



**LETTER AGREEMENT
NO. 95-102-PGE**

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
INDUSTRIAL RELATIONS DEPARTMENT
201 MISSION STREET, ROOM 1513A
MAIL CODE P15A
P.O. BOX 770000
SAN FRANCISCO, CALIFORNIA 94177
(415) 973-3425

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W
P.O. BOX 4790
WALNUT CREEK, CALIFORNIA 94596
(510) 933-6060

MEL BRADLEY, MANAGER OR
DAVID J. BERGMAN, DIRECTOR AND CHIEF NEGOTIATOR

JACK MCNALLY, BUSINESS MANAGER

July 31, 1995

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:

Company proposes pursuant to Letter Agreement No. 94-53 to establish a Systemwide Labor Management Committee for the General Office Reprographics and Design Drafting Units. Attached is a Charter for the Committee which may be modified by mutual agreement. It is understood by the parties that "Systemwide" refers to General Office Reprographics and Design Drafting Units only.

This proposal has been reviewed with Union Business Representative, Lula Washington.

If you are in accord with the foregoing and agree thereto, please so indicate in the space provided and return one executed copy of this letter to the Company.

Very truly yours,

PACIFIC GAS & ELECTRIC COMPANY

By: David J. Bergman / SAC
Director and Chief Negotiator

The Union is in accord with the foregoing and agrees thereto as of the date hereof.

Aug 21, 1995

By: Jack McNally
Business Manager

**CHARTER
LABOR MANAGEMENT COMMITTEE
GENERAL OFFICE REPROGRAPHICS AND DESIGN DRAFTING UNITS**

Objective:

This Committee is established to provide a Labor Management Forum to discuss issues that affect employees in the General Office Reprographics and Design Draft Units, and which affect employees on a systemwide basis.

Committee:

The Committee will consist of five members from the Union appointed by the Union's Business Manager and five members appointed by the Company.

The Union's Business Manager will appoint a Co-Chairperson and the Company will appoint a Co-Chairperson. The secretary of the Committee will be appointed by the Manager of Industrial Relations.

Meetings:

The Committee will meet on a quarterly basis or as needed beginning during the third quarter of 1995. Meetings will be regularly scheduled and may be canceled by mutual agreement. The secretary of the Committee will be responsible for making room arrangements and distributing agendas. The parties may schedule meetings more frequently if warranted.

Agendas:

Agenda items shall be sent to the secretary of the Committee two weeks prior to the scheduled meeting dates.

Resumes:

Resumes will be the responsibility of the secretary of the Committee and will be approved by the Co-Chairpersons. Co-Chairpersons will approve resumes prior to distribution.

Recommendations/Referrals:

The Committee will establish a method for appointing teams or subcommittees to develop joint recommendations.

The Committee's joint recommendations relative to the Collective Bargaining Agreement will be sent through the Manager of Industrial Relations and the Union's Business Manager, for Action Forum or Ad Hoc Negotiations.

Cancellations:

Either party may cancel this agreement by giving 30 days written notice of cancellation.