

PACIFIC GAS AND ELECTRIC COMPANY

PGE



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

October 2, 1986

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:

The Company proposes to use maintenance employees at Kern Power Plant to stand watch as substitutes for power plant operators while the plant remains in cold standby status. The use of maintenance employees for operations will permit operators to report to their newly awarded jobs at other headquarters.

These assignments will be offered to maintenance employees, by seniority, who want to remain in the area. Any maintenance employee who is assigned as a substitute for a power plant operator will not be required to perform those duties in this position for which he is not presently qualified or until he has received qualification training to perform such duties.

In situations where prearranged overtime is involved, maintenance employees standing watch will be considered in the same classifications as power plant operators. For the purpose of distributing prearranged overtime, maintenance employees assigned to the operations department will be assigned the average number of overtime hours worked by employees within the classification.

This proposal has been discussed with Manny Mederos, Assistant Business Manager, and John Delsman, Business Representative.

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 *M. Doughty*
 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

Nov 7, 1986

By *Jack McNally*
 Business Manager