



LETTER AGREEMENT

No.

R1-90-184-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

Richard Bradford, Manager

Jack McNally, Business Manager

November 13, 1990

Local Union No. 1245
International Brotherhood of
Electric Workers, AFL-CIO
P.O. Box 4790
Walnut Creek, CA 94586

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

This proposed Letter of Agreement cancels and supercedes 90-184-PGE dated August 8, 1990.

The bargaining-unit employees comprising Pittsburg Power Plant's Safety Communication Team have proposed a "Safety Awareness Program" designed to heighten safety awareness by linking monthly prizes and an annual "Grand Prize" to participation in a monthly safety awareness questionnaire. The monthly awards will be comprised of a gift certificate or merchandise valued at \$50. The "Grand Prize", designed as a highlight to this years safety awareness program, would consist of a series of gift certificates or merchandise valued at between \$25 and \$200.

Rules for participation are as follows:

- o Each month a safety awareness questionnaire will be distributed to all Plant employees;
- o Employees who make a legitimate effort to respond to the safety awareness questions will have two opportunities to be selected for that month's award;
- o Random selection of a monthly award recipient will be made from all participating employees;
- o Random selection of "Grand Prize" award recipients will be made from all employees participating in monthly drawings.

The Management Team at Pittsburg Power is supportive of safety awareness efforts, particularly those proposed and implemented by bargaining-unit employees. Therefore, the Management Team is willing to supply the support necessary to implement this "Safety Awareness Program" proposal.

This agreement can be cancelled by either party with 30 days written notice.

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

Very truly yours,

PACIFIC GAS AND ELECTRIC COMPANY

By 
Manager of Industrial Relations

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

Date Nov 26, 1990

By 
Business Manager