



**LETTER AGREEMENT
NO. 95-111-PGE**

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
INDUSTRIAL RELATIONS DEPARTMENT
201 MISSION STREET, ROOM 1513A
MAIL CODE P15A
P.O. BOX 770000
SAN FRANCISCO, CALIFORNIA 94177
(415) 973-3425

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
P.O. BOX 4790
WALNUT CREEK, CALIFORNIA 94596
(510) 933-6060

MEL BRADLEY, MANAGER OR
DAVID J. BERGMAN, DIRECTOR AND CHIEF NEGOTIATOR

JACK MCNALLY, BUSINESS MANAGER

August 31, 1995

Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P.O. Box 4790
Walnut Creek, CA 94598

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

Letter Agreement 95-49 established an outage incentive program for the seventh refueling outage of Unit 1 (1R7) at the Diablo Canyon Power Plant. The 1R7 outage is scheduled to begin September 30, 1995. The 1R7 outage incentive program is similar to previous programs with the exception that it provides a monetary award instead of additional paid time off. In past outage incentive programs, the award consisted of paid time off which the employee had the option of selling back to the Company.

After further reflection and discussion, Company proposes to modify Letter Agreement 95-49 to once again allow employees the option of receiving paid time off or the equivalent in pay. Company proposes that this be accomplished in the following manner:

1. Employees have 2 weeks following the announcement of the award to elect to receive the paid time off award instead of the equivalent monetary award. Employees who do not request to receive the paid time off award by the end of the two week period will receive the equivalent monetary award.
2. Employees who elect the paid time off award must use such additional paid time off before any current vacation under Title 111 of the Agreement.
3. Any additional paid time off earned under this program which is not used by December 31, 1996 will be eliminated.

This proposal will apply to employees in regularly authorized positions. Employees hired as temporary additional outage workers will be eligible for the monetary award only. All other provisions of Letter Agreement 95-49 will remain in effect.

Local Union No. 1245, IBEW

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If you are in accord with the foregoing and agree thereto, please so indicate in the space provided 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 agrees thereto as of the date hereof.

Oct 10, 1995

By: 
Business Manager