



LETTER AGREEMENT

No. 93-11-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

January 19, 1993

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

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

As provided for in Section 400 of the Physical contract, the Company proposes to establish a committee to address areas of dispute surrounding Letter Agreement 88-104. The scope of the committee and related procedural issues are outlined in the attached charter.

Once executed, this Agreement will take effect immediately.

The Agreement may be canceled by either party upon 30 days written notice to the other party of such cancellation.

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 it agrees thereto as of the date hereof.

LOCAL UNION NO. 1245, INTERNATIONAL
BROTHERHOOD OF ELECTRICAL
WORKERS, AFL-CIO

 22 1993

By 
Business Manager

LA 88-104 Committee Charter

The Company and Union recognize that Letter Agreement 88-104 represents some unique challenges both in terms of compliance and enforcement. Since system compliance hinges on the actions of each individual location, the Parties agree that a Committee should be established to expedite the resolution of local disputes which may be effecting compliance with the Agreement on a system basis.

The LA 88-104 Committee will be composed of four members, two Union representatives and two Company representatives. Each party will be responsible for selecting their representatives. The Committee's sole purpose will be to address issues related to the interpretation of Letter Agreement 88-104. In particular, the Committee will discuss disputes related to the coverage of the Agreement (i.e. Does the work being contracted represent work that would normally be performed by the bargaining unit?).

Following the formal filing of a grievance, Union and Company Representatives will meet to discuss the questions listed on the referral worksheet (see attachment). A jointly-signed written record of that discussion will be forwarded to the LA 88-104 Committee by the Representatives. The findings the of the 88-104 Committee will be returned to the Local Investigating Committee. The time limits referred to in Title 102 of the contract shall be suspended from the date the case is referred to the LA 88-104 Committee until the case is remanded to the LIC.

The Committee will meet on an as-needed basis, bearing in mind that expediting the dispute resolution procedure was one of the primary motivations behind establishing the Committee.

LA 88-104
Referral Sheet Questions

- 1) What is the specific issue in dispute including the department and location of the alleged 88-104 activity. Please list all areas in dispute and opinions of both parties.
- 2) If the 88-104 activity is at the location of the referral, please respond to the following:
 - Detailed description of the work and/or 106.12 assignment.
 - The starting and concluding dates of the activity.
 - The frequency of such activity for the previous 12 months and foreseeable future.
- 3) If the 88-104 activity is not at the location of the referral, list those locations where the work is being performed.
- 4) If contracting work, have bargaining unit employees performed the work in the past? If yes, how long ago? What classifications performed the work? What locations? By what work method?