



LETTER AGREEMENT NO. 95-141-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

November 1, 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:

Pursuant to Subsection 202.16(b) of the Physical Agreement, Company proposes to establish the following schedule for Chemical and Radiation Protection personnel during the Diablo Canyon seventh refueling outages for Unit 1 and Unit 2:

I. Standard work week and work hours

A. Work Week

1. Chemical and Radiation Protection personnel will normally be scheduled to work a five-day workweek (Sunday-Thursday or Tuesday-Saturday).
 - a. Those individuals assigned a 4-10 schedule for the Fourth Quarter, 1995 will be assigned a 4-10 schedule either Monday-Thursday or Tuesday-Friday.
 - b. Those individuals assigned an 8-hour shift schedule in the Fourth Quarter, 1995 will be assigned either a workweek 3 (Sunday-Thursday) or workweek 3A (Tuesday-Saturday) as specified in Letter Agreement 91-156-PGE.
2. A minimum number of employees will be scheduled to work during periods of low weekend work activity.

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

a. Day Shift: 0630 - 1630* or 0730 - 1730*

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

b. Night Shift: 1830 - 0430 or 1930 - 0530

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

1. Chemistry personnel will be assigned to one of two basic 10-hour shifts.

a. Day Shift: 0630 - 1630*

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

b. Night Shift: 1830 - 0430

D. Core hours will be as follows:

1. Those individuals assigned a 4-10 schedule for the Fourth Quarter, 1995 will remain on the 4-10 core hours, 0630-1630 (1700 for non-shift employees).

2. Those individuals assigned a day shift schedule for the Fourth Quarter, 1995 will remain on the day schedule core hours, 0800-1600.

3. Those individuals assigned a 2nd or 3rd shift schedule for the Fourth Quarter, 1995 will assume a 2000-0400 core hours.

4. Those individuals assigned to a day 4-10 schedule for the Fourth Quarter, 1995 but will be reassigned to a back shift, will assume a 1830-0430.

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. Personnel assigned to the 1830-0430 or 2000-0400 core hours will be entitled to 3rd shift premium.

H. 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 Outage Temporary Additional

A. The intent of this policy is to provide PG&E personnel with first priority over temporary additional for overtime work.

B. PG&E personnel will be assigned "extra" overtime in accordance with the local agreement.

C. Special cases not conforming to A and B above:

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 and return one executed copy of this letter to the Company.

Very truly yours,

PACIFIC GAS & ELECTRIC COMPANY

By: John C. Hoff for David Bugman
Chief Negotiator

The Union is in accord with the foregoing and agrees thereto as of the date hereof.

Nov 4, 1995

By: Jack Michen
Business Manager