



# LETTER AGREEMENT

## No.

91-13-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

---

Richard Bradford, Manager

Jack McNally, Business Manager

---

January 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:

Pursuant to Subsection 202.16(b), the Company proposes to establish the following schedule in the Chemistry Department at Diablo Canyon for the Unit 1 fourth refueling outage:

I. Standard work week and work hours

A. Work Week

1. Chemistry personnel will normally be scheduled for a six-day workweek (Monday-Saturday or Sunday-Friday).
2. During periods of low week-end work activity only the minimum number of personnel will be scheduled to work. This will provide the opportunity for an occasional two-day weekend.

B. Work Hours

1. Chemistry personnel will be assigned to one of two basic 12-hour shifts.

Day Shift - 0630 to 1830\*

Night Shift - 1830 to 0630

\*Note: Add 1/2 hour for non-shift employees

2. Core hours for the day shift will be from 0800 to 1600 (1630 for non-shift employees) and from 2000 to 0400 for the night shift.

- 3. During periods of low day-end or day-beginning work activity, opportunity will be provided for personnel to be dismissed from work before normal quitting time or be allowed to start after normal start time.

II. Administration of Benefits

- A. Meals: Paid meals will be provided for as specified in Title 104 of the Agreement. Personnel who are entitled to a meal at the end of their shift will be given the option of taking the meal upon dismissal from work.
- B. Travel Time: Travel time will be provided as specified in Title 208 of the Agreement.

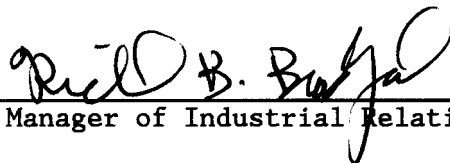
III. Use of Contractors

The intent of this policy is to provide PG&E personnel assigned to Chemistry with first priority over contractors for overtime work.

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   
 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

, 1991

By   
 Business Manager