



LETTER AGREEMENT NO. 95-104-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

August 1, 1995

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:

As part of our ongoing commitment to the health and safety of our employees, the Company is developing a comprehensive ergonomics program for all physical and clerical employees to reduce the risk of injury.

The Company would like to pilot this program in the Materials line of progression and Lineman classification beginning immediately and ending in November 1995.

Company proposes to establish two Ergonomic Committees, one in the Materials line of progression and the other in the Lineman classification. The Company and Union may each appoint up to 4 members to these joint committees. All related expenses incurred by Union Committee members will be paid by the Company. The Joint Committees will provide input to an external consultant that will design the ergonomics training that is provided to employees.

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: 
Director and Chief Negotiator

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

Oct 3, 1995

By: 
Business Manager