this process. This committee will be comprised of the Redwood Region Vice President and the IBEW Business Manager or their designees. The Overview Committee will meet as often as needed but at least once a year.
2. The Overview Committee will be supported by an Advisory Committee comprised of the Division Managers, General Services Manager, Transmission Manager, and the IBEW Business Representatives. The purpose of this committee will be to meet to discuss and resolve broad Region-wide issues. The Advisory Committee will meet as needed. Each Division and Department will have a committee to address local issues. Labor Management Committees may be used for this purpose. Some committees have already been established. Members of new local committees will be agreed to by the IBEW Business Representative and the Division or Department Manager.

3. Each Division or Department may establish teams to focus on CI/EI efforts. Some teams have already been established. As new teams are formed, members should be made up of volunteers from the respective work groups. If the IBEW Business Representative or Company Management Representative does not agree to the composition of a team, they will submit alternative names until agreement is reached. Team members will be given an appropriate amount of work time for the purpose of participating in team activities.
4. The IBEW Business Representative (or designee), or Company Representative, may attend meetings related to CI/EI programs as appropriate.
5. The Company will provide appropriate training to participants in the CI/EI.
6. Teams will have the freedom to identify, discuss, investigate, and make recommendations on possible improvements. The following issues, however, are beyond the appropriate scope of issues which Teams may discuss and submit recommendations:
 - o Issues subject to collective bargaining
 - o Disciplinary issues
 - o Interpersonal conflicts and/or personality conflicts
7. While teams may not discuss issues subject to collective bargaining, teams may identify and receive authority to discuss some local working conditions normally subject to the local agreement process by requesting such authority from the Division Human Resources Manager and IBEW Business Representative. Once such an issue is identified, the team must request authority prior to further discussion. After receiving authority to discuss the issue, the team must then submit any proposed recommendations or solutions to the appropriate authorizing representatives for their approval prior to implementation of the revised working conditions.
8. There will be no demotions or lay-offs of regular employees as a direct result of CI/EI in Redwood Region. In the event there is an impact on the workload as a direct result of CI/EI that is not handled through attrition, the parties will meet to discuss avenues of addressing such impact. The provisions of this paragraph do not supercede or cancel any other agreement between the parties such as Letter Agreement 88-104 and Exhibit XII or the Agreement.

- 9. For purposes of clarification on the role of the Union with respect to CI/EI, the parties may schedule necessary paid time (not to exceed one hour) and facilities for the Union to provide information regarding what the Union is there for, the purpose of the Union within the Company, and the history of the Union. Scheduling will occur at a mutually convenient time and be provided to employees on a voluntary basis either individually or in small groups.
- 10. This agreement may be cancelled upon 30 days written notice to the other of such cancellation.

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

Very truly yours,


PACIFIC GAS AND ELECTRIC COMPANY

By 
Director and Chief Negotiator

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

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

Oct 15, 1991

By 
Business Manager