

PACIFIC GAS AND ELECTRIC COMPANY

PGE



245 MARKET STREET • SAN FRANCISCO, CALIFORNIA 94106 • (415) 781-4211 • TWX 910-372-6587

October 25, 1979

Local Union No. 1245
 International Brotherhood of
 Electrical Workers, AFL-CIO
 P. O. Box 4790
 Walnut Creek, California 94596

Attention: Mr. Dean Cofer, Business Manager

Gentlemen:

As a result of the Title 8 meeting held on October 23, 1979, it is Company's understanding that Company and Union are in agreement that the Auxiliary Operators headquartered at Kern Power Plant, San Joaquin Division, should be treated as other than temporary employees.

As was discussed at the meeting, the establishment of the temporary additional Auxiliary Operator classification at Kern Power Plant was based on the fact that it was not Company's intent to operate the plant on line for a long period of time. At this time, it appears that the plant will continue full operations for the foreseeable future, and the staffing of the plant will be maintained at its present level. Once this situation changes and the plant returns to "cold standby" or is shut down, then the Auxiliary Operator employees will face displacement or layoff due to lack of work.

The employees currently classified as Auxiliary Operator at Kern Power Plant have limited job bidding, demotion, and layoff rights as a result of the Labor Agreement Interpretation dated August 14, 1958, "Regular Employees Placed in Temporary Jobs," that in effect makes them secondary bidders to all other regular employees who are in classifications that have been regularly and definitely established. In view of the ongoing circumstances at Kern Power Plant, Company and Union agree that these employees are entitled to the same consideration as other regular employees as a matter of equity and, to that end, the parties agree, pursuant to Sections 205.19 and 206.12 of the Physical Agreement, to suspend the provisions of the Labor Agreement Interpretation mentioned above for those employees classified as Auxiliary Operator, Kern Power Plant, and allow them the same bidding, demotion, and layoff rights as other regular Auxiliary Operators throughout Company's system.

If the foregoing agrees with your understanding of our agreement of October 23, 1979, please so indicate in the space provided below and return one executed copy of this letter to Company.

Yours very truly,

PACIFIC GAS AND ELECTRIC COMPANY

By *W. B. Bright*
 Manager of Industrial Relations

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

November 27, 1979

By *Dean Cofer*
 Business Manager