



LETTER AGREEMENT

No. 93-23-PGE



Pacific Gas and Electric Company
Industrial Relations Department
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San Francisco, California 94105
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International Brotherhood of
Electrical Workers, AFL-CIO
Local Union 1245, IBEW
P.O. Box 4790
Walnut Creek, California 94596
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Ronald L. Bailey, Manager or
David J. Bergman, Director and Chief Negotiator

Jack McNally, Business Manager

March 5, 1993

Pacific Gas & Electric Company
201 Mission Street, Fifteenth Floor
San Francisco, California 94105

Attention: Mr. David Bergman
Director of Industrial Relations

Gentlemen:

During General Negotiations in 1991, the General Construction Subcommittee discussed several items related to information that is provided to the Union by Company via computerized reports. The thrust of these discussions were directed toward consolidating information from numerous reports into a smaller number of reports.

Because of time constraints and the complexity of the issue, the Subcommittee concluded bargaining on this issue by agreeing to form an ad hoc committee to continue discussion following general negotiations.

A committee comprised of John Moffat representing ENCON Human Resources, and Roger Stalcup, Joel Ellioff and Ron Van Dyke representing IBEW, Local 1245 initially met on November 22, 1991.

The committee identified the various reports that were then being provided to Union by Company and agreed to eliminate and/or consolidate some reports while maintaining others unchanged. The Committee also agreed to a test period of undetermined duration during which the parties would test the success of the revised reports.

Since that time and as a result of continuing discussions between John Moffat and Roger Stalcup, a few additional modifications have been implemented.

Presently, the committee agrees that the various reports have been refined to the point that they provide the required information in as concise a format as possible.

This being the case, Union proposes to memorialize the understanding that Company will continue to provide the following reports at the indicated intervals and with the indicated distribution:

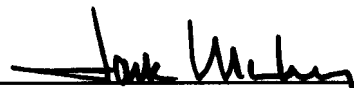
1. SRG VD00649 - monthly report of all IBEW represented employees sorted by Promotion - Demotion Geographic Areas, ENCON Departments, and alphabetical by classification. Four copies, one mailed to the home address of each Local 1245 Business Representative assigned to ENCON and one copy forwarded to the Walnut Creek office of the Union to the attention of the Assistant Business Manager who has overall responsibility for ENCON.
2. SRG VD00637 - monthly report of all IBEW represented employees sorted by ENCON Department, alphabetical by classification. Four copies to be distributed as in Item 1.
3. SRG R715PX - monthly report of all IBEW represented employees, alphabetical, including Point of Assembly, classification and date of hire. Four copies to be distributed as in Item 1.
4. SRG VD00621 - monthly report of all IBEW represented employees, alphabetical, including home address. Four copies to be distributed as in Item 1.
5. SRG R005EP - monthly report of the temporary upgrade of all IBEW represented employees in the format described in Section 305.4(d). Three copies, to be mailed to the home address of the Business Representatives assigned to serve ENCON employees.
6. SRG D039197 - ENCON Field and Service Center Career History Report of all IBEW represented employees. One copy to be provided once per year during the first quarter. This Report to be forwarded to IBEW, Local 1245's Walnut Creek office to the attention of the Assistant Business Manager who has overall responsibility for ENCON.
7. SRG ZZ075 - quarterly listing of all ENCON Field and Service Center Clerical Classifications sorted by classification, hire date, name, position date, social security number, payroll transmittal number, wage progression step, point of assembly and status. Report to be produced at the end of each quarter. Four copies to be distributed as in Item 1.
8. Copy of the ENCON Payroll Transmittal List. Four copies to be distributed as in Item 1 on a monthly basis.

The SRG Reports listed in items 1, 2 and 3 above must be generated on the same date so that the data addresses a common population. All three reports should be forwarded together, along with the copy of the Payroll Transmittal List (Item 8), to the identified representatives of the Union.

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 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 & ELECTRIC COMPANY

3-17-93, 1993 By: 
David J. Bergman
Director and Chief Negotiator