



LETTER AGREEMENT NO. R2-97-71-PGE



PACIFIC GAS AND ELECTRIC COMPANY
INDUSTRIAL RELATIONS DEPARTMENT
2850 SHADELANDS DRIVE, SUITE 100
WALNUT CREEK, CALIFORNIA 94598
(510) 974-4282

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
P.O. BOX 4790
WALNUT CREEK, CALIFORNIA 94596
(510) 933-6060

MEL BRADLEY, MANAGER OR
DAVID J. BERGMAN, CHIEF NEGOTIATOR

JACK McNALLY, BUSINESS MANAGER

July 25, 1997

Jack McNally, Business Manager
Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P.O. Box 4790
Walnut Creek, CA 94598

Dear Mr. McNally:

Based on discussions held during Gas Supply 94-53 Committee meetings, Company is proposing to establish a one year trial program for an idea award program within the Gas Supply Business Unit. At the end of the one year trial period, this letter will be automatically cancelled, or it will be extended to all Physical and Clerical bargaining unit areas.

This program will be open to all IBEW-represented employees that are permanently assigned to the Gas Supply Business Unit. The specific guidelines and approval process of the Gas Supply Team Think Program are attached.

The Company is proposing that this program be exempt from LA 91-113, which covers rewards and recognition. In addition, this program would not be subject to the grievance procedure.

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

Very truly yours,

PACIFIC GAS & ELECTRIC COMPANY

By: 
Chief Negotiator

The Union is in accord with the foregoing and agrees thereto as of the date hereof.

Aug 19, 1997

By: 
Business Manager

**TEAM THINK
CREATIVE SOLUTIONS THOROUGH EXPERIENCE**

ELIGIBILITY

All GSBU IBEW represented employees and AT&T employees within Gas System Maintenance and Gas System Operations Departments.

TYPES OF AWARDS

SIGNIFICANT

1. Individual
First year savings up to \$20,000
Recommended by the crew and foreman
Superintendent/Director approval
Award is 5% of first year savings up to \$1,000 max.

2. Team (2 or more)
First year savings up to \$20,000
Recommended by the crew and foreman
Superintendent/Director approval
Award is 10% of first year savings up to \$2,000 max. divided among team members.

OUTSTANDING

1. Individual
First year savings over \$20,000
Superintendent/Director approval
Award is 5% of first year savings up to \$2,500 max.

2. Team (2 or more)
First year savings over \$20,000
Superintendent/Director approval
Award is 10% of first year savings up to \$5,000 max. divided among team members

All awards will be funded by individual Districts. Once ideas are implemented, budgets will be reduced by true savings minus the reward amount.

INSTRUCTIONS FOR SUBMITTING IDEAS

CRITERIA:	An idea that can be implemented and adds real value by resulting in tangible expense savings of a minimum of \$1,000. Suggestions must be exclusive of existing safety program.
TEAM/INDIVIDUAL:	Complete GSM Suggestion Form and submit to Foreman. Include any applicable supporting information such as sketches, materials, price quotes, etc.
FOREMAN:	Log in suggestion Meet with Team/Individual within 30 days to complete evaluation. Forward to Superintendent or Gas System Ops Director for approval.
SUPERINTENDENT/ DIRECTOR:	Approve or deny based on evaluation Return to Foreman
FOREMAN:	Request check once idea is implemented.

Awards and/or denials are not subject to the grievance procedure in accordance with Letter of Agreement R1-97-71-PGE.