



# LETTER AGREEMENT

No. R1-91-71-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

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David J. Bergman, Acting Manager

Jack McNally, Business Manager

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May 3, 1991

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:

For some time the Company and Union have had many discussions regarding various types of programs involving employee participation that could improve productivity, efficiency, employee work environments, and employee satisfaction. Recently, there has been increased interest on the part of the Company in establishing and formalizing such programs.

In order to provide a consistent approach and to address concerns of the Company, the Union, and Union's membership, Company proposes the following:

- 1) A letter agreement, to be executed by Union's Business Manager and Company's Manager of Industrial Relations, shall be agreed to for each Business Unit that is interested in establishing or continuing such efforts. For the purposes of the Distribution Business Unit, such letter agreements shall be developed for each Region. In other Business Units where IBEW represented employees are in Departments, letter agreements shall be developed for each appropriate unit.
- 2) All such agreements are to include:
  - a) A statement excluding matters subject to collective bargaining, matters in the grievance procedure, and interpersonal matters. Subjects that can be approved at the local level by Company and Union may be discussed subsequent to receiving authorization at the local level.
  - b) Prohibition from the utilization of demotion and layoff provisions due to impact on the workload as the direct result of such efforts.

- c) Access by Union representatives to any meetings related to these programs.
  - d) A cancellation clause.
- 3) Subject agreements are to be initially discussed at the local level with recommended agreements to be submitted to Company's Manager of Industrial Relations and Union's Business Manager for review and final approval.

It is suggested the parties develop any other details in addition to those listed above that are appropriate for the involved area including such items as the establishment and method of appointment of various committees and teams, involvement of Union's Representatives and meetings with Union's membership, reporting procedures, and frequency of meetings.

Either party upon giving 30 days written notice may cancel this agreement.

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 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

May 29, 1991

By   
Business Manager

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