



LETTER AGREEMENT

No. 92-114-PGE



Pacific Gas and Electric Company
Industrial Relations Department
201 Mission Street, 1513A
San Francisco, California 94105
[415] 973-3420

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

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

Jack McNally, Business Manager

August 5, 1992

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 202.16(b) of the Physical Agreement, Company proposes to establish the following schedule for Chemical and Radiation Protection personnel for the fifth refueling outages of Units 1 and 2 at the Diablo Canyon Power Plant:

I. Standard work week and work hours

A. Work Week

1. Chemical and Radiation Protection personnel will normally be scheduled to work a six-day workweek (Monday-Saturday or Sunday-Friday).
2. A minimum number of employees will be scheduled to work during periods of low weekend work activity. This will provide the opportunity for an occasional two-day weekend.

B. Work Hours - C&RP personnel assigned to the Radiation Protection Department

1. Radiation Protection personnel will be assigned to one of four basic 10-hour shifts.

a. Day Shift

- 1) - 1630*
- 2) - 1730*

*Note: Add 1/2 hour for non-shift employees

b. Night Shift

1) - 0430

2) - 0530

C. Work Hours - C&RP personnel assigned to the Chemistry Department

1. Chemistry personnel will be assigned to one of two basic 12-hour shifts.

a. Day Shift

1) - 1830*

*Note: Add 1/2 hour for non-shift employees

b. Night Shift

1) - 0630

D. Core hours for the day shift will be from 0800 to 1600 (1630 for non-shift employees) and from 2000 to 0400 for the night shift.

E. Additional hours will be scheduled as necessary to provide 24 hour coverage of critical work.

F. Employees whose hours have been changed in accordance with this agreement will be entitled to overtime compensation for all work performed outside of their regular hours for the first four workdays of the situation.

G. This hours change may be implemented up to two weeks prior to the scheduled outage start date.

II. Administration of Benefits

A. Meals: Paid meals will be provided for as specified in Title 104 of the Agreement. Personnel who are entitled to a meal at the end of their shift will be given the option of taking the meal upon dismissal from work.

B. Travel Time: Travel time will be provided as specified in Title 208 of the Agreement.

III. Use of Contractors

- A. The intent of this policy is to provide PG&E personnel with first priority over contractors for overtime work.
- B. Scheduling "extra" overtime hours
 - 1. PG&E personnel who desire extended overtime shall make their preferences known at least one week in advance.
 - 2. The Foreman will preferentially schedule their personnel for additional overtime during the following week.
- C. Special cases not conforming to III A & B
 - 1. Scheduling Steam Generator crews or other similar "specialized" crews.
 - 2. Hold over to maintain job continuity.

This proposal has been reviewed by the local Business Representative.

Either party may cancel this agreement with 60 days written notice.

If you are in accord with the foregoing and agree thereto, please so indicate in the space provided below and return one executed copy of this letter to the Company.

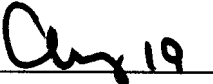
Very truly yours,

PACIFIC GAS & ELECTRIC COMPANY

By 
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

, 1992

By 
Business Manager