



LETTER AGREEMENT No.



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

R1-91-169-PGE

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

December 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:

Pursuant to Letter Agreement 91-71-PGE Company proposes to establish or continue various employee participation programs at work locations within the Telecommunication Department. The purpose of these programs is to determine means to improve employee's work environment and improve Company's efficiency, productivity and profitability while observing Union's responsibilities as the exclusive representative of bargaining unit employees.

The participation of bargaining unit employees shall be in accordance with the following:

1. Both Company and Union will designate one individual to participate on an overview committee to address problems that may arise that are not resolved locally, and to review the progress of these programs.
2. Union's Business Representative and Company's Industrial Relations Representative who are assigned responsibility at each work location shall meet on a regular basis to do the following:
 - a. review the application of the employee participation efforts,
 - b. assure compliance with all formal agreements between the parties, and
 - c. make recommendations deemed appropriate.

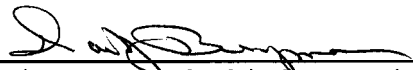
- 3. Mandatory subjects of bargaining including compensation, benefits, working conditions and disputes subject to the grievance procedure are matters not to be addressed in these programs unless the parties agree to permit discussions.
- 4. Employee participation groups will be created with the approval of the Manager. Participation in groups is voluntary.
- 5. All employee participation activity by Union's bargaining unit members will be accomplished during regular work hours.
- 6. Union's business staff will be granted access to any joint participation meetings that may occur.
- 7. Company and Union will arrange for a joint presentation to all bargaining unit employees to cover the application of this agreement, the goals and concerns of both parties, and the methodology to be utilized. The presentations shall be held during employee's work schedules.
- 8. Company shall not invoke the provisions of Title 206 of the Physical Agreement or Title 19 of the Clerical Agreement as the direct result of any employee involvement program.

This agreement may be cancelled at anytime by either party by serving thirty (30) day advance written notice to the other party.

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.

Very truly yours,

PACIFIC GAS AND ELECTRIC COMPANY

By 
Director and Chief Negotiator

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

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

Feb 3, 199~~0~~²

By 
Business Manager