



LETTER AGREEMENT
No. R1-93-16-PGE



Pacific Gas and Electric Company
Industrial Relations Department
201 Mission Street, 1513A
San Francisco, California 94105
[415] 973-3420

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 3, 1993

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:

Letter Agreement No. 91-20 (attached) sets the conditions under which workers are hired as temporary additional employees to perform outage work at the Diablo Canyon Power Plant. That agreement provides, in part, that the provisions of Titles 106, 205, and 206 of the Physical Agreement will not apply to employees so hired.

We have recently received employment applications from individuals who have been laid off by the Company. Some of these individuals have re-employment rights under Section 206.13 or Section 306.14 of the Physical Agreement.

While we believe that Letter Agreement 91-20 provides the necessary language to avoid any misunderstanding of rights, or lack thereof, to which such employees would be entitled, Company proposes the following language to underline the understanding:

If the Company chooses to extend employment to such individuals under the provisions of Letter Agreement 91-20, all Sections of the Contract will apply with the exception of Titles 205, 206, 305, 306, and in addition to that, rehire rights would be based upon the position, location, and time limits in place prior to being employed under Letter Agreement 91-20.

IBEW, Local 1245

-2-

February 3, 1993
R1-93-16-PGE

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

Very truly yours,

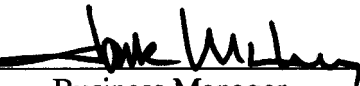
PACIFIC GAS & ELECTRIC COMPANY

By 
Director and Chief Negotiator

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

LOCAL UNION NO. 1245, INTERNATIONAL
BROTHERHOOD OF ELECTRICAL WORKERS,
AFL-CIO

, 1993

By 
Business Manager



LETTER AGREEMENT

No. R3-91-20-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

April 12, 1991

Pacific Gas and Electric Company
Industrial Relations Department
215 Market St.
San Francisco, CA 94106

Attention: **Mr. David Bergman**
Manager of Industrial Relations

Gentlemen:

The Nuclear Power Generation (NPG) Business Unit in the past has utilized agency employees and independent contracts to supplement its regular work force during refueling and maintenance outages at the Diablo Canyon Power Plant.

The agency employees used by the NPG Business Unit have been in the three distinct categories:

- 1) Skilled technicians performing radiation protection, electrical technical, and instrument and control technical work. These technicians have very specialized skills and travel throughout the United States working at nuclear facilities during outages;
- 2) Experienced journeymen hired by a contractor as outage workers but assigned to PG&E to perform work; and,
- 3) Semi-skilled employees with little or no nuclear experience performing work normally performed by PG&E employees in beginning level classifications.

These employees are utilized only to perform related work and are released at the completion of that work.

Because of the unique nature of these employees and the way they are utilized by the NPG Business Unit, the parties agree to suspend the newly negotiated provisions of Section 106.12 of the Physical Agreement for the purposes of outage related work only, in accordance with the following provisions:

EXPERIENCED JOURNEYMAN AND TECHNICIANS

- 1) Company may continue to contract for experienced journeyman to supplement Company's regular work force.

- 2) Such contracting of experienced journeyman is limited to work performed by Pipefitters, Millwrights, Carpenters, Boilermakers, Electricians, Ironworkers, Sheetmetal Workers, Cement Masons, Sprinkler Workers, Painters and Asbestos Workers.
- 3) Such contracting of skilled technicians is limited to radiation protection, electrical technical, and instrument and control work.

OTHER CLASSIFICATIONS

- 1) All other individuals performing work covered by the IBEW, Local 1245 bargaining unit shall be hired by Company pursuant to the Physical Agreement between the parties per the following:
 - a) Pursuant to 204.4 of the Agreement new classifications shall be established limited to outage work.
 - b) Employees in these positions will be paid no less than the beginning pay step established for permanent classifications performing comparable work.
 - c) Employees in these positions will not be subject to full completion of standard PG&E pre-employment requirement.
 - d) The provision of Title 106, 205, and 206 of the Agreement shall not apply to employees in these positions.
 - e) Except in situations of operational necessity, employees in these classifications will not be offered to work more hours than PG&E employees in regular comparable classification within each department in Diablo Canyon.
 - f) The provisions of Section 4.1 of the Physical Agreement shall become applicable eight (8) days after employment; the provisions of Section 4.4 shall be exercised with five (5) calendar days from receipts of Union's written request.

The provisions of the Physical Agreement shall apply in all other instances.

This agreement may be cancelled by either party with at least 60 days written notice prior to the commencement of an outage at the Diablo Canyon Power Plant.

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 Union.

Yours very truly,

LOCAL UNION NO. 1245, INTERNATIONAL BROTHERHOOD
OF ELECTRICAL WORKERS, AFL-CIO

By: 
Jack McNally, Business Manager

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

PACIFIC GAS & ELECTRIC COMPANY

4-12-, 1991 By: 
Dave Bergman, Manager of Industrial Relations