



# LETTER AGREEMENT No.

R2-91-114-PGE



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

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

Jack McNally, Business Manager

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November 19, 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 San Joaquin Valley Region. The purpose of these programs are to jointly determine means to improve the employees' 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 voluntary and in accordance with the following:

1. Both Company and Union will designate one individual to participate on an overview committee to:
  - a. address problems that may arise that are not resolved locally,
  - b. review the progress of these programs and
  - c. assure compliance with all formal agreements between the parties.
2. Each Division and Region Department will form a committee consisting of three members appointed by the Division or Department and three members appointed by the Business Representative. A Human Resources representative and the Business Representative should be among those appointed. This committee will:
  - a. review the application of the joint efforts,
  - b. review and monitor representation on the teams,
  - c. make recommendations deemed appropriate.

3. Mandatory subjects of bargaining, including compensation, benefits, working conditions and disputes subject to the grievance procedure are not matters to be addressed in these programs.
4. Subjects involving local working conditions normally subject to local agreement may be discussed only after receiving permission from those who have the authority to enter into such agreements. Any proposed recommendations or solutions must be submitted to the appropriate authorizing representatives for their approval prior to implementation.
5. All activity by Union's bargaining unit members are to be considered as work assignments and to be in conformance with the appropriate Agreement.
6. Union Business Representative or his/her designated alternative shall be granted access to any joint participation meetings that may occur.
7. Upon request from Union's Business Manager or Business Representative, Company shall supply information concerning any joint involvement, including activities already in progress.
8. Company and Union will arrange for a joint presentation to all bargaining unit employees to cover the application of the agreement, the goals and concerns of both parties and the methodologies to be utilized. These presentations shall be held during employees' work schedules.
9. Company shall not demote or layoff regular employees as a direct result of employee participation programs in San Joaquin Valley Region. In the event there is an impact on the workload as a direct result of employee participation programs that is not handled through attrition, the parties will meet to discuss avenues of addressing such impact.

This agreement may be cancelled at anytime by either party by serving thirty (30) days 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 it agrees thereto as of the date hereof.

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

Dec 20, 1991

By   
Business Manager