



# LETTER AGREEMENT No.



Pacific Gas and Electric Company  
Industrial Relations Department  
215 Market Street  
San Francisco, California 94106  
[415] 973-1125

R2-91-118-PGE

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

Jack McNally, Business Manager

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October 14, 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:

This letter cancels and supersedes our letter dated September 18, 1991 on the same subject. Pursuant to Letter Agreement 91-71-PGE Union proposes to establish or continue various PG&E employee participation activities at work locations within the Gas Supply Business Unit. The purpose of these efforts are to jointly determine means to improve employee's work environment and improve Company's efficiency, productivity, and profitability while observing Union's responsibilities as the exclusive representative of bargaining unit employees.

The participation of bargaining unit employees shall be in accordance with the following:

1. Both Company and Union will designate one individual to participate on an overview committee to address problems that may arise that are not resolved locally, and review the progress of these programs.
2. Business Representative and a Company's Human Resource Representative who are assigned responsibility at each work location shall meet on a regular basis to do the following:
  - a. review the application of the joint efforts
  - b. assure compliance with all formal agreements between the parties,
  - c. establish the method of determining which bargaining unit employees will become involved in the processes,
  - d. make recommendations deemed appropriate.

- 3. Mandatory subjects of bargaining including compensation, benefits, working conditions and disputes subject to the grievance procedure are matters not to be addressed in these programs.
- 4. All activity by Union's bargaining unit members are to be considered as work assignments and to be in conformance with the appropriate Agreement.
- 5. Union's staff shall be granted access to any joint participation meetings that may occur.
- 6. Upon request from Union's Business Manager or Business Representative, Company shall supply information concerning any joint involvement activity.
- 7. Company and Union will arrange for a joint presentation to bargaining unit employees to cover the application of this agreement, the goals and concerns of both parties, and the approach to be utilized. The presentations shall be held during employee's work schedules addressing as many employees as practical. Written material will be provided to employees unable to attend such presentations. The intent is to include the majority of the employees in these presentations.
- 8. Company shall not invoke provisions of Title 206 of the Physical Agreement or Title 19 of the Clerical Agreement as the direct result of any employee involvement program.

This agreement may be cancelled at any time by either party by serving thirty (30) days advance written notice to the other party.

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 & ELECTRIC COMPANY

By   
Director and Chief Negotiator

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

Oct 28, 1991

By   
Business Manager