



LETTER AGREEMENT No.



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

Ronald L. Bailey, Manager or
David J. Bergman, Director and Chief Negotiator

Jack McNally, Business Manager

August 30, 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:

Energy efficiency work, including installation and inspection, has historically been non-bargaining unit work. From time to time, Company and Union have entered into letter agreements to provide for the assignment of some of this work to bargaining unit employees (e.g., LA 89-102, LA 90-185).

The workload of the Gas Service Department systemwide fluctuates, and Gas service employees, when trained, are capable of performing some of this work. Therefore, pursuant to Subsection 204.4(b), Company proposes to assign the following work to Gas Servicemen at the discretion of local management:

- o Enhanced HVAC/Appliance maintenance and energy systems adjustments
- o Home energy audits/energy education (i.e., energy savings plan)
- o Ceiling insulation inspection
- o Energy savings device installation such as:
 - water heater blankets and pipe wrap
 - low flow shower heads
 - faucet aerators
 - duct wrap
 - compact fluorescent lighting
- o CEE program related marketing material distribution

Training will be offered to volunteers on the basis of seniority by headquarters. In the event Reserve Gas Servicemen are utilized for this work, they will be upgraded to the Gas Servicemen classification.

This agreement in no way abrogates Company's right to continue to have such work performed by non-bargaining unit employees or contractors. In addition, such work shall not be considered "work normally performed by the bargaining unit" pursuant to Letter Agreement 88-104 or any other provisions of the labor agreement.

This agreement may be cancelled by either party upon 30 days written notice to the other of such cancellation.

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 R. C. Bull
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

Sept 10, 1991

By John McKinley
Business Manager