



# LETTER AGREEMENT No.

91-15-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

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Richard Bradford, Manager

Jack McNally, Business Manager

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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 Instrument & Controls Department at Diablo Canyon for the Unit 1 fourth refueling outage:

I. Standard Work Week and Work Hours

A. Work Week

1. Instrument & Controls personnel will normally be scheduled for a five-day work week. The sixth day will be worked on a voluntary basis unless sufficient manpower is not available (Monday-Saturday or Sunday-Friday). Employees may be forced on a seniority basis as required for outage support.

B. Work Hours

1. Instrument & Controls personnel will be assigned to one of two basic 12-hour shifts.
  - a. Day Shift
    - 1) 0630 - 1900\*

\*Note: Subtract 1/2 hour for shift employees
  - b. Night Shift
    - 1) 1830 - 0630
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.

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

- A. The intent of this policy is to provide PG&E personnel assigned to Instrument & Controls with first priority over contractors for overtime work.
- B. Scheduling "extra" overtime hours (6th day, voluntary basis)
  - 1. PG&E personnel who desire extended overtime shall make their preferences known at least one week in advance.
  - 2. Instrument & Controls Foreman will preferentially schedule their personnel for additional overtime during the following week.
- C. Special cases not conforming to III A & B
  - 1. Hold over to maintain job continuity.

IV. Employees will be entitled to overtime for all hours worked outside their regular hours for the first four workdays of this situation.

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 *Richard B. Bruegel*  
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

*Jan 25*, 1991

By *Jack Wilson*  
Business Manager