



**Pacific Gas and
Electric Company™**

LETTER AGREEMENT NO. 16-55-PGE

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS DEPARTMENT
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WALNUT CREEK, CALIFORNIA 94598
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INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
P.O. BOX 2547
VACAVILLE, CALIFORNIA 95696
(707) 452-2700

ROBERT JOGA
SENIOR DIRECTOR AND CHIEF NEGOTIATOR

TOM DALZELL,
BUSINESS MANAGER

December 14, 2016

Mr. Tom Dalzell, Business Manager
Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P.O. Box 2547
Vacaville, CA 95696

Dear Mr. Dalzell:

The parties have met on several occasions over the past two years to discuss proposed changes to Exhibit VI-B, Section 600.3, Division Steam Generation Department and Nuclear Power Generation Department lines of progression. The proposed changes are for the purpose of updating the definitions and lines of progression to reflect the current structure. Since the divestiture of the Steam Plants, the Company proposes to eliminate those Steam classifications from the Lines of Progression and Exhibit X. Given the length of time since the last update, a number of exhibits have been deleted, modified or changed.

While the parties have completed a comprehensive review, due to the length of time since the last update, there may have been minor changes that were not noted in this current update. If either party becomes aware of a change that should be incorporated, the parties will review it and if so agreed, make the appropriate correction.

This proposal has been discussed with Business Representative Patrick Duffy and Labor Contracts Manager Micah Van Bogelen.

If you agree, please so indicate in the space provided below and return one executed copy of this letter to the Company.

Very truly yours,

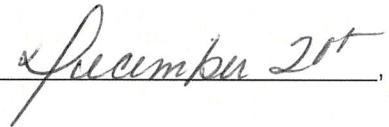
PACIFIC GAS & ELECTRIC COMPANY

By: 
Robert Joga
Senior Director and Chief Negotiator

The Union is in agreement.

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

By: 
Tom Dalzell
Business Manager

 2016

PACIFIC GAS AND ELECTRIC COMPANY
AND
IBEW, LOCAL UNION 1245

NUCLEAR POWER GENERATION DEPARTMENT
ELECTRICAL
MECHANICAL
TECHNICAL
OPERATING
CLERICAL
FIRE DEPARTMENT
CHEMISTRY AND RADIATION PROTECTION
JOB DEFINITIONS AND LINES OF PROGRESSION

Exhibit VI-B, Section No. 600.3

Updated April 2016
Replaces Book Dated March 1988, Revised August 1994

New language appears in Italics

LINE OF PROGRESSION FLOW CHARTS	i
Mechanical Maintenance.....	i
Operating.....	ii
Technical Maintenance.....	ii
Electrical Maintenance	iii
Fire Department	v
Clerical.....	v
Nuclear Power Generation Department/Maintenance/Electrical Maintenance	7
ELECTRICAL CONTROL TECHNICIAN - (DCPP)	7
UNASSIGNED ELECTRICAL CONTROL TECHNICIAN – (DCPP)	7
APPRENTICE ELECTRICAL CONTROL TECHNICIAN - (DCPP).....	7
ELECTRICAL MAINTENANCE SUBFOREMAN (DCPP).....	8
ELECTRICIAN (DCPP)**	9
UNASSIGNED ELECTRICIAN (DCPP)**	9
TRAVELING ELECTRICIAN (DCPP)**	9
UNASSIGNED TRAVELING ELECTRICIAN (DCPP)	9
APPRENTICE ELECTRICIAN	10
TOOL MAINTENANCE CLERK (ELECTRICAL) - (DCPP).....	11
DCPP TRAVELING UTILITY WORKER.....	11
RIGGING GUIDELINES APPLICABLE TO ELECTRICAL MAINTENANCE.....	12
MECHANICAL MAINTENANCE	12
MAINTENANCE SUBFOREMAN (DCPP).....	12
MACHINIST.....	13
TRAVELING MACHINIST – DCPP	13
UNASSIGNED MACHINIST – DCPP.....	13
UNASSIGNED TRAVELING MACHINIST– DCPP	13
DCPP APPRENTICE MACHINIST-STEAM.....	13
TRAVELING MECHANIC-RIGGER (DCPP).....	14
UNASSIGNED TRAVELING MECHANIC RIGGER - DCPP	14

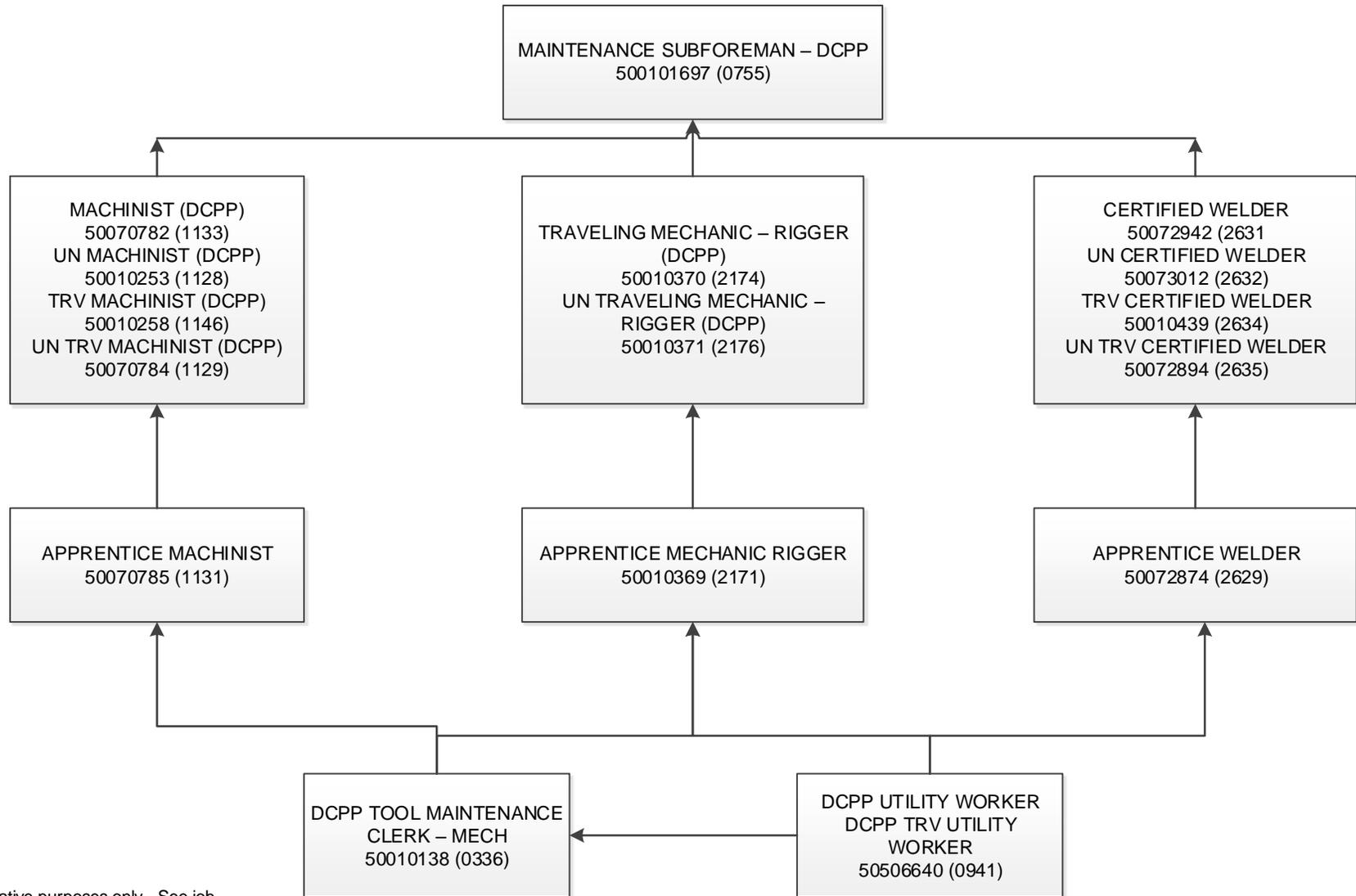
APPRENTICE MECHANIC-RIGGER.....	15
CERTIFIED WELDER (DCPP)	15
TRAVELING CERTIFIED WELDER (DCPP).....	15
CERTIFIED WELDER, UN. (DCPP)	15
TRAVELING CERTIFIED WELDER, UN. (DCPP)	16
APPRENTICE WELDER-Steam.....	17
TOOL MAINTENANCE CLERK (Mechanical) (DCPP)	17
DCPP UTILITY WORKER	18
TRAVELING UTILITY WORKER.....	18
FIREWATCH (Diablo Canyon Power Plant).....	19
SHIFT FIREWATCH- DCPP (Relief).....	19
TECHNICAL MAINTENANCE DIABLO CANYON POWER PLANT	19
CONTROL TECHNICIAN (DCPP).....	19
UNASSIGNED CONTROL TECHNICIAN (DCPP)	19
TRAVELING CONTROL TECHNICIAN (DCPP).....	19
UNASSIGNED TRAVELING CONTROL TECHNICIAN (DCPP)	19
SHIFT CONTROL TECHNICIAN (DCPP).....	19
UNASSIGNED SHIFT CONTROL TECHNICIAN (DCPP).....	19
APPRENTICE CONTROL TECHNICIAN	20
DCPP TECHNICAL MAINTENANCE SUBFOREMAN	21
INSTRUMENT REPAIRMAN	21
TRAVELING INSTRUMENT REPAIRMAN (DCPP)	21
UNASSIGNED INSTRUMENT REPAIRMAN	21
UNASSIGNED TRAVELING INSTRUMENT REPAIRMAN (DCPP).....	21
APPRENTICE INSTRUMENT REPAIRMAN	22
CHEMICAL & RADIATION PROTECTION TECHNICIAN (DCPP).....	23
TRAVELING CHEMICAL & RADIATION PROTECTION TECHNICIAN	23
TOOL MAINTENANCE CLERK (Instrument Maintenance) DCPP	23
DCPP UTILITY WORKER	24

TRAVELING UTILITY WORKER - TECHNICAL.....	24
NUCLEAR POWER GENERATION.....	25
RELIEF OPERATOR	25
WORK CONTROL LEAD	25
REACTOR OPERATOR	25
NUCLEAR OPERATOR.....	26
NUCLEAR OPERATOR LEVEL 9	26
NOTES ON OPERATING JOB DEFINITIONS	26
OPERATOR REQUIREMENTS, PROGRESSION, AND TRAINING	27
HOURS OF WORK - OPERATORS – DCPD	39
12-HOURS ROTATING SHIFT AGREEMENT	40
Amendment to Labor Agreement Clarification Titles 202, 205 and 206	45
CLERICAL	47
SENIOR ADMINISTRATOR – Nuclear	47
ADMINISTRATIVE SPECIALIST – Nuclear.....	47
ADMINISTRATIVE ASSOCIATE – Nuclear	48
SCHEDULING ASSISTANT	48
DCPD CONTROL ROOM ASSISTANT (PIO)	49
FIRST PLANT CLERK (PIO).....	49
FIRE DEPARTMENT	50
FIRE CAPTAIN.....	50
FIREFIGHTER	51
Letter Agreement 89-187 (Dosimetry & Decontamination Duties-Diablo Canyon)	58
Letter Agreement 97-126 (Related Rigging).....	61
Letter Agreement 98-73 (Chemistry and Radiation Shift Technician Shift Schedule).....	63
Letter Agreement 00-47 (Establish Outage Working Foreman at DCPD)	68
Letter Agreement 02-43 (Assign Roving Firewatch Duties to those who have Received Training).....	70
Letter Agreement 07-48 (Revisions to the Apprentice Electrician Training Program)	71
Letter Agreement 07-49 (Revisions to the Apprentice Machinist Training Program).....	72
Letter Agreement R1-07-54 (Refueling Outages at DCPD).....	73
Letter Agreement 09-22 (Fire Personnel at DCPD)May 21, 2009	84
Letter Agreement 10-02 (Work Schedules for Shift Control Techs and Relief at DCPD)	93
Letter Agreement 10-19 (Update to Apprentice Mechanical Rigger Training Program).	101
Letter Agreement 11-14 (Joint Ad Hoc Committee for Resolution)	102
Letter Agreement 12-21 (Revisions to the Clerical Line of Progression at DCPD).....	103
Letter Agreement 12-32 (Convert CDLA to Hourly Wage Rate and Extend to Add'l Classifications Covered in Agreement).....	107

Letter Agreement 14-37 (DCPP Chem and Rad Protection Outage Agreement).....	113
Letter Agreement R1-16-20 (Establish a 2nd Shift in the Maintenance Dept).....	120
List of Documents/Reasons Prompting changes.....	122

NUCLEAR POWER GENERATION DEPARTMENT
DIABLO CANYON POWER PLAN

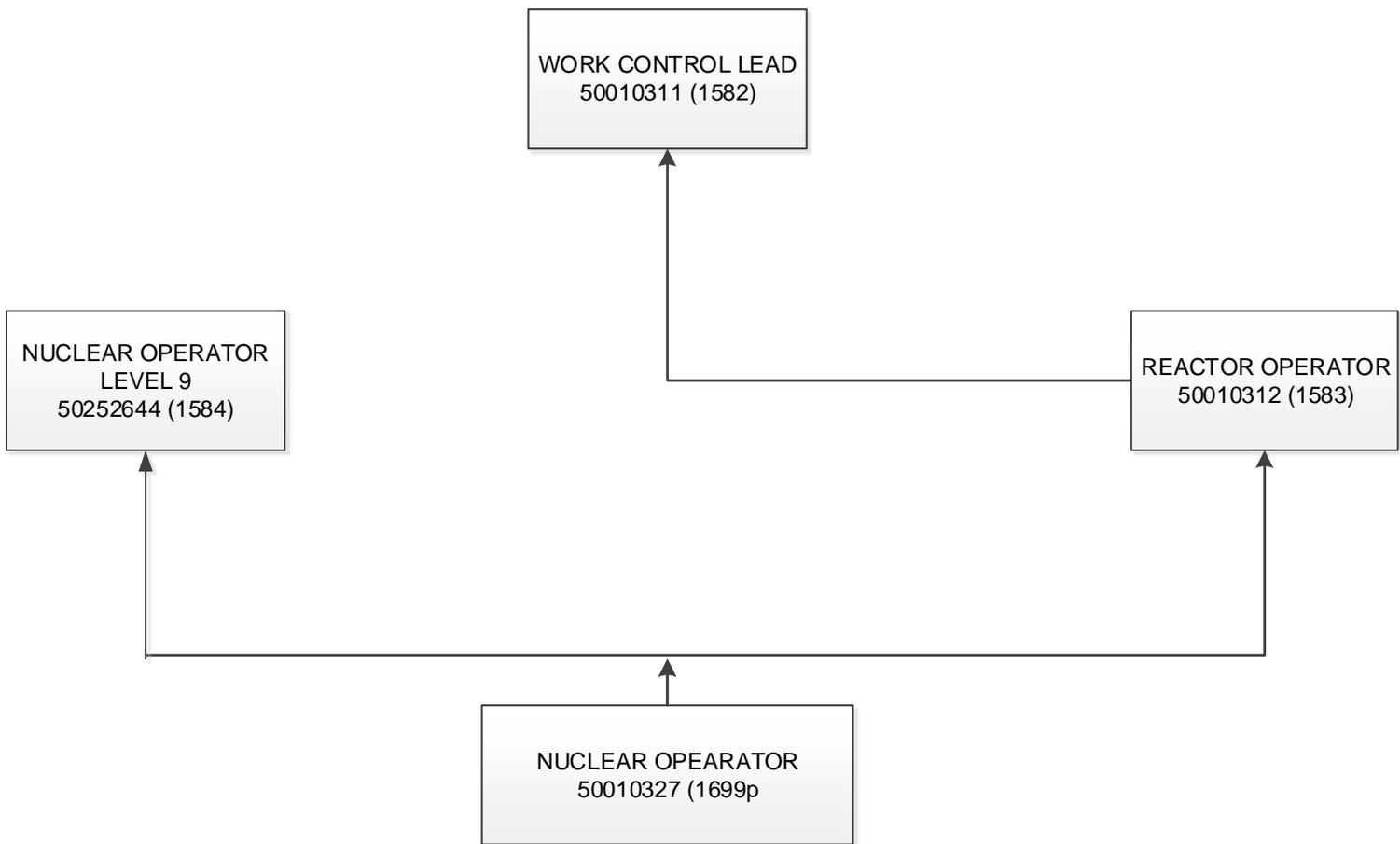
MECHANICAL MAINTENANCE



For illustrative purposes only. See job descriptions for additional detail.

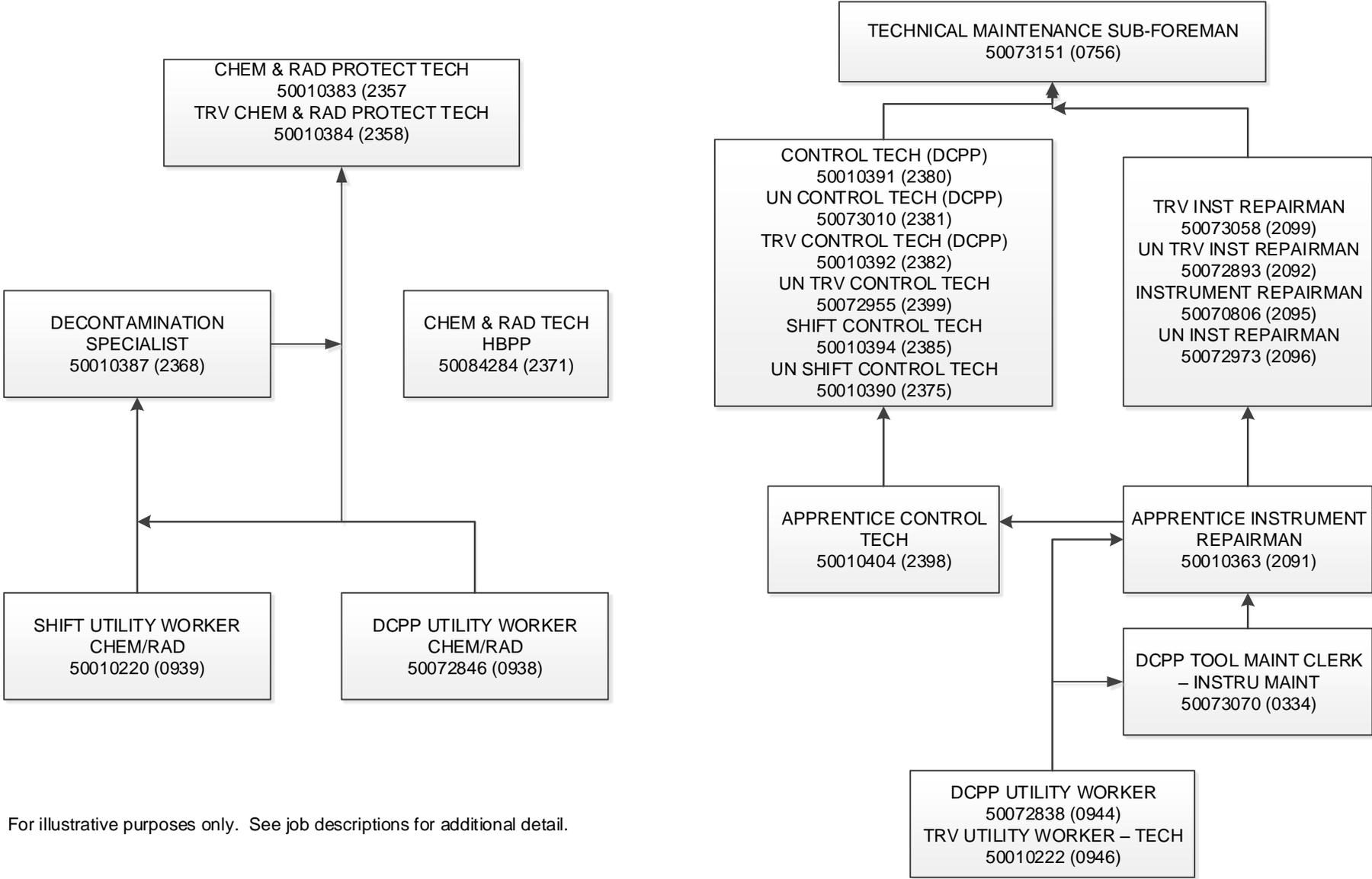
NUCLEAR POWER GENERATION DEPARTMENT
DIABLO CANYON POWER PLAN

OPERATING



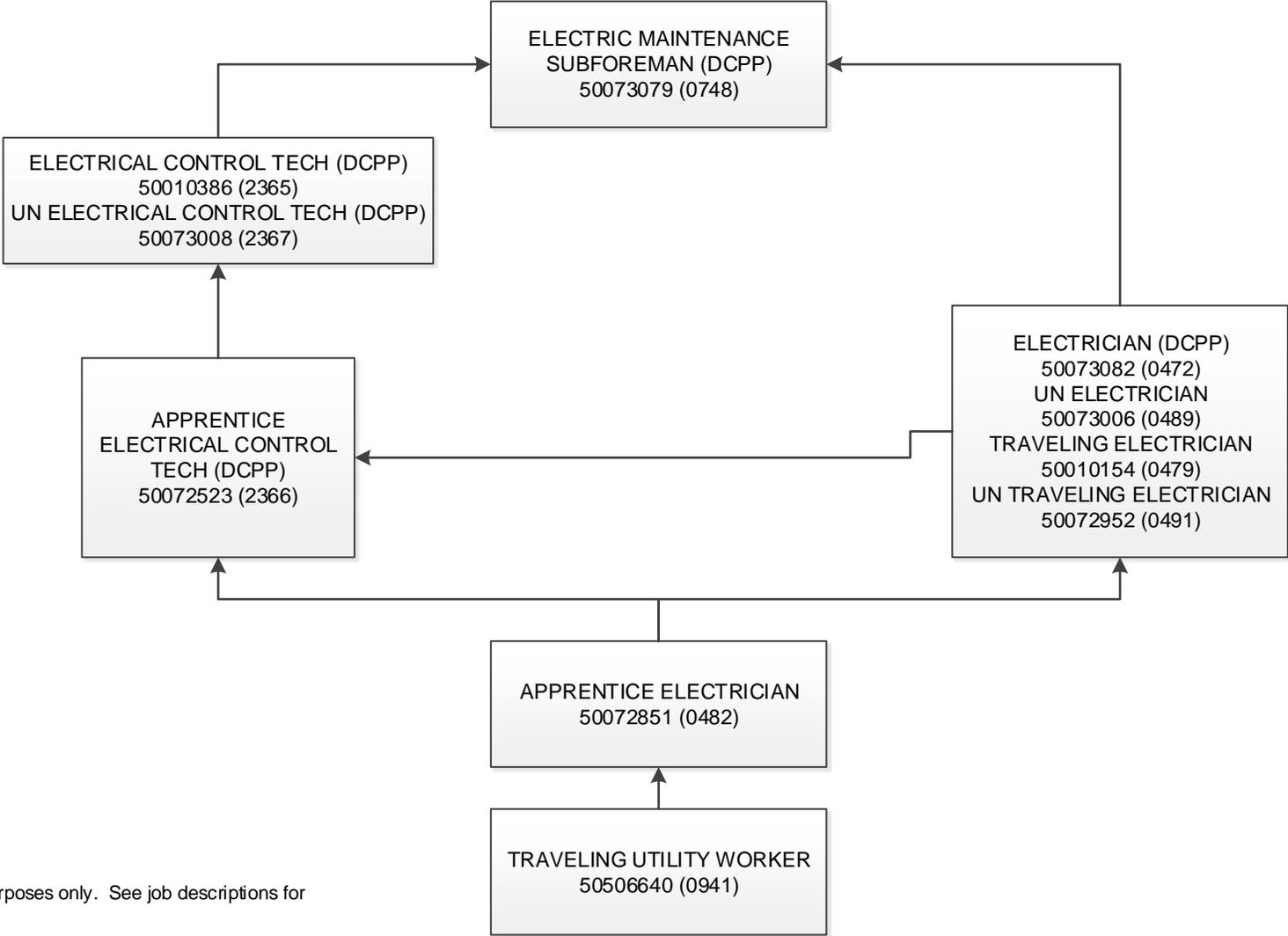
For illustrative purposes only. See job descriptions for additional detail.

NUCLEAR POWER GENERATION DEPARTMENT
DIABLO CANYON POWER PLAN
TECHNICAL MAINTENANCE



For illustrative purposes only. See job descriptions for additional detail.

NUCLEAR POWER GENERATION DEPARTMENT
DIABLO CANYON POWER PLAN
ELECTRICAL MAINTENANCE



For illustrative purposes only. See job descriptions for additional detail.

NUCLEAR POWER GENERATION DEPARTMENT
DIABLO CANYON POWER PLAN

FIRE DEPARTMENT

DCPP FIRE CAPTAIN
50010164 (0540)

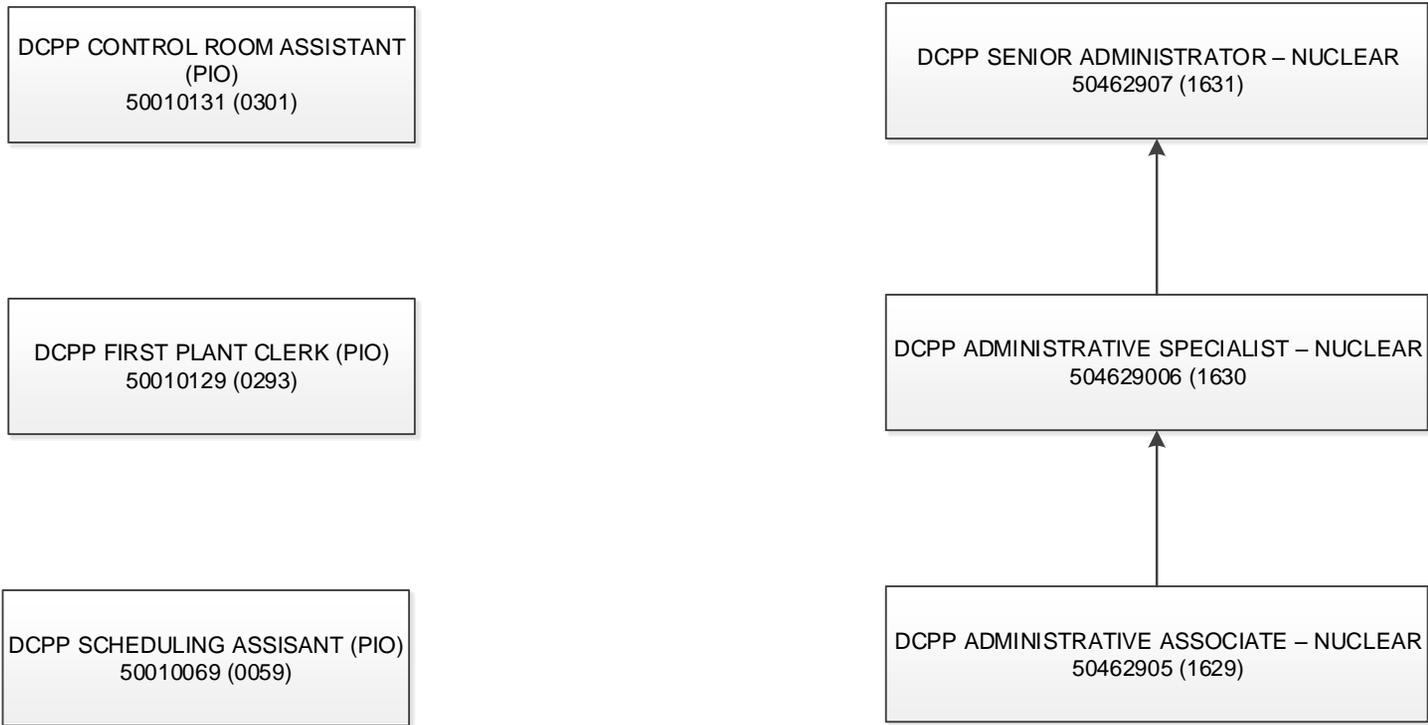
DCPP FIREFIGHTER
50010165 (0545)



DCPP SHIFT FIREWATCH –
RELIEF
50073109 (0547)

For illustrative purposes only. See job descriptions for additional detail.

NUCLEAR POWER GENERATION DEPARTMENT
DIABLO CANYON POWER PLAN
CLERICAL



For illustrative purposes only. See job descriptions for additional detail.

NUCLEAR POWER GENERATION DEPARTMENT

MAINTENANCE DEPARTMENT

ELECTRICAL MAINTENANCE

ELECTRICAL CONTROL TECHNICIAN - (DCPP)

2365 (50010386)

UNASSIGNED ELECTRICAL CONTROL TECHNICIAN – (DCPP)

2367 (50073008)

An employee, who, without direct supervision, tests, calibrates, maintains, and may install all electrical power plant control systems and their individual components. This will include, but is not necessarily limited to, protective relaying, turbine and engine governors and their associated local enunciators, voltage regulators, inverters, battery charger controls, specialty meters, MG controls, adjustable frequency drives, and crane controls. The employee may be required to assist plant engineers in performing and evaluating plant tests. The employee's background of training, education and experience must be such as to qualify the employee to perform these duties with skill and efficiency. The assignment may include duties normally performed by an Electrician.

Pay Scale	SAP Job Code	Next Lower Classifications
2366	50072523	Apprentice Elect. Control. Elect. DCP
2398	50010404	Apprentice Control Technician*

Pay Scale	SAP Job Code	Same or Higher Classifications
2365	50010386	Electrical Control Technician - DCP
2367	50073008	Un. Electrical Control Technician - DCP
2375	50010390	Unassigned Shift Control Tech. – DCP*
2380	80010391	Control Technician DCP
2381	50073010	Unassigned Control Technician – DCP*
2382	50010392	Traveling Control Technician – DCP*
2385	50010394	Shift Control Technician – DCP*
2399	50072955	Unassigned Traveling Control Tech. – DCP*

*If previously held the classification of Electrical Control Technician

APPRENTICE ELECTRICAL CONTROL TECHNICIAN - (DCPP)

2366 (50072523)

An employee engaged in performing Electrical Control Technician's work as an assignment to or under the general direction of a Technician. In order to gain experience for advancement to Electrical Control Technician, the employee may work alone or under indirect supervision on jobs for which it has been determined the employee has been adequately trained and instructed. The employee's education and general qualifications must be such that the employee is considered capable of attaining Technician status.**

Pay Scale	SAP Job Code	Next Lower Classifications
0482	50072851	DCPP Apprentice Electrician- Steam

Pay Scale	SAP Job Code	Same or Higher Classifications
0472	50073082	Electrician – DCPP**
0479	50010154	Traveling Electrician – DCPP**
0489	50073006	Unassigned Electrician - DCPP**
0491	50072952	Unassigned Traveling Electrician – DCPP**
0748	50073079	Electrical Maintenance Subforeman - DCPP
2366	50072523	Apprentice Electric Control Technician

** Journeyman Electricians entering the Apprentice Electrical Control Technician Training Program shall maintain their current journeyman rate until such time as the individual completes the apprenticeship and is entitled to a rate higher than the journeyman rate attained prior to entering the apprenticeship.

Notes:

1. An Electrician other than one at Diablo Canyon Power Plant who is the successful bidder on a vacancy in the Apprentice Electrical Control Technician classification at Diablo Canyon Power Plant will be placed at the wage rate step applicable at the end of 24 months, and such employee will not have subsequent bids on Electrical Control Technician vacancies considered under Subsection 205.7 (b) until an employee has accrued 24 months' classification seniority as an Apprentice Electrical Control Technician. In addition, will not be considered for automatic progression to Unassigned Electrical Control Technician under the provisions of the Master Apprenticeship Agreement until an employee has accrued 30 months' classification seniority as an Apprentice Electrical Control Technician.
2. An Electrician headquartered at Diablo Canyon Power Plant who is the successful bidder on a vacancy in the Apprentice Electrical Control Technician classification will retain his/her current rate of pay and be placed at the 24-month step, and will not have subsequent bids on Electrical Control Technician vacancies considered under Subsection 205.7 (b) until an employee has accrued 24 months' classification seniority as an Apprentice Electrical Control Technician. In addition, will not be considered for automatic progression to Unassigned Electrical Control Technician under the provisions of the Master Apprenticeship Agreement until an employee has accrued 30 months' seniority as an Apprentice Electrical Control Technician.
3. To enter the Apprentice Electrical Control Technician classification, an employee will be required to pass a written examination based upon the first two years of apprenticeship in the Apprentice Electrician classification. For the Apprenticeship Program, refer to LA 97-08.

**ELECTRICAL MAINTENANCE SUBFOREMAN (DCPP)
0748 (50073079)**

An employee who is a working Foreman engaged in installation, testing, repair and maintenance of all types of electrical equipment in power plants. Shall have the personal qualifications of leadership and supervisory ability, the craft qualifications of an Electrician, and be familiar with plant standards and safety rules. These responsibilities include supervisory and administrative tasks associated with the work control process which includes, but is not necessarily limited to, safety, clearance holder, tailboards, job site walkdowns, quality of work, procedure compliance, work order adherence, and coordinating with other plant organizations.

Note: Reference Letter Agreement 00-47

Pay Scale	SAP Job Code	Next Lower Classifications
0472	50073082	Electrician - DCPP
0479	50010154	Traveling Electrician - DCPP
0489	50073006	Unassigned Electrician - DCPP
0491	50072952	Unassigned Traveling Electrician - DCPP
2365	50010386	Electrical Control Technician - DCPP
2367	50073008	Unassigned Electrical Control Technician -DCPP

Pay Scale	SAP Job Code	Same or Higher Classifications
0748	50073079	Electrical Maintenance Subforeman - DCPP

ELECTRICIAN (DCPP)**

0472 (50073082)

UNASSIGNED ELECTRICIAN (DCPP)**

0485 (50073004)

TRAVELING ELECTRICIAN (DCPP)**

0479 (50010154)

UNASSIGNED TRAVELING ELECTRICIAN (DCPP)

0491 (50072952)

An employee who is a journeyman and is engaged in performing all types of electrical work. This work will include but is not necessarily limited to testing and maintaining, circuit breakers, transformers, batteries, AC and DC machines, switchgear, and motor control centers and performing tube bending. When an employee is assigned to the maintenance and testing of impedance, carrier, and directional relays, he/she will work with and under the supervision of a Technician or other higher classified employee experienced in such work. Background of apprenticeship and experience must be such as to qualify an employee to perform his/her duties with skill and efficiency.

A journeyman Electrician with some specialized training may perform electrical and limited mechanical work on air conditioning and refrigeration equipment. The limited mechanical work consists of tube bending and assembly including silver solder and brazing on air conditioning and refrigeration equipment.

Pay Scale	SAP Job Code	Next Lower Classifications
0482	50072851	DCPP Apprentice Electrician-Steam

Pay Scale	SAP Job Code	Same or Higher Classifications
0485	50073004	Unassigned Electrician - Steam*
0472	50073082	Electrician - DCPP
0489	50073006	Unassigned Electrician - DCPP
0479	50010154	Traveling Electrician - DCPP
0491	50072952	Unassigned Traveling Electrician - DCPP
0748	50073079	Electrical Maintenance Subforeman - DCPP
0466	50073083	Electrician - GC Service Center*
0469	50010151	Electrician-GC*
0486	50073005	Unassigned Electrician - Materials*
0474	50010152	Electrician*
0651	50010180	Subforeman A - GC Station*
0653	50010181	Subforeman B - GC Station*

0710	50010185	Electric Shop Subforeman*
0105	50251365	Working Foreman A - GC Station*
0107	50251367	Working Foreman B - GC Station*
2380	50010391	Control Technician - DCPP***
2381	50073010	Un. Control Technician - DCPP***
2382	50010392	Traveling Control Technician - DCPP***
2399	50072955	Unassigned Traveling Control Technician - DCPP***
2385	50010394	Shift Control Technician - DCPP***
2375	50010390	Un. Traveling Shift Control Technician - DCPP***
2398	50010404	Apprentice Control Technician (top rate)***
2365	50010386	Electrical Control Technician - DCPP
2367	50073008	Un. Electrical Control Technician - DCPP

* Must pass the DCPP_Electrician entry examination.

*** Must have previously held the Steam Electrician classification prior to November 2005.

**APPRENTICE ELECTRICIAN
0482 (50072851)**

An employee who is engaged in performing Electrician's work as an assistant to or under the general direction of a journeyman for training purposes. In order to gain experience for advancement to Electrician, he/she may be required to work alone or under indirect supervision on jobs for which an employee has been trained and instructed. The employee's educational and general qualifications must be such that he/she is considered capable of attaining journeyman status.

Pay Scale	SAP Job Code	Next Lower Classifications
0942	50073053	Traveling Utility Worker - Electric
0941	50506640	Traveling Utility Worker - Electric - DCPP

Pay Scale	SAP Job Code	Same or Higher Classifications
0482	50072851	Apprentice Electrician
0488	50010157	Apprentice Electrician - GC
0483	50072524	Apprentice Electrician
0481	50010155	Apprentice Electrician - Electric & Hydro
0472	50073082	Electrician - DCPP
0489	50073006	Unassigned Electrician - DCPP
0479	50010154	Traveling Electrician - DCPP
0491	50072952	Unassigned Traveling Electrician - DCPP
0466	50073083	Electrician - GC Service Center*
0469	50010151	Electrician Materials*
0486	50073005	Unassigned Electrician - Materials*
0474	50010152	Electrician*
0710	50010185	Electric Shop Subforeman
0467	50010149	Electrician - Electric & Hydro*

0484	50010156	Unassigned Electrician - Electric & Hydro*
0459	50073084	Electrician – Helms*
0748	50073079	Electrical Maintenance Subforeman - DCPP

* May bid to Apprentice Electrician at the 2-year step.

**TOOL MAINTENANCE CLERK (ELECTRICAL) - (DCPP)
0332 (50010137)**

An employee who maintains the inventory of tools, consumables, weld rod, and measurement and test equipment in the assigned tool room. Inventory maintenance includes issuing and receiving materials, ordering replacement stock, routine inspection and cleaning of equipment and facilities related to tool control, repair of damaged tooling, calibration of torque wrenches and crimpers, operation and maintenance of welding rod ovens, and the record keeping associated with each of these activities. May be required to operate a forklift in the performance of such duties.

Pay Scale	SAP Job Code	Next Lower Classifications	Pay Scale	SAP Job Code	Same or Higher Classifications
0941	50506640	DCPP Traveling Utility Worker	0332	50010137	Tool Maintenance Clerk - Electric
			0336	50010138	Tool Maintenance Clerk - Mechanical
			0334	50073070	Tool Maintenance Clerk - Instrument
			2380	50010391	Control Technician - DCPP
			2381	50073010	Un. Control Technician - DCPP
			2382	50010392	Traveling Control Technician - DCPP
			2399	50072955	Unassigned Traveling Control Technician - DCPP
			2385	50010394	Shift Control Technician - DCPP
			2375	50010390	Un. Traveling Shift Control Technician - DCPP
			2383	50010393	Un. Control Technician - DCPP
			2398	50010404	Apprentice Control Technician
			2365	50010386	Electrical Control Technician - DCPP
			2367	50073008	Un. Electrical Control Technician - DCPP
			0482	50072851	Apprentice Electrician
			0472	50073082	Electrician - DCPP
			0489	50073006	Unassigned Electrician - DCPP
			0479	50010154	Traveling Electrician - DCPP
			0491	50072952	Unassigned Traveling Electrician - DCPP
			0748	50073079	Electrical Maintenance Subforeman - DCPP

**DCPP TRAVELING UTILITY WORKER
0941 (50506640)**

An employee whose principal duties consist of semi-skilled work such as helper for a journeyman or apprentice, including the use of hand tools under direction, monitor for confined spaces and foreign material exclusion areas; housekeeping, tool decontamination; and firewatch activities. In addition, may be required, under direction, to use portable power tools for cleaning purposes or other work not requiring precision. The employee, with training, may

operate equipment such as forklifts, and scissor lifts in the performance of their duties. Utility Workers may operate 25 ton or less capacity pendant cranes while assisting a journeyman or working under the direction of a journeyman.

Beginner's classification

RIGGING GUIDELINES APPLICABLE TO ELECTRICAL MAINTENANCE

Note: All Category 1 heavy loads rigging will be performed or supervised by the Mechanical Maintenance Section. Additionally, all power plant rigging will be performed by qualified Mechanical Maintenance personnel with the following exceptions:

- A. All Electrical Maintenance personnel involved in rigging activities shall be qualified in rigging (MG0800Q Mechanical Rigging Training or Electrical equivalent) and follow all Mechanical Maintenance and Administrative Rigging Procedures.
- B. Only qualified personnel will be allowed to operate hoists and cranes. They will be allowed to operate all hoists and cranes.
- C. No loads over 1500 lbs. shall be lifted without first contacting a Mechanic Rigger to evaluate or perform the activity. At the discretion of the evaluating Mechanic Rigger, qualified personnel may perform lifts within their realm of expertise. This information should be documented in the work package. At no time shall any Electrical personnel perform heavy loads rigging from Category 1 load handling systems.
- D. Rigging shall be done from engineered lifting points only. No special lifting devices shall be used.
- E. Rigging shall not involve transferring loads or the use of special rigging gear, such as spreader bars, banjos, and skid pads, needed to lift or remove equipment. This is to include floating rotors more than 1500 lbs. out of motors.
- F. Upon disassembly and reassembly of motors and removal and installation of valve actuators, a Mechanic Rigger shall be consulted to designate proper lifting points and methods to be used, unless engineered lift points are present.
- G. At no time shall Electrical Utility Workers be allowed to perform rigging activities except to assist qualified personnel. Crane qualified Utility Workers may operate the above mentioned crane and hoists.

MECHANICAL MAINTENANCE

**MAINTENANCE SUBFOREMAN (DCPP)
0755 (50010197)**

An employee who is working Foreman engaged in installation, repair, and maintenance of power plants. Shall have the personal qualifications of leadership and supervisory ability, the craft qualifications of a Machinist, Mechanic Rigger, or Welder depending on the craft qualifications for the positions. The employee will be familiar with rigging; related plant standards, pressure vessel repair work, and safety rules. These responsibilities include supervisory and administrative tasks associated with the work control process which includes but is not necessarily limited to, safety, clearance holder, tailboards, job site walkdowns, quality of work, procedure compliance, work order adherence, and coordinating with other plant organizations.

Note: Reference Letter Agreement 00-47

Pay Scale	SAP Job Code	Next Lower Classifications
1128	50010253	Unassigned Machinist - DCP

Pay Scale	SAP Job Code	Same or Higher Classifications
0755	50010197	Maintenance Subforeman - DCP

1146	50010258	Traveling Machinist - DCPP
1129	50070784	Un. Traveling Machinist - DCPP
1113	50070782	Machinist - DCPP
2632	50073012	Unassigned Certified Welder - DCPP
2631	50072942	Certified Welder - DCPP
2635	50072894	Un. Traveling Certified Welder - DCPP
2634	50010439	Traveling Certified Welder DCPP
2174	50010370	Traveling Mechanic Rigger DCPP
2176	50010371	Unassigned Traveling Mech. Rigger DCPP

MACHINIST

1113 (50070782)

TRAVELING MACHINIST – DCPP

1146 (50010258)

UNASSIGNED MACHINIST – DCPP

1128 (50010253)

UNASSIGNED TRAVELING MACHINIST– DCPP

1129 (50070784)

An employee who is a journeyman, is qualified to perform precision work with all types of machine tools and is engaged in repairing, installing, and maintaining all types of mechanical equipment in a power plant. This work will include, but is not necessarily limited to, bearings, piping, process tubing, valves, pipe hangers, pumps, fans, heat exchangers, couplings, mechanical seals, scaffolding, and machinery alignment. May be required to do related welding and rigging. Background of apprenticeship and experience must be such as to qualify him/her to perform these duties with skill and efficiency.

Pay Scale	SAP Job Code	Next Lower Classifications
1131	50070785	DCPP Apprentice Machinist- Steam

Pay Scale	SAP Job Code	Same or Higher Classifications
0755	50010197	Maintenance Subforeman - DCPP
1146	50010258	Traveling Machinist - DCPP
1129	50070784	Un. Traveling Machinist - DCPP
1147	50010259	Traveling Machinist - Steam
1113	50070782	Machinist - DCPP
1128	50010253	Unassigned Machinist - DCPP
0745	50010192	Machine Shop Leader
1112	50010250	Machinist
1127	50010252	Unassigned Machinist
1110	50070781	Machinist - GC

DCPP APPRENTICE MACHINIST-STEAM

1131 (50070785)

An employee who is engaged in performing Machinist's work as an assistant to or under the general direction of a journeyman for training purposes. In order to gain experience for advancement to Machinist, an employee may be

required to work alone or under indirect supervision on jobs for which he/she has been trained and instructed. The employee's educational and general qualifications must be such that he/she is considered capable of attaining journeyman status.

Pay Scale	SAP Job Code	Next Lower Classifications
0941	50506640	DCPP Traveling Utility Worker
0336	50010138	DCPP Tool Maintenance Clerk -Mechanical

Pay Scale	SAP Job Code	Same or Higher Classifications
1128	50010253	Unassigned Machinist - DCP
1146	50010258	Traveling Machinist - DCP
1129	50070784	Un. Traveling Machinist - DCP
1110	50070781	Machinist – GC Field
1113	50070782	Machinist - DCP
1112	50010250	Machinist
1131	50070785	Apprentice Machinist
2632	50073012	Unassigned Certified Welder - DCP
2634	50010439	Traveling Certified Welder DCP
2631	50072942	Certified Welder - DCP
2635	50072894	Un. Traveling Certified Welder - DCP
2174	50010370	Traveling Mechanic Rigger DCP
2176	50010371	Unassigned Traveling Mech. Rigger DCP
1409	50010295	<i>Traveling Mechanic (PIO)</i>

- TRAVELING MECHANIC-RIGGER (DCP)**
- 2174 (50010370)**
- UNASSIGNED TRAVELING MECHANIC RIGGER - DCP**
- 2176 (50010371)**
- TRAVELING MECHANIC-RIGGER**
- 2170 (50010368)**
- UNASSIGNED TRAVELING MECHANIC RIGGER**
- 2172 (50072897)**

An employee who is a journeyman and is engaged in repairing, installing, and maintaining all types of mechanic equipment in a power plant and related facilities not requiring the use of machine tools. Such work will include but is not necessarily limited to bearings, piping, process tubing, valves, pipe hangers, pumps, fans, couplings, mechanical seals, scaffolding, and machinery alignment. Mechanic-Riggers shall be proficient in the use of hand, portable power and free-standing tools such as bench grinders and drill presses.

Mechanic-Rigger is engaged in performing all classes of power plant rigging, including that necessary for safe handling of heavy machinery. Also required to make up slings and keep all rigging equipment in proper repair.

Duties may also include heat exchanger and pressure vessel repair work, carpentry work, painting, application of special coatings, repairs to buildings, installation and removal of thermal insulation and refractory materials, installation and repairs to plumbing systems, and repair, layout, bending installation of power plant piping including process tubing, and service all types of fire extinguisher. May be required to do related welding, cutting, and burning of a non-code and/or non-structural nature.

May act as a lead person in sandblasting, steam cleaning, or boiler cleaning crew. A Mechanic-Rigger may be required to lead and instruct lower classifications in the jobs and skills in which the Mechanic-Rigger is qualified and

proficient. The background of apprenticeship and experience must be such as to qualify the person to perform these duties with skill and efficiency.

Pay Scale	SAP Job Code	Next Lower Classifications
2171	50010369	Apprentice Mechanic Rigger
1409	50010295	<i>Traveling Mechanic (PIO)</i>

Pay Scale	SAP Job Code	Same or Higher Classifications
0755	50010197	Maintenance Subforeman - DCPP
2176	50010371	Unassigned Traveling Mech. Rigger DCPP
2174	50010370	Traveling Mechanic Rigger-DCPP
2170	50010368	Traveling Mechanic-Rigger
2172	50072897	Unassigned Traveling Mechanic-Rigger

Related Welding is defined as follows for Diablo Canyon Power Plant:

- The use of an Oxyacetylene torch to heat bolts, studs and piping parts. Tack welding on other than safety, rigging, load bearing, structural equipment or personnel supporting equipment. Only burning or welding that is non-code nature is permitted.

**APPRENTICE MECHANIC-RIGGER
2171(50010369)**

An employee who is engaged in performing Mechanic-Rigger work as an assistant to or under the general direction of a journeyman for training purposes. In order to gain experience for advancement to Mechanic-Rigger, may be required to work alone or under indirect supervision on jobs for which an employee has been trained and instructed. The employee's educational and general qualifications must be such that an employee is considered capable of attaining journeyman status.

Pay Scale	SAP Job Code	Next Lower Classifications
0336	50010138	DCPP Tool Maintenance Clerk - Mechanical
0941	50506640	<i>DCPP Traveling Utility Worker -</i>

Pay Scale	SAP Job Code	Same or Higher Classifications
2174	50010370	Traveling Mechanic Rigger DCPP
2176	50010371	Unassigned Traveling Mech. Rigger DCPP
2171	50010369	Apprentice Mechanic Rigger
1128	50010253	Unassigned Machinist - DCPP
1146	50010258	Traveling Machinist - DCPP
1129	50070784	Un. Traveling Machinist - DCPP
1131	50070785	Apprentice Machinist
2629	50072874	Apprentice Welder
2634	50010439	Traveling Certified Welder - DCPP
2635	50072894	Un. Traveling Certified Welder - DCPP
2632	50073012	Unassigned Certified Welder - DCPP
1409	50010295	<i>Traveling Mechanic (PIO)</i>

- CERTIFIED WELDER (DCPP)
2631 (50072942)
TRAVELING CERTIFIED WELDER (DCPP)
2634 (50010439)
CERTIFIED WELDER, UN. (DCPP)
2632 (50073012)**

**TRAVELING CERTIFIED WELDER, UN. (DCPP)
2635 (50072894)**

An employee who is a journeyman and is engaged in performing both electric and gas welding, which includes tube bending, on all types of power plant equipment and piping and related facilities. Background of experience must be such as to qualify an employee to perform specific weld procedures as described in the Basic Welder qualification tests in the Nuclear Welding Manual or as set up for this classification by Company and to qualify him/her for certification by the State to perform the specific classes of work required in power plants and related facilities. May be required to lay out and erect piping. Specific duties and responsibilities vary with the design of the plant, and an employee may be required to do miscellaneous maintenance work at times when there is no welding to be done.

Pay Scale	SAP Job Code	Next Lower Classifications
2629	50072874	Apprentice Welder-Steam

Pay Scale	SAP Job Code	Same or Higher Classifications
0755	50010197	Maintenance Subforeman - DCPP
2626	50010437	Certified Welder
2631	50072942	Certified Welder - DCPP
2632	50073012	Unassigned Certified Welder - DCPP
2636	50072957	Un. Traveling Certified Welder - Steam
2637	50010440	Traveling Certified Welder - Steam
2635	50072894	Un. Traveling Certified Welder - DCPP
2623	50073013	Unassigned Certified Welder - Steam
2617	50010435	Welder - GC Gas
2599	50497923	Welder - GC Gas (in-service)
1618	50253880	Welder – GC not gas
2622	50072914	AWS Certified Welder
2634	50010439	Traveling Certified Welder-DCPP
2619	50070811	Lead Welder-GC field

Related Rigging at Diablo Canyon is defined as:

- All rigging required to load and unload equipment into machine tools up to the rated capacity of the machine tool not to exceed 6,000 pounds for non-outage work and 10,000 pounds for outage work.
- Rigging required to set up portable machine tools in the field not to exceed 6,000 pounds for non-outage work and 10,000 pounds for outage work.
- During non-outage periods: Move loads up to the employee's level of knowledge, skills and ability if the rigging does not involve transferring loads or if the configuration or location of equipment is such that no special rigging gear such as spreader bars, banjos, and skid pans is needed to lift or remove equipment and the weight does not exceed 6,000 pounds.
- To support outage work: Employees may perform rigging that involves transferring loads and using special lifting devices (such as spreader bars) up to a weight limit of 4,000 pounds and under the direction of a Mechanic-Rigger.

Note: Refer to Letter Agreement 97-126-PGE

**APPRENTICE WELDER-Steam
2629 (50072874)**

An employee who does both electric and acetylene welding and cutting of metals as an assistant to or under the general direction of a journeyman on all types of power plant equipment and piping not requiring a Certified Welder. In order to gain experience for advancement to Certified Welder, may work alone or under indirect supervision on jobs on which an employee has been trained and instructed, must study and become familiar with the properties of metals and procedures for preheating, welding and stress relieving, and the use of all tools and equipment required in the preparation and completion of welds. The employee's educational and general qualifications must be such that he/she is considered capable of attaining journeyman status. Since this work may be intermittent in nature, he/she also assists other journeymen and Mechanics as required.

Pay Scale	SAP Job Code	Next Lower Classifications
0941	50506640	DCPP Traveling Utility Worker
0336	50010138	DCPP Tool Maintenance Clerk -Mechanical
0940	50072837	Utility Worker-Steam Gen Mechanical

Pay Scale	SAP Job Code	Same or Higher Classifications
2634	50010439	Traveling Certified Welder - DCPP
2631	50072942	Certified Welder - DCPP
2632	50073012	Unassigned Certified Welder - DCPP
2626	50010437	Certified Welder
2628	50010438	Apprentice Welder-GC Gas
2629	50072874	Apprentice Welder
2635	50072894	Unassigned Traveling Certified Welder (DCPP)
2174	50010370	Traveling Mechanic Rigger DCPP
2176	50010371	Unassigned Traveling Mech. Rigger DCPP
2171	50010369	Apprentice Mechanic Rigger
1128	50010253	Unassigned Machinist - DCPP
1146	50010258	Traveling Machinist - DCPP
1129	50070784	Un. Traveling Machinist - DCPP
1113	50070782	Machinist - DCPP
1131	50070785	Apprentice Machinist
1409	50010295	Traveling Mechanic (PIO)
1619	50253881	Apprentice Welder GC
0963	50010224	Traveling Utility Worker-Mechanical

**TOOL MAINTENANCE CLERK (Mechanical) (DCPP)
0336 (50010138)**

An employee who maintains the inventory of tools, consumables, weld rod, and measurement and test equipment in the assigned tool room. Inventory maintenance includes issuing and receiving materials, ordering replacement stock, routine inspection and cleaning of equipment and facilities related to tool control, repair of damaged tooling, calibration of torque wrenches and crimpers, operation and maintenance of welding rod ovens, and the record keeping associated with each of these activities. May be required to operate a forklift in the performance of such duties.

Pay Scale	SAP Job Code	Next Lower Classifications
0941	50506640	DCPP Traveling Utility Worker
0963	50010224	Traveling Utility Worker-Mechanical

Pay Scale	SAP Job Code	Same or Higher Classifications
1128	50010253	Unassigned Machinist - DCPP
1146	50010258	Traveling Machinist - DCPP
1129	50070784	Un. Traveling Machinist - DCPP
1110	50070781	Machinist - GC
1113	50070782	Machinist - DCPP
1112	50010250	Machinist
1131	50070785	DCPP Apprentice Machinist- Steam
1151	50070787	
2364	50010439	Traveling Certified Welder (DCPP)
2632	50073012	Unassigned Certified Welder - DCPP
2631	50072942	Certified Welder - DCPP
2635	50072894	Un. Traveling Certified Welder - DCPP
2174	50010370	Traveling Mechanic Rigger DCPP
2176	50010371	Unassigned Traveling Mech. Rigger DCPP
1409	50010295	<i>Traveling Mechanic (PIO)</i>
0332	50010137	Tool Maintenance Clerk (Elect) DCPP
0334	50073070	Tool Maintenance Clerk (Inst) DCPP
0336	50010138	Tool Maintenance Clerk (Mech) DCPP

DCPP UTILITY WORKER

0941

TRAVELING UTILITY WORKER

0941 (50506640)

An employee whose principal duties consist of semi-skilled work such as helper for a journeyman or apprentice, including the use of hand tools under direction, monitor for confined spaces and foreign material exclusion areas, housekeeping, tool decontamination, and fire watch activities and work in a boiler, vessel, condenser or heat exchanger cleaning crew. In addition, may be required, under direction, to use portable power tools for cleaning purposes or other work not requiring precision. The employee, with training, may operate equipment such as forklifts and scissor lifts in the performance of their duties. Utility Workers may operate 25 ton or less capacity pendant cranes while assisting a journeyman or working under the direction of a journeyman.

Beginner's classification

Note: A transfer application from a 0547 Shift Firewatch - DCPP classification will be given Priority 1 status under the Job Bidding System. Priority 1 transfer applications receive preference over all other transfers and are treated as a bid under the provisions of Subsection 205. 7.

FIREWATCH (Diablo Canyon Power Plant)

SHIFT FIREWATCH- DCPP (Relief) 0547 (50073109) (50010166)

Performs roving firewatch patrol and checks known impairments. Reports new impairments immediately. Performs inspection of fire suppression systems such as fire barrier, fire valves, fire extinguishers, and emergency battery operated lights. Performs inspections of safety, eyewash and shower stations, and first-aid kits. Performs routine tests on fire detection systems. Checks hot work location for appropriate hot work permits. Performs stationary firewatch duties as assigned. May also be assigned to the Fire Brigade.

Beginning Classification

Note: Refer to Letter Agreement 02-43-PGE for the assignment of Roving Firewatch duties to other physical bargaining unit employees.

TECHNICAL MAINTENANCE DIABLO CANYON POWER PLANT

CONTROL TECHNICIAN (DCPP)

2380 (50010391)

UNASSIGNED CONTROL TECHNICIAN (DCPP)

2381 (50073010)

TRAVELING CONTROL TECHNICIAN (DCPP)

2382 (50010392)

UNASSIGNED TRAVELING CONTROL TECHNICIAN (DCPP)

2399 (50072955)

SHIFT CONTROL TECHNICIAN (DCPP)

2385 (50010394)

UNASSIGNED SHIFT CONTROL TECHNICIAN (DCPP)

2375 (50010390)

A day or shift employee who, without direct supervision, tests, calibrates, maintains, and may install all power plant control, monitoring, computer, alarm and indicating systems, and their individual components. These will include but are not necessarily limited to digital and analog computer controls, and protection systems logging or monitoring systems, automatic boiler light-off and combustion control systems; temperature, pressure, level and flow control and indicating systems; radiation measurement and environmental monitoring equipment and accessories; test and laboratory equipment. In addition, may be required to maintain in-plant communication systems where F.C.C. licensing is not a requirement. May be required to assist plant engineers in performing and evaluating plant tests. Background and apprenticeship and experience must be such as to qualify an employee to perform these duties with skill and efficiency.

Pay Scale	SAP Job Code	Next Lower Classifications
2398	50010404	Apprentice Control Technician
2366	50072523	Apprentice Electrical Control Technician DCPP*

Pay Scale	SAP Job Code	Same or Higher Classifications
2380	50010391	Control Technician - DCPP
2381	50073010	Unassigned Control Technician - DCPP
2382	50010392	Traveling Control Technician - DCPP
2399	50072995	Unassigned Traveling Control Technician - DCPP

2385	50010394	Shift Control Technician - DCPD
2375	50010390	Unassigned Shift Control Technician
2367	50073008	Unassigned Electrical Control Technician - DCPD*
2365	50010386	Electrical Control Technician - DCPD*

* If previously held classification of Control Technician or Shift Control Technician.

**APPRENTICE CONTROL TECHNICIAN
2398 (50010404)**

An employee engaged in performing Control Technician's work as an assistant to or under the general direction of a Technician. In order to gain experience for advancement to Control Technician, may work alone or under indirect supervision on jobs for which it has been determined he/she has been adequately trained and instructed. The employee's education and general qualifications must be such that he/she is considered capable of attaining Technician status.

Pay Scale	SAP Job Code	Next Lower Classifications
2091	50010363	Apprentice Instrument Repairman (2yr step)

Pay Scale	SAP Job Code	Same or Higher Classifications
2095	50070806	Instrument Repairman - DCPD
2096	50072973	Unassigned Instrument Repairman - DCPD
2099	50073058	Traveling Instrument Repairman - DCPD
2092	50072893	Unassigned Traveling Instrument Repairman - DCPD
2398	50010404	Apprentice Control Technician

Notes:

1. An Instrument Repairman other than one at Diablo Canyon Power Plant who is the successful bidder on a vacancy in the Apprentice Control Technician classification at Diablo Canyon Power Plant will be placed at the wage rate step applicable at the end of 24 months, and such employee will not have subsequent bids on Control Technician vacancies considered under Subsection 205.7 (b) until an employee has accrued 24 months' classification seniority as an Apprentice Control Technician. In addition, will not be considered for automatic progression to Unassigned Control Technician under the provisions of the Master Apprenticeship Agreement until an employee has accrued 30 months' classification seniority as an Apprentice Control Technician.
2. An Instrument Repairman headquartered at Diablo Canyon Power Plant who is the successful bidder on a vacancy in the Apprentice Control Technician classification will retain his/her current rate of pay and be placed at the 24-month step, and will not have subsequent bids on Control Technician vacancies considered under Subsection 205.7 (b) until an employee has accrued 24 months' classification seniority as an Apprentice Control Technician. In addition, will not be considered for automatic progression to Unassigned Control Technician under the provisions of the Master Apprenticeship Agreement until an employee has accrued 30 months' seniority as an Apprentice Control Technician.
3. To enter the Apprentice Control Technician classification, an employee will be required to pass a written examination based upon the first two years of apprenticeship in the Apprentice Instrument Repairman classification. For further information refer to Apprentice Control Technician training guidelines. LA 97-08

4. Journeyman Instrument Repairmen entering the Apprentice Control Technician Training Program shall maintain their current journeyman rate until such time as the individual completes the apprenticeship and is entitled to a rate higher than the journeyman rate attained prior to entering the apprenticeship.

**DCPP TECHNICAL MAINTENANCE SUBFOREMAN
0756 (50073151)**

An employee who is a working Foreman engaged in installation, testing, repair and maintenance of all types of control equipment in power plants. Shall have the personal qualifications of leadership and supervisory ability, the craft qualifications of an Instrument Repairman and be familiar with plant standards and safety rules. These responsibilities include supervisory and administrative tasks associated with the work control process which includes, but is not necessarily limited to, safety, clearance holder, tailboards, job site walkdowns, quality of work, procedure compliance, work order adherence, and coordinating with other plant organizations.

Pay Scale	SAP Job Code	Next Lower Classifications
2095	50070806	Instrument Repairman - DCPP
2096	50072973	Unassigned Instrument Repairman - DCPP
2099	50073058	Traveling Instrument Repairman - DCPP
2092	50072893	<i>Unassigned Traveling Instrument Repairman - DCPP</i>

Pay Scale	SAP Job Code	Same or Higher Classifications
2380	50010391	Control Technician - DCPP
2381	50073010	Unassigned Control Technician - DCPP
2382	50010392	Traveling Control Technician - DCPP
2399	50072995	Unassigned Traveling Control Technician - DCPP
2385	50010394	Shift Control Technician - DCPP
2375	50010390	Unassigned Shift Control Technician
0756	50073151	Technical Maintenance Subforeman

- INSTRUMENT REPAIRMAN
2095 (50070806)
TRAVELING INSTRUMENT REPAIRMAN (DCPP)
2099 (50073058)
UNASSIGNED INSTRUMENT REPAIRMAN
2096 (50072973)
UNASSIGNED TRAVELING INSTRUMENT REPAIRMAN (DCPP)
2092 (50072893)**

An employee who is a journeyman and is engaged in installing, maintaining, and calibrating all types of automatic control and recording equipment, instruments, gauges, and their component parts. This will include but is not necessarily limited to tubing and fittings, process sensors, pneumatic and electronic instruments, controllers, control valve actuators, and analytical sensors. Duties require the use of machine tools, hand and bench tools, and various types of test equipment. In addition, may be required to assist in taking readings during plant tests, tabulating and charting test and performance data. Background of apprenticeship and experience must be such as to qualify an employee to perform these duties with skill and efficiency.

Pay Scale	SAP Job Code	Next Lower Classifications
2091	50010363	Apprentice Instrument Repairman

Pay Scale	SAP Job Code	Same or Higher Classifications
2375	50010390	Unassigned Shift Control Technician - DCP
2380	50010391	Control Technician - DCP
2382	50010392	Traveling Control Technician - DCP
2385	50010394	Shift Control Technician - DCP
2095	50070806	Instrument Repairman - DCP
2092	50072893	Unassigned Traveling Instrument Repairman - DCP
2399	50072955	Unassigned Traveling Control Technician - DCP
2096	50072973	Unassigned Instrument Repairman - DCP
2381	50073010	Unassigned Control Technician - DCP
2099	50073058	Traveling Instrument Repairman - DCP
2398	50010404	Apprentice Control Technician

**APPRENTICE INSTRUMENT REPAIRMAN
2091 (50010363)**

An employee who is engaged in performing Instrument Repairman's work as an assistant to or under the general direction of a journeyman for training purposes. In order to gain experience for advancement to Instrument Repairman, may be required to work alone or under indirect supervision on jobs for which such employee has been trained and instructed. In addition, may be required to assist engineers in taking readings during plant tests, tabulating and charting test data, and technical filing. The employee's educational and general qualifications must be such that such individual is considered capable of attaining journeyman status.

Pay Scale	SAP Job Code	Next Lower Classifications
0334	50073070	DCPP Tool Maintenance Clerk - Instrument Maintenance
0944	50072838	DCPP Utility Worker
0946	50010222	Traveling Utility Worker - Technical

Pay Scale	SAP Job Code	Same or Higher Classifications
2375	50010390	Unassigned Shift Control Technician - DCP
2380	50010391	Control Technician - DCP
2382	50010392	Traveling Control Technician - DCP
2385	50010394	Shift Control Technician - DCP
2095	50070806	Instrument Repairman - DCP

2092	50072893	Unassigned Traveling Instrument Repairman - DCPP
2399	50072955	Unassigned Traveling Control Technician - DCPP
2096	50072973	Unassigned Instrument Repairman - DCPP
2381	50073010	Unassigned Control Technician - DCPP
2099	50073058	Traveling Instrument Repairman - DCPP
2398	50010404	Apprentice Control Technician
2091	50010363	Apprentice Instrument Repairman

CHEMICAL & RADIATION PROTECTION TECHNICIAN (DCPP)

2357 (50010383)

TRAVELING CHEMICAL & RADIATION PROTECTION TECHNICIAN

2358 (50010384)

A shift employee who, without direct supervision, performs contamination and radiation level surveys, including routine isotopic analysis to assist in assuring that the limits contained in the Company's radiation control standards are not exceeded, and maintains survey and other appropriate records in support of the plant and environmental monitoring programs; instructs employees and others in proper radiation protection procedures; performs and advises other employees in the decontamination of spaces and equipment and the handling, packaging, storing, and shipping of solid radioactive wastes and other radioactive material; assures that portable radiation detection and personnel radiation protection equipment are in satisfactory, operable condition; makes routine calibration checks of portable and counting room radiation detection equipment. In addition, he may be required to collect and analyze radioactive and nonradioactive samples in accordance with standard procedures and make recommendations to the appropriate supervisor based on the results of such analyses; maintain the appropriate records of analyses performed; advise other employees in operating chemical process equipment and waste disposal facilities. He/she may be required to assist plant engineers in writing procedures for calibrations, maintenance, testing, and other activities in his area of responsibility. His/her background of education, training, and experience must be such as to qualify him/her to perform these duties with skill and efficiency and meet the current NRC qualification requirements for "Health Physics Technician" to which Company is committed. May be required to make independent determinations of appropriate postings of radiological conditions once the employee meets the NRC requirements.

To qualify for entrance into this classification, an employee must pass a written examination.

Pay Scale	SAP Job Code	Next Lower Classifications
0944	50072838	DCPP Utility Worker
0946	50010222	Traveling Utility Worker - Technical
2368	50010387	Decontamination Specialist

Pay Scale	SAP Job Code	Same or Higher Classifications
2357	50010383	Chemical & Radiation Protection Technician DCPP
2358	50010384	Traveling Chemical & Radiation Protection Technician DCPP
2371	50084284	Traveling Chemical & Radiation Protection Technician HBPP

TOOL MAINTENANCE CLERK (Instrument Maintenance) DCPP

0334 (50073070)

An employee who maintains the inventory of tools, consumables, weld rod, and measurement and test equipment in the assigned tool room. Inventory maintenance includes issuing and receiving materials, ordering replacement stock, routine inspection and cleaning of equipment and facilities related to tool control, repair of damaged tooling, calibration of torque wrenches and crimpers, operation and maintenance of welding rod ovens, and the record keeping associated with each of these activities. May be required to operate a forklift in the performance of such duties.

Pay Scale	SAP Job Code	Next Lower Classifications
0944	50072838	Utility Worker
0946	50010222	Traveling Utility Worker-Technical

Pay Scale	SAP Job Code	Same or Higher Classifications
0332	50010137	Tool Maintenance Clerk - Electric
0336	50010138	Tool Maintenance Clerk - Mechanical
0334	50073070	Tool Maintenance Clerk - Instrument
2380	50010391	Control Technician - DCP
2381	50073010	Un. Control Technician - DCP
2382	50010392	Traveling Control Technician - DCP
2399	50072955	Unassigned Traveling Control Technician - DCP
2385	50010394	Shift Control Technician - DCP
2375	50010390	Un. Traveling Shift Control Technician - DCP
2383	50010393	Un. Control Technician - DCP
2398	50010404	Apprentice Control Technician
2095	50070806	Instrument Repairman - DCP
2096	50072973	Unassigned Instrument Repairman - DCP
2099	50073058	Traveling Instrument Repairman - DCP
2092	50072893	Unassigned Traveling Instrument Repairman - DCP
2091	50010363	Apprentice Instrument Repairman

DCPP UTILITY WORKER**0944 (50072838)****TRAVELING UTILITY WORKER - TECHNICAL****0946 (50010222)**

An employee whose principle duties consist of semi-skilled work such as helper for a journeyman or apprentice, including the use of hand tools under direction, monitor for confined spaces and foreign material exclusion areas, housekeeping, tool decontamination, and fire watch activities, and work in a boiler, vessel, condenser or heat exchanger cleaning crew. In addition, may be required, under direction, to use portable power tools for cleaning purposes or other work not requiring precision. The employee, with training, may operate equipment such as forklifts, and scissor lifts in the performance of their duties. Utility Workers may operate 25 ton or less capacity pendant cranes while assisting a journeyman or working under the direction of a journeyman.

Beginner's classification

RIGGING GUIDELINES APPLICABLE TO INSTRUMENT AND CONTROL

Note: All Category 1 heavy loads rigging will be performed or supervised by the Mechanical Maintenance Section. I&C personnel shall not perform rigging activities without contacting the Mechanical Maintenance Department. This is to include maintenance and load cell testing of all hoists and cranes.

**NUCLEAR POWER GENERATION
DIABLO CANYON POWER PLANT
OPERATING**

RELIEF OPERATOR

A shift employee who stands shifts as assigned, relieves other operators, and performs all of the duties of the operating position which he/she is relieving. In addition, he/she may be required to perform routine maintenance work, to perform cleaning duties in and about the power plant, to assist in performing tests on operating equipment, and to instruct other employees. He/she shall be assigned to relieve only the operator classifications in which he/she is qualified.

See Labor Agreement Clarification "Relief Shift Employees" for method of filling vacancies in these classifications.

**WORK CONTROL LEAD
1582 (50010311)**

A shift employee who is an Assistant to the Shift Foreman. He/she shall have the personal qualifications of leadership and supervisory ability. He/she shall hold an NRC Reactor Operator license or greater and be familiar with NRC regulations and requirements. He/she operates and directs the operation of all equipment in the station together with their related controls and assists in the training of other employees in the proper performance of their duties. He/she shall have a thorough knowledge of operating principles, equipment operating procedures, system operating orders and clearance procedures and the station work control process. He/she trains, directs, and assists Operators in the performance of their job duties. In conjunction with his/her operating duties, he/she directs and assists in station cleaning.

Pay Scale	SAP Job Code	Next Lower Classifications		Pay Scale	SAP Job Code	Same or Higher Classifications
1583	50010312	Reactor Operator		1582	50010311	Work Control Lead

**REACTOR OPERATOR
1583 (50010312)**

A shift employee responsible for monitoring and operating the controls in the control room. His/her duties include the operation of plant equipment and switchgear which have their controls in the control room. He/she shall have an NRC Reactor Operator license or greater and be familiar with NRC regulations and requirements. He/she must be familiar with equipment operational procedures, system operating orders and clearance procedures. In conjunction with his/her operating duties, he/she will do necessary cleaning on and around equipment controls and on the control mechanisms.

Pay Scale	SAP Job Code	Next Lower Classifications
1699	50010327	Nuclear Operator
		Nuclear Operator
1584	50252644	Level 9

Pay Scale	SAP Job Code	Same or Higher Classifications
1582	50010311	Work Control Lead
1583	50010312	Reactor Operator

**NUCLEAR OPERATOR
1699 (50010327)
NUCLEAR OPERATOR LEVEL 9
1584 (50252644)**

A shift employee who operates and services auxiliary equipment. Specific duties include such functions as operating air compressors, waste treatment systems, water treatment equipment and systems, cooling water systems, ventilation systems, chemical control equipment, fuel handling, including related simple rigging and the operation of cranes and hoists, turbine generator and auxiliary equipment. He/she may be required to clean condensers, plug leaking tubes, take readings, perform operating tests, change out or clean filter elements. In addition, may be required to perform minor maintenance work. He/she may be required to operate controls on auxiliary control boards, and may operate controls on the main control boards under the direction of a licensed operator. He/she may be required to perform switching and direct the operation of the feed pumps and safeguard equipment. He/she shall have a basic knowledge of NRC regulations and the station work control process. Must qualify on the POSS test.

Beginner's Classification: Nuclear Operator is an entry level position through the 18 month qualification step

- Note:
1. The various duties of the Nuclear Operator classification will normally be assigned to individual employees in order of progressive complexity; that is, the employee will be assigned more complex duties as his/her experience and knowledge progress. Such assignments will be made on a continuing basis only after the employee has been trained and instructed in the performance of each duty and has demonstrated his/her understanding of and ability to perform such duty satisfactorily.
 2. A transfer application from an Assistant Power Plant Operator, Auxiliary Operator or a higher classification in the Line of Progression will be given Priority 1 status under the Job Bidding System. Priority 1 transfer applications receive preference over all other transfers and are treated as a bid under the provisions of Subsection 205.7(a), (b), or (c) as appropriate.

**NOTES ON OPERATING JOB DEFINITIONS
AND LINES OF PROGRESSION**

I. Job Definitions

A. Operator's Cleaning Duties

The primary function of the Operators is the operation of the power plant. Other assignments are secondary and may be performed in conjunction with he/she primary operating function. Operating employees are responsible for general housekeeping and the appearance of the plant and shall perform cleaning duties when their operating duties permit. It is expected, for example, that the Licensed Operators will insure that the Control Room and control areas of the plant are kept clean.

B. Duties of Nuclear Operators

The duties of the operating personnel at nuclear power plants will include, when trained in such work:

1. fuel handling, including related simple rigging and of cranes and hoists;
2. decontamination of radioactive equipment, protective clothing and working areas, including packaging, handling, and storing of radioactive waste in operating areas;
3. routine monitoring on shift necessary for personal safety, and maintaining exposure estimate sheets; and
4. forklift operators, related to their operating duties.

C. Training Duties

Qualified Operators in Nuclear Power Plants will assist in the on-the-job training of other Operations Department personnel in the proper performance of their duties. Work Control Leads shall be Task Performance Evaluator (TPE) qualified.

II. Lines of Progression

- A. Company may delay up to one year, the move of a Reactor Operator or Work Control Lead from a nuclear plant where there is no employee with a license available to fill the vacancy. Should this occur, such employee will not be bypassed for the position for which they were the successful bidder.

OPERATOR REQUIREMENTS, PROGRESSION, AND TRAINING

I. Requirements for entering the Nuclear Operator Classification

- A. All new hires into the Nuclear Operator classification shall be required to pass the Industrial Skills Test (IST) LA 10-13-PGE during the first six months in the classification.

The IST replaced the Arithmetic Computation Test (ACT) on June 1, 2010 (LA 10-13). Qualified scores on the ACT were accepted through December 31, 2010. Probationary employees hired before May 1, 2010, have to qualify on the IST.

Current employees who have previously held the same classification is assumed to have met the testing standard for the position at that time do not have to meet the IST requirement. They may be required to meet any additional or new testing standards that may have been set in place since they have previously held the classification.

Retesting - The number of attempts is unlimited for employees and interested parties (including hiring hall) with the following provisions:

- a. Second attempt must be no earlier than 3 months after first attempt.
- b. Third attempt must be no earlier than 6 months after second attempt.
- c. Any further attempts continue at 12 month intervals.
- d. No waiving of test is permitted.
- e. Waiving of the waiting period is only possible under compelling business needs and is authorized by the Joint Apprenticeship and Training Committee and Human Resources Testing Department.

- B. Employees entering the Operating Line of Progression are required to pass a special physical examination comparable to that required by the NRC for licensed operators. Failure to pass this examination is reason for disqualification since such failure will preclude advancement to the classifications requiring an NRC operating license.
- C. Tests designed to measure the individual's ability to learn new academic subjects will be administered by the Human Resources Department to employees who bid on operating vacancies. Until otherwise agreed between Company and Union the Plant Operator Selection System (POSS) for Nuclear Operators developed by the Edison Electric Institute will be used. The minimum passing score on this examination will be 11.

Company will give an employee the first opportunity to take such tests when the employee has a reasonably good chance of becoming the successful bidder on an operating job vacancy. An employee who has passed such tests will not be required to take them a second time. An employee who has failed, on the first attempt, to receive at least the minimum passing score on such tests will be eligible to be retested on the following schedule:

2nd Testing - Twelve (12) months, or thereafter, following the date of the first testing.

3rd Testing - Twelve (12) months, or thereafter, following the date of the second testing, only upon receipt of employee's application indicating that substantial improvement may occur in this retest.

Company will not be required to give further consideration to the appointment of an employee to fill a vacancy in an operating classification when the employee has failed for the third time to meet the test requirements.

- D. When it is necessary to hire new employees into the Nuclear Operator classification at Diablo Canyon Power Plant, placement into the wage progression will be based on an employee's current nuclear operating knowledge and experience. Since such a placement will alter the negotiated length of the training period for Nuclear Operators, Company and Union agreement is required. However, employees are still required to successfully complete the operator training program to a step above their starting level prior to receiving a progressive wage increase. The existing requirements for being considered a qualified bidder to a higher classification will remain unchanged.

II. Progression for Nuclear Operators

- A. Requirements for progression
 - 1. New hire Nuclear Operator— pay step 1
 - 2. For progression pay step 2 (6-month step)
 - a. Successful completion of the Initial Operator Training Program Course or six months, whichever occurs first.
 - 3. For progression to pay step 3 (12-month step)
 - a. Successful completion of the first Watch Station qualification.
 - 4. For progression to pay step 4 (18-month step)
 - a. Successful completion of the second Watch Station qualification.
 - 5. For progression to pay step 5 (24-month step)
 - a. Successful completion of the third Watch Station qualification.

6. For progression to pay step 6 (30-month step)
 - a. Successful completion of the fourth Watch Station qualification.
7. For progression to pay step 7 (42-month step)
 - a. Twelve months after attaining the pay step 6 progression and,
 - b. Successfully complete the Condensate Polisher Watch Station qualification (fifth Watch Station) and,
 - c. Maintain > 80% grade average in the Non-License Training program during the last 12 months.
8. For progression to pay step 8 (54-month step)
 - A. 12 months after attaining the pay step 7 progression and,
 - b. Maintain a > 80% grade average in the Non-License Training Program during the last 12 months.
9. For appointment to pay step 9
 - a. Level 8 volunteer in service order
 - b. Company shall designate a number of on shift positions
 - c. If required by Company, Clearance Writer, Clearance Coordinator, and TPE qualified
- B. Levels 1 through 3 are considered beginning positions. Levels 7, 8, and 9 are considered Journeyman positions.
- C. Employees who complete the requirements for progression ahead of schedule will be awarded this corresponding PWI effective the date of qualification.
- D. Employees who complete the requirements of the 30 month step ahead of schedule may progress to the 42 and 54 month step after completing the requirements listed in Section II.A., paragraphs (7) and (8) above.
- E. Nuclear Operator who is due to progress to the next higher wage step (up to Level 8) and who does not obtain the required qualification shall:
 1. Be notified in writing of the requirement that he/she complete the established qualification prior to the date he/she is scheduled to receive the next higher wage step,
 2. Be held in his/her present wage rate, and
 3. Be allowed a maximum of three months to meet the requirements.
- F. If during such three-month period the employee passes the established qualification, he/she shall receive the next higher step wage rate effective on the date such qualification is passed.
- G. If a Nuclear Operator who is attempting to meet the requirements established to progress for any other step of the program fails to complete the established qualification within the allotted time (including the three months' extension), he/she shall be granted a further extension of time required to complete the qualification not to exceed the time provided by the wage progression up to the point at which he/she failed to complete a qualification. If he/she still fails to complete the qualification, he/she shall be removed from the classification and demoted or displaced

under Section 206.15 of the Physical Agreement.

- H. An employee who was formerly demoted, for a reason other than one contained in Paragraph G, from Nuclear Operator, or who was formerly in a classification higher thereto in the Line of Progression and who returns to a vacancy in such classification shall be placed by Company in the wage step of the Nuclear Operator classification commensurate with his/her current knowledge, skill, efficiency, adaptability, and physical ability.
- I. Level 9 of Nuclear Operator is established to provide an alternate progression for Nuclear Operators who either cannot obtain, or do not intend to obtain, a Reactor Operator License. Therefore, a Nuclear Operator at Level 9 may not apply for license class. No less than five positions will be available on an ongoing basis. The Progression shall be by volunteer, in service order. By mutual agreement between the parties, a level 9 Nuclear Operator may be returned to Level 8, thereby making him eligible for future license class selection.

III. Non- Licensed Requalification and Pre-License Preparation Training

Nuclear Operator Requalification Training shall meet INPO ACAD requirements. Nuclear Operator requalification training shall be 4 days of the normal cycle training period. At least one of those days shall be spent on training for pre-license preparation for all level 6, 7, and 8 Nuclear Operators preparing to attend Initial License Class. All Nuclear Operators will receive pre-license preparation training in addition to the INPO accredited required training. During plant emergencies/holiday periods and refueling outages training may be suspended to support plant operations.

IV. Requirements for Promotion to Reactor Operator and License Training

The NRC licensing program necessitates a concerted training effort both by the employee and the Company. To this end, the parties agree that employees need to be well prepared to successfully complete license training. The parties are also in agreement that providing adequate preparation, evaluation, and performance observation are paramount to the employee's success.

A. Selection for Reactor Operator Licensed Training

- 1. To enter into the selection process, a candidate must be a Level 7 or Level 8 Nuclear Operator and:
 - a. Submit a pre-bid to Reactor Operator.
 - b. Have maintained an average score of 85% on the first attempts of the non-licensed Operator Requalification tests in the year proceeding.
 - c. Pass a Reactor Operator Qualifying Exam. (Note: The Reactor Operator Qualifying Exam will not apply until January 1, 2009)
 - 1) Exam will consist of a 100 question test from the RO Qualifying Exam bank.
 - 2) Exam bank shall be an open bank with a minimum of 500 questions derived from and based on:
 - a) The GFES bank,
 - b) Operator Information manual and lesson objectives taught during Nuclear Operator preparation classes during Requalification training, and

- c) Self-study assigned as part of the Nuclear Operator preparation and development guide.
 - 3) The passing score is 70%
 - 4) Employees should submit a request in writing to the Operations Manager or their designee when they desire to take the test. It will be offered at a minimum 21 days prior to filling the license class positions.
 - a) 2nd Examination – two months or thereafter following the date of the original examination.
 - b) 3rd Examination – six months or thereafter following the date of the second examination.
 - c) 4th Examination – twelve months or thereafter following the date of the third examination.
 - d) If an employee fails to pass the examination a fourth time, Company will not be required to give further consideration to examining such employee for qualification for promotion. However, if Company determines such employee has conscientiously prepared himself, Company may allow another opportunity for the employee to qualify.
- 2. Selection for the class must be approved by a selection board. The selection board will consist of 1 person from Operations management, 1 person from Learning Services management, and 1 union licensed operator appointed by the union. The union licensed operator will fully participate in the analysis and discussion of each candidate, but will not be a voting member of the Committee. The selection board will evaluate candidates as follows;
 - a. Employees who were either removed or withdrew from the previous license class.
 - 1) They will have one opportunity to be considered for the next license class without regard to service order.
 - 2) They will be eligible for consideration for future license classes by service order.
 - b. The remaining candidates will be evaluated in service order. A more senior employee who meets the selection criteria will not be bypassed by a junior employee except as described in 2(a) above.
- 3. The selection board will interview the candidates and evaluate the following in their selection decision:
 - a. Prior attempts at license class (if any),
 - 1) Where deficiencies were identified during past license class, if remediated and corrected, this will be considered a positive for the candidate.
 - b. Documented work performance records and evaluations with an emphasis on trends rather than single incidents, and
 - c. Demonstrated proficiencies in the following fundamentals:

- 1) Maintains an absolute commitment to safety for self and others; and actively promotes safety awareness and commitment within and outside of the department. Understands the importance of monitoring plant conditions and indications closely to ensure a safe and error free operation.
 - 2) Promotes Human Performance tools and techniques used within the department. Encourages others in maintaining high standards of Human Performance to ensure plant evolutions are controlled precisely.
 - 3) Demonstrates sound reasoning and good judgment in daily work practices. Applies a conservative bias to plant operations and encourages others in sound decision making.
 - 4) Promotes teamwork within the department and across work groups. Takes ownership of team goals and consistently helps team achieve challenging goals. Understands and supports the importance of team input and a questioning attitude.
 - 5) Maintains a strong working knowledge of Operating Procedures and work instructions. Encourages others to maintain and improve their working knowledge. Displays and promotes a solid understanding of plant design and system relationships.
- d. Written evaluation of candidate's readiness by his/her Shift Manager. This evaluation will be provided to the employee prior to the interview. The employee may submit a written response.

Note: If the Company fails to provide the required Pre-License Preparation Training identified in Section III or the semi-annual performance review and feedback obligations contained in Section IV.A.4., an employee's candidacy will not be subject to review by the Selection Review Board. In such case, the employee will be considered for Reactor Operator License Training on the sole basis of seniority provided the employee meets the entry conditions contained in Section A.1.

4. Nuclear Operators (Levels 6 through 8) will receive semi-annual performance reviews and be provided feedback on their performance, fundamentals and their progress on Pre-License Preparation Training for the purpose of improving performance. A Performance Review Form will be designed and reviewed by the parties before being implemented.
 - a. The employee's comments will be included in the review.
 - b. A jointly developed performance plan will be included.
5. Within 5 days (nominally) of the interview, the selection board will notify the Nuclear Operator whether they have been selected for license class. A written evaluation will be prepared outlining the strengths and deficiencies observed and the justification for selecting or not selecting the candidate. It shall also contain the recommended steps necessary for the candidate to improve said deficiencies prior to next license class selection process.
6. After notified of their selection, the employee will have 5 days to either accept or decline the offer to attend License Class. Employees who accept are expected to attend.
7. Appeal process – Within five days of receiving the written information required in paragraph 5 above, an operator may appeal the decision by submitting a written appeal, including supporting documentation if any, addressing each of the factors

identified as reasons for non-selection. The appeal will be reviewed by the Station Director or his/her designee and the Union's Business Manager or his/her designee and a final decision rendered within 5 working days (or best attempt) of the receipt of the appeal. The initial decision of the selection board may only be changed with consensus of Station Director and the Union's Business Manager.

8. Upon being selected for License Class, candidate must pass an NRC Physical Exam. The company shall ensure that the physical is scheduled in a timely manner.
9. Employees selected for License Class will be provisionally awarded the position of Reactor Operator pending successfully obtaining an NRC Reactor Operator License. The job award and wage adjustment will be effective the first day of the class. After obtaining an NRC Reactor Operator License, the employee shall be placed as a Reactor Operator on a regular basis
 - a. Operators in License Class will receive a license class premium equal to 40% of the third shift premium for each hour assigned to license class, payable in the bi-weekly pay period.
 - b. If an operator is removed or voluntarily withdrawals from license class, he/she will return to the Nuclear Operator classification.
 - c. The Reactor Operator License premium will be paid retroactive to the date the operator passed the Company exam.

V. Initial Reactor Operator Licensed Training

Company shall continue to determine the number of Reactor Operator Licenses to maintain. Company shall supply necessary operating experience and all needed instructional materials, including classroom instruction, simulator training and study time to allow those Operators who enter the program to qualify for a NRC Reactor Operator License per TQ2.DC2.

A. Removal from License Class

It is recognized that it is in the best interest of the Company, Union, and employee that, once selected for Initial License Class, all reasonable efforts are made by the individual and the Company to successfully complete the class and obtain the NRC Reactor Operator License.

1. Removal from class will be determined by two methods:
 - a. The employee may determine he/she is not making satisfactory progress and self-remove from the program. He/she may also self remove for personal reasons.
 - b. The employee may be removed by the Candidate Readiness Review Board (CRRB).
2. The Company will monitor the progress of all employees in License Operator class through periodic review boards (Candidate Readiness Review Boards). This board will meet at times specified in TQ2.DC2.
 - a. The Candidate Readiness Review Board (CRRB) will have both Company and Union licensed operator representation. The Union representative will actively participate in the board activities but will not be asked to provide "continue in the program or remove from the program" recommendations. The CRRB quorum requires the following:

- 1) Operations Director or delegate
 - 2) Operations Manager or delegate
 - 3) Operations Training representative
 - 4) Union licensed operator, appointed by the Union.
- b. The Operations Director or his/her delegate will make the final determination as to whether an employee will continue in class or be returned to his/her previous position. Determination should be based on the guidance in TQ2.DC2.
 - c. The determination will be based on input from the board members, aggregate training performance records as provided by Learning Services, and input from the employee, either through an interview with the board or a written statement, at the employee's discretion. (For example, chronic low test scores between 75% and low 80% may result in removal from the current class. Likewise, a single score and remediation less than 80% may not automatically result in removal, based on overall student performance).
 - d. A representative of the board will notify the candidate of the board results as soon as practical, preferably within 24 hours.
 - e. If the decision is to remove the employee from class, the CRRB will provide a written evaluation outlining the employee's areas of weakness and recommendations for the employee and his/her Shift Management to work on prior to the next license class interviews. This evaluation shall be provided to the employee within five (5) working days with a copy forwarded to the employee's Shift Manager.
 - f. Appeal Process - The employee may appeal the decision of the CRRB by submitting a written appeal addressing issues identified by the board for removal from class. Due to the time requirements of this appeal, it should be completed and submitted as soon as practical but no more than five (5) working days. The appeal will be reviewed by the Station Director or his/her designee and the Union Business Manager or his/her designee and a final determination rendered within five (5) working days of the receipt of appeal. The CRRB decision may only be changed with the consensus of the Station Director and the Union Business Manager.

VI. Initial Senior Reactor Operator Licensed Training

A. Selection for Senior Reactor Operator Licensed Training

1. Company may select Reactor Operators and Work Control Leads to attend training to obtain an NRC Senior Reactor Operator license. The company determines the number of employees to attend each class.
2. Selection consideration will be based as follows:
 - a. Operators interested in becoming a Shift Foreman will submit a written request (e-mail is acceptable) to the Operations Manager expressing the desire to obtain an SRO license.
 - b. To be eligible, the operator must maintain greater than 85% rolling average on the first attempt at all Licensed Operator re-qualification exams (both weekly and annual) over the previous one year period.

- c. Selection for the class must be approved by a selection board. Candidates will be evaluated in service order. A more senior employee who meets the selection criteria will not be bypassed by a junior employee.
 - d. The selection board will interview the candidates and consider the following in their selection decision:
 - 1) Prior license class performance.
 - 2) Documented work performance records, evaluations and demonstrated proficiencies in the following fundamentals:
 - a) Maintains an absolute commitment to safety for self and others; and actively promotes safety awareness and commitment within and outside of the department. Understands the importance of monitoring plant conditions and indications closely to ensure a safe and error free operation.
 - b) Promotes Human Performance tools and techniques used within the department. Encourages others in maintaining high standards of Human Performance to ensure plant evolutions are controlled precisely.
 - c) Demonstrates sound reasoning and good judgment in daily work practices. Applies a conservative bias to plant operations and encourages others in sound decision making.
 - d) Promotes teamwork within the department and across work groups. Takes ownership of team goals and consistently helps team achieve challenging goals. Understands and supports the importance of team input and a questioning attitude.
 - e) Maintains a strong working knowledge of Operating Procedures and work instructions. Encourages others to maintain and improve their working knowledge. Displays and promotes a solid understanding of plant design and system relationships.
 - 3) Written evaluation of candidate's readiness by his/her Shift Manager.
 - 4) Licensed Operators will receive annual performance reviews and will be provided feedback on their performance, fundamentals and their progress on improving performance. The operator will have an opportunity to submit a rebuttal if he/she disagree with the contents of the review.
 - 5) Within 5 days (nominally) of the interview, the selection board will notify the Operator whether they have been selected for the upgrade class. A written evaluation will be prepared outlining the strengths and deficiencies observed and the justification for selecting or not selecting the candidate. It shall also contain the recommended steps necessary for the candidate to improve said deficiencies prior to next license class selection process.
 - 6) After notification of their selection, the employee will have 5 days to either accept or decline the offer to attend the upgrade class. Employees who accept are expected to attend.
 - 7) Appeal process – Within five days of receiving the written information required in paragraph 5 above, an operator may appeal the decision by submitting a written appeal, including supporting documentation if any, addressing each of the factors identified as reasons for non-selection. The appeal will be reviewed by the Station Director or his/her designee and the Union's Business Manager or his/her designee and a final decision rendered within 5 working days (or best attempt) of the receipt of the appeal. The initial decision of the selection board may only be changed with consensus of Station Director and the Union's Business Manager.
- B. Senior Reactor Operator Upgrade candidate progress will be reviewed by the Candidate Readiness Review Board (CRRB). As with Reactor Operator candidates, the board will determine if a candidate will be removed from class based on overall performance and probability of success on the NRC examination. Senior Reactor Operator candidates removed from class may be considered for future classes.

- C. Upon successful completion of the NRC Senior Reactor Operator examination process, the operator will receive the difference between the RO and SRO license premium retroactive to his/her start in license class. If the Operator fails the NRC examination such Operator shall not be qualified for the Senior Reactor Operator premium.
- D. A bargaining unit operator who receives a Senior Reactor Operator license after License class L081 will have three years from receiving the license to obtain a regular position that requires an active Senior Reactor Operator license. Operations management will determine if the individual receives a regular position. If the operator does not obtain such a position, his/her license may be downgraded to a Reactor Operator license and he/she will be paid the Reactor Operator premium. The three year period may be extended at management discretion.
- E. During the 3 year period described in paragraph D above, an Operator who passes the NRC examination shall be eligible to continue to receive such premium for as long as such Operator is assigned at a Nuclear Plant in a position requiring a NRC Reactor Operator License and maintains the NRC Senior Reactor Operator License.
- F. Operators who currently hold a Senior Reactor Operator License or will obtain the Sr. Reactor Operator License in License class L081, will continue to receive such premium for as long as they are assigned a position requiring any license and they maintain the license. Upon agreement between the Company and the operator, the license may be downgraded.

VII. Requalification

The NRC requirement for renewal of the NRC Reactor Operator and NRC Senior Reactor Operator Licenses necessitates an ongoing training program including a written and operating (oral and simulator) examination. Company shall supply necessary operating experience and all needed instruction materials, including classroom instruction as per requalification procedure and a reasonable amount of time on watch as conditions permit to study for the requalification exam. An employee who passes the requalification examination or a retest as provided in A below will maintain the nuclear premium entitlement until the next annual requalification exam. An employee who passes the annual requalification examination or a retest as provided in A below will not be required to take another requalification examination prior to the next annual requalification examination and will maintain his/her nuclear premium entitlement.

A. Failure to Pass Requalification Examination

An Operator who fails to pass the requalification examination on the first attempt will be eligible to be retested on the basis outlined below:

- 1. Immediately after such failure, the Operator shall be maintained for a 30-day period at the Operator's present classification and basic wage rate including premiums. During the 30-day period, the Operator shall be taken off the watch schedule and required to participate in an accelerated training program leading to the requalification examination.

During the 30-day period, such an Operator may request retesting at any time the Operator and the Company mutually agree. At the end of the 30-day period, such an Operator must be retested.

- 2. When it becomes apparent that a licensed Operator has failed an annual requalification examination, Company shall notify Union's Business Representative and the Oversight Committee.
- 3. The time limits outlined above may be extended by mutual agreement between the parties due to extenuating circumstances involving either plant operations or the concerned employee.

The NRC requirements are included in 10CFR55 Appendix A and are incorporated herein by

reference. The Company's requalification programs conform to 10CFR55 Appendix A and are delineated in certain correspondence between Company and NRC which is also incorporated herein by reference.

4. If the Operator fails again, Operator shall be taken off the watch bill and allowed another 30-day period in which to pass the requalification examination. During such second 30-day period, the Operator will be assigned no other duties than that of a training nature. At the end of the second 30-day period, the Operator must again be retested. During such second 30-day period, the Oversight Committee shall make recommendations to the Plant Manager which may include an additional extension of 30 days before the Operator must again be retested or that the Operator be demoted to Nuclear Operator without retesting. If the Operator is successful, the Operator shall immediately be returned to such Operator's assigned classification. Failure of the second retest will result in his/her demotion to Nuclear Operator. Such demotion will be made in accordance with the terms of Section 206.15 of the Agreement. If no vacancy occurs for which such demoted employee qualifies, he/she shall be placed in accordance with the provisions of Sections 206.12 and 205.19 of the Physical Agreement.

VIII. Oversight Committee

- A. An Oversight Committee comprised of two management representatives selected by Company and two bargaining unit representatives selected by Union will be established. The committee will have responsibilities as outlined in this agreement. The Oversight Committee may review, upon request, the current exam bank and weekly examinations to ensure the exams are appropriately measuring performance. The Oversight Committee shall also review and approve changes to TQ2.DC1, TQ2.DC2, and TQ2.DC3. Simple administrative changes may be made through electronic correspondence. Where a meeting is required, minutes will be taken.
- B. Dispute Procedure
 1. Should a complaint arise concerning the fairness of the administration or correction of an examination given in accordance with the provisions of the Operator Training Procedure or concerning an employee's opportunity to prepare for such an examination, it shall be forwarded to the Oversight Committee for resolution.
 2. Disputes not resolved by the Oversight Committee which involve matters under these requirements may be submitted to the Local Investigating Committee and will be considered under the provisions of Title 102 of the Agreement as a grievance concerning an employee's qualifications for promotion or transfer.

IX. Disqualification for Health Reasons

- A.. A Licensed Operator who becomes physically disqualified to be licensed Operator shall not lose his/her License Premium or current rate of pay until a Form 396 is filed with the NRC.

Example:

First year – Operator meets the conditions of ANSI standard for his/her license.

Second year – Operator failed to meet conditions of ANSI standard. Employee is given a course of action to take to meet ANSI standard condition for his/her license.

Third year – Employee is unable to meet conditions of ANSI standard for his/her license.

At this point the licensed operator will be demoted under Section 206.15 of the Physical Agreement and be entitled to consideration under the provisions of Section 112.10.

- B. If a disagreement arises with respect to medical opinions between an employee's personal physician and the Company's physician as to whether employee meets or does not meet the requirement of the ANSI standard, for a NRC license, the issues shall be submitted to an impartial physician. Company will submit a list of more than two qualified physicians to the Operator or his/her collective bargaining representative who may select any one of the physicians. The employee will be referred to the physician so chosen for a medical examination and report. Company will pay the medical cost of such examination.
- C. A committee comprised of Industrial Relations, Company Doctor, Business Representative and a Shop Steward from the Operations Department will meet with the employee to explain the course of action that he/she follow to qualify for a NRC license and the consequences of not doing so.
- D. An Operator who becomes physically disqualified to be an Operator at a Nuclear Plant shall be considered for placement under the provisions of Sections 205.19 and 206.13 of the Physical Contract. (Placement of Operators under Sections 205.19 and 206.13 require agreement between the Manager of Industrial Relations and the Business Manager of Local Union No. 1245.) If no such agreement is reached, the employee will be demoted/displaced under the provisions of Section 206.15 of the Physical Agreement and be entitled to consideration under the provisions of Section 112.10.

X. Assignment to a Special Training Schedule

- A. In order to provide special training for an Operator for non-licensed duties, initial NRC Licensing and upgrade NRC licensing, an Operator who is on a training assignment pursuant to II - F of the Clarification of Title 202 - Hours may be temporarily transferred from the Operator's training schedule of hours and days to a regularly established schedule as an additional Operator on the watch under the immediate direction of an employee of Company in order to receive training, provided that such transfer will provide more opportunity for training; than the employee's training schedule. The foregoing shall not be used to provide additional help on a watch to meet operating needs. In the application of this Section, Company will make every reasonable effort to provide consecutive days off.
- B. In order to accomplish the above transfer with no overtime penalty pursuant to Title 208 and its clarification, notice of such transfer must be provided as early as possible, but at least prior to 1630 hours of the workday preceding the assignment.

XI. Definitions

- A. The term "a reasonable amount of time," as used above, means that amount of time which would be sufficient for the average employee to qualify provided that employee takes advantage of the time.
- B. The term "on watch as conditions permit" means there may be times such as outages, refueling, or during the day shift when time is not available for study.

XII. Nuclear License Premiums

Employees who obtain and maintain applicable licenses will receive the following nuclear premiums:

- | | |
|--------------------------------|----------------------------|
| 1. Reactor License Premium | 2.0 x the 3rd Shift Hourly |
| 2. Sr. Reactor License Premium | 2.6 x the 3rd Shift Hourly |

Company considers these premiums as a wage payment under provisions of the Fair Labor Standards Act. Accordingly, the premiums must be reflected in the overtime rate of pay for employees receiving the premium. Additionally, during a period when an Operator is otherwise qualified for a premium, such Operator shall retain the premium during periods when the Operator is off work with pay.

HOURS OF WORK - OPERATORS – DCPD

The following five shift rotation schedules have been established for operators at Diablo Canyon Power Plant and are subject to change only by negotiations between the Union Business Manager and Company's Manager of Industrial Relations pursuant to Section 202.16(b) of the Physical Agreement.

Sun - Sat					
	A	B	C	D	E
Sun.	X	8	12	4	X
Mon.	8T	8	12	4	X
Tue.	8T	8	12	X	4
Wed.	8T	8	12	X	4
Thurs.	8T	8	X	12	4
Fri.	8T	R	X	12	4
Sat.	X	X	8	12	4
Sun.	X	X	8	12	4
Mon.	X	8T	8	12	4
Tue.	4	8T	8	12	X
Wed.	4	8T	8	12	X
Thurs.	4	8T	8	X	12
Fri.	4	8T	R	X	12
Sat.	4	X	X	8	12
Sun.	4	X	X	8	12
Mon.	4	X	8T	8	12
Tue.	X	4	8T	8	12
Wed.	X	4	8T	8	12
Thurs.	12	4	8T	8	X
Fri.	12	4	8T	R	X
Sat.	12	4	X	X	8
Sun.	12	4	X	X	8
Mon.	12	4	X	8T	8
Tue.	12	X	4	8T	8
Wed.	12	X	4	8T	8
Thurs.	X	12	4	8T	8
Fri.	X	12	4	8T	R
Sat.	8	12	4	X	X
Sun.	8	12	4	X	X
Mon.	8	12	4	X	8T
Tue.	8	12	X	4	8T
Wed.	8	12	X	4	8T
Thurs.	8	X	12	4	8T
Fri.	R	X	12	4	8T
Sat.	X	8	12	4	X

Notes:

- 1) 8T indicates a day shift training assignment.
- 2) Hours of work on the training shift will be 0800 to 1600.
- 3) When the training program permits employees on the 8T shift may be assigned to general operational duties. As a minimum, employees shall attend seven training sessions during the annual (10 to 15 months in duration) training cycle, which will include time spent on the simulator. The foregoing shall also apply to Relief Operators.

12-HOURS ROTATING SHIFT AGREEMENT

The Company and Union may agree to a 12-Hour Shift Agreement as described below. This specific agreement will be in accordance with the generic 12-Hour Shift Agreement (93-98) with the exception of the areas noted below:

1. SHIFT SCHEDULE

- a. Two 12-hour shifts with starting times of 0700 and 1900
- b. One 4-day/10-hour Shift during the Training week with a schedule of 0700-1700.
- c. Monday-Sunday workweek
- d. Five-Week Cycle as follows:

	MON	TUES	WEDS	THURS	FRI	SAT	SUN	
Week 1	0	0	0	N	N	N	N	48 Hours
Week 2	0	0	0	0	D	D	D	36 Hours
Week 3	0	T	T	T	T	0	0	40 Hours
Week 4	D	D	D	D	0	0	0	48 Hours
Week 5	N	N	N	0	0	0	0	36 Hours

- e. Alternate schedules and workweeks may be agreed upon by Company and Union.

2. RELIEF EMPLOYEES

Upon implementation of this agreement, all present relief employees shall be permanently assigned to the crews, making each crew self-relieving.

3. WAGES

- a. In a 48-hour week, employees will receive overtime pay at the time-and-one-half rate as described below.
- b. All regular hours worked will be paid at the Exhibit X rate of pay. All hours worked in excess of 40 hours per week will be paid at the applicable overtime rate
- c. A four-hour period in the last day of the regular, non-outage 48-hour work week will be considered as regular work hours for all purposes, but will be paid at the overtime rate. The other four-hour period on that day shall be considered as overtime hours, but are not considered as part of regular work hours.
- d. All hours worked in excess of 36 hours in the 36 hour week and 48 hour in the 48 hour week shall be paid at the applicable overtime rate.
- e. If an employee performs work on any non-workday, the employee will receive double time after 8 hours worked on the next day, provided that day is also a non-workday. Double-time after 8 hours worked will continue until such time as the employee performs no work on a non-workday or a regular workday occurs.

4. OVERTIME MEALS

- a. Consistent with the decision of Arbitration Case No 185 and Section 104.1, an employee shall not be entitled to a meal or the time to take it for working the eight hour overtime period that is part of their scheduled 48 hour work week.
- b. For the purposes of Section 104 - Overtime Meals, when an Operator is standing a watch, the regular hours of work are the same on a non-workday as on a regular workday. If the Operator is not standing a watch, Section 104.7 may be applied for work periods that exceed 8 hours (i.e. 9 hours and 7 ½ minutes).

5. HOLIDAYS

Consistent with Letter Agreement 93-98, Operations Department shift employees whose shift begins on one of the six designated holidays shall be compensated therefore as provided in Title 208. All holidays will be observed on their calendar date.

6. SHIFT TURNOVER TIME

Shift turnover time, travel time, and overtime meal periods will not be considered as time worked for the purposes of determining the required time off as specified in Section 9.d of this Agreement.

7. CHANGE OF HOURS FOR TRAINING

- a. Employees assigned to License Training, not to include Requal Training, may be assigned to any schedule of days and hours to facilitate simulator training and on the job training opportunities, so long as such employee shall be assigned to work periods of at least 8 hours with 2 consecutive days off during the week.
- b. Those requal individuals assigned to take NRC type requal exams may also be assigned as above for the purpose of additional simulator preparation.
- c. Employees who schedule vacation or are absent during their training shift may be transferred from their normal schedules to a Training Shift to make up the missed training. Schedule changes can be made for less than one weeks' duration.
- d. Entitlement for overtime as it applies to paragraphs a, b, and c, above will be pursuant to Title 208.18.

8. SHIFT PREMIUM

The night shift shall receive a shift premium based on 12 hours at the third-shift premium. Sunday premium will continue to be paid at the present rate and will apply to those shifts which start on Sunday.

9. OVERTIME

- a. Pursuant to Title 212, an EOT callout will be made as follows:
 - 1. Call in the shift employee who is on his/her days off and has signed the voluntary sign-up list.
 - 2. Call in anyone else giving preference to the shift employee on his/her non-workday who has signed the annual EOT voluntary sign-up list. No penalty will be invoked if an error is made on this callout.
- b. Pursuant to Title 208, PAOT will be scheduled first on a voluntary basis and then on a mandatory basis as follows:

1. Schedule the shift employee who is on his/her 7-day off period if available.
 2. Schedule the shift employee who is on his/her 4-day off period if available.
 3. Schedule the shift employee who is on his/her 3-day off period if available.
 4. Schedule the shift employee who is on his/her 2-day off period if available.
- c. Per the NRC guidelines that restrict overtime, an employee may be bypassed for overtime if he/she will work more than 16 hours in any 24-hour period, 24 hours in any 48-hour period, or more than 72 hours in any seven-day period.
- Employees may be bypassed for all overtime assignments from 12 hours prior to the start of any regular 12 hour workday and until 12 hours after the completion of the last regular 12 hour day in a scheduled workweek.
- d. An employee who worked more than 12 hours in a workday and is normally scheduled to work the following day, shall report for work after having 12 hours off between work periods.
- e. A person called to replace an absent employee on shift may be required to report. The EOT list will be utilized first.
- f. Emergency overtime may be scheduled in time increments of 12 hours when coinciding with an existing shift and up to 16 hours when scheduled apart from a shift. Prearranged overtime may also be scheduled in specific time increments.

10. SPECIAL PROJECTS

No more than 10 employees may be assigned to work a different schedule for a special project unless crews are fully staffed to 3 Work Control Leads, 5 Reactor Operators, and 10 Nuclear Operators. Assignments will be made on a volunteer basis. If there are no volunteers, the most junior Nuclear Operator (Level 7 and above) can be assigned to the project.

Assignments shall be rotated at intervals no greater than twelve months to different employees. An employee forced onto a special project shall be rotated at six month intervals.

On a voluntary basis one operator on Radwaste Operator Special Projects may be classified as "Relief shift employee" and receive the applicable relief premium, Relief positions will be filled on a seniority basis by Nuclear Operators.

11. OUTAGE SHIFT SCHEDULE

Note: The parties recognize that the NRC Fatigue Rule may impact the operation of this schedule. The parties will meet and negotiate, if necessary, to ensure compliance with the new NRC Rule.

a. Outage Schedule

Operators may be assigned to a static schedule of 12-hour shifts beginning at either 0700 or 1900 hours (day shift and night shift) as follows:

Crew	M	T	W	Th	F	S	S
1	W	W	W	W	M	X	X
2	X	W	W	W	W	M	X
3	X	X	W	W	W	W	M
4	M	X	X	W	W	W	W
5	W	M	X	X	W	W	W
6	W	W	M	X	X	W	W
7	W	W	W	M	X	X	W

W = regular workday; X= non-workday; M = mandatory OT day

- 1) **Assignments:** Operators may select crew by shift and normal days off desired. Assignments will be made by classification by Company seniority, except that Company reserves the right to assign employees to shift and crew to balance crew experience, after first meeting and conferring with department Shop Stewards. Employees will be equally distributed between day and night shift assignments.

At any time during the duration of this assignment, two employees of equal qualification may voluntarily agree to exchange shifts provided that 1) administrative guidelines for hours worked for both employees are not exceeded and 2) the Operations Manager, or designee, provides approval. Such exchanges will not require the payment of Schedule Change Pay as described below.
- 2) **Duration:** The outage shift schedule will begin on a Monday, one week prior to the outage start date, and may continue to the Sunday following the return of the Unit to 50% power. The outage shift schedule may be canceled and operators returned to their normal shift rotation at any time during this period with agreement between the local Business Rep and the Company.
- 3) **Schedule Change Pay:** Operators are to be paid compensation for the first 3 regular workdays (36 hours) of the new schedule (or any subsequent reassignment during the outage period) at the time and one-half rate in lieu of straight time.
- 4) **PAOT:** PAOT on the outage shift schedule will be offered to the employee on his/her second "X" day following the M day; next offered to the employee on his/her first "X" day following the M day Mandatory PAOT will be assigned in the same order; however, an employee shall not be required to work overtime on the second of two scheduled days off without having been scheduled for overtime on either the first or third scheduled day off.
- 5) During slow periods in the outage, it may be necessary to reduce staffing levels such that not everyone will be needed to work a 60 hour week. If this occurs, reductions will be based on volunteers first who may wish to not work the "M" day, If further reductions are needed, employees with the most PAOT hours will be notified in order of hours until correct staffing levels are reached.
- 6) An employee who desires to take off the mandatory overtime day (5th day), shall make a request to the Shift Manager at least two days in advance. After reviewing the schedule, manpower requirements, workload and consulting with the Work Window Managers, the Shift Manager may grant the employee the time off.
- 7) **Sunday Premium:** While assigned to the outage schedule, an employee who performs work on a Sunday will receive the Sunday Premium for all hours worked for the shift that starts on that Sunday.

b. Wages

- 1) The last eight hours on an employee's fourth scheduled work day in this schedule shall be considered as mandatory prearranged overtime and paid in accordance with Section 208.1.
- 2) Under Section 104.1, an employee shall be entitled to reimbursement for a meal and the time to take it for working the eight hour overtime period that is part of their scheduled 48-hour work week.
- 3) The Company will continue to interpret and apply Subsection 208.2(d) in a manner that provides pay at the double time rate for hours worked beyond 8 hours on the second of

any two days off (first X day), provided that work is performed on the preceding day (M day). Additionally, if an employee is scheduled for overtime on the third day off (second X day), the employee will receive pay at the double rate for hours worked beyond 8 hours provided that work was performed on either the first (M day) or second scheduled day off (first X day).

c. Meals

Employees are entitled to a meal per Title 104.10 after working in excess of 8 hours (i.e. 9 hours and 7 ½ minutes) on their normal scheduled days off (the 5th, 6th, or 7th workdays).

d. Watch Station Manning

Watch stations shall be rotated among individuals to the maximum extent possible. The intent is such that no operator spends the entire outage in the manpower pool (unless he/she volunteers to do so).

e. Shift Premium

Employees assigned to the outage night-shift crew will continue to receive third shift premium for all hours worked on night shift as in the 12-hour agreement.

f. Vacations

Vacation scheduling will be handled as follows.

- 1) Vacation is scheduled by shift week. A shift week selected on the normal rotating 12-hour schedule will translate to a shift week on the outage schedule. The number of employees allowed to sign up for time off during the outage period will be 1 SCO, 1CO, and 1 NO per shift (days or nights).
- 2) All vacation 'blue slips' requested during this period will be reviewed with the individual and the Assistant OPS Manager to ensure vacation needs during this period are met to the maximum extent possible while maintaining sufficient outage staffing.
- 3) Should an outage period span the two vacation periods, the Company and Union may discuss alternate dates for the sign-up periods.

g. Schedule Return

At the end of the outage schedule employees will return to their original crews unless agreed upon by both company and employee.

h. Special Projects – Radiation Waste Operator

The Company has the option to man the Radiation Waste position around the clock, seven days a week, during the refueling outages.

Beginning at the start of the outage at 0700 hours and continuing until the Friday following the closing of the Main Generator output breakers signaling the completion of the outage, the following hours change will be in effect.

The day shift Radiation Waste Operator will maintain normal Monday through Friday hours of 0700 to 1500 hours with an extension of shift on these days from 1500 to 1900 hours.

The night shift Radiation Waste Operator will change work hours to Monday through Friday from 1900 to 0300 hours with an extension of shift on these days from 0300 to 0700 hours. The night shift Radiation Waste Operator will receive the third shift premium for all hours worked on this schedule.

The Relief Radiation Waste Operator will continue the normal Monday through Friday from 0700 to 1500 hours schedule and may work an extension of shift either prior to or at the end of the normal shift as necessary to help with the increased workload.

Saturday day shift from 0700 to 1900 hours may be filled on a voluntary basis by the day shift Radiation Waste Operator. Saturday night shift from 1900 to 0700 hours may be filled on a voluntary basis by the night shift Radiation Waste Operator.

Sunday day shift from 0700 to 1900 hours may be filled on a voluntary basis by the Relief Radiation Waste Operator. Sunday night shift from 1900 to 0700 hours and any of the above Saturday or Sunday shifts not filled on a voluntary basis by the Radiation Waste Operator rotational assignment personnel will be filled through overtime from the outage support operators.

Any operator scheduled to fill either of the Sunday Radiation Waste Operator positions shall receive Sunday Premium per Section 110.7 of the Agreement. Entitlement for meals will be per Title 104 of the Agreement.

12. TERM

This 12-hour alternate work schedule agreement will continue until such time either party gives the other 60 days' notice of cancellation.

AMENDMENT TO LABOR AGREEMENT CLARIFICATION TITLES 202, 205, and 206

Utilization of Relief Shift Employees Diablo Canyon Power Plant

The Nuclear Regulatory Commission requires a procedure that places certain restrictions on the use of overtime for all nuclear plant shift personnel engaged in safety-related activities and provides rules for temporary relief of these personnel.

The following procedures will be utilized and supersede the utilization of relief shift Agreement dated November 1, 1967. However, reference will be made to the appropriate contract sections in the Physical Labor Agreement.

A. Restrictions of Shift Personnel – Overtime

1. An individual shall not be scheduled to work more than 12 consecutive hours.
2. There should be a break of at least 8 hours between all work periods.
3. An individual should not be permitted to work more than 16 hours in any 24-hour period, nor more than 24 hours in any 48-hour period, nor more than 72 hours in any seven-day period.
4. An individual shall not be scheduled to work more than 14 consecutive days without having 2 consecutive days off (refer to Section 208.23 and the Labor Agreement clarification).
5. If a Reactor Operator or Work Control Lead has been working more than 12 hours during periods of extended shutdown (e.g. at duties away from the control board), such individuals shall not be assigned shift duty in the control room without at least 12-hour break preceding such an assignment.

6. If a Reactor Operator is required to work in excess of eight continuous hours, such employee shall be periodically relieved of primary duties at the control board, such that periods of duty at the board do not exceed about four hours at a time.
 7. The above hourly requirements only apply to actual hours worked. Shift turnover (if any), travel time and meal time after release from work do not count.
 8. In unusual circumstances the Plant Manager or may authorize exceptions to the above scheduling requirements.
- B. In view of the above requirements, the replacement of an absent shift employee at Diablo Canyon Power Plant will be made in the following manner:
1. An absent employee is one who is (a) off work and absent from Company's premises, (b) temporarily assigned to a classification not in the bargaining unit, or (c) assigned to a training program or schedule which results in his/her being off watch.
 2. Subsection 205.3(A) of the Agreement provides in part that in making temporary assignments to fill job vacancies, Company shall first consider employees in the appropriate Relief classifications and then, when practicable, consider the qualified employees at the headquarters in which the job vacancy exists in order of their preferential consideration under Section 205.7. The everyday application of the foregoing will be on the following basis:
 3. When a shift employee is absent and Company elects to replace him for that watch, other than by the assignment of his/her duties to an employee on the same watch in the same or higher classification, the foregoing will be applied in the following sequence:
 - a. An employee in the appropriate Relief shift classification shall be assigned to relieve him if such Relief shift employee is available. Such Relief shift employee shall be considered available any hour of the day and on any day of the week unless:
 - 1) he/she is sick,
 - 2) he/she is on vacation,
 - 3) he/she has made other arrangements with his/her supervisor in advance,
 - 4) he/she is already committed to the extended (one week or more) relief of another shift employee, or
 - 5) such assignment would conflict with the provision of Items A, 1 and 2 of the procedure listed above.
 - b. Whenever a Relief shift employee in the same or higher classification is not "available" as defined above and the vacancy is not caused by vacation or a 21st watch, a qualified employee on the watch may be upgraded to provide the required relief. In such a case, an upgraded employee may only be relieved by upgrading of a qualified employee within the watch.
 - c. Whenever a Relief shift employee in the same or higher classification is not "available" and a qualified employee on the watch is not upgraded, a shift employee in the same classification in which the relief is required shall be assigned to provide the required relief in the following order:
 - 1) Call in the shift employee who is on his/her non work days the same classification in which the relief is required.
 - 2) Split the vacant eight-hour watch by extending the work period of the employee on the previous watch for four hours and call in the employee scheduled to work the following watch four hours early.

- 3) Call in the shift employee who is on his/her non-work days in a higher classification.

CLERICAL

**SENIOR ADMINISTRATOR – Nuclear
1931 (50462907)**

An employee who has all qualifications of an Administrative Specialist - Nuclear, and directs the work and training of other administrative employees. Provides advanced administrative and technical support to supervisors, managers or departments with limited supervision. May interface directly with senior management and external agencies. May be required to manage administrative employee schedules, including vacation sign-ups, arranging coverage, and maintaining PAOT/EOT call out lists.

<i>Pay Scale</i>	<i>SAP Job Code</i>	<i>Next Lower Classifications</i>	<i>Pay Scale</i>	<i>SAP Job Code</i>	<i>Same or Higher Classifications</i>
1630	50462906	Administrative Specialist - Nuclear	1631	50462907	Senior Administrator - Nuclear
2723	50010467	Senior Operating Clerk II*	0243	50010113	Senior Field Clerk - GC*
2646	50010443	Senior Operating Clerk Typist II*			
2645	50073097	Senior Operating Clerk Steno II (PIO)*			

**ADMINISTRATIVE SPECIALIST – Nuclear
1630 (50462906)**

An employee who has all the qualifications of an Administrative Associate - Nuclear, and performs diverse administrative duties which require a working knowledge of Nuclear plant policies and procedures. May require advanced proficiency with business software products (Microsoft Office Suite, SAP, etc.), calendar management, travel planning, expense reporting, supply ordering and related tasks. May review or edit correspondence. May prepare complex forms, reports, records, and reference data including statistical records and computations required for reports and audits. May be required to assign and maintain program schedules and overtime lists. May be required to research and retrieve records from databases. May require knowledge of basic accounting practices and principles. May be required to obtain a working knowledge of Management, A&T, Represented Employee, Federal, and State pay policies and contract provisions. Works under general supervision and may train and assist Administrative Associates. Must be able to type with reasonable speed and accuracy (net 35 WPM).

<i>Pay Scale</i>	<i>SAP Job Code</i>	<i>Next Lower Classifications</i>
1629	50462905	Administrative Associate - Nuclear
0059	50010069	<i>DCPP Scheduling Assistant - PIO</i>
2662	50010450	Operating Clerk*
2664	50010452	Operating Clerk - Steno* PIO
2667	50010454	Operating Clerk - Typist*

<i>Pay Scale</i>	<i>SAP Job Code</i>	<i>Same or Higher Classifications</i>
1631	50462907	Senior Administrator - Nuclear
0243	50010113	Senior Field Clerk - GC*
0246	50010115	First Field Clerk - GC*
0263	50010121	Senior Hydro Clerk*
0264	50010122	First Hydro Clerk*
0266	50010124	First Hydro Clerk - Helms*
0313	50010134	First Shop Clerk - GC*
2723	50010467	Senior Operating Clerk II*
2646	50010443	Senior Operating Clerk Typist II*
2645	50073097	Senior Operating Clerk Steno II (PIO)*
2789	50010477	Senior Operating Clerk I*
2654	50010446	Senior Operating Clerk I - Steno I (PIO)*
2655	50010447	Senior Operating Clerk I - Typist
1630	50462906	Administrative Specialist - Nuclear

*Must have spent at least 30 months in a clerical classification at DCPP

**ADMINISTRATIVE ASSOCIATE – Nuclear
1629 (50462905)**

An employee who performs administrative tasks such as typing, basic data entry (e.g. PIMS, Workforce, etc.), copying, mail distribution, filing, document scanning, record indexing, document destruction, and other similar tasks. May be required to use standard computer software for basic word processing, record retention, and reporting. May be required to audit documents (e.g. procedures, drawings, etc.). Employees assigned to the Dosimetry office may be required to determine dose histories, issue and control TLD's, maintain NRC dosimetry records, log employees into Radiological Controlled Areas, read and re-zero dosimeters, and perform other clerical work. May be required to type with reasonable speed and accuracy (net 35 WPM). Works under the supervision of experienced administrative personnel or department supervisor. Must pass all pre-employment tests.

Beginner's classification

**SCHEDULING ASSISTANT
0059 (50010069)**

An employee whose primary responsibilities include collecting, processing, analyzing, maintaining and

disseminating schedules and scheduling information. Duties include the input, processing information between PIMS and scheduling software; executing batch runstreams; reviewing, analyzing and correcting data and system errors; distributing scheduling information to client work groups; and developing basic reports using mainframe and personal computer programs. Must have knowledge of basic computer applications and be able to type with reasonable speed and accuracy (35 w.p.m.).

Pay Scale	SAP Job Code	Next Lower Classifications
1629	50462905	<i>Administrative Associate - Nuclear</i>

Pay Scale	SAP Job Code	Same or Higher Classifications
0243	50010113	Senior Field Clerk - G.C.
0246	50010115	Field Clerk – (G.C.)*
0263	50010121	Senior Hydro Clerk
0264	50010122	First Hydro Clerk
0293	50010129	First Plant Clerk (PIO)
0301	50010131	Control Room Assistant (DCPP) (PIO)
0310		Senior Shop Clerk - G.C.
0313	50010134	First Shop Clerk - G.C.
2723	50010467	Senior Operating Clerk II
2646	50010443	Senior Operating Clerk-Typist II
2655	50010447	Senior Operating Clerk-Typist I
2789	50010477	Senior Operating Clerk I
0266	50010124	First Hydro Clerk - Helms
2801	50073091	<i>Senior Operating Clerk I-II</i>
2802	50073094	<i>Senior Operating Clerk-Typist I-II</i>
1630	50462906	<i>DCPP Administrative Specialist</i>
1631	50462907	<i>DCPP Senior Administrator - Nuclear</i>

**DCPP CONTROL ROOM ASSISTANT (PIO)
0301 (50010131)**

A shift employee in a nuclear power plant who is assigned to assist the shift foreman in the performance of his administrative duties and who performs clerical work on shift. Is responsible to the plant office supervisor for the quality and quantity of the work performed. Performs such duties as verifying and preparing time cards for the foreman's signature, making and receiving calls relating to personnel and other matters for the shift foreman, maintaining logs, preparing summaries, assembling reports, preparing permits, and similar duties. Is responsible for maintaining supply of and preparation of food for required meals. Must be familiar with Company's accounting and record-keeping procedures, and shall be able to use a typewriter with moderate skill (25 words per minute net).

**FIRST PLANT CLERK (PIO)
0293 (50010129)**

An employee who, under general supervision, performs clerical work requiring a working knowledge of all procedures used in steam plant office work and the normal amount of judgment accompanying that knowledge. May also be required to maintain special and routine statistical records of operation and maintenance and to make computation for the preparation of reports. May be required to type accurately with reasonable speed.

FIRE DEPARTMENT

1. Job Definitions and Lines of Progression

**FIRE CAPTAIN
0540 (50010164)**

An employee who directs the activities of all fire and emergency responders under the direction of the plant Fire Chief. Assigns all daily non-emergency duties to the crew including work packages, Safety and pre-job briefs, SAP administrative functions and other administrative duties as assigned by the Fire Chief. Interfaces with offsite and Plant emergency response agencies and organizations. During emergencies, demonstrates leadership by directing the activities of all emergency response personnel. Will, initially be the Incident Commander (IC) and once a CALFIRE officers is on scene the DCPD Fire Captain and the CALFIRE Officer may form a Unified Command. Will develop and conduct job related training, including the development of related lesson plans to present to other emergency responders and the general plant population.

The Fire Captain will direct the activities of emergency and fire responders and bring performance issues to the Fire Chief's attention, but does not have authority to conduct formal discipline.

<i>Pay Scale</i>	<i>SAP Job Code</i>	<i>Next Lower Classifications</i>
0545	50010165	Firefighter

<i>Pay Scale</i>	<i>SAP Job Code</i>	<i>Same or Higher Classifications</i>
0540	50010164	Fire Captain

Notes: (1) Job requirements

Prior to being considered a valid prebidder

- Must meet all DCPD Firefighter requirements (listed below)
- Written/Oral Test (as agreed to by the parties)*
- Completed the following courses – proof will be in the form of the course certification*:
 - State Certified Command 1A
 - State Certified Command 1B
 - State Certified Management 1A
 - State Certified ICS 200
 - State Certified ICS 300
 - CSTI Hazmat IC
- Successful completion of the following Drills*
 - Structure Fire
 - Wildland Fire
 - Hazardous Materials scenario
 - Medical scenario
- Two years' experience as 0545 Firefighter

Within 1 year of job award

- Must pass C.S.T.I. Hazmat Specialist*

Within 2 years of job award

- Successfully complete the State Certified Company Officers series courses which the Company is obligated to provide*.

*performed on paid time and at Company expense

Filling Fire Captain Vacancies

Candidates from the list of qualified bidders will be interviewed by a panel consisting of the Fire Chief and two Fire Captains. The panel will consider such factors as the employee's length of service, job performance and leadership and technical abilities. The Fire Chief will solicit and consider the input of the two Fire Captains before the final selection is made by the Fire Chief. The final selection of the successful candidate may be subject to the grievance procedure only to determine whether or not the Fire Chief considered all of the factors listed above prior to making the decision.

FIREFIGHTER 0545 (50010165)

An employee who responds to all fire, medical, rescue and hazardous materials emergencies. Routine duties include assisting in performing STP's (Surveillance Test Procedures), routine maintenance and operation of all emergency response equipment, fire prevention, safety inspections and testing. Will conduct job related training with other emergency responders and the general plant populations. At the direction of the Fire Captain, may direct other emergency responders as requested.

Note: Requirements prior to being considered a valid transfer applicant

- Physical/Functional Test Task Performance Test
- PG&E Pre-employment Screening
- Firefighter 1 Certification
- EMT 1/Defib Certification
- Class B License

Within one year:

- Confined space rescue*
- Pump Operator Certification*
- Hazmat Industrial Tech 40 hr.*
- Firefighter II certification*

Within 2 years:

- Hazmat Tech 160 hr. (C.S.T.I.)*

*performed on paid time and at Company expense

2. Premiums

Certified Fuel Handlers Premium: Employees assigned to shift and static work schedules will be provided with an hourly premium equal to the Certified Fuel Handlers Premium to offset the reduction in core hours from the 24 hours schedule.

Advanced Skills Premium: Employees shall receive the Advanced Skills Premium upon satisfactory completion of all of the following classes and certifications. Training and qualification will be at Company expense.

1. Hazardous Materials Specialist
2. Incident Command 200
3. Basic Wildland Firefighter
4. Rescue Systems I
5. Flammable liquids (fire control IV)
6. Structural Firefighting (fire control III)
7. Radio Communications Training
8. State Certified Firefighter II
9. State Certified Fire Officer
10. Incident Command 300
11. High Angle Cliff Rescue

The Advanced Skills Premium shall be 4% of the average top pay step of the Fire Captain and the top step of the Firefighter classification. Such premium will be treated as wages for all purposes.

Notes:

1. Establishing the Advanced Skills Premium requires programming of the payroll system that is not expected to be complete until the end of 2009.
2. Recognizing the progress that has been made by incumbent Firefighters and Fire Captains toward achieving the Advanced Skills requirement, such incumbents shall receive a lump sum amount equal to 4% of their gross pay for the period of time between the signing date of this agreement, and the establishment of the Advanced Skills Premium in the payroll system. The lump sum shall be paid as soon as possible following the establishment of the Premium in the System and shall be included on a regular paycheck. Thereafter, such incumbents shall receive the Advanced Skills Premium, but are expected to continue to make progress as scheduled by the Company toward the attainment of all the requirements.
3. Employees who enter the Firefighter classification after the signing date of this agreement, shall be expected to meet all of the Advanced Skills requirements as scheduled by the Company and within a reasonable period of time. Such employees shall begin receiving the Advanced Skills Premium upon meeting all the requirements. If the employee has not met the requirements within 2 years of entering the classification, and this is due to the Company's inability to schedule the opportunity to do so, such employee shall begin receiving the Advanced Skill Premium. In that case, the employee will still be expected to continue to make progress as scheduled by the Company toward the attainment of all of the requirements.

3. Work Schedule

Shift Assignments

- A. Employees will be assigned a standard firefighter work schedule that consists of a 24 hour shift period with 16 hours of on-duty paid time and 8 hours of off-duty unpaid time. Any hours worked outside of this schedule will be paid in accordance with Title 208 or 212, whichever is applicable.
- B. The 24 hour shift period will be from 7:00 a.m. to 7:00 a.m.; the 16 hour on-duty paid time period will be from 7:00 a.m. to 10 p.m. and the off-duty time shall be from 10 p.m. to 6:00 a.m. with one more hour, 6:00 a.m. to 7:00 a.m., to complete the 24 hour shift.
- C. Employees will respond to work on an "as needed basis" during their off-duty time. The Shift Captain will take all pages during the off-duty time and may assign, (if necessary), on a rotating basis, one employee (based on overtime hours) to assist with the request during the off-duty time period.
- D. The workdays will be based on a three platoon schedule.

- E. Employees will receive overtime at the double time_rate for any work performed during their off-duty time period.
- F. Company will endeavor to schedule routine work during the hours of 7:00 to 17:00 and whenever possible avoid the scheduling of routine work during the remaining shift hours except for special requests and plant support.

Static Assignments

- A. Employees may be assigned to a static four ten work schedule with either a Monday through Thursday or Tuesday through Friday basic workweek. The work hours shall be from 7:00 a.m. to 5 p.m.
- B. Employee may be assigned to temporarily relieve an absent employee on shift without payment of overtime. Overtime at the time and one-half rate will be paid only for hours worked in excess of 40 hours in any 7 calendar day period.
- C. Static assignments will be filled by the volunteer with the greatest Company seniority. If there are insufficient volunteers, assignments will be made in reverse order of seniority.

Miscellaneous

- A. Maintaining physical fitness is critical to carrying out firefighting duties and the expectation is that employees will remain physically fit. Therefore, employees will be allowed one hour each workday to devote to physical training, including dressing, showering, etc. The schedule will be determined by the Fire Captain and may be occasionally superseded by mandated fire training, plant support or emergencies.
- B. Employees who are called out from home on EOT to fill a vacant shift, and who are expected to remain on site for the eight hour off-duty time, shall receive a minimum of 10 hours at the double time rate of pay. For example, if they work more than 10 hours, then they will receive double time for the time actually worked. If they work less than 10 hours, then they will receive 10 hours pay at the double time rate of pay.

4. Uniform, Protective Clothing and Equipment

A. Uniform

The following clothing will be provided:

1. blue jump suits (optional)
2. dark blue T-shirts
3. badge
4. dark blue all weather coat
5. uniform patches
6. dress uniform - dark blue pants
7. dress uniform - dark blue shirt
8. dark blue dress coat
9. collar brass
10. name tags or embroidered on badge shirts
11. utility belt

Three complete uniforms, one of which can be a jump suit, four T-shirts will be provided.

The Company will provide safety footgear of a type, style and manufacturer as appropriate, determined by the Fire Chief.

On January 1st of every year, the Company will set up accounts for each employee for the purchase of replacement uniforms in an amount not to exceed \$600.00 per calendar year.

Personnel are responsible for normal upkeep, i.e., heels and soles with replacement as determined by the Fire Chief.

B. Protective Clothing

The following will be provided:

1. fire helmet
2. nomex hood
3. turnout coat
4. turnout pants
5. turnout boots
6. gloves
7. brush coat
8. brush pants
9. brush helmet
10. goggles
11. flashlight

Personnel are responsible for normal upkeep with replacement as determined by the Company.

C. Other Equipment

1. Living Quarters

- a. Company will provide on-site living quarters to include the following:
 1. necessary cooking and eating utensils, food refrigeration and other housekeeping equipment.
 2. necessary community linen supplies, including laundry.
 3. bed linens and blankets
 4. lockers
 5. beds

5. Training

A. Responsibility

1. Each employee is expected to achieve and maintain the skills and qualifications necessary to safely perform the tasks associated with the job. Should a deficiency occur, the employee shall work with the Fire Captain to resolve the deficiency.
2. Each Fire Captain will ensure that training required of his/her shift is conducted within the guidelines established by the Company. Guidelines for the conduct of training, including development of lesson materials, facilities, and training schedules, will be followed. .
3. Employees shall receive instruction in each of the general subject areas identified in FSAR 9.5H on a continuing basis, with all subjects covered every 24 months. Additional training mandated by the State or County or applicable Cal-OSHA standards, such as Confined Space and Hazmat training, will be provided to each member of the response team.
4. The regular hours of work of an employee on the days the employee attends training classes on or off site shall be 40 hours at the straight time rate of pay on the day shift.

6. **Medical and Fitness Requirements Applicable to Employees Prior to Entering the Fire Department.**

- A. Pre-entry screening, as well as, the annual screening examinations is based on an individual's medical and physical "Fitness for Duty (FFD)¹." The determination of FFD shall focus on:
- * Occupational History
 - * Medical History
 - * Physical Examination
- B. Company will select a Medical Examiner that will determine if a Firefighter is physically fit to perform the Fitness Standard test, using the guidelines listed below.

Standard Fitness Testing Components

1. Muscular Strength (2 tests)
2. Muscular Endurance (2 tests)
3. Cardiovascular Endurance
4. Flexibility
5. Body Composition
6. Blood Pressure

Tests Used and Passing Values

1. Muscular Strength: (Recommended)
 - a. bicep pull: 100 lb.
 - b. grip strength: 100 lb. per hand
2. Muscular Endurance:
 - a. push-ups (continuous): 35 push-ups
 - b. modified sit-ups: 35 sit-ups in 1 minute OR 50 partial curl-ups
3. Cardiovascular Endurance:
 - a. maximal treadmill test to volitional fatigue (Bruce Protocol): 45.5 ml O₂/kg/min.
4. Flexibility
 - a. sit & reach test: soles of feet = 14 units
5. Body Fat
 - a. body fat testing: upper limit 20% males, 27% females
6. Blood Pressure
 - a. standard blood pressure system: consistent measurement below 140/90 (American College of Sports Medicine regulations)

- C. Task Performance Test: Performed Annually

¹ Fitness for Duty (FFD) refers to the common medical definition when used in this document. Medical FFD refers to the individual's overall physical condition and his or her ability to safely perform the duties required of the Firefighter or Fire Captain position.

7. Annual Medical and Fitness Requirements Applicable to All Employees

- A. Employees are required to pass an annual physical with cardiac screening performed by the Company's Medical Examiner.
- B. Employees are required to satisfactorily complete the Cyclic Training Performance Based Fitness Test on a quarterly basis as determined by the Company's medical professional based on job performance measures.
- C. An employee who fails to achieve a minimum score on a quarterly Cyclic Training Performance test shall be Coached and Counseled and placed on supervised training in addition to normal training. Such employee shall be retested within 30 days. If the employee fails to achieve a minimum score on the second attempt, the employee will be denied the right to work overtime and will continue in supervised training, and provided a third attempt with 30 days. An employee who fails to achieve a minimum score on the 3rd attempt will be referred to the Company's Medical Examiner for evaluation.
- D. An employee who is off work for greater than four consecutive months due to illness or injury may be returned to active duty upon receiving a full medical release from his or her treating physician. Such employee will continue participation in Cyclic Training Performance testing as required and will be responsible for meeting the previous quarter's performance testing if such testing was missed. Additionally, if during the employee's absence the annual physical with cardiac screening test was missed, the employee will be required to satisfy the requirement before regaining fire brigade qualification.
- E. An employee who is off work for other reasons for greater than four consecutive months will be required to complete any missed Cyclic Training Performance testing within 30 days of returning to work. Additionally, if during the employee's absence the annual physical with cardiac screening test was missed, the employee will be required to complete this requirement.

8. Medical / Fitness Deficiency

If the Medical Examiner determines that an employee cannot perform their duties due to a medical or fitness deficiency, the employee will be removed from fire response duties. If the deficiency is due to a fitness component, the employee will be placed on a structured exercise program designed and supervised by the site exercise physiologist or by his/her personal physician, subject to approval by the Medical Examiner. (If the employee's personal physician is utilized, the physician must have competent knowledge of exercise physiology.) If in the Company's judgment there is insufficient light duty work available, the employee may be placed on paid sick leave if available, or unpaid leave until the employee is again qualified. If the employee is unable to qualify within a reasonable period of time, he or she will be subject to the provisions of Title 206.

9. Agreed-To-Medical Examiner (AME)

- A. If a conflict arises concerning the determination of the Medical Examiner, the parties will refer the matter to an AME, the cost of which will be shared by the parties. The decision of the AME will be final and binding.

10. Vacation / Holiday

- A. An employee's total vacation entitlement, company designated holidays and floating holidays will be converted to vacation hours. An employee taking vacation will be charged for and paid 16 hours for each scheduled work day taken off on vacation.
- B. Vacations will be scheduled by seniority within each shift per Title 111.13.

- C. Two 16-hour vacation days shall be scheduled in accordance with Title 103.3. These days can be scheduled by the employee upon 24 hours' notice.
- D. Time off for funeral leave which occurs on a regularly scheduled workday will result in the employee being credited with 16 hours worked, for pay purposes.

11. Fire Brigade Augmentation

- A. Operators at DCPD may augment the Industrial Fire Operations Brigade on a voluntary basis provided they meet the following:
 - 1. Category 1 Fitness per the current Fire Brigade Standard.
 - 2. Current training requirements.

Note: Industrial Fire Operations will no longer be part of the Operator Re-qualifications Training; however, Operators may train on shift with Supervisor approval when workload permits or on voluntary PAOT when training is planned by the Fire Chief.

- 3. For eligibility as an "Incident Commander" on a limited or as needed basis, the Licensed Operator (as delegated by the Fire Chief per FSAR 9.5H) shall maintain annual Fire Brigade Leadership qualifications; Fire Brigade Leader must maintain category 1 or 2 fitness.

12. Oversight Committee

- 1. The parties recognize that issues will arise during the implementation of this agreement that cannot be anticipated and addressed by the parties at this time. Therefore, the parties agree to establish an oversight committee comprised of two management representative and two union representatives. The purpose of this committee will be to identify issues and make recommendations.

Date: December 19, 1989
File #: 741.1
To: DIABLO CANYON POWER PLANT
From: INDUSTRIAL RELATIONS
Subject: Assignment of Dosimetry and Decontamination Duties

JOHN D. TOWNSEND:

The attached agreement resolves the issue of the assignment of dosimetry and decontamination duties at Diablo Canyon Power Plant.

s/Rich

RICHARD B. BRADFORD

RDDoering(223-1124):sc

cc: Edward M. Conway
Barbara G. Elsberg
James D. Shiffer
Attachment

89-187-PGE

November 14, 1989

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:

Pursuant to Step Five of Title 102 of the Physical Agreement, Review Committee Case No. 1689 was referred to Ad Hoc Negotiations. The unresolved issue in Ad Hoc No. 89-14 concerns the assignment of dosimetry and decontamination duties at Diablo Canyon Power Plant.

On October 9, 1989, an Ad Hoc Committee consisting of Dave Bergman, John Townsend and Rick Doering for the Company; and Darrel Mitchell and Mike Haentjens for the Union, met to discuss the issue. The Ad Hoc Committee agreed to the following:

- Company agrees that dosimetry and decontamination work is appropriately performed by IBEW physical classifications, and Company will cease and desist contracting such work unless it is in compliance with RC 1637 and Letter Agreement 88-104.
- Company will establish new positions to perform the work that was the subject of the grievance.
- The Helper job definition in Chemistry and Radiation protection will be amended to make clear that they perform deconning independently.
- Helpers in Departments other than Chemistry and Radiation Protection perform deconning on their Department's tools and parts.
- Newly established Helper positions in Chemistry and Radiation Protection can be scheduled to second and third shifts. Such shift schedules will be negotiated locally.
- Dosimetry/access control duties will be performed by Utility Plant Clerks with the exception of operating whole body counters and respirator fit booth which will be performed by the Chemistry and Radiation Protection Department. Second Shift access control coverage will be kept to a minimum and shift schedules will be negotiated locally.
- The issues contained in Review Committee Case No. 1689 are resolved based on the foregoing, and the case is considered closed.

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: s/Richard B. Bradford
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

December 8, 1989

By: s/Jack McNally
Business Manager

:mc

97-126-PGE

October 2, 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

Dear Mr. McNally:

Company proposes the following revisions be made to the definition of "related rigging" as provided in Exhibit VI-B, Section 600.3, 1229, 1232 & 1410 Mechanic (DCPP) job definition, Note 4:

Related Rigging at Diablo Canyon is defined as:

- all rigging required to load and unload equipment into machine tools up to the rated capacity of the machine tool not to exceed 6000 pounds for non-outage work and 10,000 pounds for outage work.
- rigging required to set up portable machine tools in the field not to exceed 6000 pounds for non-outage work and 10,000 pounds for outage work.
- During non-outage periods: Moved loads up to the employee's level of knowledge, skills and abilities if the rigging does not involve transferring loads or if the configuration or location of equipment is such that no special rigging gear such as spreader bars, banjos, and skid pans is needed to lift or remove equipment and the weight does not exceed 6000 pounds.
- To support outage work: employees may perform rigging that involves transferring loads and using special lifting devices (such as spreader bars) up to a weight limit of 4000 pounds and under the direction of a Mechanic - Rigger.

No Diablo Canyon Mechanic-Rigger will be displaced as a result of this agreement. Additionally, either party may cancel this agreement with 30 days written notice.

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: s/David J. Bergman
Chief Negotiator

November 18, 1997

By: s/Jack McNally
Business Manager

98-73-PGE

August 13, 1998

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

Dear Mr. McNally:

This proposed Letter Agreement which pertains to the Chemistry and Radiation Shift Technician shift schedule at the Diablo Canyon Nuclear Power Plant Cancels and supersedes Letter Agreement 91-156-PGE. This proposal is in accordance with Subsection 202.16(b) of the Physical Agreement.

CHEMICAL AND RADIATION PROTECTION SHIFT AGREEMENT

I Each shift quarter will commence at 2400 hours, the day ending the pay period prior to the start of classes for each school quarter at California Polytechnic State University, San Luis Obispo or in the absence of a California Polytechnic State University quarterly schedule another locally agreed to quarterly schedule.

II Shift Workweeks:

A. The shift workweek schedule for the shift positions on eight hour days shall be as follows:

	SU	MO	TU	WE	TH	FR	SA	@@	MO	TU	WE	TH	\$\$	SA
	SU	MO	TU	WE	TH	FR	SA	SU	MO	TU	WE	TH	FR	SA
Workweek 0	O	X	X	X	X	X	O	O	X	X	X	X	X	O
Workweek 1	X	X	X	X	X	X	O	O	O	O	X	X	X	X
Workweek 1A	O	O	O	X	X	X	X	X	X	X	X	X	X	O
Workweek 2	O	X	X	X	X	X	X	X	X	X	X	O	O	O
Workweek 2A	X	X	X	X	O	O	O	O	X	X	X	X	X	X
Workweek 3	X	X	X	X	X	O	O	X	X	X	X	X	O	O
Workweek 3A	O	O	X	X	X	X	X	O	O	X	X	X	X	X

@@ First day of pay period.

\$\$ Pay day.

B. The shift workweek schedule for the shift positions on ten hour days shall be as follows:

	SU	MO	TU	WE	TH	FR	SA	@@	MO	TU	WE	TH	\$\$	SA
								SU					FR	
Workweek 4	O	O	O	X	X	X	X	O	O	O	X	X	X	X
Workweek 4A	X	X	X	X	O	O	O	X	X	X	X	O	O	O
Workweek 5	O	X	X	X	X	O	O	O	X	X	X	X	O	O
Workweek 5A	O	O	X	X	X	X	O	O	O	X	X	X	X	O
Workweek 6	X	X	X	X	O	O	O	O	O	O	X	X	X	X
Workweek 6A	O	O	O	X	X	X	X	X	X	X	X	O	O	O
Workweek 7	O	X	X	X	X	X	X	X	X	O	O	O	O	O
Workweek 7A	X	X	O	O	O	O	O	O	X	X	X	X	X	X
Workweek 8	X	X	X	X	X	X	O	O	O	O	O	O	X	X
Workweek 8A	O	O	O	O	O	X	X	X	X	X	X	X	X	O
Workweek 9	X	O	O	X	X	X	O	O	O	O	X	X	X	X
Workweek 9A	O	O	O	X	X	X	X	X	O	O	X	X	X	O
Workweek 10	O	X	X	X	O	O	X	X	X	X	X	O	O	O
Workweek 10A	X	X	X	X	O	O	O	O	X	X	X	O	O	X

@@ First day of pay period.

\$\$ Pay day.

III. Shift Positions.

A. Technical Specification Required ANSI Shift Positions:

1. These ANSI shift positions (a maximum of six positions; two per shift) shall be filled only by fully qualified Chemical and Radiation Protection Technicians.

B. Additional Shift Positions: The technicians assigned to these positions must be qualified for the assignment.

1. No more than 17 Technicians will be assigned to back-shifts (Excluding the six Technicians under III.A.1. herein.) unless agreed to locally by the Company and Union.
2. No more than 8 Technicians will be assigned to day-shift shift positions (Excluding the six Technicians under III.A.1. herein.) unless agreed to locally by the Company and the Union.

C. Technicians not on shift.

1. Additional Relief Technician positions may be offered on the shift sign up list. The Technicians choosing these positions have the choice of being a Relief Technician or a Technician not on shift. If they choose to be a Relief Technician the position would be considered unavailable for filling permanent shift vacancies in accordance with Section VIII.
2. Shift Technicians, not assigned to a shift position (positions described under III.A.1. and III.B.1. & 2.) may (with the Company's agreement) volunteer to work any of the shift workweek schedules or a Relief Technician position. If a technician volunteers and works a shift workweek or Relief Technician position other than those described in Section III.A. & B. or Section VII.A.1 he or she will be considered available to fill vacant shift positions in accordance with Section VIII.

D. Technicians volunteering to change shift.

1. A Shift Technician assigned to a shift position (positions described under III.A.1. and III.B.1. & 2.) may (with the Company's agreement) volunteer for another shift position or Relief Technician position. The technician seeking the change is responsible for finding a volunteer to take his or her present position, if the Company plans to fill that position. This section shall not be construed to prevent anyone from bidding permanently into any position.

IV. Work Hours.

- A. Eight hour shifts will be defined as follows: Days, 0800-1600; Swings, 1600-2400; and Mids 2400-0800 unless agreed to locally by the Company and Union.
- B. Ten hour shifts will be defined as follows: Days, 0630-1630; Swings, 1600-0200; and Mids 2200-0800 unless agreed to locally by the Company and Union.

V. Shift Selection.

- A. On an annual basis, the Company and Union shall meet locally to agree on the combination of workweeks to be used to fill the shift positions on the Shift Schedule for the following year. This meeting should take place by June 1st. each year.
- B. If the Company and Union fail to agree on the combination of workweeks to be used, then shift positions shall be filled using workweeks 0, 1, 1A, 2, and 2A.
- C. The Company should post the shift sign up list by July 1st. by shift and workweek.
- D. These positions shall be filled in order of seniority with each technician making a single selection per round by quarter, shift, and workweek. The list will continue to be routed until all positions are filled.

VI. Shift Change.

- A. In the event a Technician selects a mid-shift, immediately following a swing-shift and these selections have neither the final day of the swing-shift nor the first day of the mid-shift as non-workdays then:

Note: Section (1) below may only be used when the resulting double shift will not violate a Technical Specification.

1. The Technician may elect to work the two consecutive shifts on eight hour shifts or work until 0630 on ten hour shifts.
2. The Technician may use a floater or vacation day on the last day of swing-shift or the first day of mid-shift.
3. The Technician's first non-workday of the new mid-shift shall be moved to the first day of the new mid-shift, this shall be without overtime pay, and he or she will work on of his or her next non-workday.

VII. Relief Positions.

A. Relief C&RP Technician Position.

1. Two relief positions shall be filled by qualified shift technicians. If these Relief positions cannot be filled pursuant to Section 205 of the Physical Agreement, then the assignment will be posted for selection on the annual shift sign-up list. If either of these two Relief positions comes open permanently during the year, it will be filled in accordance with Section VIII.
2. The relief workweeks will be agreed to between the Technician and the Company. If agreement cannot be reached, then relief Technicians will be assigned to workweek 0 or 5A on days.
3. For the purpose of this agreement: When 10 hour shifts are being worked on day-shift and back-shift a mid-shift vacancy may be filled from 0200 to 0630 provided that the Technician filling the vacancy works 10 hours on an adjacent shift unless agreed to otherwise, locally by the Company and Union..
4. For the purpose of this agreement: When 10 hour shifts are being worked on day-shift and back-shift a swing-shift vacancy may be filled by holding a day-shift Technician over until 1900 when mid-shift is working 10's, and until 2000 when mid-shift is working 8's and bringing in a mid-shift Technician at 1900 if mid-shift is working 10's, and 2000 if mid-shift is working 8's unless agreed to otherwise, locally by the Company and Union..
5. When the Company chooses to fill a C&RP Technician shift vacancy it shall do so in accordance with the relief clarification following the guidance of this agreement and the local PAOT agreement.

VIII. Filling Shift Vacancies.

A. To fill permanent vacancies in a shift position, relief technician position, or to balance the manpower on day shift for the quarter in Chemistry or Radiation Protection the Company will use the following priority.

1. The senior authorized and qualified Technician volunteer on 5&2 day shift.
2. The senior authorized and qualified Technician volunteer on shift, provided that the volunteer can find someone to take his or her vacant shift position and the Company agrees to the switch.
3. The least senior authorized and qualified Technician on a 5&2 day shift.

IX. ANSI Qualifications.

- A. The time accrued in the specific disciplines of Chemistry or Radiation Protection shall count toward that disciplines ANSI qualifications. Time accrued in the ANSI shift positions shall be accounted as 50 percent toward each discipline.

X. Technician Discipline Assignment.

- A. After the shift and workweek selections have been completed, qualified technicians may volunteer, by seniority, for general assignments of Chemistry or Radiation Protection (with Company approval).
- B. Technicians shall spend at least one quarter per calendar year in each discipline.

XI. Traveling Positions.

- A. The Company shall maintain Traveling Chemical and Radiation Protection Technician head count at least 19% of the Total Technician head count.

XII. Emergency hours.

- A. Shift Technicians may be rescheduled to work other than their regular work hours and workweeks in accordance with the provisions of Section 202.17 of the Physical Agreement and it's clarifications.
- B. Section 202.17 may be applied only when the work to be performed falls within one of the categories listed in sub-paragraphs (a).(1), (a).(2), (a).(3), or (a).(4) of the section and during a refueling outage or overhaul of either or both units.

XIII. A local Union and Company committee will be established to resolve questions and problems that arise over the Shift Agreement in an expeditious manner.

XIV. The shift schedule agreement is hereby determined and can only be changed by the Business Manager, Local Union 1245, IBEW, and the Manager of Industrial Relations, Pursuant to Subsection 202.16(b) of the Physical agreement.

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: s/David J. Bergman
Chief Negotiator

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

September 11, 1998

By: s/Jack McNally
Business Manager



LETTER AGREEMENT NO. 00-47-PGE



PACIFIC GAS AND ELECTRIC COMPANY
INDUSTRIAL RELATIONS DEPARTMENT
2850 SHADELANDS DRIVE, SUITE 100
WALNUT CREEK, CALIFORNIA 94598
(925) 974-4104

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
P.O. BOX 4790
WALNUT CREEK, CALIFORNIA 94596
925-933-6060
JACK McNALLY, BUSINESS MANAGER

STEPHEN A. RAYBURN, MANAGER
AND CHIEF NEGOTIATOR

August 31, 2000

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

Dear Mr. McNally:

Company proposes to establish the following working foreman classifications in Maintenance Services to be used only during outages at the Diablo Canyon Power Plant.

Consideration for upgrade to these temporary working foreman classifications will be by volunteer following the sequence provided in Section 205.7 of the agreement. Given the short nature of the assignment, and the specific technical and managerial requirements for each assignment, Company will also utilize the provisions of Section 205.14 in making selections. Company selections will be subject to the grievance procedure.

0038 Outage Maintenance Subforeman (DCPP)

An employee who is a working Foreman engaged in installation, repair, and maintenance of power plants during outages. Job responsibilities include safety, clearance walkdowns, tailboards, job site walkdowns, quality of work, procedure compliance, work order adherence, and coordinating with other plant organizations. The employee shall have the personal qualifications of leadership and supervisory ability, and the craft qualifications appropriate for the assignment, and be familiar with DCPP plant procedures and policies.

Wage: \$1,282.15

0039 Outage Technical Subforeman (DCPP)

An employee who is a working Foreman engaged in installation, repair, and maintenance of power plants during outages. Job responsibilities include safety, clearance walkdowns, tailboards, job site walkdowns, quality of work, procedure compliance, work order adherence, and coordinating with other plant organizations. The employee shall have the personal qualifications of leadership and supervisory ability, and the craft qualifications appropriate for the assignment, and be familiar with DCPP plant procedures and policies.

Wage: \$1,357.51

Notes:

1. These classifications will be used during outages only.
2. Classification upgrades will be determined based on the primary craft for the assignment.
3. Mechanical and Technical Maintenance employees may direct the employees (in-house employees only) in the other line of progression. In such cases, the Maintenance Subforeman will be upgraded to the Technical Maintenance Subforeman wage rate in accordance with 204.3.
4. Employees are required to have a minimum of 3 years nuclear power plant experience to be considered.
5. Nothing in this agreement precludes the Company from upgrading employees to exempt supervisor to supervise craft personnel.

This agreement may be canceled by either party with 60 days written notice.

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: s/Stephen A. Rayburn
Stephen A. Rayburn
Manager and Chief Negotiator

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

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

October 6, 2000

By: s/Jack McNally
Jack McNally
Business Manager



LETTER AGREEMENT NO. 02-43-PGE



PACIFIC GAS AND ELECTRIC COMPANY
INDUSTRIAL RELATIONS DEPARTMENT
2850 SHADELANDS DRIVE, SUITE 100
WALNUT CREEK, CALIFORNIA 94598
(925) 974-4104

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
P.O. BOX 4790
WALNUT CREEK, CALIFORNIA 94596
925-933-6060

STEPHEN A. RAYBURN
DIRECTOR AND CHIEF NEGOTIATOR

PERRY ZIMMERMAN
BUSINESS MANAGER

September 16, 2002

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

Attention: Mr. Perry Zimmerman, Business Manager

Dear Mr. Zimmerman:

The issue in Grievance No. 13336 is whether or not it is appropriate to assign roving firewatch duties to employees in other than the Mechanical Maintenance line of progression at Diablo Canyon Power Plant. After reviewing the provisions of Letter Agreements 94-36 and 95-139, the Company acknowledges that roving firewatch duties are exclusive to the Mechanical Maintenance line of progression.

Firewatch activities have declined over the years to the point where it is no longer efficient to assign roving firewatch on a regular and ongoing basis. There are also no current plans for an involuntary reduction in the Mechanical Maintenance workforce. Therefore, the Company proposes pursuant to Subsection 204.4(b) of the Agreement that these duties be assigned to any physical bargaining unit employee who has received the appropriate training.

This proposal was reviewed with the local Business Representative.

This agreement may be cancelled by either party with 60 days advance written notice.

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: s/Stephen A. Rayburn
Stephen A. Rayburn
Director and Chief Negotiator

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

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

October 24, 2002

By: s/Perry Zimmerman
Perry Zimmerman
Business Manager



LETTER AGREEMENT NO. 07-48-PGE



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS DEPARTMENT
MAIL CODE N2Z
P. O. BOX 770000
SAN FRANCISCO, CA 94177
(415) 973-4310
STEPHEN RAYBURN
DIRECTOR AND CHIEF NEGOTIATOR

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
P.O. BOX 2547
VACAVILLE, CALIFORNIA 95696
(707) 452-2700
TOM DALZELL
BUSINESS MANAGER

October 22, 2007

Mr. Tom Dalzell, Business Manager
Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P.O. Box 2547
Vacaville, CA 95687

Dear Mr. Dalzell:

The Company and Union agreed to revisions of the Apprentice Electrician Training Program in Power Generation, Diablo Canyon Power Plant. The joint subcommittee's recommendations have been reviewed and agreed to by the Joint Apprenticeship and Training Committee.

The JATC recommends and approves the attached revised program to replace the existing Apprentice Electrician Training Program.

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: s/Stephen A. Rayburn
Stephen A. Rayburn
Director and Chief Negotiator

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

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

November 29, 2007

By: s/Tom Dalzell
Tom Dalzell
Business Manager

NOTE: [See Training Guidelines here](#)



LETTER AGREEMENT NO. 07-49-PGE



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS DEPARTMENT
MAIL CODE N2Z
P. O. BOX 770000
SAN FRANCISCO, CA 94177
(415) 973-4310
STEPHEN A. RAYBURN,
DIRECTOR AND CHIEF NEGOTIATOR

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
P.O. BOX 2547
VACAVILLE, CALIFORNIA 95696
(707) 452-2700
TOM DALZELL,
BUSINESS MANAGER

October 22, 2007

Mr. Tom Dalzell, Business Manager
Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P.O. Box 2547
Vacaville, CA 95696

Dear Mr. Dalzell:

The Company and Union agreed to revisions of the Apprentice Machinist Training Program in Power Generation, Diablo Canyon Power Plant. The joint subcommittee's recommendations have been reviewed and agreed to by the Joint Apprenticeship and Training Committee.

The JATC recommends and approves the attached revised program to replace the existing Apprentice Machinist Training Program.

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.

Very truly yours,

PACIFIC GAS & ELECTRIC COMPANY

By: s/Stephen A. Rayburn
Stephen A. Rayburn
Director and Chief Negotiator

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

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

November 29, 2007

By: s/Tom Dalzell
Tom Dalzell
Business Manager

NOTE: [See Training Guidelines here](#)



LETTER AGREEMENT NO. R1-07-54-PGE

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS DEPARTMENT
MAIL CODE N2Z
P. O. BOX 770000
SAN FRANCISCO, CA 94177
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INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
P.O. BOX 2547
VACAVILLE, CALIFORNIA 95696
(707) 452-2700

STEPHEN A. RAYBURN,
DIRECTOR AND CHIEF NEGOTIATOR

TOM DALZELL,
BUSINESS MANAGER

December 4, 2007

Mr. Tom Dalzell, Business Manager
Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P.O. Box 2547
Vacaville, CA 95696

Dear Mr. Dalzell:

Following the last refueling outage at the Diablo Canyon Power Plant, the Outage Review Committee met and proposed revisions to Letter Agreement 06-56. These revisions have been reviewed by the local Business Representative.

This proposal will cancel and supersede Letter Agreement 06-56.

This proposal shall apply to refueling outages at Diablo Canyon Power Plant. This agreement is intended to be permanent; however, either party may cancel this agreement by providing the other party written notification no less than 12 months prior to the start of the next refueling outage.

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.

Very truly yours,

PACIFIC GAS & ELECTRIC COMPANY

By: s/Stephen A. Rayburn
Stephen A. Rayburn
Director and Chief Negotiator

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

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

December 7, 2007

By: s/Tom Dalzell
Tom Dalzell
Business Manager

Table of Contents

1.	SCOPE.....	2
2.	DEFINITIONS.....	2
3.	FILLING AND VACATION TEMPORARY POSITIONS.....	3
4.	REGULAR EMPLOYEE ASSIGNMENTS.....	4
5.	AGENCY EMPLOYEES.....	5
6.	OUTAGE TEMPORARY EMPLOYEES.....	6
7.	NON-BARGAINING UNIT EMPLOYEES.....	7
8.	OVERTIME.....	8
9.	MAINTENANCE SERVICES WORK SCHEDULE.....	10
10.	PREMIUMS.....	11
11.	OUTAGE REVIEW COMMITTEE.....	11
12.	SPECIAL CONDITIONS FOR STEAM GENERATOR OUTAGES -----	12

1. **SCOPE:**

This agreement pertains to the outage period.

This agreement applies to the following departments:

- Clerical
- Firefighting
- Fleet
- Paint
- General Services
- Materials
- Telecommunications
- Instrument and Controls
- Mechanical Maintenance
- Electrical Maintenance

2. **DEFINITIONS:**

- **Bargaining unit work** is any work covered by the certification of the basic agreement.
- **Start of the outage** is the opening of the breaker.
- **Conclusion of the outage** when the refueled unit reaches 50% power.
- **Outage Period** is 28 days prior to the start of the outage through 30 days following the conclusion of the outage.
- **Extended work schedule** is a minimum of 60 hours per week.
- **Primary outage support** is Title 200 and 300 Maintenance and Operation Services.
- **Regular employee** is any regular or probationary PG&E employee hired pursuant to Section 106.5 and 106.7 of the Physical Agreement.
- **Temporary employee** is any Outage Temporary Additional, Casual, Part-time, or intermittent employee, as defined in Section 106 of the Agreement. Bargaining unit personnel and non-bargaining unit personnel brought in for primary outage support roles will also be referred to as temporary employees for the purposes of this agreement.
- **Agency employee** is an experienced journeyman hired through a contract employer to work directly for a PG&E Supervisor.
- **Contract personnel** are employees of another company who is performing work for PG&E.
- **Crew** is a group of employees (Regular, Temporary, and Agency) that work under a PG&E supervisor (i.e. Containment crew, Intake crew, any I&C or electrical crew, etc.).

3. **FILLING AND VACATING TEMPORARY POSITIONS**

- 1) The following sequence shall apply when additional employees are needed to perform bargaining unit work in a department and classification:
 - a) Use Regular employees in other classifications headquartered at DCPD who are not normally assigned to primary outage support in accordance with Section 4.
 - b) The Company shall ask for volunteers of the Title 300 employees who have resident headquarters in the San Luis Obispo and Santa Barbara Counties areas. The Company shall consider filling temporary positions with these volunteers.
 - c) Consider other Title 200 and 300 employees.
 - d) Use Agency or Outage Temporary employees.

- 2) The provisions of Section 4.1 of the Physical Agreement shall become applicable 8 days after the scheduled union outage signup. The Company will supply a query of employees that have not signed up within 3 days of the outage signup. Upon written request from the Union, the company shall, within 5 calendar days, terminate the employment of any such employee who does not meet the provisions of Section 4.1 of the Physical Agreement as amended by this agreement.
- 3) Employees hired under the sequence specified in paragraph 1 of this section shall be released from their outage position in reverse order of the sequence. Deviation from this order is allowable with Union concurrence. Volunteers to leave early may be released in any order.
- 4) When Temporary or Agency employees are performing IBEW 1245 work, all Regular journeymen employees within a comparable classification shall be upgraded to top step wage for their classification per Exhibit X of the Contract.

4. REGULAR EMPLOYEE ASSIGNMENTS

- 1) Regular entry-level bargaining unit employees not assigned to primary outage support may volunteer for an outage assignment.
 - a) Employees shall be notified of this opportunity no less than 3 months prior to the start of the outage and shall be given a two-week period to submit their interest in writing to the Company.
 - b) Placement opportunities shall be offered in the following classifications by seniority and preference: Tool Clerk, Utility Worker, and Painter "B" or other above entry-level classifications where the employee possesses the necessary skill and ability to perform the job.
 - c) Not less than 40 of the volunteers shall be transferred to appropriate positions, in lieu of workers hired under the provisions of Section 5 and 6 of this letter agreement, and used for primary outage support.
 - d) While an employee must possess the necessary skill and ability for the assignment, the Company shall also provide routine training needed for the assignment. Employees shall be paid their regular wage rate or the rate of the classification assigned to, whichever is higher.
- 2) Above entry-level Regular employees in non-outage positions shall be assigned on a voluntary basis to primary outage support classifications provided that the work within their base department can still be accomplished by assigning the remaining employees to an extended work schedule. If a clerical employee is not released, the employee shall be provided the opportunity to work a minimum of 60 hours per week.
- 3) Regular clerical employees who volunteer for, and are assigned to, extended schedules, may work additional overtime hours at their regular desk job.
- 4) PG&E bargaining unit employees from outside Diablo Canyon may be utilized.
- 5) Whenever there is a need to change employee crew assignments, Regular employees shall be asked to volunteer first. In the event there are no volunteers, all Temporary and Agency employees shall be forced to change crew before any Regular employee is forced.

5. AGENCY EMPLOYEES

- 1) Agency employees are limited to Pipefitters, Millwrights, Carpenters, Boilermakers, Electricians, MOV Technicians, Relay Technicians, Instrument and Controls Valve Technicians, Ironworkers, Sheetmetal Workers, Cement Masons, Sprinkler Workers, Painters and Asbestos Workers.
 - a) Agency employees may be brought in for training prior to the outage. Except as provided in Section, 9.7, 9.8 and 9.9, they shall begin work no sooner than 28 days prior to the start of the outage and shall be limited to outage related work. A list of all agency employees, their classifications, and work start dates will be supplied to the Union.
 - b) Agency employees shall not be scheduled to work overtime prior to the weekend before the start of the outage except to complete training.
 - c) During the outage period, agency employees shall not be assigned to work on the non-refueling unit.
 - d) Anytime the classifications listed in section 5.1 of this agreement perform work normally performed by a Regular Classification, such classification shall be considered comparable to the Regular Classification that performs that work. For example, if a Cement Mason does ECT work, the regular ECT Classification will be considered comparable to Cement Mason.
 - e) Examples of comparable classifications include but are not limited to:

Regular Classifications	Comparable Classifications
Machinist and Mechanic Rigger	Millwright, Pipefitter, Carpenter, Boilermaker, Sheet Metal and Sprinkler Worker
Electrician, ECT,	Electrician, MOV Technicians, Relay Technicians
SCT, CT, and IR	Instrument & Controls Valve Technicians,
Painter	Painter, Carpenter, and Asbestos Worker
Welder	Pipefitter-Welder, Boilermaker and Ironworker when assigned welding activities
Utility Worker	Laborer

6. OUTAGE TEMPORARY EMPLOYEES

- 1) Special Conditions
 - a) An Outage temporary employee is hired under the provisions of 106.12 except that such employee will not accrue service or gain regular status unless their employment continues uninterrupted for more than 30 days following the conclusion of the outage. In such case, the time spent working during the outage shall accrue.
 - b) An employee with rehire rights pursuant to Sections 206.13 and 306.14 who is hired shall be laid off at the conclusion of his or her outage work assignment without reference to Title 206 or 306.

2) Wage Rates

- a) Outage Temporary employees may be paid at an experienced wage rate (Exhibit X) in their classification at Company discretion.
- b) Company may provide a bonus to certain classifications to attract qualified employees. Eligibility for the bonus is contingent on the employee successfully completing his/her outage assignment. In the event the company's needs change and the assignment is shortened, said assignment shall be considered successfully completed. In the event an employee upon mutual consent leaves their assignment early, said assignment shall be considered successfully completed.

3) Expenses

- a) Per Diem: Outage Temporary Additional employees hired in a journeyman classification who meet the IRS per diem eligibility requirement shall be paid per diem in accordance with the IRS per diem rates for San Luis Obispo.
- b) Travel expenses: Outage Temporary Additional employees hired in a journeyman classification, and who qualify for per diem will shall be paid each way from the employee's point of origin as follows:
 - Within the continental U.S. including Alaska:
 - The IRS standard mileage rate for the distance from the employees' home address on record to San Luis Obispo or from their previous worksite should they be traveling from another place of employment. The distance will be determined by using Map Quest or an equivalent program if Map Quest becomes no longer available.
 - Outside of the continental U.S.:
 - Reimbursement of coach airfare from the employee's home address on record to San Luis Obispo or from their previous worksite should they be traveling from another place of employment not to exceed \$1,500.
 - Employees are eligible for travel expenses at the end of their assignment if the employee leaves their assignment early upon mutual consent.
 - Employees are not eligible for the travel expenses at the end of their assignment if they 1) fail to meet the conditions of their job offer, 2) leave prior to the end of their assignment, 3) are discharged.

4) Assignments

- a) Outage Temporary Additional employees may be brought in for training prior to the outage. Except as provided in Section, 9.7, 9.8, and 9.9 they shall begin work no sooner than 10 days prior to the start of the outage and shall be limited to outage related work during this period.
- b) Retired PG&E employees shall begin work no sooner than 45 days prior to the start of the outage and shall be limited to outage related work during this period.
- c) Outage Temporary Additional employees shall not be scheduled to work any overtime prior to the weekend before the start of the outage, except to complete training.
- d) Notwithstanding the above, the Company may utilize temporary additional employees during the outage period in non-outage classifications pursuant to 106.5 and 106.12 for badge and access purposes.

- e) During the outage period, temporary employees shall not be assigned to work on the non-refueling unit.

7. NON-BARGAINING UNIT EMPLOYEES

- 1) Non-unit employees may be assigned to perform bargaining work.
- 2) Such employees will continue to receive medical, dental, and vision under their regular base position
- 3) The Union security provisions of Paragraph 3.2 shall apply.
- 4) Employees so placed may also continue to perform non-bargaining unit work on a part time basis. The provisions of Paragraph 8 shall apply.
- 5) Non-bargaining unit employees may not be assigned to work any EOT assignment. If any such assignment is worked then all regular employees in the comparable classification who signed the EOT list for that period shall be compensated at the double time rate for all hours worked.

8. OVERTIME

- 1) During the outage period, regular employees shall be provided the opportunity to work a minimum of 60 hours per week whenever temporary or agency employees are used in a comparable classification. For overtime during the 28 days prior to the outage, see Sections 9.7, 9.8, and 9.9.
- 2) Overtime shall be distributed to Regular employees on a specific crew before it is offered to Temporary or Agency employees on said crew.
- 3) Regular employees shall be provided the opportunity to work at least as much overtime as the Temporary employee in the same classification with the most overtime or Agency employee in a comparable classification with the most overtime, whichever is greater.
- 4) The "Maintenance Services Prearranged Overtime Administrative Policy" shall be suspended from the start of the outage until 30 days following the conclusion of the outage.
 - a) Maintenance employees shall indicate their desire to be considered for outage overtime opportunities of greater than 60 hours, by signing up on a list posted at least 30 days prior to the start of the outage.
 - b) Employees who indicate the desire to be considered for outage overtime assignments and refuse an outage overtime assignment on any day following the day of notification, or is sick, or on vacation, shall accrue refuse time for hours worked on the assignment by the employee who worked the most hours on the refused assignment.
 - c) An employee cannot be notified of a pre-arranged overtime assignment while off work outside of normal working hours.
 - d) Refused time shall be added to overtime hours worked for the purpose of equalization of overtime at the end of the outage period.

- e) Overtime for employees who work in a job different from their regular classification within the bargaining unit will be counted towards their regular classification.
- 5) At the conclusion of the outage period, equalization of overtime hours shall be addressed in the following manner:
- a) During the period the “Maintenance Services Prearranged Overtime Administrative Policy” is suspended, employees who indicate the desire to be considered for overtime assignments shall be awarded equalization hours. The amount of this award shall be the greater of:
 - i. At least as much overtime as the Temporary employee with the most overtime in the same classification
 - ii. At least as much overtime as the Agency employee with the most overtime in a comparable classification
 - iii. 90% of the of the overtime hours of the regular employee in the same classification with the most overtime hours.
 - b) The Company shall provide employees with the opportunity to work equalization hours. These opportunities cannot conflict with vacation time, scheduled work, or regular PAOT assignments. Such opportunities shall not impact the overtime opportunities for employees on the regular PAOT list.
 - c) Employees shall have until the end of the calendar year in which the equalization hours were awarded to work them off.
 - d) If the Company does not provide the employee with the opportunity to work the equalized hours, the employee shall be compensated at the overtime rate of pay for their classification for equalization hours not worked by December 31st.
 - e) In the event an outage period extends beyond the end of the calendar year, equalization hours accrued prior to December 31st shall be compensated at the overtime rate.

NOTE: For other departments, the regular PAOT procedure shall apply.

- 6) In the event an employee is off work for any reason the employee shall remain eligible for overtime on the next scheduled day whether it is a normal workday or an overtime day.
- 7) To aid supervisors in managing this process, a bargaining unit employee, designated by the Union, shall be provided a reasonable period of time each day to maintain and distribute a weekly overtime record. This employee will be given a list of all regular, agency, and temporary employees to track during the outage. This employee will be assisted by clerical and payroll to distribute and compile the following information:
- a) Classification and work team of each regular, temporary and agency employee assigned to the maintenance department.
 - b) Scheduled work hours of each regular, temporary and agency employee assigned to the maintenance department,
 - c) Accumulated outage overtime hours of each regular, temporary and agency employee assigned to the maintenance department.

9. MAINTENANCE SERVICES WORK SCHEDULE

- 1) The following schedule shall apply to day Regular employees (working 4-10's) in the Maintenance Services Department. Shift Control Technicians (on day pool working 4-10's) and Apprentices may volunteer for the schedule.
 - Day Shift: 0630 to 1700 (shift employees end at 16:30).
 - Night Shift: 1830 to 0430.
 - Pursuant to Section 202.18, if the conclusion of the outage happens on days (0630-1830) then the night shift will work that night and then rotate back to days following a rest period. If the conclusion of the outage occurs on nights (1830-0630) then the night shift will complete the shift, and then rotate back to days following a rest period.
 - Shift Control Technicians on shift shall be assigned their normal shift core hours and be scheduled to work prearranged overtime 1 ½ hours before and ½ hour after their normal core hours.
 - Any Shift Control Technicians or Apprentice who volunteer for the schedule shall be subject to all Section 202.17 considerations in this agreement and in the Physical Agreement.
- 2) Unless agreed to otherwise, core hour change for Regular employees shall occur at least one week preceding the start of the outage.
- 3) Regular Employees on a 202.17 schedule who work on the non-refueling unit shall be compensated in accordance with Section 202.17 of the Physical Agreement.
- 4) Instead of using the Emergency Overtime Callout list for manway removal and installation the following process shall be used:
 - a) One month prior to the beginning of the outage, the Company shall request Mechanical Maintenance employees for this assignment.
 - b) Employees shall be selected by seniority.
 - c) If there are an insufficient number of volunteers, the Company shall assign employees.
 - d) If a more senior employee who volunteered is not selected, they are entitled to bypass pay for hours worked outside their normal shift at the appropriate rate of pay.
 - e) Employees requested to be on call during their scheduled 60 hour week shall be paid at the rate of pay due them if they were at work. If on call during straight time they're paid straight time, if on call during a normal overtime day they're paid at the 1 and ½ time rate of pay. If assigned work outside of the 60 hour workweek all work would be considered EOT paid at the double-time rate.
- 5) The initial established workweek of any Temporary employee may begin or end on any day of the week and shall remain in effect for the entire outage period.
- 6) Temporary employees assigned to the Foreign Materials Exclusion (FME) crew may be assigned to start at any time of the day. The initial days off and starting stopping times will remain unchanged for the duration of the outage.
- 7) During the 28 days prior to the outage when agency or contract personnel are being used to erect scaffolds for Maintenance Services, all journeymen Mechanical Maintenance personnel and painters shall be provided an opportunity to work a minimum of 60 hours per week on a

voluntary basis. Additionally, when this is occurring, Mechanical Maintenance temporary and agency employees and may also be utilized to walk down jobs and perform outage preparation work.

- 8) During the 28 days prior to the outage when agency or contract personnel are being used to support Temporary Power activities for Maintenance Services, all journeymen Electrical Maintenance personnel shall be provided an opportunity to work a minimum of 60 hours per week on a voluntary basis. Additionally, when this is occurring, Electrical Maintenance temporary and agency employees and may also be utilized to walk down jobs and perform outage preparation work.
- 9) During the 28 days prior to the outage when agency or temporary additional employees are being utilized to walk down jobs and perform outage preparation work in the Instrument and Controls Section, regular employees in comparable classifications shall be provided an opportunity to work a minimum of 60 hours per week on a voluntary basis.

10. PREMIUMS

- 1) All employees whose core work hours to begin at 12:00 p.m. or later shall be paid the 3rd shift premium during the outage period.
- 2) All employees who perform work on a Sunday shall receive the Sunday premium during the outage period.

11. OUTAGE REVIEW COMMITTEE

- 1) The IBEW Local 1245 Outage Committee shall meet to review the performance of the outage, including the application of this agreement, and to submit a written evaluation of what worked well, what did not work well, and what could be improved upon for future outages.
- 2) The Company shall provide the following outage information to the Union: average and individual employee overtime worked by Regular, Temporary, and Agency employees and a copy of the original overtime equalization volunteer list.
- 3) Additionally, a subcommittee of six individuals, three appointed by each party, shall review all alleged contractual violations and submit written agreed to recommendations for settlement of the issues. This shall be completed within sixty (60) days from the conclusion of the outage. Where a joint recommendation is not reached, the issue shall be forwarded to the Fact Finding Committee under the provisions and manner described in Title 102.

12. SPECIAL CONDITIONS APPLICABLE TO THE TWO STEAM GENERATOR REPLACEMENT OUTAGES, 2R14 and 1R15.

During each Steam Generator Replacement outage, there will be an interval of time between the completions of normal refueling activities and startup of the unit, during which it may be necessary to retain temporary additional and agency employees.

During this interval the following will apply in Maintenance Services:

- 1) Regular employees shall be provided the opportunity to work a minimum of 60 hours per week whenever temporary or agency employees are used in a comparable classification. A sign-up list for the time period will be posted at least a week ahead of time.
- 2) Temporary Additional, Agency, and regular employees may work on either Unit.
- 3) Employees will have the option to rotate to day shift for the remainder of the outage. In such cases, the employee should notify their supervisor approximately 3 weeks into the outage of their interest in rotating to days. Note: If employees rotate back to day shift for the remainder of the outage other employees may be rotated to night shift per 202.17.
- 4) Employees have the option to stay on their outage shift or return to day shift for the interval. Employees who elect to return to day shift will not be eligible for the first four days of overtime when they return to their outage shift.
- 5) Maintenance employees who wish to take vacation during this interval may submit a request through their supervision.



LETTER AGREEMENT NO. 09-22-PGE



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS AND HUMAN RESOURCES DEPARTMENT
MAIL CODE N2Z
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SAN FRANCISCO, CA 94177
(415) 973-4310
STEPHEN RAYBURN
DIRECTOR AND CHIEF NEGOTIATOR

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
P.O. BOX 2547
VACAVILLE, CALIFORNIA 95696
(707) 452-2700
TOM DALZELL
BUSINESS MANAGER

May 21, 2009

Mr. Tom Dalzell, Business Manager
Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P.O. Box 2547
Vacaville, CA 95687

Dear Mr. Dalzell:

A Company and Union Committee consisting of Mike Haentjens, Mark Taylor, Eric Carter, Greg Porte, Chris Paris, Ken Johnston and Joe DeMartini met on numerous occasions to discuss fire personnel issues at Diablo Canyon Power Plant. The Committee developed this proposal which is being submitted for consideration.

This proposal cancels and supersedes Letter Agreement 97-139 and Letter Agreement 00-23 and all local letter agreements that have been agreed to by the parties regarding fire personnel at Diablo Canyon Power Plant.

1. Job Definitions and Lines of Progression

0540 Fire Captain

An employee who directs the activities of all fire and emergency responders under the direction of the plant Fire Chief. Assigns all daily non-emergency duties to the crew including work packages, Safety and pre-job briefs, SAP administrative functions and other administrative duties as assigned by the Fire Chief. Interfaces with offsite and Plant emergency response agencies and organizations. During emergencies, demonstrates leadership by directing the activities of all emergency response personnel. Will, initially be the Incident Commander (IC) and once a CALFIRE officers is on scene the DCPD Fire Captain and the CALFIRE Officer may form a Unified Command. Will develop and conduct job related training, including the development of related lesson plans to present to other emergency responders and the general plant population.

The Fire Captain will direct the activities of emergency and fire responders and bring performance issues to the Fire Chief's attention, but does not have authority to conduct formal discipline.

Next Lower Classifications

0545 Firefighter

Same or Higher Classifications

0540 Fire Captain

Notes: (1) Job requirements

Prior to being considered a valid prebidder

- Must meet all DCPD Firefighter requirements (listed below)
- Written/Oral Test (as agreed to by the parties)*
- Completed the following courses – proof will be in the form of the course certification*:

- State Certified Command 1A
 - State Certified Command 1B
 - State Certified Management 1A
 - State Certified ICS 200
 - State Certified ICS 300
 - CSTI Hazmat IC
- Successful completion of the following Drills*
 - Structure Fire
 - Wildland Fire
 - Hazardous Materials scenario
 - Medical scenario
 - Two years' experience as 0545 Firefighter
 - Within 1 year of job award
 - Must pass C.S.T.I. Hazmat Specialist*
 - Within 2 years of job award
 - Successfully complete the State Certified Company Officers series courses which the Company is obligated to provide*.
 - *performed on paid time and at Company expense

Filling Fire Captain Vacancies

Candidates from the list of qualified bidders will be interviewed by a panel consisting of the Fire Chief and two Fire Captains. The panel will consider such factors as the employee's length of service, job performance and leadership and technical abilities. The Fire Chief will solicit and consider the input of the two Fire Captains before the final selection is made by the Fire Chief. The final selection of the successful candidate may be subject to the grievance procedure only to determine whether or not the Fire Chief considered all of the factors listed above prior to making the decision.

0545 Firefighter

An employee who responds to all fire, medical, rescue and hazardous materials emergencies. Routine duties include assisting in performing STP's (Surveillance Test Procedures), routine maintenance and operation of all emergency response equipment, fire prevention, safety inspections and testing. Will conduct job related training with other emergency responders and the general plant populations. At the direction of the Fire Captain, may direct other emergency responders as requested.

Note: Requirements prior to being considered a valid transfer applicant

- Physical/Functional Test Task Performance Test
- PG&E Pre-employment Screening
- Firefighter 1 Certification
- EMT 1/Defib Certification
- Class B License

Within one year:

- Confined space rescue*
- Pump Operator Certification*
- Hazmat Industrial Tech 40 hr.*
- Firefighter II certification*

Within 2 years:

- Hazmat Tech 160 hr. (C.S.T.I.)*

*performed on paid time and at Company expense

2. Premiums

Certified Fuel Handlers Premium: Employees assigned to shift and static work schedules will be provided with an hourly premium equal to the Certified Fuel Handlers Premium to offset the reduction in core hours from the 24 hours schedule.

Advanced Skills Premium: Employees shall receive the Advanced Skills Premium upon satisfactory completion of all of the following classes and certifications. Training and qualification will be at Company expense.

1. Hazardous Materials Specialist
2. Incident Command 200
3. Basic Wildland Firefighter
4. Rescue Systems I
5. Flammable liquids (fire control IV)
6. Structural Firefighting (fire control III)
7. Radio Communications Training
8. State Certified Firefighter II
9. State Certified Fire Officer
10. Incident Command 300
11. High Angle Cliff Rescue

The Advanced Skills Premium shall be 4% of the average top pay step of the Fire Captain and the top step of the Firefighter classification. Such premium will be treated as wages for all purposes.

Notes:

1. Establishing the Advanced Skills Premium requires programming of the payroll system that is not expected to be complete until the end of 2009.
2. Recognizing the progress that has been made by incumbent Firefighters and Fire Captains toward achieving the Advanced Skills requirement, such incumbents shall receive a lump sum amount equal to 4% of their gross pay for the period of time between the signing date of this agreement, and the establishment of the Advanced Skills Premium in the payroll system. The lump sum shall be paid as soon as possible following the establishment of the Premium in the System and shall be included on a regular paycheck. Thereafter, such incumbents shall receive the Advanced Skills Premium, but are expected to continue to make progress as scheduled by the Company toward the attainment of all the requirements.
3. Employees who enter the Firefighter classification after the signing date of this agreement, shall be expected to meet all of the Advanced Skills requirements as scheduled by the Company and within a reasonable period of time. Such employees shall begin receiving the Advanced Skills Premium upon meeting all the requirements. If the employee has not met the requirements within 2 years of entering the classification, and this is due to the Company's inability to schedule the opportunity to do so, such employee shall begin receiving the Advanced Skill Premium. In that case, the employee will still be expected to continue to make progress as scheduled by the Company toward the attainment of all of the requirements.

3. Work Schedule

Shift Assignments

- A. Employees will be assigned a standard firefighter work schedule that consists of a 24 hour shift period with 16 hours of on-duty paid time and 8 hours of off-duty unpaid time. Any hours worked outside of this schedule will be paid in accordance with Title 208 or 212, whichever is applicable.
- B. The 24 hour shift period will be from 7:00 a.m. to 7:00 a.m.; the 16 hour on-duty paid time period will be from 7:00 a.m. to 10 p.m. and the off-duty time shall be from 10 p.m. to 6:00 a.m. with one more hour, 6:00 a.m. to 7:00 a.m., to complete the 24 hour shift.
- C. Employees will respond to work on an "as needed basis" during their off-duty time. The Shift Captain will take all pages during the off-duty time and may assign, (if necessary), on a rotating basis, one employee (based on overtime hours) to assist with the request during the off-duty time period.
- D. The workdays will be based on a three platoon schedule.
- E. Employees will receive overtime at the double time_rate for any work performed during their off-duty time period.
- F. Company will endeavor to schedule routine work during the hours of 7:00 to 17:00 and whenever possible avoid the scheduling of routine work during the remaining shift hours except for special requests and plant support.

Static Assignments

- A. Employees may be assigned to a static four ten work schedule with either a Monday through Thursday or Tuesday through Friday basic workweek. The work hours shall be from 7:00 a.m. to 5 p.m.
- B. Employee may be assigned to temporarily relieve an absent employee on shift without payment of overtime. Overtime at the time and one-half rate will be paid only for hours worked in excess of 40 hours in any 7 calendar day period.
- C. Static assignments will be filled by the volunteer with the greatest Company seniority. If there are insufficient volunteers, assignments will be made in reverse order of seniority.

Miscellaneous

- A. Maintaining physical fitness is critical to carrying out firefighting duties and the expectation is that employees will remain physically fit. Therefore, employees will be allowed one hour each workday to devote to physical training, including dressing, showering, etc. The schedule will be determined by the Fire Captain and may be occasionally superseded by mandated fire training, plant support or emergencies.
- B. Employees who are called out from home on EOT to fill a vacant shift, and who are expected to remain on site for the eight hour off-duty time, shall receive a minimum of 10 hours at the double time rate of pay. For example, if they work more than 10 hours, then they will receive double time for the time actually worked. If they work less than 10 hours, then they will receive 10 hours pay at the double time rate of pay.

4. Uniform, Protective Clothing and Equipment

A. Uniform

The following clothing will be provided:

1. blue jump suits (optional)
2. dark blue T-shirts
3. badge
4. dark blue all weather coat
5. uniform patches
6. dress uniform - dark blue pants
7. dress uniform - dark blue shirt
8. dark blue dress coat
9. collar brass
10. name tags or embroidered on badge shirts
11. utility belt

Three complete uniforms, one of which can be a jump suit, four T-shirts will be provided.

The Company will provide safety footgear of a type, style and manufacturer as appropriate, determined by the Fire Chief.

On January 1st of every year, the Company will set up accounts for each employee for the purchase of replacement uniforms in an amount not to exceed \$600.00 per calendar year.

Personnel are responsible for normal upkeep, i.e., heels and soles with replacement as determined by the Fire Chief.

B. Protective Clothing

The following will be provided:

1. fire helmet
2. nomex hood
3. turnout coat
4. turnout pants
5. turnout boots
6. gloves
7. brush coat
8. brush pants
9. brush helmet
10. goggles
11. flashlight

Personnel are responsible for normal upkeep with replacement as determined by the Company.

C. Other Equipment

1. Living Quarters
 - a. Company will provide on-site living quarters to include the following:
 1. necessary cooking and eating utensils, food refrigeration and other housekeeping equipment.
 2. necessary community linen supplies, including laundry.
 3. bed linens and blankets
 4. lockers
 5. beds

5. Training

A. Responsibility

1. Each employee is expected to achieve and maintain the skills and qualifications necessary to safely perform the tasks associated with the job. Should a deficiency occur, the employee shall work with the Fire Captain to resolve the deficiency.
2. Each Fire Captain will ensure that training required of his/her shift is conducted within the guidelines established by the Company. Guidelines for the conduct of training, including development of lesson materials, facilities, and training schedules, will be followed. .
3. Employees shall receive instruction in each of the general subject areas identified in FSAR 9.5H on a continuing basis, with all subjects covered every 24 months. Additional training mandated by the State or County or applicable Cal-OSHA standards, such as Confined Space and Hazmat training, will be provided to each member of the response team.
4. The regular hours of work of an employee on the days the employee attends training classes on or off site shall be 40 hours at the straight time rate of pay on the day shift.

6. Medical and Fitness Requirements Applicable to Employees Prior to Entering the Fire Department.

- A. Pre-entry screening, as well as, the annual screening examinations is based on an individual's medical and physical "Fitness for Duty (FFD)²." The determination of FFD shall focus on:
 - * Occupational History
 - * Medical History
 - * Physical Examination
- B. Company will select a Medical Examiner that will determine if a Firefighter is physically fit to perform the Fitness Standard test, using the guidelines listed below.

Standard Fitness Testing Components

1. Muscular Strength (2 tests)
2. Muscular Endurance (2 tests)
3. Cardiovascular Endurance
4. Flexibility
5. Body Composition
6. Blood Pressure

Tests Used and Passing Values

1. Muscular Strength: (Recommended)
 - a. bicep pull: 100 lb.
 - b. grip strength: 100 lb. per hand

² Fitness for Duty (FFD) refers to the common medical definition when used in this document. Medical FFD refers to the individual's overall physical condition and his or her ability to safely perform the duties required of the Firefighter or Fire Captain position.

- O₂/kg/min.
2. Muscular Endurance:
 - a. push-ups (continuous): 35 push-ups
 - b. modified sit-ups: 35 sit-ups in 1 minute OR 50 partial curl-ups
 3. Cardiovascular Endurance:
 - a. maximal treadmill test to volitional fatigue (Bruce Protocol): 45.5 ml
 4. Flexibility
 - a. sit & reach test: soles of feet = 14 units
 5. Body Fat
 - a. body fat testing: upper limit 20% males, 27% females
 6. Blood Pressure
 - a. standard blood pressure system: consistent measurement below 140/90 (American College of Sports Medicine regulations)

C. Task Performance Test: Performed Annually

7. Annual Medical and Fitness Requirements Applicable to All Employees

- A. Employees are required to pass an annual physical with cardiac screening performed by the Company's Medical Examiner.
- B. Employees are required to satisfactorily complete the Cyclic Training Performance Based Fitness Test on a quarterly basis as determined by the Company's medical professional based on job performance measures.
- C. An employee who fails to achieve a minimum score on a quarterly Cyclic Training Performance test shall be Coached and Counseled and placed on supervised training in addition to normal training. Such employee shall be retested within 30 days. If the employee fails to achieve a minimum score on the second attempt, the employee will be denied the right to work overtime and will continue in supervised training, and provided a third attempt with 30 days. An employee who fails to achieve a minimum score on the 3rd attempt will be referred to the Company's Medical Examiner for evaluation.
- D. An employee who is off work for greater than four consecutive months due to illness or injury may be returned to active duty upon receiving a full medical release from his or her treating physician. Such employee will continue participation in Cyclic Training Performance testing as required and will be responsible for meeting the previous quarter's performance testing if such testing was missed. Additionally, if during the employee's absence the annual physical with cardiac screening test was missed, the employee will be required to satisfy the requirement before regaining fire brigade qualification.
- E. An employee who is off work for other reasons for greater than four consecutive months will be required to complete any missed Cyclic Training Performance testing within 30 days of returning to work. Additionally, if during the employee's absence the annual physical with cardiac screening test was missed, the employee will be required to complete this requirement.

8. Medical / Fitness Deficiency

If the Medical Examiner determines that an employee cannot perform their duties due to a medical or fitness deficiency, the employee will be removed from fire response duties. If the deficiency is due to a fitness component, the employee will be placed on a structured exercise program designed and supervised by the site exercise physiologist or by his/her personal physician, subject to approval by the Medical Examiner. (If the employee's personal physician is utilized, the physician must have competent knowledge of exercise physiology.) If in the Company's judgment there is insufficient light duty work available, the employee may be placed on paid sick leave if available, or unpaid leave until the employee is again qualified. If the employee is unable to qualify within a reasonable period of time, he or she will be subject to the provisions of Title 206.

9. Agreed-To-Medical Examiner (AME)

B. If a conflict arises concerning the determination of the Medical Examiner, the parties will refer the matter to an AME, the cost of which will be shared by the parties. The decision of the AME will be final and binding.

10. Vacation / Holiday

E. An employee's total vacation entitlement, company designated holidays and floating holidays will be converted to vacation hours. An employee taking vacation will be charged for and paid 16 hours for each scheduled work day taken off on vacation.

F. Vacations will be scheduled by seniority within each shift per Title 111.13.

G. Two 16-hour vacation days shall be scheduled in accordance with Title 103.3. These days can be scheduled by the employee upon 24 hours' notice.

H. Time off for funeral leave which occurs on a regularly scheduled workday will result in the employee being credited with 16 hours worked, for pay purposes.

11. Fire Brigade Augmentation

B. Operators at DCPD may augment the Industrial Fire Operations Brigade on a voluntary basis provided they meet the following:

1. Category 1 Fitness per the current Fire Brigade Standard.
2. Current training requirements.

Note: Industrial Fire Operations will no longer be part of the Operator Re-qualifications Training; however, Operators may train on shift with Supervisor approval when workload permits or on voluntary PAOT when training is planned by the Fire Chief.

3. For eligibility as an "Incident Commander" on a limited or as needed basis, the Licensed Operator (as delegated by the Fire Chief per FSAR 9.5H) shall maintain annual Fire Brigade Leadership qualifications; Fire Brigade Leader must maintain category 1 or 2 fitness.

12. Oversight Committee

2. The parties recognize that issues will arise during the implementation of this agreement that cannot be anticipated and addressed by the parties at this time. Therefore, the parties agree to establish an oversight committee comprised of two management representative and two union representatives. The purpose of this committee will be to identify issues and make recommendations.

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.

Very truly yours,

PACIFIC GAS & ELECTRIC COMPANY

By: s/Stephen A. Rayburn
Stephen A. Rayburn
Director and Chief Negotiator

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

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

May 29, 2009

By: s/Tom Dalzell
Tom Dalzell
Business Manager



LETTER AGREEMENT NO. 10-02-PGE



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS DEPARTMENT
MAIL CODE N2Z
P. O. BOX 770000
SAN FRANCISCO, CA 94177
(415) 973-4310
STEPHEN RAYBURN
DIRECTOR AND CHIEF NEGOTIATOR

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
P.O. BOX 2547
VACAVILLE, CALIFORNIA 95696
(707) 452-2700
TOM DALZELL
BUSINESS MANAGER

January 13, 2010

Mr. Tom Dalzell, Business Manager
Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P.O. Box 2547
Vacaville, CA 95696

Dear Mr. Dalzell:

In September 2009, the Company and Union met to discuss the Shift Control Technician Shift Schedule contained in Letter Agreement R2-86-14-PGE.

As a result of those discussions, the following proposal is submitted for consideration. This proposal shall apply to Shift Control Technicians and Relief Shift Control Technicians at Diablo Canyon Power Plant and if agreed to, will cancel and supersede Letter Agreement 86-14.

Table of Contents

1.	SCOPE.....	2
2.	DEFINITIONS.....	2
3.	WORK SCHEDULES.....	3
4.	ANNUAL WORK SCHEDULE VOTE	5
5.	ANNUAL SHIFT SCHEDULE POSITION SELECTION	5
6.	SCHEDULE POSITION STAFFING	7
7.	SCHEDULE POSITION RELIEF.....	8
8.	TRAINING	11
9.	MISC.....	11

1. SCOPE:

This agreement applies to Shift Control Technician work schedules and shift relief at Diablo Canyon Power Plant (DCPP).

2. DEFINITIONS:

- SCT - An employee whose job classification is Shift Control Technician as defined in the Physical Agreement.
- RSCT - An employee whose job classification is Relief Shift Control Technician as defined in the Physical Agreement.
- Shift - A period of time a SCT or RSCT can be scheduled to work regular hours as described in the "Work Schedules" section of this document.
- Shift Schedule – The schedule of SCT work hours, workdays, and quarters.
- Shift Schedule Position - A position on the Shift Schedule determined by work hours, workweek, and quarter.
- Shift Schedule Position Selection List - A list of SCTs which determines the order of Shift Schedule Position Selections.
- Vacant Shift - A shift where the SCT normally assigned is not available to work such shift.
- Shift Schedule Position Relief - A work assignment to fill a Vacant Shift.
- Company Seniority – Service as defined in section 106.3 of the Physical Agreement.
- Alternate Work Schedule - A work schedule not consisting of 8 hour regular workdays.
- Process Administrator - An employee who is an IBEW Local 1245 union steward and regularly assigned to the SCT classification.

WORK SCHEDULES

The following work schedules shall apply to SCTs and RSCTs at DCPD:

1) Work Hours:

a: 8 Hour Schedule:

- (1) Day shift: 0800 -1600
- (2) Swing Shift: 1600 – 0000
- (3) Mid Shift: 0000 – 0800
- (4) Relief Shift: 0800 – 1600
- (5) Day Pool Shift: 0630 – 1630

b: Alternate 10 Hour Schedule

- (1) Day Shift: 0630 -1630
- (2) Swing Shift: 1600 – 0200
- (3) Mid Shift: 2200 – 0800
- (4) Relief Shift: 0800 – 1600
- (5) Day Pool Shift: 0630 – 1630

2) Workweek:

The regular workweek for all SCTs on Day Pool Shift shall be same as the majority of Traveling Control Technicians (TCT) and Control Technicians (CT) headquartered at DCPD.

In the event an alternate schedule is cancelled by either the Company or the Union for the majority of TCTs and CTs headquartered at DCPD, the Company shall have the option to cancel any SCT alternate Shift Schedule.

The regular workweek for all RSCTs and SCTs in a Relief Shift Schedule Position shall be Monday through Friday.

For SCTs not in a Day Pool Shift Schedule Position or Relief Shift Schedule Position, one half of the SCTs on a shift shall work one workweek schedule and the other half of the SCTs on the same shift shall work the other workweek schedule, depending on whether an 8 or 10 work hour schedule, as described below:

a) 8 Hour Schedule:

- (1) Sunday – Thursday
- (2) Tuesday – Saturday

b) Alternate 10 Hour Schedule:

- (1) Wednesday – Saturday (Wednesday Mid Shift starts at 22:00 on Tuesday)
- (2) Sunday – Wednesday (Sunday Mid Shift starts at 22:00 on Saturday)

3) Quarter schedule:

a) 8 hour schedule:

- (1) First Quarter: 00:00 on the first Sunday in January until 00:00 on the first Sunday in April.
- (2) Second Quarter: 00:00 on the first Sunday in April until 00:00 on the first Sunday in July.
- (3) Third Quarter: 00:00 on the first Sunday in July until 00:00 on the first Sunday in October.
- (4) Fourth Quarter: 00:00 on the first Sunday in October until 00:00 on the first Sunday in January.

b) Alternate 10 hour schedule:

- (1) First Quarter: 22:00 on the Saturday before the first Sunday in January until 22:00 on the Saturday before the first Sunday in April.
- (2) Second Quarter: 22:00 on the Saturday before the first Sunday in April until 22:00 on the Saturday before the first Sunday in July.
- (3) Third Quarter: 22:00 on the Saturday before the first Sunday in July until 22:00 on the Saturday before the first Sunday in October.
- (4) Fourth Quarter: 22:00 on the Saturday before the first Sunday in October until 22:00 on the Saturday before the first Sunday in January.

ANNUAL WORK SCHEDULE VOTE

- 1) Each year, in May, SCTs shall vote to determine the SCT Work Hours schedule for the following year. A three quarters majority is required to change the SCT Work Hours schedule from the current year Work Hours schedule to a different Work Hours schedule for the following year. The option to work a 10 hour schedule shall only be available if the majority of CTs headquartered at DCPD are working an alternate work schedule.

ANNUAL Shift SCHEDULE POSITION SELECTION

- 1) Shift Schedule Positions shall be filled each year using the Shift Schedule Position Selection List.
- 2) The Shift Schedule Position Selection List shall initially be populated using the Shift Schedule Position Selection List established from the most recent Shift Schedule Position selections made under the previous Shift Agreement, with the Shift Schedule Position Selection List rotated as described in this section.
- 3) The Shift Schedule Position Selection List positions shall be rotated each year prior to shift selection for the following year by moving the first three SCTs to select Shift Schedule Positions for the current year to the end of the Shift Schedule Position Selection List for the next year. Should one or more SCT vacancies occur during the year among the three SCTs to be rotated to the end of the Shift Schedule Position Selection List for the next year, only the remaining SCTs of the original three shall be rotated.
- 4) Any newly added individuals to the Shift Schedule Position Selection List shall be placed at the end of the list, after the annual list rotation is completed as described in this section.
- 5) Anyone placed in the SCT classification at DCPD from January through May shall be placed in the Annual Shift Schedule Position Selection process in June of the current year. Anyone placed in the SCT classification at DCPD from June through December shall be placed in the Annual Shift Schedule Position Selection process in June of the following year.

- 6) A SCT shall only be required to work in a non-Day Pool Shift Schedule Position after they have at least 6 months of in the SCT classification. A SCT may volunteer, subject to management approval, to work in a non-Day Pool Shift Schedule Position before obtaining 6 months in the SCT classification. This stipulation shall not preclude a SCT from overtime opportunities other than Shift Schedule Position Relief.
- 7) Shift Schedule Position Selections for the following year shall commence on the first Tuesday of June of each year.
- 8) The SCT at the beginning of the Shift Schedule Position Selection List shall make one selection from the available Shift Schedule Positions. Once a Shift Schedule Position is selected, it is unavailable for subsequent selection. Then the next SCT on the Shift Schedule Position Selection List shall make one selection of the available Schedule Positions. When the end of the Shift Schedule Position Selection List is reached, the selections shall continue from the start of the list. The Shift Schedule Position Selection process shall iterate through the Shift Schedule Position Selection List in this manner until there are no Shift Schedule Positions available.
- 9) The first SCT on the Shift Schedule Position Selection List shall have a maximum of the next two regular workdays the SCT is at work an entire shift from the start of the annual Shift Schedule Position selection to make a selection. When a Shift Schedule Position selection is made, the next SCT on the Shift Schedule Position Selection List shall have a maximum of the next two regular workdays the SCT is at work an entire shift to make a Shift Schedule Position selection. In the event a SCT does not make a Shift Schedule Position selection within the two regular workdays the SCT is at work an entire shift, the SCT shall forfeit that Shift Schedule Position selection turn.
- 10) If an SCT who is on the Shift Schedule Position Selection List is going to have scheduled absence for a period of greater than 3 weeks during the Annual Shift Schedule Position Selection process, the SCT shall provide to the Process Administrator either a list of prioritized Shift Schedule Position selections or a means of being contacted in order to select Shift Schedule Positions. In the event a SCT does not provide either of aforementioned items or is not available for contact, the SCT shall forfeit that Shift Schedule Position selection turn.
- 11) Once a Shift Schedule Position selection is made, the SCT who made the selection may change the selection until the next SCT on the Shift Schedule Position Selection List makes a selection.
- 12) Any Shift Schedule Position selection changes after the next SCT has made a selection shall be done on the next selection turn of the SCT desiring the change and shall count as a selection turn.

SCHEDULE POSITION STAFFING

- a. There shall always be at least 2 SCTs on duty 24 hours a day, 7 days a week.
- b. Each quarter, there shall be four Day Shift Schedule Positions, four Swing Shift Schedule Positions, four Mid Shift Schedule Positions, and five Relief Shift Schedule Positions. All remaining Shift Schedule Positions shall be Day Pool Shift.
- c. The minimum number of SCTs headquartered at DCPD shall be twice the number of SCTs assigned to Day Shift, Swing Shift, Mid Shift, and Relief Shift Schedule Positions plus one.
- d. Until the total number of SCTs headquartered at DCPD is above twice the number of SCTs assigned to Day Shift, Swing Shift, Mid Shift, and Relief Shift Schedule Positions plus one, no CT, TCT or equivalent classification positions shall be filled at DCPD.
- e. The existing RSCTs shall be assigned to Relief Shift Schedule Positions for the entire year. The terms of the Relief Agreement (LOA 81-103) shall apply to all RSCTs.
- f. In the event any RSCT classification is permanently vacated, such vacancy shall not be filled.

SCHEDULE POSITION RELIEF

- 1) When a Vacant Shift must be filled, Shift Relief for any SCT on Day Shift, Swing Shift, or Mid Shift shall be performed by a person in a Relief Shift Schedule Position for the active quarter or by using SCTs from the prearranged overtime list.
- 2) Shift Relief assignments shall be offered in ascending order from the person in a Relief Shift Schedule Position for the active quarter who has worked and refused the least amount of Shift Schedule Position Reliefs in the active quarter to the person in a Relief Shift Schedule Position for the active quarter who has the most Shift Schedule Position Relief assignments worked and refused in the active quarter.
- 3) In the event there are no volunteers for a Shift Schedule Position Relief assignment, the available person in a Relief Shift Schedule Position for the active quarter with the least amount of Shift Schedule Position Relief assignments worked (excluding refused assignments) in the active quarter shall be required to work the Vacant Shift.
- 4) If the Shift Relief assignments worked count is equal amongst anyone in the Relief Shift Schedule Positions for the active quarter, Company Seniority shall determine the order of Shift Schedule Position Relief assignments, with the person with the most Company Seniority offered any Shift Relief assignment first and involuntarily assigned any Shift Schedule Position Relief last.
- 5) In the event an employee who is in a Relief Shift Schedule Position for the active quarter declines a Schedule Position Relief assignment, the declined assignment shall count as one Shift Schedule Position Relief assignment refused for the employee who declined the Shift Schedule Position Relief assignment.
- 6) If 4 or more hours are worked on a Shift Schedule Position Relief assignment, the shift shall count as one Shift Schedule Position Relief assignment worked for the person who worked the Shift Schedule Position Relief assignment.
- 7) Shift Schedule Position Relief assignments worked at the overtime pay rate shall be administered separately but in the same manner as Shift Schedule Position Relief assignments worked at the straight time pay rate.
- 8) If no SCT in the Relief Shift Schedule Positions for the active quarter is available, the SCTs on the prearranged overtime list shall be used to fill the Vacant Shift. In the event a SCT from prearranged overtime list is used to fill a Vacant Shift, said SCT shall be paid at the overtime rate of pay.
- 9) Any overtime worked during Shift Schedule Position Relief assignments shall not count toward prearranged overtime worked totals.
- 10) Any SCT not in a Relief Shift Schedule Position during the active quarter shall not receive prearranged overtime refuse time for declining any Shift Schedule Position Relief assignment during the active quarter.
- 11) In the event a Day Shift, Swing Shift, or Mid Shift Schedule Position is going to be vacated for more than 6 weeks in a given quarter, the Schedule Position shall be offered to each eligible SCT in the Day Pool Shift Schedule Positions, in descending order from the first SCT in the Shift Schedule Position Selection List used to make the shift selections for the given quarter. In the event no eligible SCT volunteers, the available SCT who is last in the Shift Schedule Position Selection List used to make the shift selections for the given quarter and assigned to a Day Pool Shift Schedule Position for the given quarter, shall be assigned the vacated Schedule Position. When it becomes known such a vacancy will occur, this paragraph shall be enacted as soon as practicable. If multiple such vacancies become known at the same time, these vacancies shall be processed at the same time. Filling of vacated Relief Shift Schedule Positions is optional.
- 12) In the event a SCT who vacated a Shift Schedule Position in a given quarter returns prior to the end of the given quarter, the Day Pool Shift SCT who was assigned to the vacated Shift Schedule Position shall have the option to continue to fill the vacated Shift Schedule Position until the end of the active quarter or return to Day Pool Shift.

- 13) Any SCT assigned to a Day Pool Shift Schedule Position who is reassigned to fill a vacant Shift Schedule Position shall be entitled to overtime pay for any work hours outside their previous schedule for the first four workdays (excluding holidays) of the new schedule. Any SCT who elects to return to a Day Pool Shift Schedule Position after working less than 6 weeks in the vacated Shift Schedule Position shall be entitled to overtime pay for any work hours outside their previous schedule for the first four workdays (excluding holidays) of the new schedule. Any SCT who elects to return to Day Pool Shift Schedule Position after working at least 6 weeks in the vacated Shift Schedule Position shall change Shift Schedule Position in accordance with Section 208.18 of the Physical Agreement.
- 14) Employees in a Relief Shift Schedule Position shall be considered available to fill a Vacant Shift unless:
 - 1) They are sick.
 - 2) They are on vacation.
 - 3) They are in training.
 - 4) They are not working in a SCT or RSCT classification.
 - 5) Filling the Vacant Shift would cause the employee to not have a 34 hour break in a 9 consecutive day period.
 - 6) Filling the Vacant Shift would cause the employee to have less than a 10 hour rest period before the Vacant Shift.
- 15) Unscheduled Shift Vacancies using emergency overtime shall be filled in the following order:
 - 1) Offer the Vacant Shift to an employee in a Relief Shift Schedule Position in a manner as described in this section.
 - 2) Offer the Vacant Shift to an SCT who is on a non-workday and working the same shift.
 - 3) Split the Vacant Shift by offering a SCT to stay over to cover half of the Vacant Shift and call in a SCT early who is working the following shift to work the other half of the Vacant Shift.
 - 4) Offer the Vacant Shift to a SCT who worked the previous shift.
 - 5) Offer the Vacant Shift to a SCT scheduled to work the following shift.
 - 6) If no SCT in the Relief Shift Schedule Positions for the active quarter is available, the SCTs on the emergency overtime list shall be used to fill the Vacant Shift.
- 16) Relief Shift Schedule Positions shall only be used to provide relief for vacant Shift Schedule Positions. This shall not preclude employees in Relief Shift Schedule Position from other PAOT opportunities.
- 17) Shift Schedule Position Relief assignments shall be a maximum length of one week. If a Shift Schedule Position vacancy is longer than one week, the assignment shall be reassigned in one week increments using the protocol described in this section.

TRAINING

- 1) Any SCT not notified via email or other equivalent form of communication directed specifically to the SCT at least 4 weeks in advance of training shall not be required to change their work schedule to attend such training.
- 2) Any SCT required to attend training shall be placed on Day Pool Shift Schedule Position for each work week required to complete training.

MISCELLANEOUS

- 1) Any two SCTs may exchange Shift Schedule Positions upon mutual agreement between the two SCTs exchanging Shift Schedule Positions. Management shall be notified at least 4 weeks prior to the exchange date. In the event of such an exchange, the exchanging SCTs shall assume each other's specific position in the Schedule Position Selection List for the active quarter for purposes of filling vacant shifts. Any Shift Schedule Position exchange request less than 4 weeks prior to the exchange date shall require management approval and be at no cost to the Company.
- 2) The total number of CTs and TCTs combined shall not exceed the number of SCTs headquartered at Diablo Canyon Power Plant.
- 3) If a CT or TCT classification position opening occurs or is created at DCP, such position opening shall be offered to the employee with the most Company Seniority regularly assigned to the SCT or RSCT classification before the opening is offered through the normal bidding process. SCTs or RSCTs do not have to have a job bid in to be considered for any such vacancy. Therefore, any Control Technician position occurring for bid shall be a SCT position.
- 4) Any SCT who is scheduled to work 10 days in a row due the nature of their Shift Schedule Position Selection shall be relieved such that they do not work a 9 consecutive day period without a 34 hour break. .
- 5) Any SCT who works on a holiday while assigned to a Day Pool Shift Schedule Position shall be paid travel time to and from work.
- 6) All SCTs are working shifts regardless of their Shift Schedule Position.
- 7) The Process Administrator shall manage the Shift Schedule Position Selection process, relief scheduling process, and the Annual Work Schedule vote.
- 8) Any SCT who assigned to a Shift Schedule Position where they are assigned to work 22:00 - 08:00 starting on a Saturday shall be paid the Sunday 3rd shift premium.

The conditions of the shift schedules shall be treated as other shift schedules, and the provisions of the Physical Agreement will be in effect. Any conditions and/or terms not addressed in this agreement shall be addressed by any existing agreement between the Company and the Union.

This Agreement is hereby determined and can only be revised by the Business Manager, IBEW Local 1245, and the Director of Labor Relations, pursuant to Subsection 202.16(b) of the Physical Agreement. Should either or both of these position titles change or their responsibilities change, the positions with equivalent responsibilities of these positions at the time of the signing of this agreement shall be substituted respectively.

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.

Very truly yours,

PACIFIC GAS & ELECTRIC COMPANY

By: s/Stephen A. Rayburn
Stephen A. Rayburn
Director and Chief Negotiator

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

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

 January 22 , 2010

By: s/Tom Dalzell
Tom Dalzell
Business Manager



LETTER AGREEMENT NO. 10-19-PGE



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS AND HUMAN RESOURCES DEPARTMENT
MAIL CODE N2Z
P. O. BOX 770000
SAN FRANCISCO, CA 94177
(415) 973-4310
STEPHEN RAYBURN
DIRECTOR AND CHIEF NEGOTIATOR

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
P.O. BOX 2547
VACAVILLE, CALIFORNIA 95696
(707) 452-2700
TOM DALZELL
BUSINESS MANAGER

May 11, 2010

Mr. Tom Dalzell, Business Manager
Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P.O. Box 2547
Vacaville, CA 95696

Dear Mr. Dalzell:

The Company and Union agreed to establish a joint committee to review and update the Steam and Nuclear Power Generation Apprentice Mechanical Rigger Training Program. The committee has concluded the revision process and presented the attached updated program to the Joint Apprenticeship and Training Committee.

The JATC recommends and approves the revised program to replace the existing Apprentice Mechanical Rigger Training Program.

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.

Very truly yours,

PACIFIC GAS & ELECTRIC COMPANY

By: s/Stephen A. Rayburn
Stephen A. Rayburn
Director and Chief Negotiator

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

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

August 30, 2010

By: s/Tom Dalzell
Tom Dalzell
Business Manager

NOTE: [See Training Guidelines here](#)



LETTER AGREEMENT

No. 11-14-PGE



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS AND HUMAN RESOURCES DEPARTMENT
MAIL CODE N2Z
P. O. BOX 770000
SAN FRANCISCO, CA 94177
(415) 973-4310
STEPHEN A. RAYBURN
DIRECTOR AND CHIEF NEGOTIATOR

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
P.O. BOX 2547
VACAVILLE, CALIFORNIA 95696
(707) 452-2700
TOM DALZELL
BUSINESS MANAGER

April 26, 2011

Mr. Tom Dalzell, Business Manager
Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P.O. Box 2547
Vacaville, CA 95696

Dear Mr. Dalzell:

Section VIII. Oversight Committee, of the Job Definitions and Lines of Progression; Nuclear Power Generation; Diablo Canyon Power Plant; Operating, provides that a local joint committee, the Oversight Committee, review and approve revisions to plant procedures TQ2.DC1; TQ2.DC2 and TQ2.DC3 governing operator training programs.

Recently, the parties met to discuss developing a process to address situations where the Oversight Committee is unable to reach consensus on a proposed revision to TQ2.DC1; TQ2.DC2 or TQ2.DC3. The parties also reinforced the mutual goal of maintaining a robust training program that prepares candidates for successful license examination while meeting both regulatory and INPO guidelines and standards.

The parties agreed that if the Oversight Committee, after meeting:

- (a) is unable to reach agreement on a proposed change to TQ2DC1; TQ2.DC2 or TQ2.DC3, or
- (b) believes the proposed revision is outside the authority of the Oversight Committee,

the proposed revision will be promptly referred to a joint ad hoc committee for resolution. Members of the ad hoc committee shall have authority to bargain changes to the labor agreement. It shall consist of the Union's Assistant Business Manager and local Business Representative and Company's Senior Labor Specialist and Senior Manager – Labor Relations and HR Delivery or his or her designee. The Committee will endeavor to reach agreement within 30 days following referral.

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.

Very truly yours,
PACIFIC GAS & ELECTRIC COMPANY

By: S/Stephen A. Rayburn
Stephen A. Rayburn
Director and Chief Negotiator

The Union is in accord with the foregoing and agrees thereto as of the date hereof.
LOCAL UNION NO. 1245, INTERNATIONAL
BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO

May 19, _____, 2011

By: S/Tom Dalzell
Tom Dalzell
Business Manager



LETTER AGREEMENT NO. 12-21-PGE



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS AND HUMAN RESOURCES DEPARTMENT
MAIL CODE N2Z
P. O. BOX 770000
SAN FRANCISCO, CA 94177
(415) 973-4310

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
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VACAVILLE, CALIFORNIA 95696
(707) 452-2700

STEPHEN A. RAYBURN,
DIRECTOR AND CHIEF NEGOTIATOR

TOM DALZELL,
BUSINESS MANAGER

May 8, 2012

Mr. Tom Dalzell, Business Manager
Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P. O. Box 2547
Vacaville, CA 95696

Dear Mr. Dalzell:

Under the provisions of Letter Agreement 10-23, an ad hoc committee consisting of Chuck Mackey, Mark Taylor, Mike Haentjens, Carol Waltos, Micah Van Bogelen and Joe DeMartini met to negotiate changes to clerical classifications at Diablo Canyon Power Plant.

The Committee met on several occasions and reached the recommended changes:

1. New Classifications, job definitions and line of progression:

50462905 Administrative Associate – Nuclear

An employee who performs administrative tasks such as typing, basic data entry (e.g. PIMS, Workforce, etc.), copying, mail distribution, filing, document scanning, record indexing, document destruction, and other similar tasks. May be required to use standard computer software for basic word processing, record retention, and reporting. May be required to audit documents (e.g. procedures, drawings, etc.). Employees assigned to the Dosimetry office may be required to determine dose histories, issue and control TLD's, maintain NRC dosimetry records, log employees into Radiological Controlled Areas, read and re-zero dosimeters, and perform other clerical work. May be required to type with reasonable speed and accuracy (net 35 WPM). Works under the supervision of experienced administrative personnel or department supervisor. Must pass all pre-employment tests.

Beginner's classification

50462906 Administrative Specialist – Nuclear

An employee who has all the qualifications of an Administrative Associate - Nuclear, and performs diverse administrative duties which require a working knowledge of Nuclear plant policies and procedures. May require advanced proficiency with business software products (Microsoft Office Suite, SAP, etc.), calendar management, travel planning, expense reporting, supply ordering and related tasks. May review or edit correspondence. May prepare complex forms, reports, records, and reference data including statistical records and computations required for reports and audits. May be required to assign and maintain program schedules and overtime lists. May be required to research and retrieve records from databases. May require knowledge of basic accounting practices and principles. May be required to obtain a working knowledge of Management, A&T, Represented Employee, Federal, and State pay policies and contract provisions. Works under general supervision and may train and assist Administrative Associates. Must be able to type with reasonable speed and accuracy (net 35 WPM).

Next Lower Classification

- 50462905 Administrative Associate – Nuclear
- 0059 Scheduling Assistant
- 2662 Operating Clerk*
- 2664 Operating Clerk - Steno*
- 2667 Operating Clerk - Typist*

Same or Higher Classification

- 50462907 Senior Administrator - Nuclear
- 0243 Senior Field Clerk (G.C.)*
- 0246 Field Clerk – (G.C.)*
- 0263 Senior Hydro Clerk*
- 0264 First Hydro Clerk*
- 0310 Senior Shop Clerk*
- 0313 First Shop Clerk (G.C.)*
- 2645 Senior Operating Clerk – Steno II*
- 2646 Senior Operating Clerk – Typist II*
- 2654 Senior Operating Clerk – Steno I*
- 2655 Senior Operating Clerk – Typist I*
- 2723 Senior Operating Clerk – II*
- 2789 Senior Operating Clerk I*

*Must have spent at least 30 months in a clerical classification at DCP

50462907 Senior Administrator – Nuclear

An employee who has all qualifications of an Administrative Specialist - Nuclear, and directs the work and training of other administrative employees. Provides advanced administrative and technical support to supervisors, managers or departments with limited supervision. May interface directly with senior management and external agencies. May be required to manage administrative employee schedules, including vacation sign-ups, arranging coverage, and maintaining PAOT/EOT call out lists.

Next Lower Classification

- 50462906 Administrative Specialist – Nuclear
- 2645 Sr. Operating Clerk – Steno II*
- 2646 Sr. Operating Clerk – Typist II*
- 2723 Sr. Operating Clerk – II*
- 0293 First Plant Clerk (PIO)

Same or Higher Classifications

- 0243 Senior Field Clerk (G.C.)*
- 0310 Senior Shop Clerk (G.C.)*

*Must have spent at least 30 months in a clerical classification at DCP

Employees in the Senior Administrator role are expected to demonstrate good knowledge, skills, efficiency, adaptability, and teamwork. In accordance with 205.11(b), the Company may subject employees to an interview process to determine an employee's capability and qualification for this classification. The Company may reject the bid of an employee under 205.11 and/or 205.14 when the employee lacks the knowledge, skill, efficiency, or adaptability to perform the administrative functions of the job, or the ability to perform supervisory duties. When the Company plans to reject the bid of an employee, they will notify the local union business representative prior to the rejection.

After three months as a Senior Administrator, the Company will determine if the employee has demonstrated or is adequately developing the skills and aptitudes to be successful in the role of Senior Administrator. If the employee has not or will not develop the skills or aptitudes needed to be a Senior Administrator, subject to the grievance process, the employee may be released back to their previous classification and headquarters, and may be bypassed for future opportunities in this classification for 12 months. At any time during this three month period, an employee may choose to return to their previous classification and headquarters.

2. Wage Rates (2011):

50462905 Administrative Associate – Nuclear

Start	\$21.15
6 mo.	22.64
12 mo.	24.20

50462906 Administrative Specialist – Nuclear

Start	\$24.65
6 mo.	27.27
12 mo.	29.91
18 mo.	32.54
24 mo.	33.50
30 mo.	34.82
36 mo.	35.48
42 mo.	36.69

50462907 Senior Administrator – Nuclear

Start	\$38.19
6 mo.	39.04
12 mo.	39.82
18 mo.	40.71

3. Deleted and/or revised classifications

- a. 0293 First Plant Clerk (changed to present incumbent only)
- b. 0301 Control Room Assistant (changed to present incumbent only)
- c. 0298 Routine Plant Clerk
- d. 0296 Utility Plant Clerk
- e. 0297 Shift Utility Plant Clerk
- f. 0290 Senior Plant Clerk

4. Placement of incumbents:

- a. Employees holding the classification of 0298 Routine Plant Clerk will be placed into the 50462906 Administrative Specialist – Nuclear classification at each employee's same wage step, or at a higher pay step within the range being given credit for time at the top pay step of Routine Plant Clerk.
- b. Employees holding the classification of 0293 First Plant Clerk or 0301 Control Room Assistant will remain in each employee's present classification on a present incumbent only basis. Such classifications shall be deleted when the last employee vacates. Employees shall perform the duties of Administrative Specialist – Nuclear.
- c. Employees holding the classification of 0290 Senior Plant Clerk will be placed into the 50462907 Senior Administrator – Nuclear classification.



**Pacific Gas and
Electric Company**

LETTER AGREEMENT NO. 12-32-PGE



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS AND HUMAN RESOURCES DEPARTMENT
MAIL CODE N2Z
PO Box 770000
SAN FRANCISCO, CALIFORNIA 94177
(415) 973-4310
STEPHEN RAYBURN
DIRECTOR AND CHIEF NEGOTIATOR

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
P.O. BOX 2547
VACAVILLE, CALIFORNIA 95696
(707) 452-2700
TOM DALZELL
BUSINESS MANAGER

January 11, 2013

Mr. Tom Dalzell, Business Manager
Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P.O. Box 2547
Vacaville, CA 95696

Dear Mr. Dalzell:

This Letter Agreement reflects the agreement reached in general negotiations regarding the Commercial Driver's License Addendum (CDLA). The Company will convert the existing \$600 CDLA premium to an hourly rate for those employees covered by a CDLA letter agreement. In addition, the CDLA hourly wage rate will be extended to additional classifications covered by this agreement. This agreement cancels and supersedes Letter Agreement R1-12-08. Details of the agreement are as follows:

1. For Electric T&D and Gas T&D Title 200 employees only, the parties agree to update Letter Agreement 90-113 (Commercial Driver's License Addendum—CDLA) to include (1) 150% ratio of employees with Commercial Driver's License (CDL) to vehicles at the headquarters and (2) employees on a daily upgrade currently paid at \$2.50/day shall now be upgraded to the CDLA designated classification.
2. Incumbent employees in the Gas and Electric T&D Departments or General Construction Line or Gas Departments who promote or bid/transfer into the Title 200 Gas and Electric T&D Departments or Title 300 Line or Gas Departments in the future will be eligible for the higher CDLA wage rate if the position requires a CDL by job definition or a CDL to meet the 150% ratio or the local headquarters desires an additional CDL for operating flexibility.
3. Incumbent employees in the Title 200 and 300 Fleet Department shall be treated the same as above. The Company and Union will address other departments, if needed, consistent with this agreement.
4. In addition to the employee groups identified above, all employees with a CDL currently in physical bargaining unit classifications that require a commercial driver's license as part of the job definition, eligible or required by letter of agreement, or based upon the Company and Union's current understanding that employees utilize a commercial driver's license for the convenience of the Company, will have the \$600 premium added to the base wage rate.
5. Attached is a list of the impacted classifications. The Company and Union will review each classification to determine the future need for a commercial driver's license. It is not the intent of either party to omit classifications that utilize a commercial driver's license for the convenience of the Company, by letter of agreement or required by job definition, therefore, the parties agree to meet and discuss other classifications which may meet the criteria and were not included in the attachment.
6. There may be situations where the CDL is not required for all employees in a classification; however, due to operational need, a CDL may be required for individuals in that classification. The parties agree to handle these on a case-by-case basis via letter of agreement, where applicable.

7. Current and future Pre-apprentice Lineman will be required to maintain the CDL upon progression.
8. Effective July, 25, 2012, all new hires, bidders and transfers from outside the lines of progression to Gas and Electric T&D, General Construction Gas and Line Departments or other Departments as described herein will be required to have and maintain a CDL as part of their job duties and will not receive additional compensation. Employees must obtain a Class A permit by month 3 and a Class A driver's license within 12 months unless Company is unable to provide timely training.
9. For departments such as Fleet, new hires, bidders and transfers shall be treated the same as above. The Company and Union will address other departments if needed, consistent with this agreement.
10. Accommodation of Current Employees Without Licenses: Employees who are currently being accommodated in a position requiring a license will continue to be accommodated unless there is significant change in local operating conditions which prevent the accommodation or the employee's condition changes.
11. Future Accommodation of Employees with Suspended Licenses: Employees who currently possess a license, but have their license temporarily suspended or who are temporarily unable to drive for other reasons, will be considered for accommodation on a case by case basis taking into consideration local operating conditions and the length of the suspension or inability to drive. Accommodation decisions will be subject to the grievance procedure.
12. Employees unable to maintain CDL for a medical condition will be reviewed for accommodation on a case-by-case basis. Accommodation decisions will be subject to the grievance procedure.
13. Company shall pay all cost associated with obtaining and maintaining the CDL.
14. The Company is meeting with SAP/Payroll to determine how to include the CDL premium into the base wage rate. The Company will discuss alternatives with the Union and reach agreement on the process used. In addition to updating this agreement with additional classifications the Company and Union have reached agreement on the SAP/Payroll process to be used. The CDL pay will be included in the base wages by converting the \$600 annual amount to an hourly rate of \$0.29 effective November 1, 2012. This hourly CDL rate will be adjusted by the GWI each year and then added to an eligible employee's base wage rate. As described in the table of contents of Exhibit X, attached are CDL wage rates for 2012 - 2014. CDL pay will be included as base wages for eligible employees as identified in this agreement who properly update the Company with their Class A license information and participate in the Company's DOT Class A Random Drug testing.
15. The wage rate changes will be effective upon SAP implementation and retroactive to November 1, 2012. The parties agree to retroactively include the CDL base wage rate for retirement calculation purposes for covered employees who retire on or after July 1, 2012.

Mr. Tom Dalzell

- 2 -

January 11, 2013
L/A 12-32-PGE

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.

Very truly yours,

PACIFIC GAS & ELECTRIC COMPANY

By: s/Stephen A. Rayburn
Stephen A. Rayburn
Director and Chief Negotiator

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

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

January 17, 2013

By: s/Tom Dalzell
Tom Dalzell
Business Manager

Attachment A

Title 200 & 300 Classifications currently holding CDL required by Job Definition, LA (93-39) or
Title 200 Classifications eligible for CDLA Premium per LA 90-113, 92-28 (PLO) or 90-228 (Fleet).
Note: Bolded Lines reflect T200 Classifications currently receiving CDL per LA

	<u>SAP Job Code</u>	<u>Job Title</u>	<u>Legacy Code</u>
Title 200	50010376	Apprentice Cable Splicer	2281
Title 200	50010155	Apprentice Electrician-Electric & Hydro	0481
Title 200	50010168	Apprentice Fitter	0561
Title 200	50010245	Apprentice Lineman	1101
Title 200	50010260	Apprentice Lineman Transmission	1188
Title 200	50010375	Cable Splicer	2280
Title 200	50010317	Crane Operator	1594
Title 200	50010191	Electric Crew Foreman	0740
Title 200	50010193	Electric Crew Foreman - Transmission	0746
Title 200	50010194	Electric Maintenance Crew Leader	0750
Title 200	50010242	Electric Transm & Dsbn Assistant	1096
Title 200	50010149	Electrician - Electric & Hydro	0467
Title 200	50010273	Equipment Mechanic	1255
Title 200	50010276	Equipment Mechanic - DCPD	1259
Title 200	50010320	Equipment Operator - Gas	1645
Title 200	50010147	Field Clerk - Electric Transm & Dsbn	0458
Title 200	50010161	Fieldperson	0524
Title 200	50010167	Fitter	0560
Title 200	50010169	Fitter – Arc	0562
Title 200	50010186	Garage Subforeman	0730
Title 200	50010427	Gas Control Technician - CGT	2435
Title 200	50010175	Gas Crew Leader Non-Welding	0641
Title 200	50010174	Gas Crew Leader Welding	0640
Title 200	50010283	Gas Mechanic	1300
Title 200	50010322	Heavy Equipment Operator	1650
Title 200	50010144	Lead Driver	0433
Title 200	50010244	Lineman	1100
Title 200	50010241	Lineman - Transmission	1094
Title 200	50010298	Mechanic – Welder - CGT	1440
Title 200	50010378	Night Cable Splicer	2283
Title 200	50010243	Night Electric Transm & Dsbn Assistant	1098
Title 200	50010324	Transm & Dsbn Equipment Opr - Transm	1662
Title 200	50010323	Transmission & Distribution Equip Opr	1660
Title 200	50010294	Transmission Mechanic – CGT	1406
Title 200	50010148	Truck Driver Heavy - Gas	0465
Title 200	50010380	Unassigned Cable Splicer	2286
Title 200	50010156	Unassigned Electrician - Elec & Hydro	0484
Title 200	50010170	Unassigned Fitter	0563
Title 200	50010246	Unassigned Lineman	1103
Title 200	50072958	Unassigned Transmission Mechanic - CGT	1414
Title 200	50010361	Unassigned Water System Repairperson	2068
Title 200	50010188	Underground Constr Crew Frmn - Electric	0737
Title 200	50010189	Underground Constr Crew Frmn - Gas	0738

	<u>SAP Job Code</u>	<u>Job Title</u>	<u>Legacy Code</u>
Title 200	50010234	Underground Constr Journeyman - Elec	1077
Title 200	50010235	Underground Constr Journeyman - Gas	1078
Title 200	50010202	Working Foreman*	0845
Title 200	50010271	Utility Equipment Mechanic – Auberry	1252
Title 200	50010272	Utility Equipment Mechanic – Helms	1253
Title 200	50010347	Utility Operator - Hydro	1824
Title 200	50010362	Water System Repairperson	2070
Title 200	50368698	Pre-apprentice Lineman	1114
Title 300	50010305	Backhoe Operator – *Gas Req after 1/1/2009	1515
Title 300	50070801	Crane Operator - Davis	1596
Title 300	50010318	Crane Operator - GC Field - Gas	1597
Title 300	50253877	Crane Operator – GC Field – Not Gas	1613
Title 300	50010140	Driller	0405
Title 300	50010277	Equipment Mechanic - GC	1260
Title 300	50010279	Field Garage Mechanic A	1270
Title 300	50010281	Field Garage Mechanic C	1276
Title 300	50010230	Field Mechanic Inspector	1006
Title 300	50010162	Fieldperson - GC - Gas	0525
Title 300	50210150	Fieldperson - Tower	0525
Title 300	50010326	Hole Digger Operator	1690
Title 300	50010231	Mechanical Inspector	1007
Title 300	50010321	Miscellaneous Equipment Operator-Gas	1646
Title 300	50253878	Miscellaneous Equipment Operator-Not Gas	1616
Title 300	50368700	Pre-apprentice Lineman - GC	1115
Title 300	50258203	Tapping Technician	0261
Title 300	50010351	Tractor Operator - Gas	1840
Title 300	50253879	Tractor Operator-Not Gas	1617

**Per L/A 07-56 Working Foreman 0845 shall have a class A license
CDL List T200 & T300 Utilized for Company Convenience*

	<u>SAP Job Code</u>	<u>Job Title</u>	<u>Legacy Code</u>
Title 200	50010360	Apprentice Water System Repairperson	2067
Title 200	50010227	Compliance Inspector	0998
Title 200	50010228	Compliance Inspector - Underground	0999
Title 200	50070742	Electrician - Switching	0494
Title 200	50202594	Engine Analyst - CGT	1422
Title 200	50010210	Garageman	0880
Title 200	50010413	Gas Control Technician – Division	2410
Title 200	50010427	Gas Control Technician – GSM	2435
Title 200	50315043	M&C Coordinator - Electric	1005
Title 200	50315042	M&C Coordinator - Gas	1004
Title 200	50315041	M&C Coordinator – Gas Transmission	1008
Title 200	50010197	Maintenance Subforeman - DCPD	0755
Title 200	50010232	Meteorological Instrumentperson	1036
Title 200	50010431	Transmission Troubleman	2535
Title 200	50010258	Traveling Machinist - Diablo Canyon	1146
Title 200	50010370	Traveling Mechanic-Rigger - DCPD	2174
Title 200	50010432	Troubleman	2540

	<u>SAP Job Code</u>	<u>Job Title</u>	<u>Legacy Code</u>
Title 200	50010371	Unassigned Traveling Mech-Rigger - DCPD	2176
Title 200	50010112	Utility Field Clerk - Bakersfield	0242
Title 200	50010217	Utility Worker – Gas Transm & Dsbn	0930
Title 200	50010200	Water System Crew Leader	0830
Title 300	50010379	Apprentice Cable Splicer - GC	2285
Title 300	50010157	Apprentice Electrician - GC	0488
Title 300	50010248	Apprentice Lineman - GC	1107
Title 300	50010438	Apprentice Welder - GC - Gas	2628
Title 300	50253876	Backhoe Operator-Not Gas	1612
Title 300	50010377	Cable Splicer – GC	2282
Title 300	50010096	Carpenter A-Gas	0163
Title 300	50010097	Carpenter B-Gas	0164
Title 300	50253770	Carpenter A- Not Gas	1601
Title 300	50253771	Carpenter B- Not Gas	1604
Title 300	50010152	Electrician - GC	0474
Title 300	50073099	Field Garageman	0885
Title 300	50010208	Garage Working Foreman	0857
Title 300	50010173	Labor Foreman A	0630
Title 300	50010247	Lineman –GC	1106
Title 300	50010287	Station Mechanic	1337
Title 300	50010171	Street Fitter	0580
Title 300	50010179	Subforeman A - Overhead	0650
Title 300	50010180	Subforeman A - Station/Hydro	0651
Title 300	50010178	Subforeman A - Underground	0649
Title 300	50010181	Subforeman B	0653
Title 300	50010223	Utility Worker - GC	0947
Title 300	50010435	Welder - GC - Gas	2617
Title 300	50253880	Welder - GC-Not Gas	1618
Title 300	50251365	Working Foreman A - Non-Climbing	0105
Title 300	50010205	Working Foreman B - Climbing	0853
Title 300	50010206	Working Foreman C – Gas	0854
Title 300	50251368	Working Foreman B – Gas	0255
Title 300	50251366	Working Foreman A – Gas	0257
Title 300	50251367	Working Foreman B - Non-Climbing	0107
Title 300	50253775	Working Foreman C-Not Gas	1608



LETTER AGREEMENT NO. 14-37-PGE



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS
375 N. WIGET LANE
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WALNUT CREEK, CA 94598
925.974.4401

STEPHEN RAYBURN
DIRECTOR AND CHIEF NEGOTIATOR

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
P.O. BOX 2547
VACAVILLE, CALIFORNIA 95696
707.452.2700

TOM DALZELL
BUSINESS MANAGER

September 15, 2014

Mr. Tom Dalzell, Business Manager
Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P.O. Box 2547
Vacaville, CA 95696

Dear Mr. Dalzell:

This proposal cancels and supersedes Letter Agreement R1-09-23 on the same subject, refueling outage staffing and scheduling issues for the Chemical and Radiation Protection Department at the Diablo Canyon Power Plant.

This Agreement is intended to be ongoing; and will continue to be in effect until canceled by either party by providing the other party written notification no less than 12 months prior to the start of the next refueling outage.

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.

If you agree, 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: _____ s/Stephen A. Rayburn
Stephen A. Rayburn
Director and Chief Negotiator

The Union is in agreement.

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

_____, September 26, 2014

By: _____ s/Tom Dalzell
Tom Dalzell
Business Manager

Table of Contents

1. SCOPE.....	1
2. DEFINITIONS.....	1
3. ASSIGNMENTS.....	1
4. FILLING AND VACATING TEMPORARY POSITIONS.....	2
5. OUTAGE TEMPORARY EMPLOYEES.....	2
6. NON-BARGAINING UNIT EMPLOYEES.....	3
7. OVERTIME.....	3
8. WORK SCHEDULE.....	4
9. PREMIUMS.....	5
10. OUTAGE REVIEW COMMITTEE.....	5

1) SCOPE:

- 1) This Agreement applies to the following Sections:
 - a) Chemistry and Environmental Operations
 - b) Radiation Protection
 - c) Included are all Chemical & Radiation Protection Technicians (SAP Job Code 50010383, 50010384), Decontamination Specialists (50010387), and Utility Workers (50072846).

2) DEFINITIONS:

- 1) **Start of the outage** is the opening of the breaker.
- 2) **Conclusion of the outage** is when the output breaker is closed.
- 3) **Primary outage support** is Title 200 and 300 Maintenance and Operation Services.
- 4) **Regular employee** is any regular or probationary PG&E employee hired pursuant to Section 106.5 of the Physical Agreement.
- 5) **Covered Worker** refers to Chemistry and Radiation Protection Technicians filling an onsite emergency plan (EP) position which are subject to Fatigue Management Rules (FMR).
- 6) **Temporary employee** is any C & RP Outage Temporary Additional as defined in Title 106 of the Agreement. Bargaining unit personnel and non-bargaining unit personnel brought in to support the outage will also be referred to as temporary employees for the purposes of this Agreement.

3) ASSIGNMENTS

Effective October 1, 2009 the NRC Fatigue Rule requires C&RP Technicians filling an onsite EP position to be covered workers which requires 3 days off in a 15 day rolling period. This results in a maximum time worked of 132 hours per pay period. Permanent C&RP Shift Technicians shall be split between covered workers fulfilling the EP requirement and non-covered workers as outlined below:

NO LATER THEN 90 DAYS PRIOR TO A SCHEDULED UNIT OUTAGE THE COMPANY SHALL REQUEST A MIMIMUM OF TWELVE (12) VOLUNTEERS FROM THE C&RP SHIFT TECH CLASSIFICATION FOR THE E-PLAN COVERED WORKER POSITIONS. Covered workers (those filling an onsite EP position) shall be provided the opportunity to work 132 hours per pay period. If required for FMR, these workers will be entitled to paid rest period ("QR" time) for one straight time day per 15 day rolling period from the start of the outage until the output breaker is closed to make up for the inability to work the hours afforded to a non-covered technician.

These positions will be filled with volunteers in the following order:

- 1) Techs on shift (excluding relief techs)
- 2) Other shift technicians by seniority including relief techs

If there are not a sufficient number of volunteers, technicians will be selected by reverse seniority. Upgrades will be excluded from this process.

The Company may decline a volunteer if the individual has greater than 40 hours vacation scheduled during this outage period. Volunteers should expect to work a full 12 hour shift with limited exception.

The Company will make its best effort to identify the he C&RP Shift Technicians and assigned shifts within 30 days prior to the start of the outage. C&RP technicians may request desired shift and regular days off. Assignments will be made by Company seniority. Assignments offered will be equally distributed between day and night shift assignments.

Individuals under this Agreement, if notified to perform jury duty while assigned to this schedule, agree to request their jury duty be rescheduled until after the outage period.

The Company may implement changes to this Agreement, subject to the grievance procedure, to comply with any Federal or State law, regulation or executive order, or any directive or instruction from the NRC (including guidelines, letters, information notices, inspection reports, notices of violation, advisory opinions, citations given to other nuclear power facilities, presentations, audits or any other formal NRC regulatory guidance).

The minimum guaranteed overtime provisions of this Agreement may be suspended if the refueling outage extends beyond 60 days. The Company agrees to meet and discuss with the Union prior to reducing overtime under this provision.

4) FILLING AND VACATING TEMPORARY POSITIONS:

- 1) The following sequence shall apply when additional employees are needed to perform bargaining unit work in Chemistry and Environmental Operations or Radiation Protection Sections:
 - a) Use Regular employees in other classifications headquartered at DCPD who are not normally assigned to primary outage support.
 - b) Consider other Title 200 and 300 employees
 - c) Use Outage Temporary employees.
- 2) The provisions of Section 4.1 of the Physical Agreement shall become applicable 8 days after the scheduled union outage signup. The Company will supply a query of employees that have not signed up within 3 days of the outage signup. Upon written request from the Union, the Company shall, within 5 calendar days, terminate the employment of any such employee who does not meet the provisions of Section 4.1 of the Physical Agreement as amended by this Agreement.

5) OUTAGE TEMPORARY EMPLOYEES:

- 1) Special Conditions
 - a) An Outage temporary employee is hired under the provisions of Section 106.12 except that such employee will not accrue service or gain regular status unless their employment continues uninterrupted for more than 30 days following the conclusion of the outage. In such case, the time spent working during the outage shall accrue.
 - b) An employee with rehire rights pursuant to Sections 206.13 and 306.14 who is hired shall be laid off at the conclusion of his or her outage work assignment without reference to Title 206 or 306.
- 2) Wage Rates
 - a) Outage Temporary employees may be paid at an experienced wage rate (Exhibit X) in their classification at Company discretion.

- b) Company may provide a bonus to certain classifications to attract qualified employees. Eligibility for the bonus is contingent on the employee successfully completing his/her outage assignment. In the event the Company's needs change and the assignment is shortened, said assignment shall be considered successfully completed. In the event an employee upon mutual consent leaves their assignment early, said assignment shall be considered successfully completed.

3) Expenses

- a) Per Diem: Outage Temporary Additional employees hired as a Decontamination Specialist or in a journeyman classification who meet the IRS per diem eligibility requirement shall be paid per diem in accordance with the IRS per diem rates for San Luis Obispo.
- b) Travel expenses: Outage Temporary Additional employees hired as a Decontamination Specialist or in a journeyman classification, and who qualify for per diem shall be paid each way from the employee's point of origin as follows:
 - i) The IRS standard mileage rate for the distance from the employees' home address on record to San Luis Obispo or from their previous worksite should they be traveling from another place of employment. The distance will be determined by using Map Quest or an equivalent program if Map Quest becomes no longer available.
 - ii) Employees are eligible for travel expenses at the end of their assignment if the employee leaves their assignment early upon mutual consent.
 - iii) Employees are not eligible for travel expenses at the end of their assignment if they:
 - (a) Fail to meet the conditions of their job offer
 - (b) Leave prior to the end of their assignment
 - (c) Are discharged

4) Assignments

- a) Outage Temporary Additional employees may be brought in prior to the outage for their outage related training or to replace a regular employee who is attending or conducting outage related training.
- b) Outage Temporary Additional employees shall not be scheduled to work any overtime prior to the start of the outage until the PAOT list has been exhausted, except to complete outage related training.
- c) Outage Temporary Additionals may work on either Unit.

6) NON-BARGAINING UNIT EMPLOYEES:

- 6) Non-unit employees may be assigned to perform bargaining work.
- 7) Such employees will continue to receive medical, dental, and vision under their regular base position.
- 8) The Union security provisions of Paragraph 3.2 shall apply.
- 4) Employees so placed may also continue to perform non-bargaining unit work on a part-time basis.

7) OVERTIME:

- 1) From the start of the outage to when the output breaker is closed regular employees working in non-covered classifications shall be provided the opportunity to work a minimum of 144 hours per pay period whenever temporary employees are used in the same classification.

- 2) Regular employees will be provided the first opportunity to work overtime, including overtime that would occur on an employee's 7th day. Overtime will not be offered or equalized if such an assignment would result in a FMR violation with or without a waiver.
- 3) The Company shall equalize 7th day overtime provided to the Outage T/As for Covered Workers by the end of the calendar year the outage is completed.
- 4) Except in situations described in Paragraph 5.4.a, if Temporary employees perform work in the plant prior to the start of the outage, the Company will provide regular employees with the opportunity to work a minimum of 54 hours per week.
- 5) In the event an employee is off work for any reason, the employee shall remain eligible for overtime on the next scheduled day whether it is a normal workday or an overtime day. If the employee does not work an overtime day, it will be recorded as turndown time.
- 6) The Company will fill mandatory PAOT assignments in accordance with the Agreement and all its clarifications. The Company will make a good faith effort to accommodate the needs of employees who request to be scheduled fewer hours than the work schedules contained in this agreement. Preference will be given to those employees who make such a request at least 75 days prior to the start of the outage.

8) WORK SCHEDULE:

- 1) The following schedule shall apply to all Regular day and shift employees off shift:
 - a) Regular day employees and shift employees in the day shift pool who have a basic workday of 10 hours may be scheduled to a Section 202.17 work schedule as follows:
 - i) Day shift core hours will be either 0630-1630 or 1700 or 0730-1730 or 1800.
 - ii) Night shift core hours will either 1830-0430 or 1930-0530 with a basic workday of 10 hours.
 - b) Regular day employees and day shift pool employees may volunteer to work another workweek. This workweek may begin or end on any day of the week and will remain in effect for the entire outage.
 - c) Prior to the start of each outage, by joint Agreement between the Company and the Union, personnel in traveling classifications may be assigned to an existing shift schedule during the outage time period. Such schedule would begin when the overtime requirements of section 7.4 of this Agreement begin.
- 2) The following shall apply to all Temporary employees:
 - a) Temporary employees will have a basic workday of 10 hours and may be scheduled to a Section 202.17 work schedule as follows:
 - i) Day shift core hours will either be 0630-1630 or 0730-1730.
 - ii) Night shift core hours will either be 1830-0430 or 1930-0530.
 - b) Temporary employees may be scheduled to work any workweek of four consecutive days on and three days off. The workweek may begin or end on any day of the week and will remain in effect for the entire outage.
- 3) The following shall apply to shift employees on shift.
 - a) The Company may require four employees on swing shift and three employees on mid shift to shift workweeks and hours per Section 202.17.
 - b) The selection will be by inverse seniority.
 - c) Shift employees assigned to shift may volunteer to work the following Section 202.17 work schedule.
 - i) Day shift core hours will begin either at 0630-1630 or 0730-1730 with a basic

workday of 10 hours.

ii) Night shift core hours 2000-0400 with a basic workday of 8 hours.

d) Covered workers outlined in section 3 will work 0630-1830 or 1830-0630.

- 4) Workweek change.
 - a) Employees on shift who volunteer or are required to change workweeks will do so at the start of the pay period at least 7 but no more than 21 days before the start of the outage, unless agreed to otherwise by local Company and Union representatives.
 - b) Employees on shift who must change back to their base workweeks will do so at the pay period up to 21 days after the end of the outage, unless agreed to otherwise by local Company and Union representatives.
- 5) Core hour change.
 - a) Employees may be placed on Section 202.17 work hours up to 14 days prior to the start of the outage, unless agreed to otherwise by local Company and Union representatives. The Company will make a reasonable attempt to do the work hour shift in conjunction with an employee's day or days off.
 - b) Employees may stay on Section 202.17 work hours up to fourteen days after the end of the outage, unless agreed to otherwise by local Company and Union representatives. The Company will make a reasonable attempt to do the work hour shift in conjunction with an employee's day or days off.
- 6) All of the other requirements of Section 202.17 shall be followed.
- 7) The Company will make all reasonable attempts to maintain a consistent ratio of regular employees to Temporary Additional Employees on the day shift and night shift crews where specific DCPD knowledge is not required.
- 8) All employees assigned to the Section 202.17 work schedule may perform routine work on either Unit.

9) PREMIUMS:

- 2) All employees whose core work hours to begin at 12:00 p.m. or later shall be paid the 3rd shift premium during the outage period.
- 2) All employees who perform work on a Sunday shall receive the Sunday premium during the outage period.
- 3) When Temporary or Agency employees are performing IBEW 1245 work, all regular employees within a comparable base classification shall be upgraded to the top step wage for their classification per Exhibit X of the IBEW Physical Agreement.

10) OUTAGE REVIEW COMMITTEE:

- 1) A subcommittee of six individuals, three appointed by each party, shall review all alleged contractual violations and submit written agreed to recommendations for settlement of the issues. This shall be completed within sixty (60) days from the conclusion of the outage. Where a joint recommendation is not reached, the issue shall be forwarded to the Fact Finding Committee under the provisions and manner described in Title 102.



LETTER AGREEMENT NO. R1-16-20-PGE



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS
375 N. WIGET LANE
SUITE 130
WALNUT CREEK, CA 94598
925.974.4461

ROBERT JOGA
SR. DIRECTOR AND CHIEF NEGOTIATOR

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
P.O. BOX 2547
VACAVILLE, CALIFORNIA 95696
707.452.2700

TOM DALZELL
BUSINESS MANAGER

June 22, 2016

Mr. Tom Dalzell, Business Manager
Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P.O. Box 2547
Vacaville, CA 95696

Dear Mr. Dalzell:

This Letter of Agreement cancels and supersedes L/A R2-85-137-PGE. The Company proposes the following terms and conditions to establish a second (2nd) shift in the Maintenance Department of Diablo Canyon Power Plant for the Mechanical Maintenance (MM) and Electrical Maintenance (EM) disciplines.

- 1) **Staffing size** - A maximum of eight (8) employees may be assigned to the MM 2nd shift and a maximum of eight (8) employees may be assigned to the EM 2nd shift. The Company may choose to have less than eight in either discipline. Volunteers, in addition to the assigned personnel in either discipline, may be added by local agreement between the Company and the Union. All employees assigned to the 2nd shift will be considered "day employees" (not Shift or Service employees) working under this agreement.
- 2) **Schedule and classifications:** The work week for 2nd shift personnel shall be a straight four-ten schedule Monday through Thursday, with one half-hour paid lunch period. The hours will be 1400-2400 for EM and 1600-0200 for MM.
 - a) The Company will determine the classification make up of each roster from the following journeymen classifications:
 - MM – Sub-foreman, Machinist, Mechanic-Rigger, Welder
 - EM – Sub-foreman, Electrical Technician, Electrician
- 3) **Establishing and maintaining 2nd shift:** The staffing of the 2nd shift shall be established and maintained per the following steps for each respective Department (MM and EM). Incumbent journeymen in both MM and EM who were hired prior to January 1, 2015, shall remain on their current shift and not be forced to any shift. Department employees hired between January 1, 2015, and the signing of this agreement, including apprentices, may be assigned to the 2nd shift. All employees assigned to the 2nd shift may change their shifts per the following guidelines:

- a) **New Journeyman:** The Company may require a newly added journeyman to work on day shift up to 12 months for training and to obtain required qualifications. A “newly added journeyman” is one who is acquired by: demotion (206), bidding (205), including becoming a journeyman after completion of an apprenticeship, or newly hired off the street. After this training period, these journeymen shall be assigned as follows:
 - i. If there are eight journeymen on 2nd shift in the respective Department: First, the incumbent journeymen in the same classification will be asked, in order of company seniority, if they would like to return to day shift. If an incumbent chooses to return to days in either of the above scenarios, the newly added journeyman will be placed on the 2nd shift. If no incumbents choose to return to days the newly added journeyman will be assigned to days.
 - ii. If there are less than eight journeymen on 2nd shift in the respective Department: The Company may choose to assign the new journeyman to the 2nd shift or replace an incumbent per (i) above if the population is to remain less than eight.
 - b) **Permanent vacancy on 2nd shift:** If a permanent vacancy occurs on 2nd shift and the Company chooses to fill it, it shall be offered to day employees by company seniority in the same classification first. If there are no volunteers, then the 2nd shift vacancy shall be filled in accordance with Section 205 (Bid Process).
 - c) **Permanent vacancy on days:** If a permanent journeyman vacancy (retirement, bid-out, terminate, resign, etc.) of any classification occurs on days, the 2nd shift employees in the same classification shall be offered the vacant position in order of company seniority first. Any employee accepting this offer shall report to days prior to the beginning of any hiring process either internal or external. If there are no volunteers, then the day shift vacancy shall be filled in accordance with Section 205 (Bid Process).
 - d) **Temporary vacancy on 2nd shift:** If a temporary vacancy occurs on the 2nd shift and the Company chooses to fill it, it shall be filled through Section 208.16 (PAOT) or Section 212 (EOT) of the contract.
 - e) **Trades:** 2nd shift employees and day employees may be allowed to trade shifts as follows:
 - i. With greater than thirty days’ notice, and at no cost to the Company, a temporary trade between like classifications for a specific requested period, or a permanent trade, may be authorized.
 - ii. With less than thirty days’ notice, trades may be approved at the Company’s discretion.
- 4) **Shift Premium:** All employees assigned permanently to the 2nd shift shall receive the 2nd shift premium.
- 5) **Overtime:** Sections 208.16 and 212 of the contract apply to day and 2nd shifts equally.
- 6) **Vacation:** Section 111 of the contract applies to day and 2nd shifts equally.
- 7) **Training:** No apprentices shall be assigned to the 2nd shift except for training that cannot be received on the first (1st) shift per Section 202. 2nd shift employees shall attend training outside their normal work hours as follows:

- a) Employees who have been notified two (2) weeks in advance of a training start date:
 - i. If the training duration is one workday or less: the employee may opt to be assigned to a day schedule for the entire week or attend the training on overtime.
 - ii. If the training duration is greater than one workday: the employee may opt to be assigned to a day schedule for the entire workweek.
 - b) Employees who have not been notified two (2) weeks in advance of a training start date, shall not be required to change their work schedule to attend such training on straight time.
- 8) **Outage:** 2nd shift employees whose schedule changes for the outage shall receive shift change pay per Letter of Agreement 07-54 and Section 202.17.
- 9) **Maintenance Outage Windows (MOW):** 2nd shift employees who volunteer, are eligible (low hours PAOT), and are selected for an MOW, shall be assigned to one of the normal MOW crew schedules (Ex: Days 0630-1900 or Nights 1830-0630) and paid overtime outside their core hours. 2nd shift employees not assigned to one of the normal MOW crew schedules will not be forced to extend their regularly scheduled shift to work overtime to supplement a nightshift MOW crew.
- 10) **Cancellation:** This agreement may be cancelled by either party by giving sixty (60) days' notice.

This proposal has been discussed with Business Representative Patrick Duffy.

If you agree, 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: _____
 s/Robert Joga
 Robert Joga
 Senior Director and Chief
 Negotiator

The Union is in agreement.

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

_____, June 28, 2016

By: _____
 s/Tom Dalzell
 Tom Dalzell
 Business Manager

LIST OF DOCUMENTS/REASONS PROMPTING CHANGES

Document/Reference	Subject	Pages
2008 Settlement Package 10/31/08	Diablo Canyon Operations Department Proposal	21-41
LA 97-53, et al 4/14/97	Elimination of the Steam Generation Department through divestiture (AB 1890)	n/a
LA 05-13 8/2/05	Last update to the Line of Progression	n/a
Humboldt Bay Power Plant	Deleted job descriptions for Humboldt Bay Power Plant. HBPP no longer exists	n/a
Procedure	Deleted section Procedure for Filling Vacancies in Classifications Designated as "Traveling"	n/a
Traveling Maintenance	Deleted section Notes on Traveling Maintenance Crews	n/a
Traveling Maintenance	Deleted section Administrative Procedures for traveling Maintenance Assignments	n/a
Traveling Maintenance	Deleted section Traveling Maintenance Crew Employee Assignment Notification Exhibit A	n/a
Maintenance Hours	Deleted section Maintenance Hours and Days	n/a
Special Conditions	Deleted section Special Conditions Applicable to Diablo Canyon Power Plant	n/a
Shift Control Technician Shift	Deleted section Shift Control Technician Shift Schedule LA 86-14	n/a
Scheduling Requalification Training	Deleted section Requalification Training for Backshift Chemical and Radiation protection Technicians LA 86-70	n/a
Testing Provisions	Deleted section Testing Provisions for Maintenance Classifications Requiring Qualifying Examinations	n/a
Utilization of Relief Shift Employees	Deleted section Amendment to Labor Agreement Clarifications Titles 202, 205 and 206 Utilization of Relief Shift Employees	n/a
Division Steam Gen	Deleted section Division Steam Generation Department and Nuclear Power Generation Department Clerical	n/a
Tool List	Deleted Employee Provided Tool List	n/a
LA 91-156-PGE	Deleted	n/a
LA R2-85-137-PGE	Deleted (replaced with LA 16-20)	n/a
LA 87-112-PGE	Deleted	n/a
LA 86-14-PGE	Deleted	n/a

LA 89-209-PGE	Deleted	n/a
LA 91-20-PGE	Deleted	n/a
LA 91-61-PGE	Deleted	n/a
LA 91-80-PGE	Deleted	n/a
LA 91-119-PGE	Deleted	n/a
LA R1-93-16-PGE	Deleted	n/a
LA 92-36-PGE	Deleted	n/a
LA 92-56-PGE	Deleted	n/a
LA 92-88-PGE	Deleted	n/a
LA R2-89-123-PGE	Deleted	n/a
LA R2-85-137 5/8/86	Deleted	n/a
LA 89-187 12/8/89	Dosimetry & Decontamination Duties—Diablo Canyon	58
LA 97-126 11/18/97	Related Rigging	61
LA 98-73 9/11/98	Chemistry and Radiation Shift Technician Shift Schedule	63
LA 00-47 10/6/00	Establish Outage Working Foreman at DCPD	68
LA 02-43 10/24/02	Assign Roving Firewatch Duties to Any Physical BU Employee Who Has Received Training	70
LA 07-48 11/29/07	Revisions to Apprentice Electrician Training Program	71
LA 07-49 11/29/07	Revisions to Apprentice Machinist Training Program	72
LA R1-07-54 12/7/07	Refueling Outages at DCPD	73
LA 09-22 5/29/09	Fire Personnel at DCPD	84
LA 10-02 1/22/10	Work Schedules for Shift Control Technician and Relief at DCPD	93
LA 10-19 8/30/10	Revisions to Apprentice Mechanical Rigger Training Program	101
LA 11-14 5/19/11	Oversight Committee can Refer Revisions to DCPD Procedures to a Joint Ad Hoc Committee for Resolution	102

LA 12-21 6/4/12	Revisions to the Clerical Line of Progression at DCPD	103
LA 12-32 1/17/13	Convert CDLA to Hourly Wage Rate and Extend to Additional Classifications Covered in Agreement	107
LA 14-37 9/26/14	DCPD Chemistry and Radiation Protection Outage Agreement	113
LA 16-20 6/28/16	Establish a 2 nd shift in the Maintenance Department	120