



**Pacific Gas and
Electric Company**

LETTER AGREEMENT NO. 18-21-PGE

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS
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SUITE 130
WALNUT CREEK, CA 94598
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ROBERT JOGA
SENIOR DIRECTOR

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 11, 2018

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 cancels and supersedes Letter Agreement R-1-02-54-PGE. The Company proposes the following terms and conditions to establish work hours, shift schedules, and outage schedules for the following classifications assigned to support Operations shift scheduling at the Diablo Canyon Power Plant, collectively referred to as Control Room Assistants (CRAs) for the purposes of this agreement: Control Room Assistant (PIO) (50010131), and Administrative Specialists – Nuclear (50462906). This agreement also applies to any Senior Administrator – Nuclear (50462907) (SENIOR) assigned to support Operations shift scheduling. Employees covered by this agreement are not considered Shift or Service employees under the IBEW collective bargaining agreement (CBA).

1) Assignment

Up to six employees in the Admin Specialist or CRA classification may be assigned shift work in accordance with LA 12-21. For the purpose of this agreement, a minimum of three Admin Specialists and/or CRA's shall be assigned to support Operations. It is expected that the optimum staffing will be four employees, which may include a SENIOR.

2) Schedules

The Senior Administrator assigned to support Operations shift scheduling, will work the below four, 10-hour shift.

DAY SHIFT SENIOR MONDAY – THURSDAY 0600–1600

The **CRA** schedule will consist of the following three-week rotating schedule of four, 10-hour shifts. On any week with only two CRAs, the DAY SHIFT CRA (**SHIFT A**) and SWING SHIFT CRA (**SHIFT C**) will only be staffed.

DAY SHIFT CRA	TUESDAY – FRIDAY	0630 – 1630	(SHIFT A)
DAY SHIFT ADMIN CRA	MONDAY – THURSDAY	0630 – 1630	(SHIFT B)
SWING SHIFT CRA	MONDAY – THURSDAY	1200 – 2200	(SHIFT C)

3) **Schedule Vacancies**

- A. If a single temporary or permanent vacancy, of one week or greater is known ahead of time (Vacation, Sick, etc.) the DAY SHIFT CRA (**SHIFT A**) and SWING SHIFT CRA (**SHIFT C**) will be the only shifts staffed by the remaining CRAs for up to 30 days. After 30 days and at employee option, employees may revert back to the three (3) week rotation (Week-1 Shift A, week 2 Shift B, week 3 Shift C), and repeat the cycle until the minimum staffing is restored. Any such changes to an employee(s) schedule(s) to cover this vacancy shall be communicated prior to the end of their last regularly scheduled day, the week before the vacancy.
- B. If multiple temporary vacancies of one week each or greater are known ahead of time, SHIFT C will be staffed by the remaining CRA for up to 14 days. After 14 days and at employee option, employees may revert back to the three (3) week rotation (Week-1 Shift A, week 2 Shift B, week 3 Shift C), and repeat the cycle until the minimum staffing is restored. Any additional required coverage will be per the DCPP Clerical Prearranged Overtime agreement.
- C. If a temporary vacancy(s) of less than one week occurs, any vacant coverage which is required by the Company will be covered per 212 or 208 (DCPP Clerical Prearranged Overtime agreement between the Company and Union).

4) **Vacation/Sick** – Only one CRA will be scheduled for vacation at the same time during the early or annual vacation sign-up periods. Additional requests (blue slips, etc.) will be processed/approved per Operations' current policy. Schedules will be adjusted for whole weeks when vacancies are known. Schedules will not typically be adjusted for emergent sick calls.

5) **Shift Premium** – CRAs assigned to work the SWING SHIFT CRA schedule will receive 2nd Shift Premium.

6) **Holidays** – CRAs shall receive Holiday Pay in accordance with Section 103.7 of the CBA. The Shift Manager can prearrange overtime or utilize an emergency callout for coverage on holidays as needed.

7) **Outage Schedule:**

During scheduled refueling outages, the CRAs will be assigned to the following fixed schedules when the Operations Outage Shift Schedule is in effect:

The duration of the Outage Schedule will be one week prior to the Outage start date (Output Breaker Opening) and continue through the end of the Outage (Sunday following 50% power). If the Outage Schedule is cancelled for Operations shift personnel, the CRAs may be returned to their normal rotation schedule.

The SENIOR and CRAs are to be paid compensation for the first 4 regular workdays of the outage schedule (or any subsequent reassignment during the outage period) at the time and one-half rate in lieu of straight time.

DAY SHIFT SENIOR	MONDAY – FRIDAY	0600 – 1800 [Core Hours (CH) M-Th 0600-1600]	
DAY SHIFT CRA	MONDAY – FRIDAY	0700 – 1900 (CH M-Th 0700-1700)	(SHIFT D)
SWING SHIFT CRA	MONDAY – FRIDAY	1000 – 2200 (CH M-Th 1000-2000)	(SHIFT E)
NIGHT SHIFT CRA	MONDAY – FRIDAY	1900 – 0700 (CH M-Th 1900-0500)	(SHIFT F)

Management may offer an optional 6th day (12 hours) on either Saturday or Sunday depending upon operational needs.

On any week with only two CRAs, the SWING SHIFT CRA (**SHIFT E**) and NIGHT SHIFT CRA (**SHIFT F**)

will only be staffed. Schedules will be adjusted for whole weeks when vacancies are known. Schedules will not typically be adjusted for emergent sick calls.

The provisions of IBEW Letter Agreement 07-54 only applies to CRAs and the SENIOR assigned to support Operations shift scheduling when the Operations Outage Shift Schedule is not in effect.

Sunday Premium: While assigned to the outage schedule, a CRA who performs work on a Sunday will receive the Sunday Premium for all hours worked for the shift that starts on that Sunday.

Shift Premium: The CRAs assigned to SWING SHIFT or NIGHT SHIFT will receive 3rd Shift Premium.

8) **Modification** – This agreement may be modified by joint written agreement between the IBEW Business Representative and the local Labor Relations Representative.

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 AND ELECTRIC COMPANY

By: 

Robert Joga
Senior Director

The Union is in agreement.

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

October 24th, 2018

By: 

Tom Dalzell
Business Manager