



LETTER AGREEMENT NO. 97-38-PGE



PACIFIC GAS AND ELECTRIC COMPANY
INDUSTRIAL RELATIONS DEPARTMENT
375 NORTH WIGET LANE, SUITE 150
WALNUT CREEK, CALIFORNIA 94598
(510) 746-4282

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W
P.O. BOX 4790
WALNUT CREEK, CALIFORNIA 94596
(510) 933-6060

MEL BRADLEY, MANAGER OR
DAVID J. BERGMAN, CHIEF NEGOTIATOR

JACK MCNALLY, BUSINESS MANAGER

February 24, 1997

Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P.O. Box 4790
Walnut Creek, CA 94598

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

Since 1994, the Company has utilized a combination of thirty-two temporary and regular bargaining unit Mechanical Maintenance employees to install and remove nozzle dams from steam generators during refueling outages. The dams must be installed before work in the steam generator can proceed. The dams are removed approximately two weeks later when the work is complete. It takes approximately one shift to install or remove the dams. Three days of specialized training is required. Prior to 1994, nozzle dam installation and removal was contracted to an outside firm.

Due to schedule fluctuations, it is very difficult to predict when nozzle dam installation or removal will occur. Therefore, staff must be on standby and available on both day and night shifts, resulting in an inefficient use of manpower.

This situation was reviewed by the NPG Title 8 Committee. The committee approved a recommendation to solicit volunteers from work groups outside Mechanical Maintenance. Such volunteers includes unit and non-unit employees. Twenty management employees and five bargaining unit employees volunteered to perform nozzle dam work.

Company proposes, with the full recommendation of the NPG Title 8 Committee, to allow the twenty management employee volunteers to perform nozzle dam work for the 1R8 refueling outage scheduled to begin April 19, 1997. Such work would include the same work as performed by bargaining unit employees, i.e.

staging the equipment, installing and removing the dams, and removing the equipment from containment.

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

Very truly yours,

PACIFIC GAS & ELECTRIC COMPANY

By: 
Chief Negotiator

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

 24, 1997

By: 
Business Manager