



# LETTER AGREEMENT

**No. R1-92-97-PGE**



Pacific Gas and Electric Company  
Industrial Relations Department  
201 Mission Street, 1513A  
San Francisco, California 94105  
[415] 973-3420

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

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

Jack McNally, Business Manager

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September 4, 1992

Local Union 1245  
International Brotherhood of  
Electrical Workers, AFL-CIO  
P. O. Box 4790  
Walnut Creek, CA 94596

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

On April 14, 1992 the Company and Union met to discuss the establishment of a Technology Joint Study Committee. The purpose of the committee is to collaboratively examine issues surrounding technological advances in the workplace.

1. Committee Objectives:

This committee will study, but is not limited to, the following items:

- a. Developing guidelines or principles which may be applied in determining which work is appropriately assigned to technical, journeymen, or other classifications.
- b. Reviewing training, testing, and compensation issues related to new technology.
- c. Resolving grievances which have been referred to the committee.

2. Committee Organizations:

- a. The Joint Steering Committee will consist of a steering committee and four working committees.
- b. The Working Committees will work independently and make recommendations on the objectives listed in paragraph 1 to the Steering Committee. The Steering Committee will be responsible for making final decisions in these areas.

c. The Steering Committee will be composed of six members:

- Company Manager of Industrial Relations or designee
- Company Manager of DBU Gas and Electric Distribution or designee
- Company Manager of Steam Generation or designee
- Three members appointed by the Union's Business Manager

The Steering Committee will guide committee formation, protocol and review of the working committees' work progress and product. This group will also appoint the Working Committee Co-chairpersons.

d. The following four working committees will be established.

- Gas Control - 10 committee members
- Electric Meter - 8 committee members
- Steam Generation - 8 committee members
- Telecommunications, Electrical Maintenance, and Electric T&D - 10 committee members

Half of the working committee members will be appointed by the Company and the other half will be appointed by the Union's Business Manager. All costs associated with committee members' time away from their regular work assignments will be paid by the Company.

### 3. Timetable

By December 31, 1992 the Working Committees will submit to the Steering Committee its recommendations.

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 & ELECTRIC COMPANY

By David J. Begman /s/  
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 ELECTRICAL  
WORKERS, AFL-CIO

Sept 18, 1992

By [Signature]  
Business Manager