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PACIFIC GAS AND ELECTRIC COMPANY

PG&E + 245 MARKET STREET • SAN FRANCISCO, CALIFORNIA 94106 • (415) 781-4211

June 27, 1968

Local Union No. 1245  
International Brotherhood of  
Electrical Workers, AFL-CIO  
1918 Grove Street  
Oakland, California 94612

Attention: Mr. Ronald T. Weakley, Business Manager

Gentlemen:

This letter supersedes our proposed letter agreement dated April 4, 1968 with respect to the procedure for staffing new steam generation units.

Company proposes to amend Exhibit VI-B - Job Definitions and Lines of Progression - Division Steam Generation Departments, by the addition of the attached procedure for staffing new steam generation units, following Page 13 of the Exhibit.

The proposal substantially follows the Union's draft dated June 21, 1966, with the exception of the provision for the manning of Unit 1 at Diablo Canyon. This provision should fulfill our obligation to the employees at Humboldt Bay Power Plant.

If you are in accord with the foregoing proposal and the attachment 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 [Signature]  
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

July 8, 1968

By [Signature]  
Business Manager

## PROCEDURE FOR STAFFING NEW STEAM GENERATION UNITS

When, as a result of the construction of new steam electric generating units it becomes necessary to fill new operating job vacancies, the award system described below will be used.

### A. New units at existing power plants:

1. 50 percent of the new operating job vacancies will be awarded under the conventional bid consideration sequence to qualified employees within the plant. (For the initial manning of Unit #1 at Diablo Canyon Power Plant, employees assigned to Unit #3 at Humboldt Bay Power Plant shall be considered as in Diablo Canyon.)
2. 50 percent of such initial operating job vacancies will be awarded provisionally under the bid consideration sequence to employees from among all steam power plants on the Company's system, including the plant in which such initial job vacancies exist and without consideration of Division boundaries.

### B. New power plants:

All initial job vacancies will be awarded provisionally under the bid consideration sequence to employees from among all steam power plants on the Company's system without consideration of Division boundaries, provided that no more than 25 percent of the employees awarded vacancies in any classification in a new plant shall come from Group II plants.

### C. Lines of Progression:

For purposes of this procedure, the operating line of progression is from Auxiliary Operator (including Senior Auxiliary Operator, Turbine Tender and Operator-Repairman) to Assistant Control Operator (including Water Tender and Assistant Power Plant Operator), to Control Operator (including Power Plant Operator), to Senior Control Operator (including Watch Engineer).

### D. Provisional awards:

When a new unit is manned, an award which is made in accordance with the special provisions outlined in Section A(2) or B above will be made on a provisional basis; that is, the award will be subject to the employees successfully completing the training period. An employee provisionally awarded an operating job will be treated as though he was on temporary assignment under the applicable terms of the Agreement and his job at his former headquarters will not be posted for bid until such time as he is regularly awarded the job at the new unit.