



LETTER AGREEMENT

No. R1-94-94-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

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

Jack McNally, Business Manager

25 October 1994

Pacific Gas & Electric Company
201 Mission Street, Fifteenth Floor
San Francisco, California 94105

Attention: Mr. David J. Bergman
Director and Chief Negotiator


Gentlemen:

Union proposes pursuant to Letter Agreement No. 94-53 to establish a Systemwide Labor Management Committee for employees in the Division and General Construction Garage Departments. Attached is a Charter for the Committee which may be modified by mutual agreement.

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

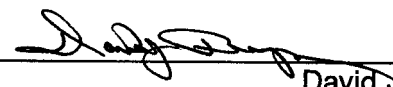
Very truly yours,

LOCAL UNION 1245, INTERNATIONAL BROTHERHOOD
OF ELECTRICAL WORKERS, AFL-CIO

By: 
Jack McNally
Business Manager

The Company is in accord with the foregoing and attached and agrees thereto.

PACIFIC GAS & ELECTRIC COMPANY

11-16-, 1994 By: 
David J. Bergman
Director and Chief Negotiator

**CHARTER
LABOR MANAGEMENT COMMITTEE
DIVISION AND GENERAL CONSTRUCTION
GARAGE DEPARTMENTS**

Objective:

This Committee is established to provide a Labor Management Forum to discuss issues of a systemwide nature that affect employees in the Division and General Construction Garage Departments.

Committee:

The Committee will consist of seven members from the Union appointed by the Union's Business Manager and seven members appointed by the Company.

The Union's Business Manager will appoint a Co-Chairperson and the Company will appoint a Co-Chairperson. The secretary of the Committee will be appointed by the Manager of Industrial Relations.

Meetings:

The Committee will meet on a quarterly basis or as needed beginning in November of 1994. Meetings will be regularly scheduled and may be cancelled by mutual agreement. The secretary of the Committee will be responsible for making room arrangements and distributing agendas. The parties may schedule meetings more frequently if warranted.

Agendas:

Agenda items shall be sent to the secretary of the Committee two weeks prior to the scheduled meeting date.

Resumes:

Resumes will be the responsibility of the secretary of the Committee and will be approved by the Co-Chairpersons. Co-Chairpersons will approve resumes prior to distribution.

Recommendations/Referrals:

The Committee will establish a method for appointing teams or subcommittees to develop joint recommendations.

The Committee's joint recommendations relative to the Collective Bargaining Agreement will be sent through the Manager of Industrial Relations and the Union's Business Manager, for Action Forum or Ad Hoc Negotiations.

Cancellations:

Either party may cancel this agreement by giving 30 days written notice of cancellation.