



# LETTER AGREEMENT NO. R1-03-27-PGE



PACIFIC GAS AND ELECTRIC COMPANY  
INDUSTRIAL RELATIONS DEPARTMENT  
2850 SHADELANDS DRIVE, SUITE 100  
WALNUT CREEK, CALIFORNIA 94598  
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INTERNATIONAL BROTHERHOOD OF  
ELECTRICAL WORKERS, AFL-CIO  
LOCAL UNION 1245, I.B.E.W.  
P.O. BOX 2547  
VACAVILLE, CALIFORNIA 95696  
(707) 452-2700

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STEPHEN A. RAYBURN,  
DIRECTOR AND CHIEF NEGOTIATOR

PERRY ZIMMERMAN,  
BUSINESS MANAGER

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October 8, 2003

Local Union No. 1245  
International Brotherhood of  
Electrical Workers, AFL-CIO  
P.O. Box 2547  
Vacaville, CA 95696

Attention: Mr. Perry Zimmerman, Business Manager

Gentlemen:

The Union and Company have signed a number of Letter Agreements, R1-01-59, 97-15, R1-96-97, 96-56 and 95-123, that allowed Humboldt Bay Power Plant to hire Outage Decontamination Specialists as temporary employees on an as-needed basis. When the agreements were originally signed, it was anticipated that these employees would be needed for as projects occurred.

As the Company projects the work and time needed to decommission HBPP, it is estimated that the need for these employees will continue for the next eight years or possibly longer depending on regulatory delays.

HBPP currently has two temporary employees performing this work. These employees are Faron Tsosie and Maximillian Anthony. It appears to be inappropriate to continue to employ these two employees under the previous Letter Agreements.

The Company proposes to establish the following classification pursuant to Section 204.4 of the Physical Agreement and to place the incumbent employees into the newly created classification.

The proposal is as follows:

1. The classification of (2369) Deconner (HBPP) will be established with a job description and wage schedule as follows.
2. Faron Tsosie and Maximillian Anthony will be appointed to the new position at the top rate of pay. These two employees will not be required to pass the entrance exams for this position, but must meet the testing requirements in order to move to any other position. Any future vacancies will be filled in accordance with the provisions of Title 205 of the Physical Agreement. Since these employees have been in their current positions for a long period of time, they will be considered regular employees and as having passed their probationary period.
3. Employees must successfully complete the physical pre-employment testing requirement, Arithmetic Computation Test (ACT) and a knowledge-based entrance examination to be considered qualified for job award under Title 205 of the Physical Agreement. The parties will develop the entrance examination within 120 days from the signing date of the agreement. Employees may take the ACT and the entrance examination as follows:

1st testing - upon employee's request or employee is the otherwise successful bidder to an authorized vacancy.

2nd testing - three months, or thereafter, following the date of the first testing.

3rd testing - six months, or thereafter, following the date of the second testing.

- 4. Letter Agreement 96-97 will remain in effect and may be used to hire additional temporary workers.
- 5. If these employees are temporarily assigned to DCPD for outage work they will be paid at the 2368 Decontamination Specialist rate of pay.

**2369 Deconner (HBPP)**

An employee who, with or without direct supervision, implements the physical aspects of the Radiation Contamination Control Program including decontaminating spaces, tools and equipment, and constructing containment areas and devices. Will be required to operate the drum compactor. Will be required to operate portable radiation survey instruments for incidental survey and release of material from Radiological Controlled Area (RCA's) in the performance of their duties. Will be required to prepare hazardous waste samples for radiological contamination determination. Performs duties, in accordance with plant procedures, demonstrating regulatory compliance such as housekeeping, radioactive waste collection and packaging, dewatering procedures for sumps and dikes, loading of transport vehicles, and hazardous spill cleanup. Must pass any required hazardous waste training courses. Must be HazWoper qualified, will be required to wear a respirator in the performance of some of their duties. Duties may include scaffold building up to 15 feet, for non-life supporting situations, incidental painting in the RCA only, rigging, issuing lapel air samplers, operation of RCA cranes, and issuing, inspecting and maintaining respirators in support of Radiation Protection (RP) activities.

Next Lower Classification

0944 Utility Worker  
0946 Trv. Utility Worker

Same or Higher Classifications

1505 Radiation and Process Monitor (HBPP)  
1506 Trv. Radiation and Process Monitor (HBPP)

Wage Rate - 2002

Start	928.30
End 6 Mo	951.55
End 1 Yr	975.35
End 18 Mo	999.75
End 2 Yr	1024.75

RLOP

May demote to:

0944 Utility Worker  
0946 Trv. Utility Worker

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: \_\_\_\_\_

  
Stephen A. Rayburn  
Director and Chief Negotiator

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

By: \_\_\_\_\_

  
Perry Zimmerman  
Business Manager

Oct 30, 2003