



# LETTER AGREEMENT

No.

92-87-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

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

Jack McNally, Business Manager

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June 16, 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:

Security procedures at the Diablo Canyon Power Plant require the revocation of unescorted security access of employees who are absent from work for extended periods of time. Upon returning to work, such employees must successfully complete the pre-access drug and alcohol screen if the duration of suspended access was greater than 60 calendar days.

Section 5.11.2 of the Nuclear Power Generation (NPG) Fitness for Duty Program Policy provides that employees who test confirmed positive for either drugs or alcohol on the pre-access screen may not be granted access for a minimum of 6 months.

Company proposes to revise Section 5.11.2 so that the sanctions for these situations will be consistent with those for a confirmed positive on the random screen, i.e. suspension for a minimum of 14 calendar days and after release by the Medical Review Officer (MRO). To accomplish this, Company proposes that the following note be added to Section 5.11.2:

"NOTE: A PG&E employee whose unescorted security access has been placed on inactive status for greater than 60 calendar days, will be required, as part of the normal procedure for regaining access, to successfully complete the pre-access drug and alcohol screen. A confirmed positive test for drugs or alcohol on this screen will result in sanctions as described in Section 5.2 of this procedure."

On another issue, Company proposes to add language to Section 5.8, Medical Review Officer, to further clarify the MRO's responsibilities. The justification for this additional language may be found in Subsection 26.27 (b) of NRC regulation 10 CFR Part 26, "Fitness for Duty Programs."

"5.8.4. Impaired workers, or those whose fitness may be questionable, shall be removed or made ineligible from activities within the scope of 10CFR26, and may be returned only after determined to be fit by the MRO to safely and competently perform activities within the scope of this program."

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   
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 30, 1992

By   
Business Manager