



LETTER AGREEMENT

No. R3-91-104-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

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

Jack McNally, Business Manager

December 31, 1991

Pacific Gas and Electric Co.
215 Market Street, Room 916
San Francisco, CA 94106

**Attention: Mr. David J. Bergman
Director of Industrial Relations**

Gentlemen:

Pursuant to Letter Agreement 91-71-PGE Union proposes to establish or continue various PG&E employee participation activities at work locations within the Electric 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 problems.
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 meetings.

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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 possible. Written material will be provided to employees unable to attend such 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 Union.

Very truly yours,

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

By: _____



Jack McNally
Business Manager

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

PACIFIC GAS AND ELECTRIC COMPANY

1-10-92, ~~1991~~ By: _____



David J. Bergman
Director of Industrial Relations

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