



LETTER AGREEMENT

No. R2-91-117-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

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

Jack McNally, Business Manager

December 23, 1991

Pacific Gas and Electric Co.
215 Market Street, Room 916
San Francisco, CA 94106

Attention: Mr. David J. Bergman
Director of Industrial Relations

Gentlemen:

Pursuant to Letter Agreement 91-71, Golden Gate Region proposes to develop and implement Continuous Improvement through Employee Involvement (CI/EI). This will be implemented in order to improve the quality of work life, increase productivity and profitability, improve quality of service, promote more effective teamwork and improve employee satisfaction throughout the Region while observing Union's responsibilities as the exclusive representative of Bargaining Unit Employees.

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

1. A steering committee will be formed to review progress in implementation of CI/EI throughout the Region. The committee will be comprised of the Golden Gate Region Vice President and the IBEW Business Manager or their designees. This committee will meet as often as needed but at least once a year.
2. The steering committee will be supported by an Advisory Board comprised of the Division Managers, Transmission Manager, General Services Manager, and the IBEW Business Representatives. The purpose of this group will be to meet to discuss and resolve broad Region-wide issues arising from CI/EI implementation. The Advisory Board will meet as needed.
3. Each division or department may establish teams and/or committees to focus on CI/EI efforts. These may be newly created teams and committees or existing groups.
4. The method of selecting team or committee members to support local CI/EI efforts will be determined at the local level. Team or Committee leaders will be selected by team member. Subject to restriction No. 5, these groups will have authority to identify, discuss and investigate issues and make recommendations to local management on possible improvements. Teams or committees may be established to address specific issues and dissolved upon completion of activities related to the issues. Team or Committee members will be given an appropriate amount of work time for the purpose of participating in team or committee activities.

5. Union business representatives shall have access to any meetings related to these CI/EI efforts.
6. The following issues are beyond the appropriate scope of issues which CI/EI teams or committees may discuss and submit recommendations.
 - Mandatory subjects of bargaining, including compensation, interpersonal conflicts, disciplinary issues, benefits, working conditions and disputes subject to the grievance procedure.
7. CI/EI efforts may involve and address some local working conditions normally subject to local agreement only after receiving permission from the Company and Union business representatives who have authority to enter into agreements on such working conditions. CI/EI Teams or Committees, after being given permission to discuss such issues must then submit any proposed recommendations to the appropriate authorizing representatives for their approval prior to implementation of the revised working condition.
8. Upon request from Union's Business Manager or Business Representative, Company shall supply information concerning any joint involvement, including activities already in progress.
9. There will be no demotions or lay-offs of regular employees as a direct result of the CI/EI strategy implementation in Golden Gate Region. In the event there is an impact on the workload as a direct result of CI/EI efforts which can not be handled through attrition, the parties will meet to discuss avenues of addressing such impact.
10. This agreement may be cancelled upon 30 days notice to the other of such cancellation.

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 Union.

Very truly yours,

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

By: 

Jack McNally
Business Manager

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

PACIFIC GAS AND ELECTRIC COMPANY

By: 

David J. Bergman
Director of Industrial Relations