

PACIFIC GAS AND ELECTRIC COMPANY

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

November 23, 1987

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:

Pursuant to Section 202.16 of the Physical Agreement, Diablo Canyon Power Plant proposes to establish a 12-hour rotating shift schedule for Operations Department employees for a trial period from the first pay period in 1988 until the last pay period of 1988. The start date is subject to the Payroll Department's ability to accomplish all the necessary preparation work. This specific agreement will be in accordance with the generic 12-Hour Shift Agreement (86-89-PGE) with the exception of the areas noted below:

SHIFT SCHEDULE

A. Two 12-hour day shifts with starting times of 0700 and 1900.

B. One 10-hour/4 day shift during the Training week with either Schedule A (0600-1600) or Schedule B (0800-1800). On Friday, normally Schedule A will be utilized. The Control Room Assistants' hours during the Training week are 0700-1700.

C. Monday - Sunday Workweek

D. Five Week Cycle as follows:

	<u>M</u>	<u>Tu</u>	<u>W</u>	<u>Th</u>	<u>F</u>	<u>S</u>	<u>Su</u>	
Week 1:	0	0	0	N	N	N	N	48 HOURS
Week 2:	0	0	0	0	D	D	D	36 HOURS
Week 3:	0	T	T	T	T	0	0	40 HOURS
Week 4:	D	D	D	D	0	0	0	48 HOURS
Week 5:	N	N	N	0	0	0	0	36 HOURS

E. One Year Schedule included as Attachment 1.

RELIEF EMPLOYEES

Upon implementation of this agreement, all present relief employees (except the Relief Control Room Assistant) shall be assigned to the crews, making each crew self-relieving. If the 12-hour shift schedule is rejected at the end of the trial period, those original Relief Operators shall be given the opportunity to resume their relief positions.

One Relief Control Room Assistant will be utilized. The Relief's hours will be from 0700-1500. The Committee will develop an administrative policy for filling vacancies when the Relief Control Room Assistant is not available. The NRC guidelines restricting the use of overtime as defined in paragraph 8(c) will apply to all Control Room Assistants. Any deviations can be approved by the Operations Department Manager.

WAGES

(a) In a 48-hour workweek, employees will receive overtime pay at the time-and-one-half rate as described below.

(b) Four hours of overtime in a 48-hour week will be referred to as Code X overtime and will be paid at time and one-half the adjusted hourly rate. The adjusted hourly rate will be determined by multiplying the current hourly rate by a factor of .980392 which is determined by dividing 400 hours, the number of compensable hours in a current ten-week cycle, by 408 hours [4 X (36 + 40 + 4 X 1.5) + (2 X 40)], the number of hours of compensation an employee will receive for 400 hours worked in the new schedule. The other four hours of overtime in a 48-hour week will be considered Code 1 overtime and paid at time and one-half the wage rate listed in Exhibit X. All paid time off in the 48-hour week will not reduce the overtime entitlement.

(c) All hours in excess of 36 hours in the 36-hour week and 44 hours in the 48-hour week will be paid per Letter Agreement 86-89-PGE.

(d) Revised wage rates for each classification are included as Attachment 2.

(e) An example of the current and revised pay practice is shown below.

--Ten-Week Pay Period with 8-Hour Shifts

Sr. Control Operator working 416 hours in 10 weeks: 10 Weeks'

Pay

= (S.C.O. Weekly Rate) X (10 weeks) + (S.C.O. Weekly Rate ÷ 40) X (16 hours) X (1.5 OT rate)

= (847.00) X (10) + (847.00 ÷ 40) X (24) = \$8,978.20

--10-Week Pay Period with 12-Hour Shifts

Sr. Control Operator working 416 hours in 10 weeks:

10 Weeks' Pay

$$\begin{aligned} &= 4 \text{ weeks} \times [(\text{Revised S.C.O. Weekly Rate} \div 40 \text{ hours}) \times (36 \text{ hours}) \\ &+ (\text{Revised S.C.O. Weekly Rate} \div 40 \text{ hours}) \times (46 \text{ hours}) + (\text{Original S.C.O. Weekly} \\ &\text{Rate} \div 40 \text{ hours}) \times (6 \text{ hours})] + (2 \text{ weeks}) \times (\text{Revised S.C.O. Weekly Rate}) \\ &= 4 \text{ weeks} \times (830.39 \div 40) \times (36) + \\ &\quad (830.39 \div 40) \times (46) + \\ &\quad (847.00 \div 40) \times (6) + \\ &2 \text{ weeks} \times (830.39) = \qquad \qquad \qquad \$8,978.20 \end{aligned}$$

SHIFT TURNOVER TIME

Shift turnover time, travel time, and overtime meals periods will not be considered as time worked for the purposes of determining the required time off as specified in Section 8(d) of this agreement.

CHANGE OF HOURS FOR TRAINING

- a. Employees assigned to license training, not to include Requalification Training, may be assigned to any schedule of days and hours to facilitate simulator training and on-the-job training opportunities, so long as such employee shall be assigned to work periods of at least 8 hours with 2 consecutive days off during the week.
- b. Those requalification individuals assigned to take NRC type requalification exams may also be assigned as above for the purpose of additional simulator preparation.
- c. Employees may be transferred from Requalification Training Schedules A (0600 -1600) to B (0800-1800) with 12 hours prior notice.
- d. Employees who schedule vacation or are absent during their training shift may be transferred from their normal schedules to a training shift to make up the missed training. Schedule changes can be made for less than one week's duration.
- e. Entitlement for overtime as it applies to paragraphs a, b, and d above will be pursuant to Section 208.18.

CHANGE OF HOURS - 202.17

The application of 202.17 for Operations Department employees will be expanded to include refueling outages and those periods in which the units are in modes 5 and 6. A refueling outage is defined as the point at which the output breakers are opened until the unit is paralleled to the grid. The schedule shall be determined locally between Company and Union.

SHIFT PREMIUM

The night shift shall receive a shift premium based on 12 hours at the third-shift premium. Sunday premium will continue to be paid at the present rate.

OVERTIME

- a. Pursuant to Title 212, an EOT callout will be made as follows:
 1. Call in the shift employee who is on his "long change" and has signed the voluntary sign-up list.
 2. Call in the shift employee on his non-workday who has signed the voluntary sign-up list, and is scheduled to return to work on the same shift.
 3. Call in the shift employee on his non-workdays who has signed the voluntary sign-up list and previously worked the same shift.
 4. Call anyone else.
- b. Pursuant to Title 208, PADT will be scheduled as follows:
 1. Schedule shift employee on his non-workday who is scheduled to return to work on the same shift.
 2. Schedule shift employee on his non-workday who previously worked the same shift.
 3. Schedule anyone else.
- c. Per the NRC guidelines that restrict overtime, an employee may be bypassed for overtime if he will work more than 16 hours in any 24-hour period, 24 hours in any 48-hour period, or more than 72 hours in any seven-day period.
- d. An employee who works more than 12 hours in a workday and is normally scheduled to work the following day, shall report for work after having 12 hours off between work periods.
- e. A person called to replace an absent employee on shift may be required to report. The 212 list will be utilized first.

SPECIAL PROJECTS

Employees may be assigned to different schedules for specific projects. No more than two employees (one employee per classification) per watch may be assigned to a special project. Assignments will be made on a volunteer basis. If there are no volunteers, the most junior person can be assigned the project.

Assignments will be rotated at intervals no greater than six months to different employees.

If required, the resulting vacancy on the watch may be filled by an employee on another watch on a volunteer basis.

This agreement will continue in force until such time either party gives the other 60 days' notice of cancellation.

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

Yours very truly,

PACIFIC GAS AND ELECTRIC COMPANY

By Richard B. Bragg
Manager of Industrial Relations

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

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

Dec 31, 1987

By Joe Wehner
Business Manager

1988.

12 HR. SHIFT

JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	MON. TO SUN.					
												A	B	C	D	E	
1	1	7	11	16	20	25	29	3	7	12	MON	X	X	X	X	N	D
2	2	8	12	17	21	26	30	4	8	13	TUE	T	X	X	X	N	D
3	3	9	13	18	22	27	31	5	9	14	WED	T	X	X	X	N	D
4	4	10	14	19	23	28	SEP	6	10	15	THU	T	X	N	X	X	D
5	5	11	15	20	24	29	3	7	11	16	FRI	T	D	N	X	X	X
6	6	12	16	21	25	30	3	8	12	17	SAT	X	D	N	X	X	X
7	7	13	17	22	26	31	4	9	13	18	SUN	X	D	N	X	X	X
8	8	14	18	23	27	AUG	5	10	14	19	MON	D	X	N	X	X	N
9	9	15	19	24	28	2	6	11	15	20	TUE	D	T	X	X	X	N
10	10	16	20	25	29	3	7	12	16	21	WED	D	T	X	X	X	N
11	11	17	21	26	30	4	8	13	17	22	THU	D	T	X	X	N	X
12	12	18	22	27	JUL	5	9	14	18	23	FRI	X	T	D	N	X	X
13	13	19	23	28	2	6	10	15	19	24	SAT	X	X	D	N	X	X
14	14	20	24	29	3	7	11	16	20	25	SUN	X	X	D	N	X	X
15	15	21	25	30	4	8	12	17	21	26	MON	N	D	X	X	X	X
16	16	22	26	31	5	9	13	18	22	27	TUE	N	D	T	X	X	X
17	17	23	27	JUN	6	10	14	19	23	28	WED	N	D	T	X	X	X
18	18	24	28	2	7	11	15	20	24	29	THU	X	D	T	X	X	N
19	19	25	29	3	8	12	16	21	25	30	FRI	X	X	T	X	D	N
20	20	26	30	4	9	13	17	22	26	31	SAT	X	X	X	X	D	N
21	21	27	MAY	5	10	14	18	23	27	31	SUN	X	X	X	X	D	N
22	22	28	3	6	11	15	19	24	28		MON	X	N	D	X	X	X
23	23	29	3	7	12	16	20	25	29		TUE	X	N	D	D	T	X
24	24	30	4	8	13	17	21	26	30		WED	X	N	D	D	T	X
25	25	31	5	9	14	18	22	27	DEC		THU	N	X	D	D	T	X
26	26	APR	6	10	15	19	23	28	R		FRI	N	X	X	T	T	D
27	27	2	7	11	16	20	24	29	3		SAT	N	X	X	X	X	D
28	28	3	8	12	17	21	25	30	4		SUN	N	X	X	X	X	D
29	29	4	9	13	18	22	26	31	5		MON	X	X	N	X	D	X
30	30	5	10	14	19	23	27	NOV	6		TUE	X	X	N	N	D	T
31	31	6	11	15	20	24	28	2	7		WED	X	X	N	N	D	T
		7	12	16	21	25	29	3	8		THU	X	N	X	D	T	T
		8	13	17	22	26	30	4	9		FRI	D	N	X	X	T	T
		9	14	18	23	27	OCT	5	10		SAT	D	N	X	X	X	X
		10	15	19	24	28	2	6	11		SUN	D	N	X	X	X	X

		a. c./40	b. d./40	c. Exhibit X	d. c.x.980392	e. (d./40)x36	f. (b.x46)+(a.x6)	g. (c.x10)+ (a.x24)	h. (d.x2)+(e.x4) (f.x4)
CODE	CLASSIFICATION PROGRESSION	CURRENT HOURLY RATE (CODE 1)	12-HOUR SHIFT HOURLY RATE (CODE X)	CURRENT 40-HOUR WEEK PAY	40-HOUR WEEK PAY WITH 12-HOUR RATE	PROPOSED 36-HOUR WEEK PAY	PROPOSED 48-HOUR WEEK PAY	CURRENT PAY FOR 416 HOURS IN 10 WEEKS	PROPOSED PAY FOR 416 HOURS IN 10 WEEKS
1582	Sr. Control Operator	21.18	20.76	847.00	830.39	747.35	1,082.00	8,978.20	8,978.20
1583	Control Operator								
	Start	19.50	19.12	780.00	764.71	688.24	996.41	8,268.00	8,268.00
	End 6 Mo.	20.56	20.15	822.25	806.13	725.51	1,050.38	8,715.85	8,715.85
1590	Asst. Control Operator								
	Start	17.98	17.62	719.00	704.90	634.41	918.49	7,621.40	7,621.40
	End 6 Mo.	18.44	18.08	737.60	723.14	650.82	942.25	7,818.56	7,818.56
1561	Auxiliary Operator								
	Start	13.72	13.45	548.85	538.09	484.28	701.13	5,817.81	5,817.81
	End 6 Mo.	14.02	13.75	560.90	549.90	494.91	716.52	5,945.54	5,945.54
	End 1 Yr.	14.57	14.28	582.70	571.27	514.15	744.37	6,176.62	6,176.62
	End 18 Mo.	15.08	14.79	603.30	591.47	532.32	770.69	6,394.98	6,394.98
	End 2 Yr.	15.56	15.25	622.25	610.05	549.04	794.80	6,595.85	6,595.85
	End 30 Mo.	16.10	15.79	644.10	631.47	568.32	822.81	6,827.46	6,827.46
0301	Control Room Assistant								
	Start	13.21	12.95	528.45	518.09	466.28	675.07	5,601.57	5,601.57
	End 6 Mo.	14.18	13.90	567.00	555.88	500.29	724.31	6,010.20	6,010.20
	End 1 Yr.	14.59	14.30	583.50	572.06	514.85	745.39	6,185.10	6,185.10
	End 18 Mo.	15.16	14.86	606.30	594.41	534.97	774.52	6,426.78	6,426.78
	End 2 Yr.	15.46	15.15	618.25	606.13	545.51	789.78	6,553.45	6,553.45
	End 30 Mo.	15.87	15.56	634.80	622.35	560.12	810.93	6,728.88	6,728.88