



# LETTER AGREEMENT NO. R1-96-124-PGE



PACIFIC GAS AND ELECTRIC COMPANY  
INDUSTRIAL RELATIONS DEPARTMENT  
375 NORTH WIGET LANE, SUITE 150  
WALNUT CREEK, CALIFORNIA 94598  
(510) 746-4282

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, CHIEF NEGOTIATOR

JACK MCNALLY, BUSINESS MANAGER

31 December 1996

Pacific Gas and Electric Company  
Industrial Relations Department  
375 North Wiget Lane, Suite 150  
Walnut Creek, California 94598

Attention: Mr. David Bergman  
Director and Chief Negotiator

Gentlemen:

Pursuant to Letter Agreement 94-53, Union proposes to establish an Employment Retention 94-53 Committee. A charter for this Committee is attached.

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


Very truly yours,

LOCAL UNION 1245, INTERNATIONAL BROTHERHOOD  
OF ELECTRICAL WORKERS, AFL-CIO

By:   
Jack McNally  
Business Manager

The Company is in accord with the foregoing and attached and agrees thereto.

PACIFIC GAS & ELECTRIC COMPANY

12-31-, 1996 By:   
David J. Bergman  
Director and Chief Negotiator

**CHARTER  
EMPLOYMENT RETENTION  
94-53 COMMITTEE**

**Objective:**

This Committee is established to provide a Labor Management forum to discuss issues of a systemwide nature that affect the continual employment of IBEW bargaining unit employees. In addition to the provisions of 19.17 of the Clerical Agreement and 206.18 and 306.15 of the Physical Agreement, this Committee shall address the impact of re-regulation and economics on bargaining unit jobs. The Committee will also review enhanced employment options as a result of these factors and develop avenues for reduced job opportunities to be matched up with the enhanced job opportunities.

Further, the Committee will review the provisions of Title 19 of the Clerical Agreement and Titles 206 and 306 of the Physical Agreement and identify those applications that the parties are not in agreement with and develop recommendations to establish procedures that are agreed to by both parties in order to provide as orderly a process as possible in the event these contract titles are to be invoked by the Company.

**Committee:**

The Committee will consist of four members from the Union appointed by the Union's Business Manager and four members appointed by the Company.

The Union's Business Manager will appoint a Co-Chairperson and Company's Manager of Industrial Relations will appoint the Company Co-Chairperson. The secretary of the Committee will be appointed by the Manager of Industrial Relations.

**Meetings:**

The Committee will be scheduled to meet on a quarterly basis or as needed by agreement between the parties. The secretary of the Committee will be responsible for agendas, notification and meeting arrangements.

**Agendas:**

Agenda items should be sent to the secretary of the Committee two weeks prior to the scheduled meeting date.

**Resumes:**

The secretary of the Committee will be responsible for writing and distributing the resume. The resume will include all discussions of the Committee. Prior to distribution the resumes will be approved by the Co-Chairs. Resumes will be given wide distribution for posting throughout PG&E.

Employment Retention  
94-53 Committee  
Charter

**Charter Amendments:**

This Charter may be amended by agreement between the Business Manager and the Manager of Industrial Relations.

**Subcommittees:**

This Committee may establish subcommittees to address issues identified by the Committee.

Subcommittees can be of any size but should have an equal number of representatives from Management and Union. The Co-Chairs will appoint members to the subcommittees. Members of the subcommittee do not have to be members of this 94-53 committee.

Subcommittees will have a clearly defined charge, defined time frame and are to forward a resume and signed report to the 94-53 Committee. It is also required that each subcommittee have a complete "Subcommittee Charge" (sample attached). The charge identifies who is impacted, what will be worked on, where the system will be impacted, when will action be taken, why the subcommittee is working on the initiative and how the subcommittee will work on the initiative. The charge will also list the subcommittee members and how to contact them. Subcommittees will prepare and distribute resumes.

**Recommendations:**

Recommendations requiring a Letter Agreement will be signed and approved by the 94-53 Committee members and forwarded to the Industrial Relations Department to draft a Letter Agreement.

Recommendations that do not require Letter Agreements can be adopted by the sponsoring 94-53 Committee and will be communicated through the resume of that Committee.

**Cancellation:**

Either party may cancel this agreement by giving 30 days written notice of cancellation.

