



# LETTER AGREEMENT No.



Pacific Gas and Electric Company  
Industrial Relations Department  
215 Market Street  
San Francisco, California 94106  
[415] 973-1125

91-156-PGE

International Brotherhood of  
Electrical Workers, AFL-CIO  
Local Union 1245, IBEW  
P.O. Box 4790  
Walnut Creek, California 94596  
[415] 933-6060

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Ronald L. Bailey, Manager or  
David J. Bergman, Director and Chief Negotiator

Jack McNally, Business Manager

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September 27, 1991

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:

This proposed Letter Agreement which pertains to the Chemistry and Radiation Protection Department shift schedule at Diablo Canyon Nuclear Power Plant cancels and supersedes Letter Agreement 86-100-PGE. This proposal is in accordance with Subsection 202.16(b) of the Physical Agreement.

### CHEMICAL AND RADIATION PROTECTION TECHNICIAN SHIFT SCHEDULE

1. Each shift quarter will commence at 2400 hours, Thursday ending the day period prior to the start of classes for each school quarter at California Polytechnic State University, San Luis Obispo.
2. 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.
    - (2) The shift workweek schedule for the ANSI shift positions shall be as follows:

	SU	MO	TU	WE	TH	FR	SA	SU	MO	TU	WE	TH	FR	SA
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
<u>Workweek 3</u>	X	X	X	X	X	O	O	X	X	X	X	X	O	O
<u>Workweek 3A</u>	O	O	X	X	X	X	X	O	O	X	X	X	X	X

b. Additional Shift Positions

- (1) The Chemical and Radiation Protection Technicians assigned to these positions must be qualified for the assignment. In no case shall the total number of technicians assigned to backshifts exceed [19] 17. (Excluding the six Technicians under 2.a. herein.)
  - (2) The workweeks described in 2.a.(2) or a Monday-Friday workweek schedule may be used when establishing these additional backshift positions.
  - (3) No more than [~~eight~~] ten of the remaining day shift positions will be required to work a 10-4 schedule.
- 3.a. [A meeting will be held every third quarter to fill the job assignments for the upcoming three quarters as defined in Section 1. This meeting shall be held prior to the Computer Assisted Registration (CAR) date at California Polytechnic State University during the quarter before the new schedule.] On an annual basis, the Company shall post the job assignments for shift and non-shift positions to be selected each quarter by shift and workweek. These positions shall be filled in order of seniority with each technician making a single selection for the quarter, shift, and workweek. After all the technicians have made the selection, the list will be again routed until all the positions are filled. A shift technician may choose any shift and workweek not already filled.

- 3.b. In the event a technician selects a 0000-0800 shift, immediately following a 1600-2400 shift and these selections have neither the final Thursday of the 1600-2400 nor the first Friday of the 0000-0800 shift as non-workdays, the technician may elect to work the two consecutive shifts, or the technician may use a floater or vacation day on the Friday shift, or the technician's first non-workday of the new 0000-0800 shall be moved the first day (Friday) of the new 0000-0800 shift, this day shall be without pay, and the technician will work one of his next non-workdays.
4. Shift technicians, other than those required for any of the shift positions described above, may (with the Company's agreement) work any of the [10-4] shift workweek schedules [on any shift]. If agreement cannot be reached, technicians shall work a 0800-1600 Monday through Friday workweek or the agreed to workweek for shift employees.
5. The two relief positions shall be filled by qualified shift technicians. If the Relief position can not be filled pursuant to Section 205, then the assignment will be posted for selection on the annual shift sign-up list. If a Relief position comes open during the year, the assignment will be rotated quarterly to the least senior qualified Shift Technician in the 5-2 day shift pool at that time. [If there are no volunteers, bids, transfers, or new hires for the relief position, the assignment will be rotated to the least senior, qualified technician at that time.]

[The relief workweek schedule will be selected from either of the following with agreement of the technician and Company:

	<u>Day of the Week</u>													
	SU	MO	TU	WE	TH	FR	SA	SU	MO	TU	WE	TH	FR	SA
<b>Relief</b>														
<b>Workweek #1</b>	X	X	X	X	X	O	O	O	O	X	X	X	X	X
<b>Relief</b>														
<b>Workweek #2</b>	O	X	X	X	X	X	O	O	X	X	X	X	X	O

If agreement cannot be reached, one relief technician shall work each of the two workweeks. The senior relief technician may select the workweek of his choice.]

The relief workweek will be selected from workweek schedule 1, 1a, or 5 & 2 Monday through Friday with the agreement of the technician and the Company. If an agreement cannot be reached, one relief technician shall work a 10 & 4 schedule and one a 5 & 2 schedule. The senior relief technician may select the workweek of his/her choice.

- 6. If a permanent vacancy occurs in shift positions as described in Section 2, and the Company elects to fill this vacancy, it shall do so by assignment of the least senior, qualified Chemical and Radiation Protection Technician not filling an established shift position.
- 7. The time accrued in the specific disciplines of Chemical or Radiation Protection shall count one month for one month toward ANSI qualification. After the shift and workweek selections have been completed, qualified technicians may volunteer, by seniority, for general assignments of Chemical and Radiation Protection (with Company approval), but must spend at least one quarter per calendar year in each discipline. Time accrued in the ANSI shift positions shall be accounted as 50 percent toward each discipline.
- 8. The Company shall maintain 13 Traveling Chemical and Radiation Protection Technician positions. If a permanent vacancy occurs, it will be filled by established job bidding procedure.
- 9. Shift Chemistry and Radiation Protection Technicians may be rescheduled to work other than their regular work hours and workweeks in accordance with the provisions of Section 202.17 and its clarifications.

Section 202.17 can be applied only when the work to be performed falls within one of the categories listed in sub-paragraphs (a), (b), (c), or (d) of the Section and during a refueling outage or overhaul of either or both units.

10. **[Deleted]**

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

[12] 11. 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 by signing 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   
Director and Chief Negotiator

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

Dec 9, 1991

By   
Business Manager