



LETTER AGREEMENT

No. 92-56-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

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

Jack McNally, Business Manager

April 14, 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:

During the last outage at the Diablo Canyon Power Plant, the Company hired over 300 outage workers as temporary additional employees under the provisions of Letter Agreement R3-91-20. These were primarily semi-skilled employees with little or no nuclear experience performing work normally performed by PG&E employees in beginning level classifications.

The Company also used over 200 contract agency employees to supplement its normal workforce to perform skilled technical work in the Radiation Protection, Electrical Maintenance and Instrumentation and Controls departments. For the most part these were experienced nuclear workers employed by contract firms specializing in providing outage labor.

Beginning with the 1R5 outage scheduled to start September 15, 1992, Company proposes that the Nuclear Power Generation (NPG) Business Unit hire the technicians performing skilled technical work in the Radiation Protection, Electrical Maintenance and Instrumentation and Controls departments as temporary additional employees under the conditions specified in the Section titled, "OTHER CLASSIFICATIONS" in Letter Agreement R3-91-20. Further, the Company proposes that this agreement be expanded to include Instrumentation and Controls Department technicians hired by ENCON to perform work in support of the outages at the Diablo Canyon Power Plant. The application to ENCON would apply only after utilizing ENCON employees to the extent practicable given ENCON commitments to other projects.

Because outage workers hired as temporary additional employees under Letter Agreement R3-91-20 support plant activities 7 days per week, 24 hours per day, their basic workweek of five consecutive days may begin or end on any day of the week and at any hour of the day. Furthermore, the workday of such employees who are scheduled to report to work between 12 o'clock noon and 1:00 a.m. inclusive shall consist of eight consecutive hours.

This agreement may be cancelled by either party with at least 60 days written notice prior to the commencement of an outage at the Diablo Canyon Power Plant.

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.

Yours very truly,

PACIFIC GAS AND ELECTRIC COMPANY

By R. I. Bailey
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

April 28, 1992

By [Signature]
Business Manager