

PACIFIC GAS AND ELECTRIC COMPANY

PG&E



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May 23, 1988

Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P.O. Box 4790
Walnut Creek, California 94596

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

Pursuant to discussions in the recent general negotiations concerning refueling outages at Diablo Canyon Power Plant, we propose the following.

The guidelines in Arbitration Case No. 142 provide for a maximum contracting period of 110 workdays for IBEW technical classifications and 90 workdays for all other classifications. We propose that the same policy be extended to the Plant for contracting work (other than G.C.) during outages and other technical difficulties at Diablo Canyon Nuclear Power Plant.

Diablo Canyon Power Plant outage contractors do not fall in the same category as agency employees, and the employees used on such outage situations are unique for the following reasons:

- Outage contractors are hired for specific outages and are released when the outage is over. They are not employed indefinitely to supplement the work force during nonpeak times.
- The Technicians (Chemical and Radiation Protection and Instrument and Control) are "job shoppers." They are professionals in their trades and they move from plant to plant as a matter of course and by design.
- Most outage contract workers have chosen this working relationship and typically are not interested in permanent employment with PG&E.

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We, therefore, propose that during plant refueling outages and reracking of ponds and other outages caused by technical difficulties, as well as when Section 202.17 is being utilized at Diablo Canyon Nuclear Power Plant, that the Company hire outage contract workers for a maximum of 90 workdays to perform work similar to IBEW physical and technical classifications and 90 workdays for clerical work, unless the parties agree to an extension of such services by written agreement.

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 Company.

Yours very truly,

PACIFIC GAS AND ELECTRIC COMPANY

By Richard B. Bruehl
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

May 30, 1988

By Jack Ketchum
Business Manager