



# LETTER AGREEMENT NO. 03-05-PGE



PACIFIC GAS AND ELECTRIC COMPANY  
INDUSTRIAL RELATIONS DEPARTMENT  
2850 SHADELANDS DRIVE, SUITE 100  
WALNUT CREEK, CALIFORNIA 94598  
(925) 974-4104

INTERNATIONAL BROTHERHOOD OF  
ELECTRICAL WORKERS, AFL-CIO  
LOCAL UNION 1245, I.B.E.W.  
P.O. BOX 4790  
WALNUT CREEK, CALIFORNIA 94596  
925-933-6060

---

STEPHEN A. RAYBURN,  
DIRECTOR AND CHIEF NEGOTIATOR

---

PERRY ZIMMERMAN,  
BUSINESS MANAGER

January 17, 2003

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

Attention: Mr. Perry Zimmerman, Business Manager

Dear Mr. Zimmerman:

The Company proposes that the Radwaste Operator position at Diablo Canyon Power Plant be manned around the clock, seven days a week during the upcoming Diablo Canyon 2R11 Refueling Outage. To accomplish this, the following change in work schedule and hours is proposed:

Beginning on Saturday, February 1, 2003 and continuing until the Friday following the closing of the Unit 2 Main Generator output breakers signaling the completion of the 2R11 Outage, the following hours change will be in effect.

The day shift Radwaste Operator will maintain his normal Monday through Friday hours of 0700 to 1500 hours with an extension of shift on these days from 1500 to 1900 hours.

The night shift Radwaste Operator will change his work hours to Monday through Friday from 1900 to 0300 hours with an extension of shift on these days from 0300 to 0700 hours. The night shift Radwaste Operator will receive the third shift premium for all hours worked on this schedule.

The Relief Radwaste Operator will continue his normal Monday through Friday from 0700 to 1500 hours schedule and may work an extension of shift either prior to or at the end of his normal shift as necessary to help with the increased workload.

Saturday day shift from 0700 to 1900 hours may be filled on a voluntary basis by the day shift Radwaste Operator. Saturday night shift from 1900 to 0700 hours may be filled on a voluntary basis by the night shift Radwaste Operator. Sunday day shift from 0700 to 1900 hours may be filled on a voluntary basis by the Relief Radwaste Operator.

Sunday night shift from 1900 to 0700 hours and any of the above Saturday or Sunday shifts not filled on a voluntary basis by the Radwaste Operator rotational assignment personnel will be filled through overtime from the outage support operators.

Any operator scheduled to fill either of the Sunday Radwaste Operator positions shall receive Sunday Premium per Section 110.7. Entitlement for meals will be per Title 104.

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,

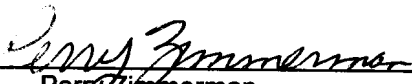
PACIFIC GAS & ELECTRIC COMPANY

By:   
\_\_\_\_\_  
Stephen A. Rayburn  
Director and Chief Negotiator

The Union is in accord with the foregoing and agrees thereto as of the date hereof.

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

January 30, 2003

By:   
\_\_\_\_\_  
Perry Zimmerman  
Business Manager