



LETTER AGREEMENT NO. R1-98-08-PGE

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
INDUSTRIAL RELATIONS DEPARTMENT
2850 SHADELANDS DRIVE, SUITE 100
WALNUT CREEK, CALIFORNIA 94598
(510) 974-4282

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

February 27, 1998

Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P. O. Box 4790
Walnut Creek, CA 94598

Attention: Mr. Jack McNally, Business Manager

Dear Mr. McNally:

The Association for the Developmentally Handicapped of Madera County, Inc. (DBA Heartland Opportunity Center) is a nonprofit corporation that was established to provide comprehensive services to adults with developmental disabilities. The Employment Connection, an affiliate of Heartland, was established for the purpose of specializing in individual community job placement and supported employment services.

One of the services provided by Heartland/Employment Connection is an External Situational Assessment which uses local employers' job sites to evaluate a person who has a disability while he/she experiences one or more jobs, and through this process develop awareness of their interests and abilities. This service requires no expense from the employer. Heartland provides workman's compensation for their employee and the individual they place for evaluation at the place of business. Also, Heartland will provide the necessary wages to their Heartland/Employment Connection employee and the individual who is being evaluated, throughout the entire evaluation.

Company proposes to participate in this program by allowing Heartland/Employment Connection employees to perform Situational Assessments on their clients in the Fresno PG&E headquarters. The intent would be to allow their clients to perform entry level clerical duties (i.e. Mail Room, Reprographics, etc.) under the direct supervision of a Heartland/Employment Connection evaluator. This program will be conducted on a ongoing basis and would only involve the participation of one Heartland evaluator and one participant at any given time.

The Company's participation in this program will not reduce the scope of work normally performed by the employees covered by the Clerical Bargaining Agreement.

This proposal has been discussed with Jim Lynn, Union Business Representative. Either party may cancel this agreement by providing the other party 30 days written notice.

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

Very truly yours,

PACIFIC GAS & ELECTRIC COMPANY

By: 
Chief Negotiator

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

March 2, 1998

By: 
Business Manager