

PACIFIC GAS AND ELECTRIC COMPANY

PGE + 215 MARKET STREET • SAN FRANCISCO, CALIFORNIA 94106 • (415) 972-7000 • TWX 910-372-6587

March 27, 1989

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:

The following clarifies our understanding regarding dissemination of survey results from the Company's Survey Guided Development effort:

1. The Company will furnish the Union a copy of the Company-wide technical report listing a frequency of all surveyed bargaining unit members' responses to each survey question as soon as this report becomes available.
2. Company representatives will personally meet with Union leadership to review the survey results and discuss findings of mutual interest.
3. Neither the Company or the Union will use the survey results to support collective bargaining demands.
4. The Company will in good faith grant specific information requests when such requests are for the purpose of helping the Union acquire information on its membership, so long as the granting of such does not breach the confidentiality of a specific organization's survey results.

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 Richard B. Bueger
 Manager of Industrial Relations

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

By Jack McNally
 Business Manager

March 28, 1989

:sc