



**Pacific Gas and
Electric Company**

LETTER AGREEMENT NO. 18-23-PGE

IBEW



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

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 25, 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:

The Company proposes the following terms and conditions to establish a second (2nd) shift in the Chemistry and Radiation Protection (C&RP) Department at Diablo Canyon Power Plant for the DCPD Decontamination (Decon) Specialist (50010387) classification.

- I. Each shift quarter will commence at 2400 hours the day ending the pay period. The quarter begin and end dates will coincide with the current C&RP Technician Shift Agreement (currently LA-98-73-PGE) or another locally agreed to quarterly schedule.
- II. Shift Positions:
 - a. One (1) Decon Specialist may be assigned to 2nd shift at the Company's discretion. Additional positions may be mutually agreed to between the Company and the Union.
- III. Shift Workweek/Hours:
 - a. Regular workweek/hours:
 - i. Monday – Thursday, 10-hour shift, 1600-0200
 - b. The following workweek/hours may be mutually agreed upon between the Company and the Union:
 - i. Tuesday – Friday, 10-hour shift, 1600-0200
 - ii. Monday – Thursday, 10-hour shift, 1400-2400
 - iii. Monday – Friday, 8-hour shift, 1600-2400

IV. Shift Selection

- a. Swing-shift selection/assignments: Beginning January 2017 all Decon Specialists will share equally in the rotation (voluntarily take turns) to fill the quarterly 2nd shift assignment. The shared responsibility will be tracked annually to ensure each employee stands at least one (1) 2nd shift before another employee who has already worked a 2nd shift assignment would be forced. New employees will be added into the obligation (per Section VI). Once each Decon Specialist has taken a turn, the process and rotation will begin again with the employees available at that time.
- b. By June 1st of each year a volunteer list will be posted to fill the four quarters for the following calendar year. In order of seniority, each employee may volunteer for one (1) quarter or pass (not select a quarter). This process continues once through each employee until the four quarters are filled or all employees have volunteered or passed. After the first round of selections, if all quarters are not filled, the volunteers who have selected a quarter may volunteer for additional quarter in the same seniority sequence. If there are still vacant quarters, the vacancy will be assigned in order of reverse seniority of Decon Specialists who have not already stood a quarter of 2nd shift going back to January 2017. By July 1st, the list will be posted with the 2nd shift assignments for the four (4) quarters of the following calendar year.

V. Filling 2nd Shift Vacancies

- a. Long term vacancy (defined as 2 weeks or more) may be filled at the Company's discretion. The vacancy shall be filled as follows:
 - i. Volunteer by seniority. If no volunteer, vacancy will be filled using reverse seniority.
- b. Temporary vacancy (defined as less than 2 weeks) may be filled at the Company's discretion. The vacancy shall be filled in accordance with section 208.16 or 212 as applicable.

VI. New Employees

- a. A new employee is one who is added to the Decon Specialist classification via bidding (205), demotion (206), or a new hire.
- b. New employees may be excluded from shift selection for up to 6 months to complete training/qualification. After completion of 6 months, the new employee shall be subject to the shift selection process.
- c. New employees who are hired prior/during the shift selection process shall be subject to the shift selection process for all shifts after which such employee will have attained 6 months of service.

VII. Shift Premium: All employees assigned to the 2nd shift shall receive the 2nd shift premium.

VIII. Overtime: Sections 208.16, the C&RP PAOT Administrative Policy, and 212 of the contract apply to day and 2nd shifts equally.

IX. Vacation: Section 111 of the contract applies to day and 2nd shifts equally.

X. Training: 2nd shift employees required to attend training outside of their regular work hours will be provided a minimum of seven (7) calendar days advance notice. If the training

duration is one (1) day or less the employee will attend the training on overtime. If the training duration is greater than one (1) workday but less than one (1) workweek, the employee will be assigned to a day schedule for the duration of the training. In these instances, the employee may request to be assigned to a day schedule for the entire workweek, subject to supervisor approval. If seven (7) calendar days notice is not provided, the employee shall be provided overtime for the first four (4) days of training for hours worked outside their regular work hours, in accordance with 202.17(b).

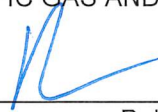
- XI. Outage: 2nd shift employees whose schedule changes for the outage shall receive shift change pay for hours outside their core hours, per Letter of Agreement 14-37 and Section 202.17.
- XII. ISFSI: 2nd shift employees whose schedule changes for the ISFSI shall receive shift change pay for hours outside their core hours, per Letter of Agreement 16-27 and Section 202.17.
- XIII. Cancellation: This agreement may be canceled by either party by giving written notice sixty (60) days in advance.

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: _____

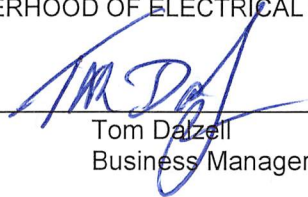


Robert Joga
Senior Director

The Union is in agreement.

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

By: _____



Tom Dalzell
Business Manager

November 1st, 2018