



LETTER AGREEMENT NO. R-1-02-54-PGE



PACIFIC GAS AND ELECTRIC COMPANY
INDUSTRIAL RELATIONS DEPARTMENT
2850 SHADELANDS DRIVE, SUITE 100
WALNUT CREEK, CALIFORNIA 94598
(925) 974-4104

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
P.O. BOX 4790
WALNUT CREEK, CALIFORNIA 94596
925-933-6060

STEPHEN A. RAYBURN,
DIRECTOR AND CHIEF NEGOTIATOR

PERRY ZIMMERMAN,
BUSINESS MANAGER

January 31, 2003

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

Attention: Mr. Perry Zimmerman, Business Manager

Dear Mr. Zimmerman:

The Company proposes to change the work hours, shift schedule and wage schedule of the (0301) Control Room Assistant (CRA) classification headquartered at the Diablo Canyon Power Plant.

Wage Schedule - 2002

0301 Control Room Assistant

Start	862.35
End 6 Mo	925.15
End 1 Yr	952.15
End 18 Mo	989.45
End 2 Yr	1008.80
End 30 Mo	1035.85
End 3 Yr	1068.50
End 42 Mo	1085.75

Staffing

Regular staffing for the CRA position under this letter of agreement will be a minimum of three employees to be scheduled as noted below. It is expected that the optimum staffing will be three employees. No employee will be displaced from the CRA position as a result of this agreement.

Rotation and Schedule

- The schedule will consist of a three-week rotating shift.
- When only two shifts are covered, they will consist of Shift Week B and Shift Week C.
- During any periods when four CRAs are staffed, the rotation will be four weeks. The sequence will be Shift Week A, Shift Week B, Shift Week B, Shift Week C.
- One CRA may volunteer to work a permanent Shift Week C and one CRA may volunteer to work a permanent Shift Work A. If there are no volunteers or if there is more than one volunteer, the three-week rotation will be implemented.

The rotation and schedule will be as follows:

Shift Week	Start	End	Duration	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
A	06:30	16:30	10 Hour	X	A	A	A	A	X	X
B	06:30	16:30	10 Hour	X	X	B	B	B	B	X
C	13:00	21:00	8 Hour	X	C	C	C	C	C	X

Overtime

Overtime will be in accordance with Title 208 and applicable local agreements.

Holidays

Holidays will be in accordance with Title 103 and applicable generic 10-hour agreement.

Meals

Meals will be in accordance with Section 104.13, Shift Employees.

If agreed to, Company may cancel the Staffing and Rotation and Schedule portions of this agreement with 30 days advance notice. If this occurs, the 0301 Control Room Assistant classification will revert back to the schedule contained in Letter Agreement 89-209.

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

Very truly yours,


PACIFIC GAS & ELECTRIC COMPANY

By: 
Stephen A. Rayburn
Director and Chief Negotiator

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

LOCAL UNION NO. 1245, INTERNATIONAL
BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO

Feb 6, 2003

By: 
Perry Zimmerman
Business Manager