



LETTER AGREEMENT

No.

92-21-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

Ronald L. Bailey, Manager or
David J. Bergman, Director and Chief Negotiator

Jack McNally, Business Manager

February 14, 1992

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:

Company proposes to make the following administrative changes to Sections 1.5, 5.2.12, 5.2.13, and 5.7.10 of the Nuclear Plant Administrative Procedure on the Fitness for Duty Program (NPAP A-20).

Add Section 1.5 (current Section 1.5 changed to 1.6)

This program also requires individuals who report on-site more than two (2) days per week to gain and maintain unescorted security access.

Correct a typographical error in Section 5.2.12

Change the word "position" to read "positive".

Add Section 5.2.13 (current Section 5.2.13 changed to 5.2.14)

Resignation prior to removal for violation of NPG's Fitness for Duty Program shall be recorded as removals for cause.

Add Section 5.7.10 (current Section 5.7.10 changed to 5.7.11)

With the approval of the Fitness for Duty Supervisor, persons with a medical condition which prevents them from providing a urine and/or breath specimen under the conditions outlined in this procedure will be given the option of providing a blood specimen for the purpose of chemical testing. The blood specimen will be analyzed for drug metabolites and/or alcohol concentration consistent with the type of test being conducted (i.e., pre-employment, pre-access, random, for cause, post-accident, and follow-up).

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.

Yours very truly,

PACIFIC GAS AND ELECTRIC COMPANY

By _____
Director and Chief Negotiator

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

_____, 1992

By _____
Business Manager