



LETTER AGREEMENT

No.

R2-92-120-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

September 15, 1992

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:

Company proposes the following Telephone Service Study Charter:

Scope:

In an effort to identify the human resources issues involved with the telephone call center consolidation, the IBEW, Local 1245 and PG&E will undertake a joint study. It is the intent of the parties to limit the study to identification of human resources issues and various options for addressing the issues. The Committee will also discuss the impact of telephone service consolidation on employees within the IBEW bargaining units, impacts to the toll-free conservation hot-line and bilingual telephone service. The Committee will also consider the issues related to the application of drug testing as proposed by the Company in Letter Agreement 91-159.

Team Structures:

The study team will be composed of five Company and five Union representatives. The Company will be responsible for compensation, including related expenses, for the bargaining-unit members.

Study Format:

The team may invite guest presenters and may visit other utilities and/or companies for the purpose of studying the human resources issues experienced and options considered to minimize the impact to the affected employees.

Time Frame:

The study is expected to commence in September, 1992 and be completed by December 31, 1992.

Limits to Authority:

The study team is expected to discuss mandatory subjects of bargaining. **THE TEAM HAS NO AUTHORITY TO BARGAIN** or commit either PG&E or IBEW, Local 1245 to future agreement.

Review:

During the study, the team will review progress with a group made up of IBEW representatives and the Telephone Service Improvement Project Steering Committee.

Outcome:

Completion of the study will result in various options being provided to the Business Manager of IBEW, Local 1245, PG&E's General Manager of the Distribution Business Unit, and PG&E's Manager of Industrial Relations. Any options the parties wish to adopt are intended to be negotiated by either an Ad Hoc Committee or in the 1993 General Bargaining.

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: 
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

Sept 30, 1992

By: 
Business Manager