



# LETTER AGREEMENT

No. 91-168-PGE



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

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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October 23, 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:

Pursuant to Subsection 204.4(b) of the Physical Agreement and in accordance with Fact Finding Case No. 4964-91-64 (22NPG-426-91-18), the Company proposes to establish the following classification in the Operations Department at Diablo Canyon Power Plant for Evie Lawrence:

XXXX Utility Worker - Operations Department, DCPD (Incumbent Only)

An employee whose principal duty consists of assisting in the design, production, installation on structures, and control of signs and labels. This involves the use of various computer programs and power equipment.

Beginner's classification

Wage Rate 1991

Start	486.60
End 6 Mo.	534.25
End 1 Yr.	581.75
End 18 Mo.	629.25

There are no pre-employment testing requirements for this position. Ms. Lawrence will be required to pass the appropriate test to bid or transfer to other classifications.

If you are in accord with the foregoing and attachment 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   
Director and Chief Negotiator

The Union is in accord with the foregoing and attachment 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

NUCLEAR POWER GENERATION  
DIABLO CANYON POWER PLANT  
FACT FINDING CASE NO. 4964-91-64  
GRIEVANCE NO. 22NPG-426-91-18

SUBJECT

Whether the Company violated the Agreement, in an attempt to avoid granting regular status, by laying off temporary additional employees and rehiring them as agency employees, and visa versa.

DISCUSSION

On August 2, 1991, the Fact Finding Committee, comprised of Ken Ball, Sr. Business Representative; Mike Haentjens, Business Representative; Joe DeMartini, Sr. Labor Relations Representative; and Cher Anthony, Human Resources Representative; met to discuss the case.

The Committee reviewed the Joint Statement of Facts and determined it was accurate.

Two temporary additional Materialsmen, Leslie Krovious and Janet Mitchell, were laid off on December 7, 1990 and rehired as agency employees on January 14, 1991 performing similar work. Evie Lawrence, an agency employee assigned to assist in the design, production, installation, and control of signs and labels, was laid off on January 6, 1991 and rehired on January 21, 1991 as a temporary additional Utility Plant Clerk performing the same work.

At issue with Msses. Krovious and Mitchell was whether they were laid off and rehired as agency employees to avoid granting regular status. At issue with Ms. Lawrence is whether she has been performing bargaining unit work as an agency employee in excess of 90 calendar days in violation of Review Committee Decision 1637.

DECISION

Ms. Krovious and Mitchell were hired as temporary employees to fill temporarily vacant established positions. They were laid off when those assignments ended. They were rehired in January as agency employees to support an outage. All Materials personnel hired to support the outage were agency employees. Based on these facts, the Committee agreed that no violation of the agreement occurred.

With regard to Ms. Lawrence, the Committee reviewed the work she has been assigned and agreed that it was work which did not fall within any classification listed under Title 600 of the Agreement. To settle this grievance the Company agreed to submit a letter agreement to the Union to establish an incumbent only classification which reflects the proper wage and responsibilities of the work she is performing. If such a classification is established, Ms. Lawrence will be placed in the classification with retroactive service to January 21, 1991, the date she was hired as a temporary additional Utility Plant Clerk.

Memorandum of Disposition  
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On that basis, this case is settled without prejudice to either party's position, unless agreement on the incumbent only position is not reached. If agreement is not reached, this case will be considered open and returned to the Fact Finding Committee for resolution.

Kenneth A. Ball  
Ken Ball, Union Member

Concur/Dissent

10-14-91

Date

Mike Haentjens  
Mike Haentjens, Union Member

Concur/~~Dissent~~

10-15-91

Date

Joe DeMartini  
Joe DeMartini, Company Member

Concur/Dissent

10/14/91

Date

Cher Anthony  
Cher Anthony, Company Member

Concur/Dissent

9/26/91

Date