



LETTER AGREEMENT

No. R1-91-51-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
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Richard Bradford, Manager

Jack McNally, Business Manager

April 9, 1991

Pacific Gas and Electric Co.
215 Market Street, Room 916
San Francisco, CA 94106

**Attention: Mr. David Bergman
Manager of Industrial Relations**

Gentlemen:

During the 1990 Bargaining, Company and Union agreed to establish a **Per Diem Joint Study Committee**. This Committee will study but is not limited to the following items:

**Cost control, expense reimbursement issues,
language clarification and simplification, and
administrative issues.**

The Joint Steering Committee will consist of a Steering Committee and a Working Committee as follows:

Steering Committee

- Manager of Industrial Relations or his designee
- Business Manager or his designee
- One ENCON Business Line Manager
- One Business Representative assigned to ENCON

Working Committee

- One Company and one Union representative from each of the following departments:

Transmission and Distribution

- Gas Engineering and Construction
- Substation Engineering and Construction
- Electric Engineering and Construction

Generation

- Hydro Engineering and Construction
- Station Engineering and Construction

The roles each committee will have in this Joint Study is as follows:

Steering Committee

This group will guide committee formation, protocol and review of the Working Committee's work progress and product. This group will also appoint the Working Committee Co-Chairpersons. Either party may request a meeting of the Steering Committee.

Working Committee

This group will take direction from the Steering Committee. Their goal is to do the following:

- (1) Jointly study per diem practices and trends of the utility and construction industry in the service area, state and nation.
- (2) Review current per diem practices and, if possible, recommend a method for the parties to achieve the collective goal of providing a per diem deliver system that is simple, contains costs, and fairly reimburse employees.

It is intended that various subcommittees will be established from the Working Committee to accomplish the goal. ***All costs associated with committee members time away from regular work assignments, expenses, travel outside the service area, purchase of printed material from other organizations, or any other costs will be paid by Company.***

By December 31, 1991, the Working Committee will submit to the Steering Committee its recommendations on a per diem system if any such recommendation can be agreed to by the Working Committee.

The Per Diem Joint Study Committee will conclude its charge not later than December 31, 1991.

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.

Yours truly,

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

By: Jack McNally
Jack McNally
Business Manager

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

PACIFIC GAS AND ELECTRIC COMPANY

4-12, 1991 By: Dave Bergman
Dave Bergman
Manager, Industrial Relations

RS:lm