



LETTER AGREEMENT

No. 91-106-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

August 7, 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:

Union proposes to establish a Joint Study Committee to address issues surrounding Section 301.18 of the Agreement, as it applies to "rotational transfers" in ENCON's Electric T&D Department pursuant to Letter Agreement 91-78-PGE. The Committee may use the "Zero Damage" problem solving process or "C.I." method to address the issues related to this section.

The Joint Study Committee will be broken up into two groups, as follows:

Steering Committee

This group will have four members: two from the Company - one who is the Manager of Electric T&D and one who is Supervisor, Labor Relations, and two from the Union - one who is Assistant Business Manager and one who is a Business Representative assigned to ENCON. The goal of this Committee is to provide support, review and guidance to the Working Committee. Either Company or Union representatives of the Working Committee may request a meeting of the Steering Committee.

Working Committee

This group will consist of eight employees - four from management, preferably a Superintendent, two General Foreman, and/or Area Foreman, or Heavy Foreman and from the Union four bargaining unit employees appointed by the Union, representing a cross section of employees. The goal of this committee is to identify problems and possible solutions and present their findings to the Steering Committee.

Mr. Bergman
August 7, 1991

91-106-PGE
Page 2

Section 301.18(b) of the Agreement states:

Further, such intent may take into consideration the rotation, when practical, at reasonable intervals, of those employees in the same or equivalent classifications who possess similar skills, knowledge and abilities who have worked long distances from their residence area with those employees who have remained within a reasonable commuting distance (75 road miles or less, but not more than 1-1/2 hours normal travel time) of their residence areas for similar periods of time. For the purpose of this Section "reasonable intervals" is considered to be approximately 6-12 months. Employees in Apprentice classifications may be required to forego consideration for rotation, due to training requirements, for the duration of their apprenticeship.

The goal of the Working Committee shall be to develop guidelines and procedures for the administration of Section 301.18(b) of the Agreement, which will be applicable to the ENCON Electric T&D Department. Such guidelines and procedures should recognize the parties intent when the above cited language was negotiated - that is, to attempt to balance traveling assignments between employees in the same or similar classifications, to the extent such balancing is practical. It should also be recognized that certain employees who are working more than 75 road miles from home do not desire rotation and should be exempted under the proposed guidelines and procedures.

The Working Committee shall have Co-Chairpersons. The management representative group shall select its Co-Chairperson by the election of one of its four participants; the bargaining unit representative group shall do likewise.

All costs associated with Committee members time away from regular work assignments, expenses, travel outside the service area, purchase of printed material from other organizations, or any other cost will be paid by Company.

This Joint Study Committee should conclude not later than December 31, 1992.

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.

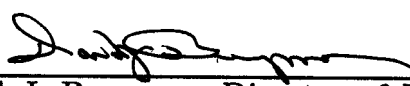
Very truly yours,

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

9-19, 1991 By: 
David J. Bergman, Director of Industrial Relations