

Date: August 7, 1989 File #: 741.1  
To: VARIOUS  
From: STOCKTON DIVISION - HUMAN RESOURCES  
Subject: Local Agreements and Productivity  
Enhancement Activities

CC PGE Staff



DEPARTMENT MANAGERS  
AREA MANAGERS

It has been brought to our attention by the IBEW that certain working condition changes have been implemented affecting IBEW represented employees without the consent of the Union and without consultation with this Department.

Apparently there is a wide-spread pattern of such activity throughout the PG&E system. It no doubt reflects well-meaning efforts to improve productivity and to make better use of existing resources. The IBEW has no opposition philosophically to such efforts, however, any change in the working conditions of represented employees is a mandatory subject of bargaining under Federal Law. No supervisor or bargaining-unit employee may unilaterally effect changes in the working conditions agreed to by the Company and Union. Only the elected officials of the IBEW and the Manager of Industrial Relations, Corporate Headquarters of PG&E, may make such agreements.

The purpose of this letter is to ask that in the future you consult with Kari Bright or myself before implementing hour changes, working condition changes, or incentive plans, etc., to assure that they comply with our obligations under Federal Law. If we persist in ignoring our obligation to consult and bargain with the Union, I have no doubt that the heretofore positive working relationship with the IBEW will be adversely affected. It is not in our best interest to allow that to happen. Especially when we have been assured that the Union will support changes that are mutually beneficial to its membership and to the Company. Thank you for your cooperation.

  
MIKE EDWARDS

RME(652-1432):jae

cc: Ron Girard  
Tom Phebus  
✓ Bob Gibbs