



LETTER AGREEMENT

No. R1-94-27-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

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

Jack McNally, Business Manager

August 18, 1994

Pacific Gas and Electric Company
Industrial Relations Department
201 Mission Street, 1513A
San Francisco, CA 94105

Attention: Mr. Ronald Bailey, Manager

Gentlemen:

As a result of Ms. Doris Spingola's suggestion for changes dated June 23, 1994, this letter cancels and supersedes our letter dated March 23, 1994.

Attached is a proposed update of job definitions and lines of progression for Section 600.3, Exhibit VI-B, Division Steam Generation Department and Nuclear Power Generation Department - Electrical, Mechanical, and Technical Maintenance including Clerical.

- Changes are as a result of 1990 negotiations settlement, letters of agreement numbers 88-46, 89-217, 90-8, 92-11, 92-37, and 93-35.
- "Administrative Procedures for Traveling Maintenance Assignment" is added per letter of I. W. Bonbright dated 1/2/3/79 to J.J. Wilder.
- LA 86-100 is deleted and replaced by LA 91-156.
- Firewatch Department and 0547 Firewatch - DCP (Relief) job definitions are added per LA R3-94-36.
- Control Room Assistant - DCP Hours of Work is deleted and superseded by LA 89-209 which is added.

Some letter of agreements are added, such as:

- LA 89-123 - Scheduling of Employees for Emergency Overtime at DCP
- LA 89-187 - Assignment of Dosimetry and Decontamination Duties at Diablo Canyon Power Plant
- LA 89-209 - DCP 12-Hour Rotating Shift Schedule for Operations Department

- LA 91-20 - Temporary Additional Employees' Provisions During Outage at DCPD
- LA 91-61 - Diablo Canyon Power Plant Employee Health and Fitness Program
- LA 91-80 - Steam Generation Employee Physical Fitness Program
- LA 91-119 - Employee's Participation Program at Work Locations within NPG Business Unit
- LA 92-36 - Guidelines on the Use of Vanpools within NPG Business Unit at the DCPD
- LA 92-56 - Additional Conditions on LA 91-20.
- LA 93-16 - Rehire Rights of Temporary Additional Employees During Outage Work at DCPD
- LA 92-88 - Scheduling Assistant's Shift Rotation schedule.

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

Very truly yours,

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

By: Jack McKinley
Business Manager

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

PACIFIC GAS AND ELECTRIC COMPANY

Aug. 30, 1994

By: R. I. Baird
Manager

Attachment: a/s

:lm

**PACIFIC GAS AND ELECTRIC COMPANY
AND
IBEW, LOCAL UNION 1245**

**DIVISION STEAM GENERATION DEPARTMENT
AND NUCLEAR POWER GENERATION DEPARTMENT
ELECTRICAL, MECHANICAL, AND TECHNICAL
MAINTENANCE
CLERICAL**

JOB DEFINITION AND LINES OF PROGRESSION

EXHIBIT VI-B, Section 600.3

Revised August 1994

Replaces Book Dated March 8, 1988

Changes in this edition appear in Italics.

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DIVISION STEAM GENERATION DEPARTMENT
AND
NUCLEAR POWER GENERATION DEPARTMENT

MAINTENANCE DEPARTMENT

ELECTRICAL MAINTENANCE

0749 ELECTRICAL MAINTENANCE SUBFOREMAN

An employee who is a working Foreman engaged in installation, testing, repair and maintenance of all types of electrical equipment in power plants. Shall have the personal qualifications of leadership and supervisory ability, the craft qualifications of an Electrician, and be familiar with erection standards and safety rules.

Next Lower Classifications

0468 (0485) Electrician & (Un.)
 0472 (0489) Electrician & (Un.) (DCPP)
 0477 (0476) Trv. Electrician & (Un.)
 0479 (0491) Trv. Electrician & (Un.) (DCPP)
 2380 (2381) Control Technician & (Un.) (DCPP)
 2382 (2399) Trv. Control Technician & (Un.) (DCPP)
 2385 Shift Control Tech. (DCPP)
 2396 (2394) Trv. Control Tech. & (Un.)
 2397 (2383) Control Technician & (Un.)
 2365 (2367) Electrical Control Tech. & (Un.) (DCPP)

Same or Higher Classifications

0650 Subforeman A (G.C. Station)
 0653 Subforeman B (G.C. Station)
 0710 Electric Shop Subforeman
 0749 Electrical Maintenance Subforeman (DCPP)
 0850 Working Foreman A (G.C. Station)
 0853 Working Foreman B (G.C. Station)

2365 ELECTRICAL CONTROL TECHNICIAN - (DCPP)

An employee who, without direct supervision, tests, calibrates, maintains, and may install all electrical power plant control systems and their individual components. This will include, but is not necessarily limited to, protective relaying, turbine and engine governors and their associated local annunciators, voltage regulators, inverters, battery charger controls, and crane controls. The employee may be required to assist plant engineers in performing and evaluating plant tests. The employee's background of training, education and experience must be such as to qualify the employee to perform these duties with skill and efficiency. The assignment may include duties normally performed by an Electrician.

Next Lower Classifications

2398 Appr. Control Technician
 2366 Appr. Electrical Control Tech. (DCPP)

Same or Higher Classifications

2365 (2367) Electrical Control Tech. & (Un.) (DCPP)
 2380 (2381) Control Technician & (Un.) (DCPP)
 2382 (2399) Trv. Control Technician & (Un.) (DCPP)
 2385 Shift Control Tech. (DCPP)
 2386 *Control Tech./Electrician - Steam Heat**
 2396 (2394) Trv. Control Tech. & (Un.)
 2397 (2383) Control Technician & (Un.)

* *If previously held the classification of Control Technician.*

2366 APPRENTICE ELECTRICAL CONTROL TECHNICIAN - (DCPP)

An employee engaged in performing Electrical Control Technician's work as an assignment to or under the general direction of a Technician. In order to gain experience for advancement to Electrical Control Technician, the employee may work alone or under indirect supervision on jobs for which it has been determined the employee has been adequately trained and instructed. The employee's education and general qualifications must be such that the employee is considered capable of attaining Technician status.**

Next Lower Classifications

0482 Appr. Electrician (2-year step)
2091 Appr. Instru. Repairman (2-year step)

Same or Higher Classifications

0468 (0485) Electrician & (Un.)
0472 (0489) Electrician & (Un.) (DCPP)
0477 (0476) Trv. Electrician & (Un.)
0479 (0491) Trv. Electrician & (Un.) (DCPP)
0749 Electrical Mtce. Subforeman
2090 (2093) Instru. Repairman & (Un.)
2095 (2096) Instru. Repairman & (Un.) (DCPP)
2097 (2094) Trv. Instru. Repairman & (Un.)
2099 (2092) Trv. Instru. Repairman & (Un.) (DCPP)
2366 Appr. Elec. Control Tech. (DCPP)
2386 Control Tech./Electrician - Steam Heat*

* If previously held the classification of Electrician.

** Journeyman Electricians or journeyman Instrument Repairmen entering the Apprentice Electrical Control Technician Training Program shall maintain their current journeyman rate until such time as the individual completes the apprenticeship and is entitled to a rate higher than the journeyman rate attained prior to entering the apprenticeship.

0468 **ELECTRICIAN (0477-Trv. Electrician)****
0472 **ELECTRICIAN (0479-Trv. Electrician) (DCPP)****

An employee who is a journeyman and is engaged in performing all types of electrical work. When an employee is assigned to the maintenance and testing of impedance, carrier, and directional relays, he/she will work with and under the supervision of a Technician or other higher classified employee experienced in such work. Background of apprenticeship and experience must be such as to qualify an employee to perform his/her duties with skill and efficiency.

Next Lower Classification

0482 Appr. Electrician (Steam Gen.)

Same or Higher Classifications

0466 Electrician (G.C.- Svc. Ctr.)*
0468 (0485) Electrician & (Un.) (Steam Gen.)
0469 (0486) Electrician & (Un.) (Materials & Other)
0472 (0489) Electrician & (Un.) (DCPP)
0474 Electrician (G.C.)*
0477 (0476) Trv. Electrician & (Un.)
0479 (0491) Trv. Electrician & (Un.) (DCPP)
0650 Subforeman A (G.C. Station)*
0653 Subforeman B (G.C. Station)*

Continued...

* Must Pass Steam Electrician entry examination. See page 47 for retest provisions.
** See LA 87-112, page 34.

Next Lower Classification

Same or Higher Classifications

- 0710 Electric Shop Subforeman
- 0749 Electric Mtce. Subforeman
- 0850 Working Foreman A (G.C. Station)*
- 0853 Working Foreman B (G.C. Station)*
- 2380 (2381) Control Tech. & (Un.) (DCPP)*
- 2382 (2399) Trv. Control Technician & (Un.) (DCPP)*
- 2385 Shift Control Tech. (DCPP)*
- 2686 *Control Tech./Electrician - Steam Heat***
- 2396 (2394) Trv. Control Tech. & (Un.)*
- 2397 (2383) Control Tech. & (Un.)*
- 2398 Appr. Control Tech. (Top Rate)*
- 2365 (2367) Electrical Control Tech. & (Un.) (DCPP)

- * Must pass Steam Electrician entry examination. See page 47 for retest provisions.
- ** *If previously held the classification of Control Technician.*

0482 APPRENTICE ELECTRICIAN

An employee who is engaged in performing Electrician's work as an assistant to or under the general direction of a journeyman for training purposes. In order to gain experience for advancement to Electrician, he/she may be required to work alone or under indirect supervision on jobs for which *an employee* has been trained and instructed. The employee's educational and general qualifications must be such that he/she is considered capable of attaining journeyman status.

Next Lower Classifications

Same or Higher Classifications

- 0942 Trv. Utility Worker
- 0943 Utility Worker

- 0459 Electrician (Helms)*
- 0467 (0484) Electrician & (Un.) (Elec. Maint.)*
- 0488 Appr. Electrician (G.C.)
- 0481 Appr. Electrician (Elec. Maint.)
- 0482 Appr. Electrician (Steam Gen.)
- 0483 Appr. Electrician (Other)
- 2386 *Control Tech./Electrician - Steam Heat***
- 2398 Appr. Control Technician

- * May bid to Apprentice Electrician at the 2-year step.
- ** *If previously held the classification of Electrician employee is restricted under Section 205.7.*

0332 TOOL MAINTENANCE CLERK (ELECTRICAL) - (DCPP)

An employee who issues, repairs, maintains and checks the calibration dates of all tools in the tool room under the employee's charge. Such duties may include the calibration of crimping tools, the record keeping involved in the issuance and receipt of tools and the shipping and receiving of tools to Company's calibration facilities. Maintains inventory of tools and miscellaneous materials in assigned tool room.

Next Lower Classifications

Same or Higher Classifications

- 0942 Trv. Utility Worker (DCPP)
- 0943 Utility Worker

- 0332 Tool Maintenance Clerk (Electrical) (DCPP)

Cont'd...

Next Lower Classification

Same or Higher Classification

- 0334 Tool Maintenance Clerk
(Instr. Mtce.) (DCPP)
- 0336 Tool Maintenance Clerk
(Mechanical) (DCPP)
- 0468 (0477) Electrician (Trv.)
- 0472 (0479) Electrician (Trv.) (DCPP)
- 0479 Electrical Maint. Subforeman
- 0482 Appr. Electrician (Steam Gen.)
- 2365 (2367) Electrical Control Tech. & (Un.)
(DCPP)
- 2366 Appr. Electrical Control Tech.
- 2386 *Control Tech./Electrician - Steam Heat**

* *If previously held the classification of Electrician.*

0943 UTILITY WORKER (0942 Trv. Utility Worker)

An employee whose principal duties consist of semi-skilled work such as helper for a journeyman or apprentice, including the use of hand tools under direction. In addition, may be required, under direction, to use portable power tools for cleaning purposes or other work not requiring precision.

Beginner's classification

MECHANICAL MAINTENANCE

0753 MAINTENANCE SUBFOREMAN

An employee who is working Foreman engaged in installation, repair, and maintenance of power plants. Shall have the personal qualifications of leadership and supervisory ability, the craft qualifications of a Machinist and be familiar with rigging, erection standards, boiler repair work, and safety rules.

Next Lower Classifications

Same or Higher Classifications

- 1111 (1126) Machinist & (Un.)
- 1113 (1128) Machinist & (Un.) (DCPP)
- 1146 (1129) Trv. Machinist & (Un.)
(DCPP)
- 1147 (1124) Trv. Machinist & (Un.)

- 0745 Machine Shop Subforeman
- 0753 Maintenance Subforeman

1111 MACHINIST (1147 Trv. Machinist)

1113 MACHINIST (1146 Trv. Machinist) (DCPP)

1126 MACHINIST, UN. (1124 Trv. Machinist, Un.)

1128 MACHINIST, UN. (DCPP) (1129 Trv. Machinist, Un. - DCPP)

An employee who is a journeyman, is qualified to perform precision work with all types of machine tools and is engaged in repairing, installing, and maintaining all types of mechanical equipment in a power plant. May be required to do related welding and rigging. Background of apprenticeship and experience must be such as to qualify him/her to perform these duties with skill and efficiency.

Next Lower Classification

1131 Appr. Machinist

Same or Higher Classifications

0745 Machine Shop Subforeman
0753 Maintenance Subforeman
0785 Plant Subforeman
1110 Machinist (G.C.)
1111 (1126) Machinist & (Un.)
1112 (1127) Machinist & (Un.) (Other)
1113 (1128) Machinist & (Un.) (DCPP)
1146 (1129) Trv. Machinist & (Un.)
(DCPP)
1147 (1124) Trv. Machinist & (Un.)

1131 APPRENTICE MACHINIST

An employee who is engaged in performing Machinist's work as an assistant to or under the general direction of a journeyman for training purposes. In order to gain experience for advancement to Machinist, *an employee* may be required to work alone or under indirect supervision on jobs for which he/she has been trained and instructed. The employee's educational and general qualifications must be such that he/she is considered capable of attaining journeyman status.

Next Lower Classifications

0330 Tool Clerk
0336 Tool Maintenance Clerk -
(Mechanical - DCPP)
0426 Light Truck Driver
0940 *Utility Worker*
0963 *Trv. Utility Worker*

Same or Higher Classifications

1131 Appr. Machinist
1225 (1234) Mechanic & (Un.) - *PIO*
1229 (1232) Mechanic & (Un.) (DCPP) - *PIO*
1409 (1410) Trv. Mechanic & (Un.)
(DCPP) - *PIO*
1412 (1411) Trv. Mechanic & (Un.) - *PIO*
2159 (2162) Rigger & (Un.) (DCPP) - *PIO*
2165 (2166) Rigger & (Un.) - *PIO*
2167 (2164) Trv. Rigger & (Un.) - *PIO*
2169 (2158) Trv. Rigger & (Un.) (DCPP) - *PIO*
2170 (2172) *Trv. Mechanic Rigger & (Un.)*
2174 (2176) *Trv. Mechanic Rigger & (Un.) -*
DCPP
2626 (2623) Cert. Welder & (Un.)
2631 (2632) Cert. Welder & (Un.) (DCPP)
2634 (2635) Trv. Cert. Welder & (Un.)
(DCPP)

- Notes: 1) Employees bidding from the Mechanic's classification into Apprentice Rigger, Apprentice Machinist, or Apprentice Welder will be placed, pursuant to the applicable provisions of the Master Apprenticeship Agreement giving them appropriate wage credit for time spent in the Mechanic's classification. *Refer to LA 90-12 for the Apprenticeship program.*
- 2) *Refer to LA 90-91 for Apprentice Machinist training guidelines.*
- 3) *Refer to LA 90-166 for the revision of Section VI of the Administrative Guidelines of the Apprentice Machinist training guidelines.*

2159 RIGGER (2169 Trv. Rigger) (DCPP) - *PIO*

2165 RIGGER (2167 Trv. Rigger) - *PIO*

An employee who is a journeyman and is engaged in performing all classes of power plant rigging, including that necessary for safely handling heavy machinery. Also required to make up both wire and manila rope

slings and keep all rigging equipment in proper repair. Since this work may be intermittent in nature, may also be required to perform miscellaneous routine plant maintenance, particularly at high elevations. A Rigger's background of apprenticeship and experience must be such as to qualify the Rigger to perform the above duties with skill and efficiency.

Next Lower Classification

Same or Higher Classifications

- 0753 Maintenance Subforeman
- 2159 (2162) Rigger & (Un.) (DCPP) - PIO
- 2160 Rigger (Other)
- 2165 (2166) Rigger & (Un.) - PIO
- 2167 (2164) Trv. Rigger & (Un.) - PIO
- 2169 (2158) Trv. Rigger & (Un.) - PIO (DCPP)

2173 MECHANIC-RIGGER (2170 Trv. Mechanic-Rigger)

2174 TRV. MECHANIC-RIGGER (DCPP)

An employee who is a journeyman and is engaged in repairing, installing, and maintaining all types of mechanic equipment in a power plant and related facilities not requiring the use of machine tools. Such work will include the installation of bearings and machinery alignment work. Mechanic-Riggers shall be proficient in the use of hand, portable power and free standing tools such as bench grinders and drill presses.

Mechanic-Rigger is engaged in performing all classes of power plant rigging, including that necessary for safe handling of heavy machinery. Also required to make up slings and keep all rigging equipment in proper repair.

Duties may also include boiler repair work, carpentry work, painting, application of special coatings, repairs to buildings, installation and removal of thermal insulation and refractory materials, installation and repairs to plumbing systems, and repair, layout and installation of power plant piping, and service all types of fire extinguisher. May be required to do related welding, cutting, and burning of a non-code and/or non-structural nature.

May act as a lead person in sandblasting, steam cleaning, or boiler cleaning crew. A Mechanic-Rigger may be required to lead and instruct lower classifications in the jobs and skills in which the Mechanic-Rigger is qualified and proficient. The background of apprenticeship and experience must be such as to qualify the person to perform these duties with skill and efficiency.

Next Lower Classifications

Same or Higher Classifications

- 2171 *Appr. Mechanic-Rigger*
- 1225 *(1234) Mechanic & (Un.) (PIO)*
- 1229 *Mechanic (DCPP) (PIO)*
- 1409 *Trv. Mechanic (DCPP) (PIO)*
- 1412 *(1411) Trv. Mechanic & (Un.) (PIO)*

- 0753 *Maintenance Subforeman*
- 2167 *(2164) Trv. Rigger & (Un.) (PIO)*
- 2169 *(2158) Trv. Rigger & (Un.) (PIO) (DCPP)*
- 2170 *(2172) Trv. Mechanic-Rigger & (Un.) - Steam*
- 2173 *(2175) Mechanic-Rigger & (Un.) - Steam*
- 2174 *(2176) Trv. Mechanic-Rigger & (Un.) (DCPP)*

2626 CERTIFIED WELDER (2637 Trv. Cert. Welder)

2631 CERTIFIED WELDER (2634 Trv. Cert. Welder) (DCPP)

2623 CERTIFIED WELDER, UN. (2636 Trv. Cert. Welder, Un.)

2632 CERTIFIED WELDER, UN. (DCPP) (2635 Trv. Cert. Welder, Un. - DCPP)

An employee who is a journeyman and is engaged in performing both electric and gas welding on all types of power plant equipment and piping and related facilities. Background of experience must be such as to

qualify *an employee* to perform specific weld procedures as set up for this classification by Company and to qualify him/her for certification by the State to perform the specific classes of work required in power plants and related facilities. May be required to lay out and erect piping. Specific duties and responsibilities vary with the design of the plant, and *an employee* may be required to do miscellaneous maintenance work, including blacksmithing, at times when there is no welding to be done.

Next Lower Classification

2629 Apprentice Welder

Same or Higher Classifications

0753 Maintenance Subforeman
 2617 Welder (G.C.)
 2619 Lead Welder (G.C.)
 2622 A.W.S. Certified Welder (G.C.)
 2626 (2623) Cert. Welder & (Un.)
 2631 (2632) Cert. Welder & (Un.)
 (DCPP)
 2634 (2635) Trv. Cert. Welder & (Un.)
 (DCPP)
 2637 (2636) Trv. Cert. Welder & (Un.)

2629 APPRENTICE WELDER

An employee who does both electric and acetylene welding and cutting of metals as an assistant to or under the general direction of a journeyman on all types of power plant equipment and piping not requiring a Certified Welder. In order to gain experience for advancement to Certified Welder, may work alone or under indirect supervision on jobs on which *an employee* has been trained and instructed; must study and become familiar with the properties of metals and procedures for preheating, welding and stress relieving, and the use of all tools and equipment required in the preparation and completion of welds. The employee's educational and general qualifications must be such that he/she is considered capable of attaining journeyman status. Since this work may be intermittent in nature, he/she also assists other journeymen and Mechanics as required.

Next Lower Classifications

0330 Tool Clerk
 0336 Tool Maintenance Clerk
 (Mechanical - DCPP)
 0426 Light Truck Driver
 0940 Utility Worker
 0963 Trv. Utility Worker

Same or Higher Classifications

0753 Maintenance Subforeman
 1111 (1126) Machinist & (Un.)
 1113 (1128) Machinist & (Un.) (DCPP)
 1131 *Apprentice Mechanic*
 1146 (1129) Trv. Machinist & (Un.)
 (DCPP)
 1147 (1124) Trv. Machinist & (Un.)
 1225 (1234) Mechanic & (Un.) - PIO
 1229 (1232) Mechanic & (Un.) (DCPP) - PIO
 1409 (1410) Trv. Mechanic & (Un.)
 (DCPP) - PIO
 1412 (1411) Trv. Mechanic & (Un.) - PIO
 2070 (2072) Trv. Mechanic-Rigger & (Un.)
 2159 (2162) Rigger & (Un.) (DCPP) - PIO
 2161 *Apprentice Rigger - PIO*
 2165 (2166) Rigger & (Un.) - PIO
 2167 (2164) Trv. Rigger & (Un.) - PIO
 2169 (2158) Trv. Rigger & (Un.) (DCPP) - PIO
 2171 *Appr. Mechanic-Rigger*
 2628 Appr. Welder (G.C.)
 2629 Apprentice Welder

Notes: 1) Employees bidding from the Mechanic's classification into Apprentice Rigger, Apprentice Machinist, or Apprentice Welder will be placed, pursuant to the applicable provisions of the

Master Apprenticeship Agreement giving them appropriate wage credit for time spent in the Mechanic's classification. Refer to LA 90-12 for the Apprenticeship program.

2) Refer to LA 90-91 for Apprentice Welder training guidelines.

1229 MECHANIC (1409 TRV. MECHANIC) (DCPP) - PIO

1232 MECHANIC, UN. (DCPP) (PIO) (1410 Trv. Mechanic, Un. (DCPP) (PIO)

An employee who is a journeyman and is engaged in repairing, installing, and maintaining all types of mechanical equipment in a power plant *and related facility* not requiring the use of machine tools. Such work will include the installation of bearings and machinery alignment work.

Mechanics shall be proficient in the use of hand, portable power and free standing tools commonly used in the repair of power plant equipment. *The employee may be required to perform related rigging and related welding, cutting, and burning of a non-code and/or non-structural nature.*

Duties may also include boiler repair work; carpentry work; painting; application of special coatings; repairs to buildings; removal of thermal insulation and refractory materials, installation and repairs to plumbing systems and repair, layout and installation of power plant piping, *and service of all types of fire extinguishers.* May act as a leadman in a sandblasting, steam cleaning or boiler cleaning crew.

This background and experience must be such as to qualify *an employee* to perform these duties with skill and efficiency.

Next Lower Classification

Same or Higher Classifications

0753	Maintenance Subforeman
1111	(1126) Machinist & (Un.)
1113	(1128) Machinist & (Un.) (DCPP)
1146	(1129) Trv. Machinist & (Un.) (DCPP)
1147	(1124) Trv. Machinist & (Un.)
1225	(1234) Mechanic & (Un.) - PIO
1229	(1232) Mechanic & (Un.) (DCPP) - PIO
1320	Hydro and Substation Mechanic (G.C.) (Inc. Only)
1337	Station Mechanic (G.C.)
1409	(1410) Trv. Mechanic & (Un.) (DCPP)
1412	(1411) Trv. Mechanic & (Un.)
2159	(2162) Rigger & (Un.) (DCPP) - PIO
2165	(2166) Rigger & (Un.) - PIO
2167	(2164) Trv. Rigger & (Un.) - PIO
2169	(2158) Trv. Rigger & (Un.) (DCPP) - PIO
2626	(2623) Cert. Welder & (Un.)
2631	(2632) Cert. Welder & (Un.) (DCPP)
2634	(2635) Trv. Cert. Welder & (Un.) (DCPP)
2637	(2636) Trv. Cert. Welder & (Un.)

Notes:

1) Employees bidding from the Mechanic's classification into Apprentice Machinist, or Apprentice Welder will be placed, pursuant to the applicable provisions of the Master Apprenticeship Agreement giving them appropriate wage credit for time spent in the Mechanic's classification.

2) Company will not establish more than one Mechanic classification for each four Machinist (or Apprentice Machinist) classifications on a system-wide basis within the Steam and Nuclear Generation Departments.

3) The "Journeyman Mechanic Entry Examination," will be used to select the successful bidder or appointee to the position of Mechanic in the various Division Steam Generation and Nuclear Plant Operations Departments.

This test is available in four forms, A, B, C, and D. In the event the otherwise successful bidder to one or more vacancies has not been tested, the employee will be tested. An employee who has failed on the first attempt will be eligible to be retested on such test in the following manner, provided the employee is again the otherwise successful bidder:

2nd Testing: Three (3) months, or thereafter, following the date of the first testing.
3rd Testing: Six (6) months, or thereafter, following the date of the second testing.
4th Testing: Six (6) months, or thereafter, following the date of the third testing, provided that the employee is able to show satisfactory evidence that the employee has prepared himself or herself to pass the test.

Failure of an employee to provide appropriate documentation as required above will release the Company from any further obligation to retest or to consider the employee for future vacancies in the classification.

The above testing schedule will apply to all employees who are tested after December 22, 1982.

The study guide for the "Journeyman Mechanic Entry Examination" will be made available, upon request, to any prospective bidder.

4) *At Diablo Canyon Power Plant incumbent Riggers and Apprentice Riggers will be reclassified to Mechanic/Rigger and Apprentice Mechanic/Rigger and supplemental training will be provided. Current Mechanics do not have the option of becoming Mechanic/Riggers. The Mechanic's job description will be modified to contain "related rigging and welding" and the pay rate will be increased to the Mechanic/Rigger classification. Mechanics will be in the line of progression to Mechanic/Rigger and supplemental training will be made available to qualify them for that position.*

Related rigging and welding is defined as follows for Diablo Canyon Power Plant and for the Steam Generation Department.

Related Rigging in the Steam Generation Department is defined as:

- *All rigging required to load and unload equipment into machine tools up to the rated capacity of the machine tool, but not to exceed the limitations listed below.*
- *Rigging required to set up portable machine tools in the field when a Rigger or Mechanic/Rigger is not readily available.*
- *Move loads up to 4,000 pounds if the rigging does not involve transferring loads or if the configuration or location of the equipment is such that no special rigging gear such as spreader bars, banjos, and skid pans are required to lift or remove equipment or more than four attachment points to one hold point.*

Related Rigging at Diablo Canyon is defined as:

- *All rigging required to load and unload equipment into machine tools up to the rated capacity of the machine tool.*
- *Rigging required to set up portable machine tools in the field.*

- *Moved loads up to the employee's level of knowledge, skills and ability if the rigging does not involve transferring loads or if the configuration or location of equipment is such that no special rigging gear such as spreader bars, banjos, and skid pans is needed to lift or remove equipment.*

Related Welding is defined as follows for the Steam Generation Department and Diablo Canyon Power Plant:

The use of an Oxyacetylene torch to heat bolts, studs and piping parts. Tack welding on other than safety, rigging, load bearing, structural equipment or personnel supporting equipment. Only burning or welding that is non-code nature is permitted.

1225 MECHANIC - STEAM (PIO) (1412 Trv. Mechanic - Steam (PIO))

1234 MECHANIC, UN. - STEAM (PIO) (1411 Trv. Mechanic, Un. - Steam (PIO))

An employee who is a journeyman and is engaged in repairing, installing, and maintaining all types of mechanical equipment in a power plant not requiring the use of machine tools. Such work will include the installation of bearings and machinery alignment work.

Mechanics shall be proficient in the use of hand, portable power and free standing tools commonly used in the repair of power plant equipment.

Duties may also include boiler repair work, carpentry work, painting, application of special coatings, repairs to buildings, installation and removal of thermal insulation and refractory materials, installation and repairs to plumbing systems and repair, layout and installation of power plant piping except for welding. May act as a leadman in a sandblasting, steam cleaning or boiler cleaning crew.

A Mechanic is not required to act as a leadman for higher classifications but shall lead and instruct lower classifications in the jobs and skills in which the Mechanic is qualified and proficient. Background of apprenticeship and experience must be such as to qualify an employee to perform these duties with skill and efficiency.

- Note:**
- 1) *A Steam Generation Department Mechanic cannot displace or bid a Mechanic position at Diablo Canyon.*
 - 2) *In the Steam Generation Department, the current Mechanics will have the option of receiving additional training to qualify for the Mechanic/Rigger classification. Those Mechanics opting not to qualify will retain their classification and rate of pay. Mechanics electing to become Mechanic/Riggers will receive the rate of pay of a Mechanic/Rigger from the date of election and will be provided training to qualify as a Mechanic/Rigger. Mechanic/Riggers who fail the supplemental training will be return to the Mechanic classification and rate of pay. Apprentice Riggers will be reclassified as Apprentice Mechanic/Rigger and placed in the new Apprentice Mechanic/Rigger Training program at the employee's current wage progression step. Riggers who elect not to become Mechanic/Rigger will maintain the Rigger classification as a "present incumbent only."*

2171 APPRENTICE MECHANIC-RIGGER

An employee who is engaged in performing Mechanic-Rigger work as an assistant to or under the general direction of a journeyman for training purposes. In order to gain experience for advancement to Mechanic-Rigger, may be required to work alone or under indirect supervision on jobs for which an employee has been trained and instructed. The employee's educational and general qualifications must be such that an employee is considered capable of attaining journeyman status.

Next Lower Classifications

0330 Tool Clerk
0336 Tool Maintenance Clerk (DCPP)
0426 Light Truck Driver
0940 Utility Worker
0963 Trv. Utility Worker

Same or Higher Classifications

0753 Maintenance Subforeman
1111 (1126) Machinist & (Un.)
1113 (1128) Machinist & (Un.) (DCPP)
1131 Apprentice Machinist
1146 (1129) Trv. Mach. & (Un.) (DCPP)
1147 (1124) Trv. Machinist & (Un.)
1225 (1234) Mechanic & (Un.) (PIO)
1229 (1232) Mechanic & (Un.) (DCPP) (PIO)
1320 Hydro & Substa. Mechanic (GC)
1409 (1410) Trv. Mech. & (Un.) (DCPP) (PIO)
1412 (1411) Trv. Mech. & (Un.) (PIO)
2171 Appr. Mechanic-Rigger
2626 (2623) Cert. Welder & (Un.)
2629 Apprentice Welder
2631 (2632) Cert. Welder & (Un.) (DCPP)
2637 (2636) Trv. Cert. Welder & (Un.) (DCPP)
2634 (2635) Trv. Cert. Welder & (Un.)

- Note:** 1) The training program for the Apprentice Mechanic-Rigger will be submitted to the Joint Apprenticeship Committee for negotiations. The Apprentice Mechanic-Rigger classification will not be implemented until such time as the parties have agreed to training program.
- 2) Refer to LA 90-91 for Apprentice Mechanic-Rigger training guidelines.

0426 LIGHT TRUCK DRIVER

An employee who drives a station wagon or pickup truck transporting men, supplies, and equipment; loads and unloads the truck; performs necessary paper work in connection therewith; assists employees in the performance of their work in the department to which is assigned.

Next Lower Classifications

0330 Tool Clerk
0940 Utility Worker
0963 Trv. Utility Worker

Same or Higher Classifications

0416 -0419 Truck Driver (All Depts.)
0422 -0427 Lt. Truck Driver (All Depts.)
0462 -0465 Heavy Truck Driver (All Depts.)
0525 G.C. Fieldperson *
0753 Maintenance Subforeman
1111 (1126) Machinist & (Un.)
1113 (1128) Machinist & (Un.) (DCPP)
1131 Appr. Machinist
1146 (1129) Trv. Machinist & (Un.) (DCPP)
1147 (1124) Trv. Machinist & (Un.)
1225 (1234) Mechanic & (Un.) - PIO
1229 (1232) Mechanic & (Un.) (DCPP) - PIO
1409 (1410) Trv. Mechanic & (Un.) (DCPP) - PIO

Cont'd...

* Applicable to employees who held the classification of 0415 G.C. Truck Driver on 12/31/90.

Next Lower Classification

Same or Higher Classifications

- 1412 (1411) Trv. Mechanic & (Un.) - PIO
- 1646 *Miscellaneous Equipment Operator***
- 2159 (2162) Rigger & (Un.) (DCPP) - PIO
- 2165 (2166) Rigger & (Un.) - PIO
- 2167 (2164) Trv. Rigger & (Un.) - PIO
- 2169 (2158) Trv. Rigger & (Un.) (DCPP) - PIO
- 2170 (2172) *Trv. Mechanic-Rigger & (Un.) - Steam*
- 2171 *Appr. Mechanic-Rigger (Un.)*
- 2173 (2175) *Mechanic-Rigger & (Un.) - Steam*
- 2174 (2176) *Trv. Mechanic-Rigger & (Un.) (DCPP)*
- 2626 (2623) Cert. Welder & (Un.)

** *Applicable to employees who held the classification of 0435 G.C. Special Driver, 0457 Line Truck Driver and 0461 Heavy Truck Driver on 12/31/90.*

0150 LAUNCH CAPTAIN - MOSS LANDING POWER PLANT

An employee who operates a launch in connection with marine oil receiving terminal operations; operates the launch as required to deploy oil containment boom, either offshore or on inland waters; assist the tanker mooring launch as necessary in containment and cleanup operations; maintain boat logs and records; be responsible for maintenance and readiness of the launch, workboat, barge, and oil containment equipment; conduct training for power plant personnel in workboat operation and containment boom deployment activities. Must possess licenses and permits as required in order to operate the launch in the above described operations. May be assigned to the Plant Maintenance Department during periods of minimum marine operations. Such assignments shall consist of general maintenance work requiring moderate skill.

0330 TOOL CLERK

An employee who is in charge of the tool room and is responsible for storing, handling, cleaning, sharpening, and making minor repairs to tools. Also handles plant maintenance materials and supplies and performs necessary office work relating thereto. Also performs other miscellaneous work when not required in tool room.

Next Lower Classifications

- 0426 Light Truck Driver
- 0940 *Utility Worker*
- 0963 *Trv. Utility Worker*

Same or Higher Classifications

- 0330 Tool Clerk
- 0336 Tool Maintenance Clerk
(Mechanical - DCPP)
- 0753 Maintenance Subforeman
- 1111 (1126) Machinist & (Un.)
- 1113 (1128) Machinist & (Un.)
(DCPP)
- 1131 Appr. Machinist
- 1146 (1129) Trv. Machinist & (Un.)
(DCPP)
- 1147 (1124) Trv. Machinist & (Un.)
- 1225 (1234) Mechanic & (Un.) - PIO
- 1229 (1232) Mechanic & (Un.) (DCPP) - PIO
- 1409 (1410) Trv. Mechanic & (Un.)
(DCPP)

Continued...

Next Lower Classification

Same or Higher Classifications

1412 (1411) Trv. Mechanic & (Un.)
2159 (2162) Rigger & (Un.) (DCPP) - *PIO*
2165 (2166) Rigger & (Un.) - *PIO*
2167 (2164) Trv. Rigger & (Un.) - *PIO - Steam*
2169 (2158) Trv. Rigger & (Un.) (DCPP) - *PIO*
2170 (2172) Trv. Mechanic-Rigger & (Un.)
2173 (2175) Mechanic-Rigger & (Un.) - *Steam*
2174 (2176) Trv. Mechanic-Rigger & (Un.)
(DCPP)
2626 (2623) Cert. Welder & (Un.)
2629 Appr. Welder
2631 (2632) Cert. Welder & (Un.) (DCPP)
2634 (2635) Trv. Cert. Welder & (Un.)
(DCPP)
2637 (2636) Trv. Cert. Welder & (Un.)

0336 TOOL MAINTENANCE CLERK (Mechanical) (DCPP)

An employee who issues, repairs, maintains and checks the calibration of all tools in the tool room under the employee's charge. Such duties may include the operation and maintenance of welding rod ovens, the calibration of torque wrenches, the record keeping involved in the issuance and receipt of tools, motor vehicles and other assigned supplies. Maintains inventory of tools and miscellaneous materials in assigned tool room.

Next Lower Classifications

0330 Tool Clerk
0426 Light Truck Driver
0940 *Utility Worker* (DCPP)
0963 Trv. *Utility Worker* (DCPP)

Same or Higher Classifications

0332 Tool Maintenance Clerk
(Electrical) (DCPP)
0334 Tool Maintenance Clerk
(Instr. Mtce. - DCPP)
0336 Tool Maintenance Clerk
(Mechanical - DCPP)
0753 Maintenance Subforeman
1111 (1126) Machinist & (Un.)
1113 (1128) Machinist & (Un.)
(DCPP)
1131 Appr. Machinist
1146 (1129) Trv. Machinist & (Un.)
(DCPP)
1147 (1124) Trv. Machinist & (Un.)
1225 (1234) Mechanic & (Un.) - *PIO*
1229 (1232) Mechanic & (Un.) (DCPP) - *PIO*
1409 (1410) Trv. Mechanic & (Un.)
(DCPP) - *PIO*
1412 (1411) Trv. Mechanic & (Un.) - *PIO*
2159 (2162) Rigger & (Un.) (DCPP) - *PIO*
2165 (2166) Rigger & (Un.) - *PIO*
2167 (2164) Trv. Rigger & (Un.) - *PIO*
2169 (2158) Trv. Rigger & (Un.) (DCPP) - *PIO*
2170 (2172) Trv. Mechanic-Rigger & (Un.)
2173 (2175) Mechanic-Rigger & (Un.) - *Steam*
2174 (2176) Mechanic-Rigger & (Un.) (DCPP)
2626 (2623) Cert. Welder & (Un.)

Continued...

Next Lower Classification

Same or Higher Classifications

2629	Appr. Welder
2631	(2632) Cert. Welder & (Un.) (DCPP)
2634	(2635) Trv. Cert. Welder & (Un.) (DCPP)
2637	(2636) Trv. Cert. Welder & (Un.)

0940 UTILITY WORKER (0963 Trv. Utility Worker)

An employee whose principal duties consist of semi-skilled work such as helper for a journeyman or apprentice, including the use of hand tools under direction and work in a boiler cleaning crew. In addition, may be required, under direction, to use portable power tools for cleaning purposes or other work not requiring precision.

Beginner's classification

Note: A transfer application from an 0547 Shift Firewatch - DCPD classification will be given Priority 1 status under the Job Bidding System. Priority 1 transfer applications receive preference over all other transfers and are treated as a bid under the provisions of subsection 205.7.

FIREWATCH
(Diablo Canyon Power Plant)

0547 SHIFT FIREWATCH - DCPD (Relief)

Performs roving firewatch patrol and checks known impairments. Reports new impairments immediately. Performs inspection of fire suppression systems such as fire barriers, fire valves, fire extinguishers, emergency battery operated lights. Performs inspections of safety, eyewash and shower stations, and first-aid kits. Performs routine tests on fire detection systems. Checks hotwork location for appropriate hotwork permits. Performs stationary firewatch duties as assigned. May also assigned to the Fire Brigade.

Beginning Classification

TECHNICAL MAINTENANCE
(Except Diablo Canyon Power Plant)

2397 CONTROL TECHNICIAN (2396 Trv. Control Technician)

An employee who, without direct supervision, tests, calibrates, maintains and may install all power plant control, monitoring, computer, alarm and indicating systems, and their individual components. These will include but are not necessarily limited to digital and analog computer controls, logging or monitoring systems; automatic boiler light-off and combustion control systems; temperature, pressure, level and flow control, and indicating systems; radiation measurement and environmental monitoring equipment and accessories; test and laboratory equipment; in addition, may be required to maintain in-plant electrical protection and communication systems where F.C.C. licensing is not a requirement. May be required to assist plant engineers in performing and evaluating plant tests. Background and apprenticeship and experience must be such as to qualify *an employee* to perform these duties with skill and efficiency.

Next Lower Classification

2398 Appr. Control Technician*

Same or Higher Classifications

2365 (2367) Electrical Control Tech. & (Un.) (DCPP)
 2380 (2381) Control Tech. & (Un.) (DCPP)
 2382 (2399) Trv. Control Tech. & (Un.) (DCPP)
 2385 Shift Control Tech. (DCPP)
 2386 Control Tech./Electrician - Steam Heat System**
 2396 (2394) Trv. Control Technician & (Un.)
 2397 (2383) Control Technician & (Un.)

* See Note 1, under Apprentice Control Technician job definition.

** If previously held the classification of Control Technician.

2398 APPRENTICE CONTROL TECHNICIAN

An employee engaged in performing Control Technician's work as an assistant to or under the general direction of a Technician. In order to gain experience for advancement to Control Technician, may work alone or under indirect supervision on jobs for which it has been determined he/she has been adequately trained and instructed. The employee's education and general qualifications must be such that he/she is considered capable of attaining Technician status.

Next Lower Classifications

0482 Appr. Electrician
(2-year Step)
 2091 Appr. Instrument Repairman
(2-year Step)

Same or Higher Classifications

0468 (0485) Electrician & (Un.)
 0472 (0489) Electrician & (Un.) (DCPP)
 0477 (0476) Trv. Electrician & (Un.)
 0479 (0491) Trv. Electrician & (Un.) (DCPP)
 0749 Electrical Mtce. Subforeman
 2090 (2093) Instrument Repairman & (Un.)
 2095 (2096) Instrument Repairman & (Un.) (DCPP)
 2097 (2094) Trv. Instrument Repairman & (Un.)
 2099 (2092) Trv. Instrument Repairman & (Un.) (DCPP)
 2386 Control Tech./Electrician - Steam Heat System*

**If previously held the classification of Control Technician employee is restricted under Section 205.7.*

Notes:

1. An Electrician or Instrument Repairman who is the successful bidder on a vacancy in the Apprentice Control Technician classification will be placed at the wage rate step applicable at the end of 24 months, and such employee will not have subsequent bids on Control Technician vacancies considered under Subsection 205.7(b) until *an employee* has accrued 24 months' classification seniority as an Apprentice Control Technician. In addition, will not be considered for automatic progression to Unassigned Control Technician under the provisions of the Master Apprenticeship Agreement until *an employee* has accrued 30 months' classification seniority as an Apprentice Control Technician.

2. To enter the Apprentice Control Technician classification, an employee will be required to pass a written examination based upon the first two years of apprenticeship in either the Apprentice Electrician or Apprentice Instrument Repairman classification depending upon the line of progression that the candidate is in. If *an employee* is in neither of these lines of progression, he/*she* may have the choice of the two examinations, but will be given only one. For retesting provisions, see page 47.
3. Journeyman Electricians or journeyman Instrument Repairmen entering the Apprentice Control Technician Training Program shall maintain their current journeyman rate until such time as the individual completes the apprenticeship and is entitled to a rate higher than the journeyman rate attained prior to entering the apprenticeship.

**1505 RADIATION AND PROCESS MONITOR
(1506 Trv. Radiation and Process Monitor) (HBPP only)**

An employee who, without direct supervision, performs contamination and radiation level surveys, including routine isotopic analysis to assist in assuring that the limits contained in Company's radiation control standards are not exceeded, and maintains survey and other appropriate records in support of the plant and environmental monitoring programs; instructs employees and others in proper radiation protection procedures; performs and advises other employees in the decontamination of spaces and equipment and the handling, packaging, storing, and shipping solid radioactive wastes and other radioactive materials; assures that portable radiation detection and personnel radiation protection equipment are in satisfactory, operable condition; makes routine calibration checks of portable and counting room radiation detection equipment. In addition, may be required to collect and analyze radioactive and nonradioactive samples in accordance with standard procedures and make recommendations to the appropriate supervisor based on the results of such analyses; maintain appropriate records of analyses performed; advise other employees in operating chemical process equipment and waste disposal facilities. May be required to assist plant engineers in performing and evaluating tests. Background of education, training, and experience must be such as to qualify *an employee* to perform these duties with skill and efficiency.

To qualify for entrance into the Radiation and Process Monitor classification, an employee must pass a written examination. For retesting provisions, see page 47.

Next Lower Classifications

1503 Environmental Protection
Monitor (GPP)

Same or Higher Classifications

1505 Radiation & Process Monitor (HBPP)
1506 Trv. Radiation & Process Monitor
(HBPP)
2357 Chemical & Radiation
Protection Technician (DCPP)
2358 Trv. Chemical & Radiation
Protection Technician (DCPP)

1503 ENVIRONMENTAL PROTECTION MONITOR (Geysers Power Plant)

An employee who, without direct supervision, performs contamination level surveys including routine ambient and personal air samples to assist in assuring that limits contained in Company's control standards for hazardous substances are not exceeded; performs monitoring of confined spaces; maintains survey, employee exposure, and other appropriate records in support of Plant and environmental monitoring programs; instructs employees and others in proper protection procedures including the fitting, use, and maintenance of all respiratory equipment and protective clothing; performs and advises other employees in the decontamination of spaces and equipment, and the handling, packaging, storing, and shipping of chemicals and other hazardous substances; assures that portable sampling and monitoring equipment is in satisfactory, operable condition. In addition, he/*she* may be required to collect samples of hazardous substances in accordance

with standard procedures and, under the direction of a Chemist or Engineer, assist in analyzing these samples.

Employees' background of education, training, and experience must be such as to qualify *an employee* to perform these duties with skill and efficiency.

To qualify for entrance into the Environmental Protection Monitor classification, an employee must pass a written examination.

Next Lower Classification

Same or Higher Classifications

- 1503 Environmental Protection Monitor (GPP)
- 1505 Radiation & Process Monitor
- 1506 Trv. Radiation & Process Monitor
- 2357 Chemical & Radiation Protection Technician
- 2358 Trv. Chemical & Radiation Protection Technician

2090 INSTRUMENT REPAIRMAN (2097 Trv. Instrument Repairman)

2093 INSTRUMENT REPAIRMAN, UN. (2094 Trv. Instrument Repairman, Un.)

An employee who is a journeyman and is engaged in installing, maintaining, and calibrating all types of automatic control and recording equipment, instruments, gauges, and their component parts. Duties require the use of machine tools, hand and bench tools, and various types of test equipment. In addition, may be required to assist in taking readings during plant tests, tabulating and charting test and performance data. Background of apprenticeship and experience must be such as to qualify him/*her* to perform these duties with skill and efficiency.

Note: Instrument Repairmen at the Geysers may be required to do routine maintenance on air conditioning equipment such as checking and maintaining freon levels with gauges or checking flow differential pressure on units, but not including overhaul. Training to perform this work will be provided by the Company.

Next Lower Classification

Same or Higher Classifications

- | | | | |
|------|----------------------------|------|--|
| 2091 | Appr. Instrument Repairman | 2090 | (2093) Instru. Repairman & (Un.) |
| | | 2095 | (2096) Instru. Repairman & (Un.) (DCPP) |
| | | 2097 | (2094) Trv. Instrument Repairman & (Un.) |
| | | 2099 | (2092) Trv. Instrument Repairman & (Un.) (DCPP) |
| | | 2365 | (2367) Electrical Control Tech. & (Un.) (DCPP) |
| | | 2366 | Apprentice Electrical Control Technician (DCPP) (Top Rate) |
| | | 2380 | (2381) Control Technician & (Un.) (DCPP) |
| | | 2382 | (2399) Trv. Control Tech. & (Un.) (DCPP) |
| | | 2385 | Shift Control Tech. (DCPP) |

Continued...

Next Lower Classification

Same Or Higher Classifications

- 2386 *Control Tech./Electrician - Steam Heat System **
- 2396 (2394) *Trv. Control Tech. & (Un.)*
- 2397 (2399) *Control Technician & (Un.)*
- 2398 *Appr. Control Tech. (Top Rate)*

**If previously held the classification of Control Technician.*

2091 APPRENTICE INSTRUMENT REPAIRMAN

An employee who is engaged in performing Instrument Repairman's work as an assistant to or under the general direction of a journeyman for training purposes. In order to gain experience for advancement to Instrument Repairman, may be required to work alone or under indirect supervision on jobs for which such employee has been trained and instructed. In addition, such employee may be required to assist engineers in taking readings during plant tests, tabulating and charting test data, and technical filing. The employee's educational and general qualifications must be such that such individual is considered capable of attaining journeyman status.

Next Lower Classifications

Same or Higher Classification

- 0293 *First Plant Clerk**
- 0334 *Tool Clerk (Instrument Maintenance) (DCPP)*
- 0944 *Utility Worker*
- 0946 *Trv. Utility Worker*

- 2091 *Appr. Instrument Repairman*

*Employees who were classified as Technical Clerks on December 31, 1976, and who, on such date had a valid prebid on file for a vacancy in the Apprentice Instrument Repairman classification, shall continue to be considered a pre-bidder under the provisions of Subsection 205.8(b).

0944 UTILITY WORKER (0946 Trv. Utility Worker)

An employee whose principle duties consist of semi-skilled work such as helper for a journeyman or apprentice, including the use of hand tools under direction. In addition, may be required, under direction, to use portable power tools for cleaning purposes or other work not requiring precision.

Beginner's classification

TECHNICAL MAINTENANCE
DIABLO CANYON POWER PLANT

- 2380 CONTROL TECHNICIAN (2382 Trv. Control Technician)**
- 2385 SHIFT CONTROL TECHNICIAN**
- 2381 CONTROL TECHNICIAN, UN. (2399 Trv. Control Technician, Un.)**

A day or shift employee who, without direct supervision, tests, calibrates, maintains, and may install all power plant control, monitoring, computer, alarm and indicating systems, and their individual components. These will include but are not necessarily limited to digital and analog computer controls, logging or monitoring systems, automatic boiler light-off and combustion control systems; temperature, pressure, level and flow control and indicating systems; radiation measurement and environmental monitoring equipment and

accessories; test and laboratory equipment; in addition, may be required to maintain in-plant electrical protection and communication systems where F.C.C. licensing is not a requirement. May be required to assist plant engineers in performing and evaluating plant tests. Background and apprenticeship and experience must be such as to qualify *an employee* to perform these duties with skill and efficiency.

Next Lower Classification

Same or Higher Classifications

2398 Appr. Control Technician

2380 (2381) Control Tech. & (Un.) (DCPP)
 2382 (2399) Trv. Control Tech. & (Un.) (DCPP)
 2385 Shift Control Tech. (DCPP)
 2386 *Control Tech./Electrician - Steam Heat System **
 2396 (2394) Trv. Control Tech. & (Un.)
 2397 (2383) Control Tech. & (Un.)
 2365 (2367) Electrical Control Tech. & (Un.) (DCPP)**

* *If previously held classification of Control Technician.*

** *If previously held classification of Control Technician or Shift Control Technician.*

See page 40 for shift schedule.

2384 APPRENTICE CONTROL TECHNICIAN

An employee engaged in performing Control Technician's work as an assistant to or under the general direction of a Technician. In order to gain experience for advancement to Control Technician, may work alone or under indirect supervision on jobs for which it has been determined he/she has been adequately trained and instructed. The employee's education and general qualifications must be such that he/she is considered capable of attaining Technician status.

Next Lower Classifications

Same or Higher Classifications

0482 Appr. Electrician (2-year step)
 2091 Appr. Instrument Repairman (2-year step)

0468 (0485) Electrician & (Un.)
 0472 (0489) Electrician & (Un.) (DCPP)
 0477 (0476) Trv. Electrician & (Un.)
 0479 (0491) Trv. Electrician & (Un.) (DCPP)
 0749 Elec. Maint. Subforeman
 2090 (2093) Instru. Repairman & (Un.)
 2095 (2096) Instrument Repairman & (Un.) (DCPP)
 2097 (2094) Trv. Instrument Repairman & (Un.)
 2099 (2092) Trv. Instrument Repairman & (Un.) (DCPP)
 2386 *Control Tech./Electrician - Steam Heat System **

**If previously held the classification of Control Technician employee is required under Section 205.7.*

Notes:

1. An Electrician or Instrument Repairman other than one at Diablo Canyon Power Plant who is the successful bidder on a vacancy in the Apprentice Control Technician classification at Diablo Canyon Power Plant will be placed at the wage rate step applicable at the end of 24-months, and such employee will not have subsequent bids on Control Technician vacancies considered under Subsection 205.7(b) until *an employee* has accrued 24-months' classification seniority as an Apprentice Control Technician. In addition, will not be considered for automatic progression to Unassigned Control Technician under the provisions of the Master Apprenticeship Agreement until *an employee* has accrued 30-months classification seniority as an Apprentice Control Technician.
2. An Electrician or Instrument Repairman headquartered at Diablo Canyon Power Plant who is the successful bidder on a vacancy in the Apprentice Control Technician classification, will retain his/her current rate of pay and be placed at the 24-month step, and will not have subsequent bids on Control Technician vacancies considered under Subsection 205.7(b) until *an employee* has accrued 24-months classification seniority as an Apprentice Control Technician. In addition, will not be considered for automatic progression to Unassigned Control Technician under the provisions of the Master Apprenticeship Agreement until *an employee* has accrued 30-months seniority as an Apprentice Control Technician.
3. To enter the Apprentice Control Technician classification, an employee will be required to pass a written examination based upon the first two years of apprenticeship in either the Apprentice Electrician or Apprentice Instrument Repairman classification depending upon the line of progression that the candidate is in. If *an employee* is in neither of these lines of progression, may have the choice of the two examinations, but will be given only one. For further information on retesting provisions, see page 47. *For the Apprenticeship program, refer to LA 90-12.*
4. Journeyman Electricians or journeyman Instrument Repairmen entering the Apprentice Control Technician Training Program shall maintain their current journeyman rate until such time as the individual completes the apprenticeship and is entitled to a rate higher than the journeyman rate attained prior to entering the apprenticeship.

2357 CHEMICAL AND RADIATION PROTECTION TECHNICIAN

(2358 Trv. Chemical and Radiation Protection Technician)

2360 CHEMICAL AND RADIATION PROTECTION TECHNICIAN, UN.

A shift employee who, without direct supervision, performs contamination and radiation level surveys, including routine isotopic analysis to assist in assuring that the limits contained in the Company's radiation control standards are not exceeded, and maintains survey and other appropriate records in support of the plant and environmental monitoring programs; instructs employees and others in proper radiation protection procedures; performs and advises other employees in the decontamination of spaces and equipment and the handling, packaging, storing, and shipping of solid radioactive wastes and other radioactive material; assures that portable radiation detection and personnel radiation protection equipment are in satisfactory, operable condition; makes routine calibration checks of portable and counting room radiation detection equipment. In addition, may be required to collect and analyze radioactive and non-radioactive samples in accordance with standard procedures and make recommendations to the appropriate supervisor based on the results of such analyses; maintain the appropriate records of analyses performed; advise other employees in operating chemical process equipment and waste disposal facilities. May be required to assist plant engineers in writing procedures for calibrations, maintenance, testing, and other activities in his/her area of responsibility.

Background of education, training, and experience must be such as to qualify him/her to perform these duties with skill and efficiency and meet the current NRC qualification requirements for "Health Physics Technician" to which Company is committed. May be required to make independent determinations of appropriate postings of radiological conditions once the employee meets the NRC requirements.

To qualify for entrance into this classification, an employee must pass a written examination. For retesting provisions, see page 47.

Next Lower Classifications

2359 Appr. Chemical & Radiation Protection Technician

Same or Higher Classifications

2357 Chemical & Radiation Protection Technician
2358 Trv. Chemical & Radiation Protection Technician (DCPP)

Note: See page 40 for shift schedule.

2359 APPRENTICE CHEMICAL AND RADIATION PROTECTION TECHNICIAN

An employee who is engaged in performing Chemical and Radiation Protection Technician's work as an assistant to or under the direction of a journeyman for training purposes. Normal work hours are the same as the work hours for Chemical and Radiation Protection Technician. May be assigned to one or more C&RP shift cycles as part of the Apprenticeship Program. When assigned to shift, the hours will be in accordance with the local Chemical and Radiation Protection Shift Agreement. In order to gain experience for advancement to Chemical and Radiation Protection Technician, may be required to work alone or under indirect supervision on jobs for which the employee has been trained or instructed. The employee's education and qualifications must be such that the individual is considered capable of attaining Technician status. To qualify for entrance into this classification, an employee must pass a written exam.

Next Lower Classifications

0938 *Utility Worker* (Chemical and Radiation Protection)

Same or Higher Classifications

1503 Environmental Protection Monitor (GPP)
1505 Radiation & Process Monitor (HBPP)
1506 Trv. Radiation & Process Monitor (HBPP)
2359 Appr. Chemical & Radiation Protection Technician

Notes:

1. The normal hours of work will be Monday through Friday 8:00 a.m. to 4:30 p.m.
2. Company will establish the classification of Apprentice Chemical and Radiation Protection Technician. This apprenticeship shall have a 30-month training program (see Exhibit X for wage rates). However, this new apprenticeship shall not be utilized until such time as parties negotiate an appropriate training program for it.
3. Questions of placement of Apprentice Chemical and Radiation Protection Technicians at other than the starting rate based on previous experience will be referred to the Apprenticeship Committee on a case-by-case basis.
4. Placement: Employees in Chemical and Radiation Protection Technician positions on the date the training program described in 2 above is effective and who are at the starting rate will be placed at the one-year step of Apprentice Chemical and Radiation Protection Technician. Those who are in the six-month step will be placed at the two-year step and those at the one-year step will be at that step until completion of 18 months in the classification, at which time they will go to the new starting rate of Chemical and Radiation Protection Technicians.

0938 UTILITY WORKER (Chemical & Radiation Protection)
0939 SHIFT UTILITY WORKER

A *day or shift* employee whose principle duties consist of semi-skilled work such as *Utility Worker* for a Technician or Apprentice, including the use of hand tools under direction. In addition such employee may be required to operate the laundry, and under direction, to use portable power tools for cleaning purposes or other work not requiring precision, to collect, package, compact, and store radioactive *and hazardous* waste; to prepare radioactive waste for shipment; to collect and store contaminated clothing; and to install and remove radiation shielding. May be required to operate a forklift in the performance of his/*her* duties, stand fire watch and perform escort duty.

Beginner's Classification

2095 INSTRUMENT REPAIRMAN
(2099 *Traveling Instrument Repairman*) (DCPP)
2093 INSTRUMENT REPAIRMAN, UN. (2096 *Trv. Instrument Repairman, Un.*) (DCPP)

An employee who is a journeyman and is engaged in installing, maintaining, and calibrating all types of automatic control and recording equipment, instruments, gauges, and their component parts. Duties require the use of machine tools, hand and bench tools, and various types of test equipment. In addition, may be required to assist in taking readings during plant tests, tabulating and charting test and performance data. Background of apprenticeship and experience must be such as to qualify *an employee* to perform these duties with skill and efficiency.

Next Lower Classifications

2091 Appr. Instrument Repairman

Same or Higher Classifications

2090 (2093) Instru. Repairman & (Un.)
 2095 (2096) Instru. Repairman & (Un.) (DCPP)
 2097 (2094) Trv. Instru. Repairman & (Un.)
 2099 (2092) Trv. Instru. Repairman & (Un.) (DCPP)
 2365 (2367) Electrical Control Tech. & (Un.) (DCPP)
 2366 Appr. Electrical Control Technician (DCPP) (Top Rate)
 2380 (2381) Control Technician & (Un.) (DCPP)
 2382 (2399) Trv. Control Tech. & (Un.) (DCPP)
 2385 Shift Control Tech. (DCPP)
 2386 *Control Tech./Electrician - Steam Heat System **
 2396 (2394) Trv. Control Tech. & (Un.)
 2397 (2383) Control Technician & (Un.)
 2398 Appr. Control Tech. (Top Rate)

**If previously held the classification of Control Technician.*

2091 APPRENTICE INSTRUMENT REPAIRMAN

An employee who is engaged in performing Instrument Repairman's work as an assistant to or under the general direction of a journeyman for training purposes. In order to gain experience for advancement to

Instrument Repairman, may be required to work alone or under indirect supervision on jobs for which such employee has been trained and instructed. In addition, may be required to assist engineers in taking readings during plant tests, tabulating and charting test data, and technical filing. The employee's educational and general qualifications must be such that such individual is considered capable of attaining journeyman status.

Next Lower Classifications

- 0293 First Plant Clerk*
- 0334 Tool Maintenance Clerk
(Instr. Maint.) (DCPP)
- 0944 Utility Worker
- 0946 Trv. Utility Worker

Same or Higher Classifications

- 2091 Appr. Instrument Repairman

* Employees who were classified as Technical Clerks on December 31, 1976, and who, on such date had a valid prebid on file for a vacancy in the Apprentice Instrument Repairman classification, shall continue to be considered a prebidder under the provisions of Subsection 205.8(b). For Apprentice Instrument Repairman Apprenticeship program, refer to LA 90-12.

0334 TOOL MAINTENANCE CLERK (Instrument Maintenance) DCP

An employee who is in charge of the Tool Room and is responsible for storing, inspecting, handling, cleaning, excluding contaminated tools, verification of current calibration of test instruments and making minor repairs to tools and equipment. Also handles plant instrument maintenance materials and supplies and performs necessary office work relating thereto. Also performs other miscellaneous work when not required in the Tool Room.

Next Lower Classifications

- 0944 Utility Worker
- 0946 Traveling Utility Worker

Same or Higher Classifications

- 0332 Tool Maintenance Clerk
(Electrical) (DCPP)
- 0334 Tool Maintenance Clerk
(Instr. Mtce.) (DCPP)
- 0336 Tool Maintenance Clerk
(Mechanical) (DCPP)
- 2090 (2093) Instru. Repairman & (Un.)
- 2091 Appr. Instrument Repairman
- 2095 (2096) Instru. Repairman & (Un.)
(DCPP)
- 2097 (2094) Trv. Instrument
Repairman & (Un.)
- 2099 (2092) Trv. Instrument
Repairman & (Un.) (DCPP)
- 2380 (2381) Control Technician
& (Un.) (DCPP)
- 2382 (2399) Trv. Control Tech.
& (Un.) (DCPP)
- 2385 Shift Control Tech. (DCPP)
- 2386 Control Tech./Electrician - Steam Heat
System *
- 2396 (2394) Trv. Control Tech. & (Un.)
- 2397 (2383) Control Technician & (Un.)
- 2398 Appr. Control Tech. (Top Rate)

*If previously held the classification of Control Technician.

0944 UTILITY WORKER (0946 Trv. *Utility Worker*)

An employee whose principle duties consist of semi-skilled work such as helper for a journeyman or apprentice, including the use of hand tools under direction. In addition, may be required, under direction, to use portable power tools for cleaning purposes or other work not requiring precision.

Beginner's classification

**PROCEDURE FOR FILLING VACANCIES IN CLASSIFICATIONS
DESIGNATED AS "TRAVELING..."**

1. The prebid procedure as provided in Title 205.
2. If there are no qualified prebidders, the postbid procedure as provided in Title 205.
3. In filling journeymen traveling classifications, if no bids are received from qualified postbidders, a "qualified employee" in the appropriate apprentice classification in the headquarters who will complete his/*her* apprenticeship (36 months) within 90 days shall be assigned to the position at the end of his/*her* apprenticeship.
4. If unable to fill under the above provisions, attempt to fill the vacancy by hiring an individual qualified to perform the work.
5. If a vacancy still exists within 90 days of the first posting, repost it.
6. If the vacancy is not filled by a qualified bidder when reposted, assign the junior "qualified employee" in the classification at the headquarters to the traveling vacancy on an involuntary basis.

The words "qualified employee" are defined to include the ability to accept traveling assignments without restrictions due to health or undue family hardship.

All employees who were an apprentice or a journeyman before January 1, 1967, and who have not volunteered for a traveling maintenance classification shall be considered as non-volunteers for traveling maintenance classifications for as long a time as they remain in the plant to which they were assigned on January 1, 1967.

In 1966 it was agreed that "an employee involuntarily assigned to traveling status will be removed from such status when a more junior employee becomes available." This means that a traveling employee will be reassigned to his/*her* basic non-traveling classification as soon as a more junior employee becomes available to replace him. For purposes of comparing employees in journeyman classifications, time worked on a regular basis in corresponding apprentice classification shall be added to time worked as a journeyman. However, those employees who are involuntarily assigned to traveling status on or before the date of this Agreement (March 24, 1969) under consideration of Company seniority will be removed from such status only when an employee with less Company seniority becomes available.

NOTES ON TRAVELING MAINTENANCE CREWS

Company will designate in its steam plants certain maintenance classifications in which the incumbents will be expected to be available for special assignments at plants other than their normal headquarters for overhaul and other maintenance work for extended periods of time. Where an employee in such a classification is given such a special assignment and he/*she* qualified for expenses under the provisions of Section 201.1 for five consecutive days or more, his/*her* rate of pay during such assignment shall be the rate of the classification to which he/*she* is assigned plus \$15.00 per week.

In filling future vacancies in the classifications designated for traveling assignments, Company will label vacancies which are posted and will maintain separate prebid lists for traveling and non-traveling maintenance classifications.

In making assignments to traveling maintenance crews, Company will attempt to equalize out-of-town assignments among employees in the same traveling classifications throughout the System.

Prior notification of an assignment to a traveling maintenance crew shall be given the affected employee for regularly scheduled work, where possible, at least two weeks prior to the start of the work at the temporary headquarters. Such notification shall include but not be limited to a review of each job, and

anticipated duration of the assignment, the hours of work and number of shifts involved in the temporary assignments and lodging and travel arrangements.

Each employee assigned to a travel maintenance crew shall be allowed a reasonable sum for meals, laundry, and telephone calls and any other miscellaneous expense while at the temporary headquarters. Lodging and transportation will be arranged for and paid by the Company under the provisions of Title 201 "Expenses" of the Physical Contract.

ADMINISTRATIVE PROCEDURES
FOR TRAVELING MAINTENANCE ASSIGNMENTS

The administrative procedures for the use of Traveling Maintenance personnel shall normally be as follows:

Request to Borrow Personnel

Request for traveling maintenance personnel will be made to the Maintenance Specialist o the Staff of the Manager of Steam Generation.

Responsibilities of the Borrowing Plant

1. *The borrowing plant will make request for personnel not less than two weeks prior to the report date of requested personnel. With the request the plant will indicate the starting and ending dates of each assignment and the total days away from the home plant of each traveling member.*

"Total days away from their home plant" is defined as the total time away from home accumulated in days and consisting of the total elapsed days of the traveling assignment including travel days and holidays but excluding vacation days.

2. *Make local arrangements for lodging - normally these expenses should be handled on local orders.*
3. *Plant supervision may approve borrowed personnel's expense accounts with advance arrangements made through Accounts Payable in order to expedite payment. A copy of each expense account shall be sent to the home plant for record purposes. Expense accounts of travelers shall bear the borrowing plant's R.C. Number.*
4. *Review job detail with lending plant or division and provide necessary accounting information not less than two weeks prior to start of work.*
5. *Review each new job in detail with the borrowed personnel prior to the start of work. Borrowed personnel will not be assigned to jobs other than those for which they were requested.*
6. *Will provide local "Company Business" transportation for borrowed personnel. The car will be available for the traveler at the end of his shift.*
7. *Notify the lending plant or division in advance of the return of the traveling crew personnel. Notification shall be made during normal working hours and at least 24 hours in advance of their scheduled return.*
8. *When traveling personnel are to be returned to their home plant, they should be consolidated to travel by Company transportation, rental vehicles, or public transportation. No more than two persons will be placed in a subcompact car, no more than three persons will be placed in a compact or mid size car, no more than four persons will be placed in a full size car.*
9. *Company- issued tools of the traveling crew personnel shall be returned to the lending plant without delay.*

10. *Submit a list of all travelers borrowed, showing the total days away from the home plant, to the General Office Maintenance Specialist at the end of each job.*
11. *Submit a list of all travelers borrowed, showing the total days away from the home plant, to the General Office Maintenance Specialist at the end of each job.*

Responsibilities of the Lending Plant

1. *Will provide a transportation for travelers and their Company-issued tools to their temporary headquarters in accordance with item number 8 above - charging these expenses directly to the work order involved.*
2. *Furnish the travelers a supply of timecards bearing their home plant R.C. Number.*
3. *Provide the travelers with advance funds sufficient to cover the first four weeks.*
4. *Provide each employee with an "Employee Assignment Notification" form with upper portion completed by the lending plant. One copy of each employee's completed form is to be sent to the borrowing plant prior to the assignment starting date. (See Exhibit A)*
5. *Brief all employees at the time of assignment of each new job as to the job's general condition. Include in the briefing procedures to be followed in an emergency or an accident should occur while in transit between home plant and their temporary headquarters and a list of a local hospitals and doctors in case of illness.*

Procedures to be Followed by All Plants

1. **Transportation**

Transportation is furnished or authorized for personnel who are traveling on company business. Company transportation should normally be used.

a. **Company Transportation**

Travel between the place of lodging and the plant, between the place of lodging and local restaurants for meals, and between the place of lodging and laundry facilities is considered to be Company business for traveling crews. Any other use of Company-furnished vehicle should not be authorized except in emergencies.

b. **Rental Vehicles**

When company transportation is not available, request a local order from the borrowing plant and rent the required vehicle(s) charging the cost to the local order. Use of rental cars shall be in accordance with the procedures for Company and personal cars.

c. **Personal Cars**

If a crew member wishes to take his/her personal car and other transportation is to be provided, he/she may do so at his/her own expense. The use of a personal car may be authorized subject to reimbursement at the usual Company mileage rate provided that authorization is restricted to one personal car to each multiple of four traveling crew members or fraction thereof. Such authorized mileage shall be for one round trip between his/her home plant and the borrowing plant and for reasonable local transportation at the temporary headquarters.

d. **Public Transportation**

The Company may authorize transportation by public carrier or a combination with other means noted above.

2. Expenses

Each employee assigned to a traveling maintenance crew shall be allowed a reasonable sum for meals, laundry, regular telephone calls to home and other miscellaneous expense while at the temporary headquarters. This sum figure is based on a survey made in January of each year, as provided for in the letter agreement regarding Traveling Maintenance Crews, dated April 26, 1971.

An advance allowance sufficient to cover the first four weeks of a traveling assignment shall be available for each traveler. The expense check will be received by Wednesday of each week thereafter. The traveler may obtain the allowance by signing a Company I.O.U. Form No. 62-4020. The allowance will be returned to the Company with the employees final expense account form at the borrowing plant. If a traveler does not receive his expense check on time, he may, if requested, be relieved of the traveling assignment.

Lodging and transportation will be arranged for and paid by the Company under the provisions of Title 201, "Expense" of the Physical Contract.

3. Lodging

Lodging shall be paid by issuing a local order to the selected motels and hotels. The traveler should be told that the Company will not pay for room service, telephone calls other than those discussed under Expenses above, or other expenses above the cost of the room. Such additional expenses will be out-of-pocket cost to the employee.

Occasionally, an employee may request accommodations with kitchen facilities. If accommodation with kitchen facilities are reasonably available, such requests will be considered only if submitted in the individual's written statement and approved only if justified such as for medical or dietary reasons.

4. Vacations

Vacations of all maintenance employees will be scheduled in accordance with the provisions of Title 111.13 so as to limit the number of employees on vacation in any one classification. This allows the plant to maintain an adequate work force during the entire vacation period.

Assigned vacation periods for traveling personnel will not be made or changed for the convenience of traveling job assignments.

5. Birthday Holiday

For the limited purpose of traveling maintenance crews, the provisions of Subsection 103.2(b) of the Physical Agreement have been changed by a Company-Union Letter of Agreement dated 8-21-72, effective 9-1-72. Each employee, following notice of a traveling maintenance assignment, is permitted to elect and enter into a written agreement with his/her normal headquarters' immediate supervisor to take another day as his/her birthday holiday when such holiday would occur during the course of the assignment.

6. Traveling Assignment

In making assignments to traveling maintenance crews, Company will equalize out-of-town assignments as practicably as possible among employees in the same traveling classifications. Equitable methods of establishing job assignments, equalizing assignments, ranking of new crew members and recordkeeping are as follows:

a. Ranking of Employees and Job Assignments

Effective January 1, 1979, the ranking numbers shall be computed as follows:

- 1) *Compute the cumulative "total days away from home" for each employee as defined under item of responsibilities of the borrowing plant.*
- 2) *Add this number to the previous years ranking number and divide the sum by two.*
- 3) *Recompute the ranking numbers at the end of each year and submit a copy to the General Office Maintenance Specialist.*

A current list and volunteer list of all traveling employees by name, classification and assignment ranking number shall be posted on the Company-Union Bulletin Board in January of each year. The list should also indicate the number of days traveled and the ranking numbers of each employee for each of the three previous years.

Where applicable, General Office will make assignments each year for the required number of employees for each traveling assignment on the basis of this list without regard for individual plant assignment. Unusual workload requirements at a plant which may affect its assignments will have to be considered.

A list of employees who have traveled during the previous six months will be posted on a plant by plant basis every six months.

- b. *Ranking of an employee, newly assigned to the traveling crew, in his/her proper position relative to existing traveling maintenance members in the same classification./*

Assign him/her a figure of one day less than the average annual figure of the lowest traveler on the list of travelers within his/her classification. Retain this figure as his/her basis in computing future rankings. This number cannot be less than one. A probationary employee will not be required to travel for his/her first six months of employment, unless system manpower requirements so dictate.

- c. *Recordkeeping and crediting where a traveling employee secures a substitute.*

Except for sickness, volunteers or other extenuating circumstances for which he/she may be excused from an assignment, the responsibility for going on a given assignment rests with the traveling employee. If he/she wishes to do so and can find an acceptable substitute to go in his/her place, the original traveler will be excused from going and will not be credited with time away from home.

The responsibility for completing a given assignment rests with the traveling employee. However, if the employee wishes to be relieved of an assignment and can find an acceptable substitute to relieve him/her, the traveler may, at his/her supervisor's discretion, be relieved of the assignment.

In either of the above situations, the substitute, if a regular traveling crew member, will be credited for the total time away from home.

- d. *Work Schedule*

A traveler can be assigned to any of the work schedules, but regardless of the schedule the employee shall be given the weekend off following each three consecutive weeks of work.

7. *Exceptions*

Any exception to the above procedures which may arise, such as use of trailers, special expense allowance, etc., is to be discussed with the office of Manager, Steam Generation, prior to local agreement.

TRAVELING MAINTENANCE CREW
EMPLOYEE ASSIGNMENT NOTIFICATION

DATE: _____
EMPLOYEE: _____ SOC. SEC. NO. _____ R.C. NO. _____
CLASSIFICATION: _____ HOME PLANT: _____
JOB: _____ ACCOUNTING: _____

ASSIGNMENT

Plant: _____ Division: _____ Report first to Pft. Motel
Assignment Duration From _____ To _____
Work Schedule: _____ Shift(s)/day: _____ Hours/shift, _____ Days/week
AT&T Phone No. of borrowing Plant _____
Report to Mr. _____ (at borrowing plant).

Planned work: _____

Tools required: Yes No Comment _____

Hotel name and Address: _____

Expense Allowance: \$ _____. Please sign and return attached I.O.U.

(This expense allowance must be returned to the Company with your final expense account form at the borrowing plant.)

COMPLETE THE FOLLOWING AND RETURN:

1. Scheduled vacation: _____
2. Scheduled Holidays: _____
3. Preferred work shift: _____
4. Transportation between Home Plant and Temporary Headquarters will be provided by the Company.
Other arrangements, if any: _____

When driving personal car, name of insurance carrier: _____

5. Payroll Check Information: (Check (✓) one)
 - a. Forward check to Temporary Headquarters
 - b. Hold until return
 - c. Authorize _____ to pick up check
 - d. Other: Explain _____

6. In an emergency, notify the following:
Name: _____ Phone No. _____
Address: _____

7. Special Comments: _____

Signature: _____

Traveling Crew Member

cc: Assigned Power Plant Employee
Employee

STEAM GENERATION AND NUCLEAR PLANT
MAINTENANCE HOURS AND DAYS

(Clarification of the 1980 Contract Settlement pertaining to Title 202.)

During the bargaining leading to the adoption of Subsection 202.5(b), both Company and Union agreed that certain factors have occurred, some of which were outside of Company's control, which have created the need to provide Company's Steam Generation Department with Maintenance employees coverage on Saturdays and Sundays. Some of these factors are: The current shortage of generating capacity due to the difficulty in siting new plants; the excessive amounts of overtime currently being required of many Steam Generating Maintenance employees; the employees' strong preference not to work hours other than 8:00 - 4:30; and the difficulty in hiring and retaining qualified journeymen in the various Maintenance departments. Company and Union recognize that implementing new work schedules, as provided in Subsection 202.5(b), prior to such time as the total Maintenance manpower available has been substantially increased will merely move the overtime days around and will not solve the immediate problem. Therefore, Company agrees that it will not implement the provisions of Subsection 202.5(b) until the following commitments have been met:

- a. All presently available employees in next lower classifications to apprentice classifications in the various Steam Maintenance departments who have not successfully completed the ACT test shall, with the employees concurrence, be given the opportunity to take the ACT test. Upon completion of such testing, all such employees who have passed the test and agree thereto, shall be reclassified to apprentice in the appropriate line of progression. Employees in a classification listed as next lower to more than one apprentice classification (Apprentice Welder, Apprentice Rigger and Apprentice Machinist) shall be reclassified to apprentice positions based on their choice and their seniority, and in proportion to the Company's needs with respect to these classifications. It is understood that the great majority of placements will be in the Apprentice Machinist classification. This Subparagraph shall not apply to any employee who has already held an apprentice classification more than once.
- b. The total sum of the Authorized Positions (classifications) as summarized in Appendix L, dated June 30, 1979, and of Recommended Manpower Adjustments in Appendix F as corrected have been filled to 90 percent.

The Company and the Union agreed that once the conditions of Subparagraphs a and b above are met that back-to-back ten-on and four-off schedules may be initiated. Such schedules shall provide for a workweek with two of the four days off being Saturday and Sunday as provided in the "202 Hours Clarification." An employee on the 10 and 4 schedule will be considered as unavailable for overtime, unless he/she volunteers, every other four-day-off period. An employee who volunteers for overtime may be bypassed for overtime on assignments on two consecutive days of each four non-workday period. An employee bypassed as provided above will have no claim to pay for time not worked due to such bypass. In the event that Company requires an employee on such schedule to work on any combination of non-workdays which deprives the employee of two consecutive non-workdays off in a 21-day period, it shall give *an employee* two consecutive days off with pay prior to his next scheduled non-workdays. The number of employees in the Steam Generation Department Maintenance workforce in any plant who may be so assigned will be limited to 40 percent of such workforce, and 40 percent of any classification, rounded to the next higher full man. The establishment of 10 and 4 work schedules will be limited to Pittsburg and Moss Landing Power Plants in calendar year 1980. Assignments to the 10 and 4 schedule will be made from among those who volunteer in order of their service, and if "non-voluntary" assignments are necessary they will be made in inverse order of service in the appropriate classifications. For the purpose of filling the 10 and 4 work schedules those employees classified as non-traveling will be considered on the same basis as employees in traveling classifications. Employees who are now classified as non-traveling will not be reclassified as a result of this agreement. Any employee on the 10 and 4 work schedule, described herein, will have a separate vacation sign-up schedule, and will not have to compete with those employees working the 5 and 2 schedule. The Company and the Union also recognize that the problems outlined above are closely related to the general concept of traveling crews. Therefore, the parties agreed that assignments to schedules other than Monday through Friday would be limited to non-traveling classifications, and further to review the major issues involved; that of the number of maintenance employees designated as "traveling;"

and the distribution of such traveling assignments.

The administrative procedures established for shift personnel concerning overtime will also apply to key maintenance personnel (see page 48).

LETTER OF AGREEMENT 87-112

- COPY -

August 17, 1987

Pacific Gas and Electric Company
245 Market Street
San Francisco, CA 94106

Attention: Mr. I. W. Bonbright, Manager of Industrial Relations

Gentlemen:

As a result of recent discussions, Union proposes, pursuant to Section 102.8 of the Physical Labor Agreement the following disposition of the switching and clearance grievances contained in Arbitration case No. 133:

1. Lineman

A. Routine Switching Agreement

When an employee classified as a Lineman is assigned to perform switching, taking or holding a clearance and is not under the direct supervision of a working foreman or exempt supervisor during the time switching is being performed, such employee will be compensated for performing a routine switching assignment, as defined below, at the Lineman rate:

(1) Work assignments in the overhead that include one clearance point with switching in one location to clear the circuit for work or return it to normal;

(2) Work assignments in the underground URD or UCD non-network systems that include no more than two clearance points with switching (any operation on the switching log) performed by the employee in no more than two locations, regardless of the number of switching operations involved, to clear the circuit for work performed by the employee doing the switching or to return it to normal.

B. Complex Switching Assignment

When an employee classified as a Lineman is assigned to perform switching, taking or holding a clearance and is not under the direct supervision of a working foreman or exempt supervisor during the time switching is being performed, such employee will be compensated for performing a complex switching assignment, as defined below, for the work time involved rounded up to the nearest one-half hour, but no less than four hours, at the applicable Electric Crew Foreman rate:

Work assignments that include (1) combined phasing and rotation checks within the clearance limits, or (2) more than two clearance points, or (3) switching at more than two locations.

2. Cable Splicer

An employee classified as a Cable Splicer will not be expected to perform switching assignments. If, however, a Cable Splicer performs a switching assignment, his or her rate of pay will be subject to the temporary upgrade provisions of Section 204.3 of the collective bargaining agreement. When a Cable Splicer is entitled to a temporary upgrade, the applicable higher classification under Section 204.3 is Cable Crew Foreman.

3. Electrician

When an employee classified as an Electrician is assigned to perform station or plant bus switching and is not under the direct supervision of a working foreman or exempt supervisor during the time switching is performed such employee will be compensated at the System Operator No. 3 top rate for the work time involved but in no case less than eight hours at the straight rate of pay.

Switching assignments under this Letter Agreement will be made in accordance with the job definitions and related notes of Exhibit VI-L for these classifications. Further, switching assignments under this Letter Agreement will be made without reference to title 205 of the Physical Agreement; however, the making of such assignments will not result in the extended upgrades of employees covered by this Letter Agreement. However, when it becomes necessary to upgrade an employee as a result of this Letter Agreement and there is more than one journeyman on the job, the senior qualified employee will be entitled to the upgrade pursuant to Section 205.3 of the Physical Agreement.

All grievances included in Arbitration Case No. 133 will be resolved under the terms of this Letter Agreement at the Review Committee level. All subsidiary issues in these grievances will be remanded to the Review Committee for resolution.

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 Union.

Very truly yours,

LOCAL UNION 1245, IBEW

By /s/ Jack McNally
Business Manager

The Company is in accord with the foregoing and agrees thereto as of the date hereof.
PACIFIC GAS AND ELECTRIC COMPANY

September 4, 1987

By /s/ I.W. Bonbright
Manager of Industrial Relations

- COPY -

LA 91-80-PGE

May 20, 1991

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:

During the 1990 General Negotiations, the parties agreed to establish a Healthwise program to enhance the quality of the employee's lives by the promotion of health and fitness through education and the support of healthy lifestyles. In conjunction with the Company-wide program and in recognition of the unique working environment for power plant employees, Steam Generation proposes to establish an Employee Physical Fitness Program (EPFP) that will allow its employees to "co-invest" with PG&E in membership with targeted fitness organizations. In order to provide a consistent approach, Company proposes the following provisions be applicable to all such programs implemented after the date of signature of this agreement. The provisions of this agreement may only be put into effect if local plant management and the respective Union Business Representative elect to do so.

PROPOSED PROGRAM STRUCTURE

GENERAL PROGRAM DESIGN:

During 1991, the EPFP will allow Steam Generation employees to join a quality fitness organization at reduced initiation and monthly dues rates. Employees will be eligible to receive further financial assistance through a Plant-sponsored "co-investment" plan. This co-investment plan allows eligible employees to receive 80% (maximum \$50) off their one-time initiation fee and 80% (maximum \$25) of their normal monthly dues paid. To remain eligible for co-investment benefits, an employee must maintain a regular pattern of use at their chosen fitness facility.

TAX IMPLICATIONS:

The IRS views fitness facility memberships as "services." Therefore, participating employees will be responsible for paying tax at the ordinary income level for the value of PG&E's co-investment. For example, if PG&E pays \$400 annually towards an employee's membership and dues, that employee would see an additional \$400 inputted to his/her gross W-2 earnings at year's end. The employee is responsible for taxes due on this \$400.

LOCAL MANAGEMENT DISCLAIMER:

Each Plant maintains the right to operate the EPFP in the manner and fashion it deems appropriate. Local programs will be established only if there is sufficient employee interest to initiate and manage the program. Management of this program by employees will be considered as voluntary and non-compensable. Further, the establishment of the EPFP in no manner entitles employees to compensation outside of that settled upon during the course of recognized collective bargaining.

The Administrative Steering Committee will have full responsibility for fair and equitable administration of the program. Therefore, only disparate treatment issue concerning the establishment and application of eligibility and/or usage standards will be subject to the grievance procedure.

The administrative guidelines for participation in the program are attached and considered part of this agreement. Company reserves the right to suspend and/or cancel any and all part of this agreement upon fifteen days notice.

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 /s/ David J. Bergman
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

July 1, 1991

By /s/ Jack McNally
Business Manager

EMPLOYEE PHYSICAL FITNESS PROGRAM

ADMINISTRATIVE STEERING COMMITTEE

An Administration Steering Committee comprised of program participants will be established to determine the most efficient and effective manner to operate the program in a professional, businesslike manner. The Steering Committee will be responsible for finalizing the program proposal, completing a participant's contract, promulgating Administrative Guidelines under which the program will operate, and managing the on-going program activities.

A Department Head-level management employee will be assigned to the position of Steering Committee Liaison for a one-year period. This position will serve to foster and support the Committee and to ensure that the program is allowed to be truly "employee managed."

ADMINISTRATION COMMITTEE/ADMINISTRATIVE GUIDELINES

The following guidelines for participation in the EPFP program will apply:

1. An eligible participant must be a regular, full-time employee of Steam Generation or, a regular, full-time employee on a rotational assignment to another headquarters (Base RDDLF will determine eligibility); or, employee on rotational assignment to Steam Generation for one year or more (rotational assignment agreement will determine eligibility). When an employee on rotational assignment returns to his/her headquarters of origin, he/she will remain eligible to receive EPFP benefits only for the six consecutive month period from last open enrollment.
2. Program-enrollment periods will occur every sixth calendar month and will last ten working days. Eligible employees can only join the program during an open-enrollment period.
3. Eligible employees must agree to the following program membership conditions:
 - A. Imputed tax responsibility;
 - B. Agree to and sign a disclaimer of liability protecting PG&E and Steam Generation from any injury or damage that may occur as a result of being a program member
 - C. Steam Generation will pay 80% (maximum \$50) towards each employee's one-time initiation fee and 80% (maximum \$25) monthly towards each employee's dues assuming all conditions of the program agreement are met.
 - D. The EPFP is a budget-driven program requiring annual budgetary approval by the Plant Department Heads. Failure to gain annual funding will result in program suspension or cancellation. In the event of program suspension or cancellation, each employee will be responsible for accepting full financial responsibility for any contract he/she entered into with a fitness organization.
 - E. This program is expressly managed by Steam Generation and Company has exclusive jurisdiction over all matters concerning funding levels, program evaluation and fitness providers.
 - F. Participants are individually responsible for maintaining the currency of their payment accounts with their selected fitness organizations. Steam Generation accepts no responsibility for initiation fee or monthly dues payment beyond that expressly indicated in this proposal.
 - G. Program participants must maintain a "regular pattern of use" at their selected fitness facility. A "regular pattern of use" is defined as:

"Attending a fitness facility for the purpose of exercising an average of 2 times a week during each six-consecutive-month period." (Must attend at least 48 times during each six-consecutive-month period).

An employee's failure to participate regularly during any six consecutive month period will result in his/her suspension from the program. If a suspended employee at his/her own expense, maintains a regular pattern of attendance as described above for a period of six consecutive months, he/she will become re-eligible for program participation when the next vacancy occurs.

Attendance records will be made available to the Fitness Program Committee by each participating facility for use in determining whether use pattern guidelines are being met. Each participant is responsible for ensuring the accuracy of his/her attendance records.

EXCEPTIONS: Those employees on an approved leave of absence or extended sick leave may request an exception to the preceding guidelines. Requests for an exception must be made by the affected employee before the Fitness Program Committee during a regularly scheduled meeting.

- H. If an employee is not satisfied with the services provided by a specific fitness facility, he/she may make a one-time membership change to a new facility. Initiation fee and monthly dues co-payments will apply to this one-time change of membership. Upon an employee's second change of membership, no initiation fee co-payment will be made. Employees who are precluded from continuing membership by the fitness facility for any reason will not be eligible for co-payments of monthly dues or initiation fee and will be precluded from EPFP participation for a one-year period.
- I. Employees who resign, are discharged or laid off for any reason will no longer be eligible for participation effective within 30 calendar days of said action.
- J. Memberships are not transferrable between employees or an employee and non-employee.
- K. Company reserves the right to suspend and/or cancel any and all part of this agreement by providing fifteen days notice.

SPECIAL CONDITIONS APPLICABLE TO DIABLO CANYON POWER PLANT

General Requirements Applicable to All Employees at Nuclear Power Plants

1. Physical examinations of various types at regular intervals, as prescribed by Company.
2. File a record of previous occupational and medical radiation exposure. Individuals with a history of high exposure cannot be permitted to work in a nuclear plant.
3. Within a bounds of Company's radiation safety program, employees in a nuclear plant will be required to perform duties involving working with radioactive materials and working in areas of ionizing radiation.
4. **COMMUTE ALLOWANCE - DCPD ONLY** - A commute allowance of \$3.50 per straight-time day worked was established for all PGandE bargaining unit employees headquartered at DCPD. Employees will receive the commute allowance on their regular biweekly paychecks which will be designated as "taxable per diem."
5. **OPERATOR ADJUSTMENTS - DCPD ONLY** - The Company agreed to reestablish and maintain the 10 percent (Control Operator and Senior Control Operator) differential above comparable classifications in Group 1 Fossil Fuel Plants for Operators at DCPD. Such differential will be effective the date this Agreement is signed and will apply to Control Operators and Senior Control Operators. Such differential is to be recomputed annually.
6. **JOURNEYMAN WAGE RATES DIFFERENTIALS - DCPD ONLY** - The following wage differentials for journeyman classifications at DCPD are established:
 - a. 1-year step - 5 percent above base rate
2-year step - 7 percent above base rate
3-year step - 10 percent above base rate
 - b. 2357 Chemical and Radiation Protection Technician (DCPD)
2358 Traveling Chemical Radiation and Protection Technician (DCPD)

The starting rate will be calculated at 100 percent of the rate for other maintenance journeymen in Fossil Fuel Plants. The one-year rate will be calculated at 107 percent of the rate for other journeymen in Fossil Fuel Plants. The two-year rate will be calculated at 110 percent of the rate for other journeymen in Fossil Fuel Plants. The three-year step will be calculated at 100 percent of the two-year step of Control Technician at DCPD.
7. **DIABLO CANYON POWER PLANT APPRENTICESHIPS** - Employees who have served their apprenticeship at DCPD will begin receiving the one-year wage rate agreed to in Item 6. above immediately upon becoming a journeyman. A new journeyman or an employee who is a successful bidder to a journeyman job at DCPD will receive such rate after completing 12 continuous months of Company service at DCPD.
8. **WAGE PROGRESSION OF ELECTRICIANS AND INSTRUMENT REPAIRMEN - DCPD ONLY** - Company agreed to clarify the wage progression of Electricians or Instrument Repairmen when entering the Apprentice Control Technician or Apprentice Electrical Technician Training Programs to provide that these individuals will not suffer any pay loss as an Apprentice Technician. For additional information, see footnote for job description.

SHIFT CONTROL TECHNICIAN SHIFT SCHEDULE - LA 86-14

This shift schedule provides for 24-hour coverage, seven days per week, with at least two employees on at all times, and relief coverage for the Diablo Canyon Power Plant Instrumentation and Controls Department.

The schedule is comprised of either overlapping ten days on, four days off, or overlapping five days on, two days off, with a quarterly shift rotation based on yearly shift selection, and is manned by up to 18 Shift Control Technicians, with up to six per shift on each of three shifts, and an adequate number of Relief Shift Control Technicians, per the existing Relief Agreement.

The Company and Union agreed to the following initial formula for assignment to the various shifts when an increase to four Technicians per shift is implemented.

- Four employees on days
- Four employees on mid-shift
- Four employees on swing-shift
- Four day pool employees
- Three relief employees
- Fourteen combined Traveling Control Technicians and Control Technicians

Company agreed to increase the Traveling and Control Technicians from 13 to 14 as indicated above when the increase to four Technicians per shift is implemented.

Additional Technicians on Shift

Any new positions authorized shall be Shift Control Technicians, Control Technicians or Traveling Control Technicians. It is permissible to increase the number of Technicians of each shift up to a maximum of six, provided:

- 1) The total number of Shift Control Technicians assigned to the swing and graveyard shifts combined shall not exceed 50 percent of the total number of Shift Control Technicians available at the beginning of each quarter. Relief Shift Control Technicians shall not be included as part of the total number of Shift Control Technicians. However, in no event shall the number of Shift Control Technicians be increased above the number designated prior to the annual shift sign-up. In order to increase the number of technicians on shift, the Company must have adequate manpower prior to shift selection.
 - 2) The total combined number of Control Technicians and Traveling Control Technicians shall not be less than the number of Shift Technicians assigned to shift work (excluding day-shift pool).
1. A 10-4 or a 5-2 workweek will be selected prior to the shift selection of each calendar year by a vote of all Shift Control Technicians. A majority vote of all Shift Control Technicians will be required to change the existing workweek selection. Any change in the workweek will take place at the first shift change of the new year and continue for four-shift quarters.

Each quarterly shift change will commence at 0000 on the first day of the Technician's pay period during the ten-day period preceding the start of each school quarter at California Polytechnic State University, San Luis Obispo. Quarterly start dates will be established prior to yearly schedule selection.

2. Shift schedule positions will be filled each year on a voluntary basis, based on a seniority list ("The Seniority List"). This list will initially be with the most senior Shift Technicians, by Company seniority, at the top; the next most senior Technician in the second position, and so on. As new Technicians

are added during that year, they will be placed at the bottom of the seniority list, where they will remain for one selection cycle. The seniority list will be rotated in each of the following years, prior to selection, by moving the three most senior Technicians from the previous years' list, in turn, to the bottom of the list, but above any new Technicians added during that year prior to shift selection. Should vacancy(ies) occur during the year among the Technicians to be rotated, the remaining Technicians of the three are to be rotated.

Shift selection will occur during the third quarter of each year. This schedule will be established by the list's most senior Technician selecting the workweek, shift, and quarter of the employee's choice. The second senior Technician will then select a choice of one shift and so on until each Technician has selected a workweek and shift for each of the four quarters of the following year. Any subsequent vacancies in this schedule that are not covered by the "Relief Agreement" will be filled by the most senior volunteer in the unassigned day-shift group, if any; then by assignment by the Company of the least senior Technician in the unassigned day-shift group, if any. No Technician may select a shift nor be assigned to a shift unless the employee's total time in the Instrument and Controls Department will be six months on the date the shift commences, without the concurrence of the Instrument and Controls Manager. For the purposes of shift selection and the filling of vacancies not covered by the "Relief Agreement," as outlined in Section 2 above, "Seniority," refers to a Technician's position on the "Seniority List" for the current year.

If an employee subsequent to making a selection wishes to change a previous selection, the change will count as a selection turn.

3. Each Shift Control Technician may be required to work one-quarter on day pool during each calendar year. During this period, the Shift Control Technicians will receive required training; i.e., general employee, department, and any other prescribed training. During the shift selection of each calendar year, each Shift Control Technician will select one quarter of that year to be worked on day pool as the employee's initial selection to implement this paragraph. If the Company does not intend to utilize this provision, it will inform the Shift Control Technicians prior to yearly shift selection.
4. Additional Technicians, other than those required for shift coverage, will work a Monday through Friday 0800 - 1600 workweek. The Technicians on shift will work either 10-4 or 5-2 workweek as previously selected, 0000 - 0800, 0800 - 1600, or 1600 - 2400. Adjustments to these shifts may only be made with mutual consent of the Company and the Technician(s) involved per existing contract language. The workweek options will be as follows:

Workweek Option

10-4	S	M	T	W	T	F	S	S	M	T	W	T	F	S
WEEK														
A-1	0	0	0	X	X	X	X	X	X	X	X	X	X	0
A-2	X	X	X	X	0	0	0	0	X	X	X	X	X	X
A-3	X	X	X	X	X	X	X	X	X	0	0	0	0	X
A-4	0	0	X	X	X	X	X	X	X	X	X	X	0	0
A-5	X	X	X	X	X	0	0	0	0	X	X	X	X	X

*If there are three employees or less working, Workweeks A-1 through A-3 will be followed.

If four or more employees are working, then Workweeks A-4 and A-5 will be followed.

If there are six employees working, then three employees will be on A-4 and three on A-5.

5-2	S	M	T	W	T	F	S	S	M	T	W	T	F	S
WEEK														
B-1	0	X	X	X	X	X	0	0	X	X	X	X	X	0
B-2	X	X	X	X	0	0	X	X	X	X	X	0	0	X
B-3	X	X	0	0	X	X	X	X	X	0	0	X	X	X
B-4	0	0	X	X	X	X	X	0	0	X	X	X	X	X
B-5	X	X	X	X	X	0	0	X	X	X	X	X	0	0

***If there are three employees working, Workweeks B-1 through B-3 will be utilized.**

If there are four or more employees working, two or more employees will be on Workweek B-4 and two or more employees on Workweek B-5.

Each shift will be manned 0000 - 0800, 0800 - 1600, and 1600 - 2400.

In the event a Technician selects a 0000 - 0800 shift, immediately following a 1600 - 2400 shift, and these selections have neither the final Saturday of the 1600 - 2400 nor the first Sunday of the 0000 - 0800 shift as non-workdays, the Technician's first non-workday of the new 0000 - 0800 shift shall be moved to the first day (Sunday) of the new 0000 - 0800 shift. This day shall be without pay.

- 5. Relief coverage will be provided for under the existing "Relief Agreement."**
- 6. Holidays - No more than two Shift Control Technicians shall be scheduled to work on a holiday when there is only routine work to perform. The employees that do not work on such holiday will receive the day off at the eight-hour straight-time pay.**
- 7. If the Company increases or adds additional Control Technicians or Traveling Control Technicians or when a vacancy occurs, such position will be offered to the Shift Control Technicians with the most Company seniority before the job is offered through the normal bidding process. Therefore, normally any job vacancy that occurs for bid will be for a Shift Control Technician.**
- 8. Company and Union agreed that there will be local discussion for the clarification of job duties within the Control Technician and Shift Control Technician classifications.**
- 9. Should the Company be required to lower the number of Shift Control Technicians on shift during the calendar year, employees who have made shift selections under this agreement and have a need to remain on such shift because of previous commitment, will be allowed to discuss this subject with their supervisor. It is not the intent to force that employee out of such shift.**
- 10. Every effort will be made to provide appropriate training to all employees on a timely basis.**
- 11. This shift schedule agreement is hereby determined and can only be revised by the Business Manager, Local Union No. 1245, IBEW, and the Manager of Industrial Relations, pursuant to Subsection 202.16(b) of the Physical Labor Agreement. The conditions of the schedule shall be treated as other shift schedules, and the provisions of the Labor Agreement Clarification, including the filling of vacancies, will be in effect.**

-COPY-

LA 91-156-PGE

September 27, 1991

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:

This proposed Letter Agreement which pertains to the Chemistry and Radiation Department shift schedule at Diablo Canyon Nuclear Power Plant cancels and supersedes Letter Agreement 86-100-PGE. This proposal is in accordance with Subsection 202.16(b) of the Physical Labor Agreement.

CHEMICAL AND RADIATION PROTECTION TECHNICIAN SHIFT SCHEDULE

1. Each shift quarter will commence at 2400 hours, Thursday ending the day period prior to the start of classes for each school quarter at California Polytechnic State University, San Luis Obispo.

2. Shift Positions

a. Technical Specification Required ANSI Shift Positions

(1) These ANSI shift positions (a maximum of six positions: two per shift) shall be filled only by fully qualified Chemical and Radiation Protection Technicians.

(2) The shift workweek schedule for the ANSI shift positions shall be as follows:

	SU	MO	TU	WE	TH	FR	SA	SU	MO	TU	WE	TH	FR	SA
Workweek 1	X	X	X	X	X	X	0	0	0	0	X	X	X	X
Workweek 1A	0	0	0	X	X	X	X	X	X	X	X	X	X	0
Workweek 2	0	X	X	X	X	X	X	X	X	X	X	0	0	0
Workweek 2A	X	X	X	X	0	0	0	0	X	X	X	X	X	X
Workweek 3	X	X	X	X	X	0	0	X	X	X	X	X	0	0
Workweek 3A	0	0	X	X	X	X	X	0	0	X	X	X	X	X

b. Additional Shift Positions

(1) The Chemical & Radiation Protection Technicians assigned to these positions must be qualified for the assignment. In no case shall the total number of technicians assigned to backshifts exceed 19. (Excluding the six Technicians under 2.a. herein.)

- (2) The workweeks described in 2.a.(2) or a Monday-Friday workweek schedule may be used when establishing these additional backshift positions.
 - (3) No more than eight of the remaining day-shift positions will be required to work a 10-4 schedule.
- 3.a. *On an annual basis, the Company shall post the job assignments for shift and non-shift positions to be selected each quarter by shift and workweek. These positions shall be filled in order of seniority with each technician making a single selection for the quarter, shift, and workweek. After all the technicians have made the selection, the list will again be routed until all positions are filled. A shift technician may choose any shift and workweek not already filled.*
- 3.b. In the event a technician selects a 0000 - 0800 shift, immediately following a 1600 - 2400 shift and these selections have neither the final Thursday of the 1600 - 2400 nor the first Friday of the 0000 - 0800 shift as non-workdays, *the technician may elect to work the two consecutive shifts, or the technician may use a floater or vacation day on the Friday shift, or the technicians first non-workday of the new 0000 - 0800 shift shall be moved to the first day (Friday) of the new 0000 - 0800 shift, this day shall be without pay, and the technician will work one of his/her next non-workdays.*
4. Shift technicians, other than those required for any of the shift positions described above, may (with the Company's agreement) work any of the *shift* workweek schedules. If agreement cannot be reached, technicians shall work a 0800 - 1600 Monday through Friday workweek *or the agreed to workweek for shift employees.*
5. The two relief positions shall be filled by qualified shift technicians. *If the Relief position can not be filled pursuant to Section 205, then the assignment will be posted for selection on the annual shift sign-up list. If a Relief position comes open during the year, the assignment will be rotated quarterly to the least senior qualified Shift Technician in the 5-2 day shift pool at that time.*

The relief workweek will be selected from workweek schedule 1, 1a, or 5 & 2 Monday through Friday with the agreement of the technician and the Company. If an agreement cannot be reached, one relief technician shall work a 10 & 4 schedule and one a 5 & 2 schedule. The senior relief technician may select the workweek of his/her choice.
6. If a permanent vacancy occurs in shift positions as described in section 2, and the Company elects to fill this vacancy, it shall do so by assignment of the least senior, qualified Chemical & Radiation Protection Technician not filling an established shift position.
7. The time accrued in the specific disciplines of Chemical or Radiation Protection shall count one month for one month toward ANSI qualification. After the shift and workweek selections have been completed, qualified technicians may volunteer, by seniority, for general assignments of Chemical & Radiation Protection (with Company approval), but must spend at least one-quarter per calendar year in each discipline. Time accrued in the ANSI shift positions shall be accounted as 50 percent toward each discipline.
8. The Company shall maintain 13 Traveling Chemical & Radiation Protection Technician positions. If a permanent vacancy occurs, it will be filled by established job bidding procedure. If no valid prebids are on file, the Company will offer the position by seniority to the Shift Technicians.
9. Shift Chemical & Radiation Protection Technicians may be rescheduled to work other than their regular work hours and workweeks in accordance with the provisions of Section 202.17 and its clarification.

Section 202.17 can be applied only when the work to be performed falls within one of the categories listed in sub-paragraphs (a), (b), (c), or (d) of the section and during a refueling outage or overhaul of either or both units.

At the conclusion of the Section 202.17 schedule, employees will be returned to the shifts for which they would normally be scheduled.

10. A local Union and Company committee *will be established* to resolve questions and problems that arise over the Shift Agreement in an expeditious manner.
11. The shift schedule agreement is hereby determined and can only be changed by the Business Manager, Local Union 1245, IBEW, and the Manager of Industrial Relations, pursuant to Subsection 202.16(b) of the Physical Labor Agreement.

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 Company.

Yours very truly,

PACIFIC GAS AND ELECTRIC COMPANY

By /s/ David J. Bergman
Director & 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

December 9, 1991

By /s/ Jack McNally
Business Manager

**SCHEDULING REQUALIFICATION TRAINING FOR BACKSHIFT
CHEMICAL AND RADIATION PROTECTION TECHNICIANS - LA 86-70**

1. Normally, Chemical and Radiation Protection Technicians will be reassigned to day shift during their quarterly retraining period. If necessary, their positions will be filled by Relief Technicians during this reassignment.
2. If a Technician requests an alternate schedule on the basis of urgent and substantial personal reasons (i.e., interference with university classes), Chemical & Radiation Protection management will evaluate the possibility of altering the employee's regular schedule by the amount of hours necessary for the quarterly retraining classes only (i.e., 0400-1200 for mid shift, 1200-2000 for swing shift). If the employee and supervisor agree on a schedule alternation to attend quarterly retraining, it will be understood that the eight-hour work period from this altered schedule will be paid at the straight-time rate of pay.

**DCPP MAINTENANCE DEPARTMENT
STATIC SHIFT SCHEDULE - LA 85-137**

1. No more than 32 employees shall be scheduled on the second shift. The classifications required for the second shift will be determined by the Company.

Other than as provided in Section 202.17 of the Agreement, the complement of 32 employees shall not be increased except by Letter of Agreement between the Personnel Department at Diablo Canyon and the Union Business Representative in the area.

2. Employees who were employed at Diablo Canyon in the Maintenance Department on the signature date of this Letter Agreement shall not be required or forced to go on the second shift for any reason except for those effected by paragraph 11 of this agreement, or as provided in Section 202.17.
3. No apprentices shall be assigned to the second shift except for training that cannot be received on the first shift per Title 202 - Hours Clarification.
4. When a temporary vacancy occurs on the second shift and Company elects to fill such vacancy, Section 208.16 or Title 212 of the Physical Labor Agreement will be followed.
5. When a permanent vacancy occurs on the second shift, it shall be offered initially to employees by seniority in the same classification who are assigned to the day shift.

If there are no volunteers, then it shall be filled through Title 205 of the Physical Labor Agreement. If the Company elects to fill such vacancy on a temporary basis, Section 208.16 or Title 212 of the Physical Labor Agreement will be utilized until it is filled on a permanent basis.

6. When a vacancy occurs on the day shift, employees in the same classification on the second shift shall be offered such position, by seniority, before the normal bidding procedure is utilized.
7. All employees assigned to the second shift shall receive the second-shift premium. The second shift will be eight straight hours, Monday through Friday, with a one-half hour paid lunch period. The shift schedule will be from 4:30 p.m. to 12:30 a.m.
8. For purposes of this agreement, employees working the static second shift shall be considered "day employees".
9. For purposes of Section 208.16 and Title 212, the first and second shift will be considered the same.

10. Employees who enter the Maintenance Department after the date this Letter of Agreement is signed, and who enter an apprentice program and become unassigned journeymen, may be assigned to the second shift if there is a permanent vacancy that cannot be filled, pursuant to the Master Apprenticeship Agreement.
11. Grandfathered employees who progress to apprentice classifications and subsequently to journeymen will be subject to placement on the day shift and second shift on an alternating basis; i.e., one employee will be designated for the second shift when he/she becomes a journeyman, and one employee will be designated for days when he/she becomes a journeyman.
12. Section 202.24 shall apply to Maintenance Department employees.
13. New employees may be assigned to the day shift for a period of up to six months for training. Second-shift employees may be moved to the day shift for required training without penalty.
14. This agreement may be cancelled by either party by giving 90 days' notice.

**TESTING PROVISIONS FOR MAINTENANCE CLASSIFICATIONS
REQUIRING QUALIFYING EXAMINATIONS**

Apprentice Control Technician - Steam and Nuclear
 Apprentice Electrical Technician
 Journeyman Electrician - Steam and Nuclear
 Journeyman Mechanic - Steam and Nuclear
 Chemical & Radiation Protection Technician
 Radiation & Process Monitor
 Traveling Environmental Protection Monitor

All employees wishing to take any of the appropriate entry examinations may request in writing to their respective Personnel Departments that they be tested.

- | | | |
|-------------|---|---|
| 1st Testing | - | Upon employee's request or employee is the otherwise successful bidder to an authorized vacancy. |
| 2nd Testing | - | Three (3) months, or thereafter, following the date of the first testing. |
| 3rd Testing | - | Six (6) months, or thereafter, following the date of the second testing. |
| 4th Testing | - | Six (6) months, or thereafter, following the date of the third testing, <u>provided</u> that the employee is able to show satisfactory evidence that the employee has prepared himself or herself to pass the test. |

LINES OF PROGRESSION
Titles 205 and 206

For the purpose of Titles 205 and 206 of the Agreement, Steam Generation employees and Nuclear Plant operations employees, as listed in this Exhibit,* shall be considered to be in the same department.

*Exhibit VI-B

AMENDMENT TO LABOR AGREEMENT CLARIFICATION
TITLES 202, 205, and 206

Utilization of Relief Shift Employees
Diablo Canyon Power Plant

The Nuclear Regulatory Commission requires a procedure that places certain restrictions on the use of overtime for all nuclear plant shift personnel engaged in safety-related activities and provides rules for temporary relief of these personnel.

The following procedures will be utilized and supersede the utilization of relief shift Agreement dated November 1, 1967. However, reference will be made to the appropriate contract sections in the Physical Labor Agreement.

A. Restrictions of Shift Personnel - Overtime

1. An individual shall not be scheduled to work more than 12 consecutive hours.
2. There should be a break of at least 8 hours between all work periods.
3. An individual shall not be scheduled to work more than 16 hours in any 24-hour period, nor more than 24 hours in any 48-hour period, nor more than 72 hours in any seven-day period.
4. An individual shall not be scheduled to work more than 14 consecutive days without having 2 consecutive days off (refer to Section 208.23 and the Labor Agreement clarification).
5. If a Reactor Operator or Senior Reactor Operator has been working more than 12 hours during periods of extended shutdown (e.g., at duties away from the control board), such individuals shall not be assigned shift duty in the control room without at least a 12-hour break preceding such an assignment.
6. If a Reactor Operator is required to work in excess of eight continuous hours, such employee shall be periodically relieved of primary duties at the control board, such that periods of duty at the board do not exceed about four hours at a time.
7. The above hourly requirements only apply to actual hours worked. Shift turnover (if any), travel time and meal time after release from work do not count.
8. In unusual circumstances the Plant Manager or Plant Superintendent may authorize exceptions to the above scheduling requirements.

B. Emergency Relief of Shift Personnel

1. If the Shift Foreman on duty becomes incapacitated, the Senior Control Operator shall assume his duties. If more than one Senior Control Operator is on duty, the one assigned to the Control Room shall be in charge. Replacement for the incapacitated Shift Foreman shall be provided as soon as practical.
2. If a Licensed Operator on duty becomes incapacitated, and Company elects to replace him, a qualified upgrade within the shift will be made until such time as a qualified relief can be obtained, consistent with the provisions of Title 205 of the Agreement.
3. If a non-licensed shift worker becomes incapacitated, the Shift Foreman shall determine whether a replacement is needed and act accordingly.

C. In view of the above requirements, the replacement of an absent shift employee at Diablo Canyon Power Plant will be made in the following manner:

1. An absent employee is one who is (a) off work and absent from Company's premises, (b) temporarily assigned to a classification not in the bargaining unit, or (c) assigned to a training program or schedule which results in his being off watch.
2. Subsection 205.3(a) of the Agreement provides in part that in making temporary assignments to fill job vacancies, Company shall first consider employees in the appropriate Relief classifications and then, when practicable, consider the qualified employees at the headquarters in which the job vacancy exists in order of their preferential consideration under Section 205.7. The everyday application of the foregoing will be on the following basis:
3. When a shift employee is absent and Company elects to replace *an employee* for that watch, other than by the assignment of his duties to an employee on the same watch in the same or higher classification, the foregoing will be applied in the following sequence:
 - a. An employee in the appropriate Relief shift classification shall be assigned to relieve *an employee* if such Relief shift employee is available. Such Relief shift employee shall be considered available at any hour of the day and on any day of the week unless *an employee*:
 - i. is sick,
 - ii. is on vacation,
 - iii. has made other arrangements with his supervisor in advance,
 - iv. is already committed to the extended (one week or more) relief of another shift employee, or
 - v. such assignment would conflict with the provisions of Items A, 1 and 2 of the procedure listed above.
 - b. Whenever a Relief shift employee in the same or higher classification is not "available" as defined above and the vacancy is not caused by vacation or a 21st watch, a qualified employee on the watch may be upgraded to provide the required relief. In such a case, an upgraded employee may only be relieved by upgrading of a qualified employee within the watch.
 - c. Whenever a Relief shift employee in the same or higher classification is not "available" and a qualified employee on the watch is not upgraded, a shift employee in the same classification in which the relief is required shall be assigned to provide the required relief in the following order:
 - i. Call in the shift employee who is on his non-work days in the same classification in which the relief is required.
 - ii. Split the vacant eight-hour watch by extending the work period of the employee on the previous watch for four hours and call in the employee scheduled to work the following watch four hours early.
 - iii. Call in the shift employee who is on his non-work days in a higher classification.

December 1, 1989

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:

Pursuant to Subsection 202.16(b) of the Physical Agreement, Diablo Canyon Power Plant proposes to establish a permanent 12-hour rotating shift schedule for Operations Department shift employees effective the first payroll period following the signature date of this agreement. This specific agreement will be in accordance with the generic 12-Hour Shift Agreement (R2-86-89-PGE) with the exception of the areas noted below:

1. SHIFT SCHEDULE

- a. Two 12-hour shifts with starting times of 0700 and 1900
- b. One 4-day/10-hour Shift during the Training week with a schedule of 0700-1700. The Control Room Assistants' hours during the Training week are normally 0700 - 1700. Alternate schedules of 0600 - 1600, 0800 - 1800, or 0900 - 1900 during the Training week may be utilized with Company approval.
- c. Monday - Sunday workweek
- d. Five-Week Cycle as follows:

	MON	TUES	WEDS	THURS	FRI	SAT	SUN	
Week 1:	0	0	0	N	N	N	N	48 Hours
Week 2:	0	0	0	0	D	D	D	36 Hours
Week 3:	0	T	T	T	T	0	0	40 Hours
Week 4:	D	D	D	D	0	0	0	48 Hours
Week 5:	N	N	N	0	0	0	0	36 Hours

- e. Alternate schedules and workweeks may be agreed upon by Company and Union.

2. RELIEF EMPLOYEES

Upon implementation of this agreement, all present relief employees (except the Relief Control Room Assistant) shall be permanently assigned to the crews, making each crew self-relieving.

The hours of work for the Relief Control Room Assistant can be either 0700-1500 or 1000-1800. If there is more than one Relief Control Room Assistant, at least one Relief will be assigned to each schedule. An Administrative Procedure will be developed for distributing relief assignments. The NRC guidelines restricting the use of overtime as defined in paragraph 10(c) will apply to all Control Room Assistants. Any deviation can be approved by the Operations Department Manager.

3. WAGES

- a. In a 48-hour week, employees will receive overtime pay at the time-and-one-half rate as described below.
- b. Four hours of overtime in a 48-hour week will be referred to as Code X overtime and will be paid at time-and-one-half the adjusted hourly rate. The adjusted hourly rate will be determined by multiplying the current hourly rate by a factor of .980392 which is determined by dividing 400 hours, the number of compensable hours in a current ten-week cycle, by 408 hours $[4 \times (36 + 40 + 4 \times 1.5) + (2 \times 40)]$, the number of hours of compensation an employee will receive for 400 hours worked in the new schedule. The other four hours of overtime in a 48-hour week will be considered Code 1 overtime and paid at time-and-one-half the wage rate listed in Exhibit X. All paid time off in the 48-hour week will not reduce the overtime entitlement.
- c. All hours in excess of 36 hours in the 36-hour week and 44 hours in the 48-hour week will be paid per Letter Agreement R2-86-89-PGE.

4. OVERTIME MEALS

For the purposes of Section 104 - Overtime Meals, when an Operator is standing a watch, the regular hours of work are the same on a non-workday as on a regular workday. If the Operator is not standing a watch, Section 104.7 may be applied for work periods that exceed 8 hours (i.e. 9 hours and 15 minutes).

5. HOLIDAYS

Operations Department shift employees whose shift begins on one of the six designated holidays shall be compensated therefor as provided in Title 208. All holidays will be observed on their calendar date. Pursuant to the generic agreement, at the beginning of each year, all holidays are converted to vacation hours. At the employee's option, he may elect to be paid for these converted vacation hours. This election must be made prior to March 31 of that year.

6. SHIFT TURNOVER TIME

Shift turnover time, travel time, and overtime meal periods will not be considered as time worked for the purposes of determining the required time off as specified in Section 10(d) of this Agreement.

7. CHANGE OF HOURS FOR TRAINING

- a. Employees assigned to License Training, not to include Requal Training, may be assigned to any schedule of days and hours to facilitate simulator training and on the job training opportunities, so long as such employee shall be assigned to work periods of at least 8 hours with 2 consecutive days off during the week.
- b. Those requal individuals assigned to take NRC type requal exams may also be assigned as above for the purpose of additional simulator preparation.
- c. Employees who schedule vacation or are absent during their training shift may be transferred from their normal schedules to a training shift to make up the missed training. Schedule changes can be made for less than one weeks' duration.
- d. Entitlement for overtime as it applies to paragraphs a, b, and c, above will be pursuant to Title 208.18.

8. CHANGE OF HOURS - 202.17

The application of 202.17 for Operations Department shift employees will be expanded to include refueling outages and those periods in which the units are in modes 5 and 6. A refueling outage is defined as the point at which the output breakers are opened until the unit is paralleled to the grid. The schedules shall be determined locally between Company and Union.

9. SHIFT PREMIUM

The night shift shall receive a shift premium based on 12 hours at the third-shift premium. Sunday premium will continue to be paid at the present rate and will apply to those shifts which start on Sunday.

10. OVERTIME

a. Pursuant to Title 212, an EOT callout will be made as follows:

1. Call in the shift employee who is on his days off and has signed the voluntary sign-up list.
2. Call in anyone else giving preference to the shift employee on his non-workday who has signed the annual EOT voluntary sign-up list. No penalty will be invoked if an error is made on this callout.

b. Pursuant to Title 208, PAOT will be scheduled first on a voluntary basis and then on a mandatory basis as follows:

1. Schedule the shift employee who is on his 7-day off period if available.
2. Schedule the shift employee who is on his 4-day off period if available.
3. Schedule the shift employee who is on his 3-day off period if available.
4. Schedule the shift employee who is on his 2-day off period if available.

c. Per the NRC guidelines that restrict overtime, an employee may be bypassed for overtime if he will work more than 16 hours in any 24-hour period, 24 hours in any 48-hour period, or more than 72 hours in any seven-day period.

Employees may be bypassed for all overtime assignments from 12 hours prior to the start of any regular 12 hour workday and until 12 hours after the completion of the last regular 12 hour day in a scheduled workweek.

d. An employee who worked more than 12 hours in a workday and is normally scheduled to work the following day, shall report for work after having 12 hours off between work periods.

e. A person called to replace an absent employee on shift may be required to report. The EOT list will be utilized first.

f. Emergency overtime may be scheduled in time increments of 12 hours when coinciding with an existing shift and up to 16 hours when scheduled apart from a shift. Prearranged overtime may also be scheduled in specific time increments.

11. SPECIAL PROJECTS

Employees may be assigned to different schedules for special projects. No more than two employees per watch may be assigned to a special project. Assignments will be made on a volunteer basis. If there are no volunteers, the most junior person (30-month Auxiliary Operator or above) can be assigned the project.

Assignments will be rotated at intervals no greater than six months to different employees.

If required, the resulting vacancy on the watch may be filled by an employee on another watch on a volunteer basis.

12. TERM

This agreement will continue in force until time either party gives the other 60 days notice of cancellation.

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.

Very truly yours,

PACIFIC GAS AND ELECTRIC COMPANY

By: /s/ Richard B. Bradford
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

Jan. 19, 1990

By: /s/ Jack McNally
Business Manager

- COPY -

LA 89-187-PGE

January 24, 1989

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:

Pursuant to Step Five of Title 102 of the Physical Agreement, Review Committee Case No. 1689 was referred to Ad Hoc Negotiations. The unresolved issue in Ad Hoc No. 89-14 concerns the assignment of dosimetry and decontamination duties at Diablo Canyon Power Plant.

On October 9, 1989, an Ad Hoc Committee consisting of Dave Bergman, John Townsend and Rick Doering for the Company; and Darrel Mitchell and Mike Haentjens for the Union, met to discuss the issue. The Ad Hoc Committee agreed to the following:

- Company agree that dosimetry and decontamination work is appropriately performed by IBEW physical classifications, and Company will cease and desist contracting such work unless it is in compliance with RC 1637 and Letter Agreement 88-104.
- Company will establish new positions to perform the work that was the subject of the grievance.
- The Helper job definition in Chemistry and Radiation Protection will be amended to make clear that they perform deconning independently.
- Helpers in Departments other than Chemistry and Radiation Protection perform deconning on their Department's tools and parts.
- Newly established Helper positions in Chemistry and Radiation Protection can be scheduled to second and third shifts. Such shift schedules will be negotiated locally.
- Dosimetry/access control duties will be performed by Utility Plant clerks with the exception of operating whole body counters and respirator fit booth which will be performed by the Chemistry and Radiation Protection Department. Second shift access control coverage will be kept to a minimum and shift schedules will be negotiated locally.
- The issues contained in Review Committee Case No. 1689 are resolved based on the foregoing, and the case is considered closed.

Local Union 1245, IBEW
89-187-PGE

- 2 -

November 14, 1989

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 Company.

Yours very truly,

PACIFIC GAS AND ELECTRIC COMPANY

By /s/ Richard B. Bradford
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

Dec. 8, 1989

By /s/ Jack McNally
Business Manager

- COPY -

LA 91-61-PGE

April 16, 1991

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:

During the 1990 General Negotiations, the parties agreed to establish a Healthwise program to enhance the quality of the employees' lives by the promotion of health and fitness through education and support of healthy lifestyles. In conjunction with this Company-wide program, Diablo Canyon Power Plant has established an employee health and fitness program which provides a variety of options which enable individuals to voluntarily participate at their own level. The program includes:

- Health risk appraisal
- Individual fitness testing and consultation
- Aerobic classes
- Fitwalk program
- Pre-work stretching program
- Monthly wellness seminars
- Smoking management classes
- Nutrition counseling
- Weight management classes
- Annual health fair

The attachment provides additional information on the Plant's health and fitness program.

This agreement may be cancelled by either party upon 30 days written notice to the other of such cancellation.

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 /s/ David J. Bergman
Manager of Industrial Relations

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

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

May 2, 1991

By /s/ Jack McNally
Business Manager

Attachment

The DCPD employee health and fitness program provides a variety of options which enable individuals to voluntarily participate at their own level. The program includes:

- Health risk appraisal
- Individual fitness testing and consultation
- Aerobic classes
- Fitwalk program
- Pre-work stretching program
- Monthly wellness seminars
- Smoking management classes
- Nutrition counseling
- Weight management classes
- Annual health fair

The health risk appraisal includes: a complete medical exam, given prior to entry into the fitness program, cholesterol screening, and a comprehensive health history. The fitness testing is conducted using the MicroFit computer system. The testing includes body composition, muscular strength, flexibility, muscular endurance and aerobic capacity. After the fitness test, each employee receives a private consultation with a qualified fitness consultant to help the individual understand the test results. The consultant also aids the employee in setting reasonable goals that will strengthen the employee's weak areas.

Activities such as aerobic classes and the Fitwalk trail are available to all employees. Pre-work stretching programs are available to departments upon request. Monthly wellness seminars are presented during non-outage periods on a variety of health and fitness related topics by outside contractors. The seminars are an hour long and can be attended on company time with supervisor approval. Smoking management and weight management programs have also been offered by outside vendors on an as-needed basis. An annual health fair provides employees an opportunity to check on their cholesterol levels and increase their awareness on health and fitness issues. In addition, a small exercise room with various weight and aerobic equipment is available for employee use. A full listing of health clubs with rates and corporate discount information is available to employees.

- COPY -

LA 91-119-PGE

August 15, 1991

Pacific Gas and Electric Co.
215 Market Street, Room 916
San Francisco, CA 94106

Attention: Mr. David J. Bergman, Director of Industrial Relations

Gentlemen:

Pursuant to Letter Agreement 91-71-PGE Union proposes to establish or continue various employee participation program at work locations within Nuclear Power Generation Business Unit. The purpose of these programs are to jointly determines means to improve employee's work environment and improve Company's efficiency, productivity, and profitability while observing Union's responsibilities as the exclusive representative of bargaining unit employees.

The participation of bargaining unit employees shall be in accordance with the following:

1. Both Company and Union will designate one individual to participate on an overview committee to address problems that may arise that are not resolved locally, and to review the progress of these programs.
2. Union's Business Representative and Company's Industrial Relations Representative who are assigned responsibility at each work location shall meet on a regular basis to do the following:
 - a. review the application of the joint efforts,
 - b. assure compliance with all formal agreements between the parties,
 - c. establish the method of determining which bargaining unit employees will become involved in the processes,
 - d. make recommendations deemed appropriate.
3. Mandatory subjects of bargaining including compensation, benefits, working conditions and disputes subject to the grievance procedure are matters not to be addressed in these programs.
4. All activity by Union's bargaining unit members are to be considered as work assignments and to be in conformance with the appropriate Agreement.
5. Union's staff shall be granted access to any joint participation meetings that may occur.
6. Upon request from Union's Business Manager or Business Representative, Company shall supply information concerning any joint involvement activity.
7. Company and Union will arrange for a joint presentation to all bargaining unit employees to cover the application of this agreements, the goals and concerns of both parties, and the methodology to be utilized. The presentations shall be held during employee's work schedules.
8. Company shall not invoke the provisions of Title 206 of the Physical Agreement or Title 19 of the Clerical Agreement as the direct result of any employee involvement program.

Mr. Bergman
August 15, 1991

91-119-PGE
Page 2

This agreement may be cancelled at anytime by either party by serving thirty (30) days advance written notice to the other party.

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 Union.

Yours very truly,

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

By /s/ Jack McNally
Business Manager

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

PACIFIC GAS AND ELECTRIC COMPANY

12 - 18 , 1991

By /s/ David J. Bergman
Director of Industrial Relations

- COPY -

LA 92-36-PGE

March 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:

Company proposes to establish the following guidelines on the use of vanpools within the Nuclear Power Generation Business Unit at the Diablo Canyon Power Plant.

1. Company shall determine the routes and the number of vans.
2. Company shall determine the number of spaces available and ask for volunteers.
3. Company will post on Company bulletin boards for 15 calendar days a notice listing vanpool routes, the number of spaces available, and the corresponding fare. To be considered for initial vanpool membership, an employee must submit an application to the Transportation Coordinator no later than seven calendar days following the end of the posting date.
4. If there are more volunteers than membership spaces, a lottery will be held. Bargaining unit and non-bargaining unit employees will be given equal consideration for vanpool membership. A waiting list will be established for those employees not initially selected. Subsequent opportunities for vanpool membership will be filled from the waiting list on a first come, first serve basis. Interested employees may add their name to the waiting list at any time.
5. Company shall select, at its sole discretion, a primary driver and two backup drivers from a list of volunteers from each vanpool. Drivers must meet all State of California licensing regulations and qualifications. This includes maintaining a good driving record and passing a physical examination, as well as other requirements, such as training, etc., which the Company deemed necessary.
6. The primary driver will be responsible for arranging routine maintenance of the vehicle according to a schedule determined by the Company. Such routine maintenance will be performed during non-work time. The driver will not be entitled to compensation for the time spent fulfilling this responsibility.
7. The primary driver will not be charged a fare. Backup drivers will be charged three quarters of the normal fare.
8. With permission of the Transportation Coordinator, Vanpool members may assign their space to another employee for periods of time not to exceed three consecutive months. The purpose of this is to allow employees who are temporarily absent from work or who are temporarily assigned to other work hours to retain membership in the vanpool. The vanpool member is still responsible for paying the fare but may charge the temporary rider a rate not to exceed the normal fare.
9. Each vanpool will utilize a consistent pricing structure based on the model shown as Attachment A. The pricing structure will be periodically reviewed by the Company and is subject to modification at the Company's discretion. Consistent with IRS guidelines, vanpool members may have imputed taxable income if the actual fare is less than what the IRS considers to be the "market value" of the commute.

10. Employees not participating in vanpools will not receive any alternative benefit.

Either party has the right to cancel this agreement by giving 30 days notice.

If you are in accord with the foregoing and attachment 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 /s/ Richard B. Bradford
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

April 6, 1992

By /s/ Jack McNally
Business Manager

ATTACHMENT A

Passenger Van Fare Calculation Worksheet

Line	Year	1	2	3	4	5	6	7	8
<u>Monthly Fixed Costs</u>									
1.	Average Cost of Van (Financial \$) _____								
2.	Cost Recovery Factor .01205								
3.	Escalation	1.00	1.04	1.08	1.12	1.17	1.22	1.27	1.32
4.	Monthly Capital Cost (Line 1 x Line 2 x Line 3)	---	---	---	---	---	---	---	---
5.	License Fee	---	---	---	---	---	---	---	---
6.	Misc Administrative Cost	---	---	---	---	---	---	---	---
7.	Total Fixed Cost (Line 4 + Line 5 + Line 6)	---	---	---	---	---	---	---	---
<u>Monthly Variable Costs</u>									
8.	Maintenance (Financial \$)	---	---	---	---	---	---	---	---
9.	Fuel	---	---	---	---	---	---	---	---
10.	Total Variable Cost (Line 8 + Line 9)	---	---	---	---	---	---	---	---
11.	Total Monthly Cost (Line 7 + Line 10)	---	---	---	---	---	---	---	---
12.	Monthly Fare (Line 11 divided by the number of paying riders less the back up drivers' fare subsidy) (i.e. in a 12 person van, Total Monthly Cost divided by 10.5 = Full Fare)	---	---	---	---	---	---	---	---

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LA R1-93-16-PGE

February 3, 1993

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:

Letter Agreement No. 91-20 (attached) set the conditions under which workers are hired as temporary additional employees to perform outage work at the Diablo Canyon Power Plant. That agreement provides, in part, that the provisions of Title 106, 205 and 206 of the Physical Agreement will not apply to employees so hired.

We have recently received employment applications from individuals who have been laid off by the Company. Some of these individuals have re-employment rights under Section 206.13 or Section 306.14 of the Physical Agreement.

While we believe that Letter Agreement 91-20 provides the necessary language to avoid any misunderstanding of rights, or lack thereof, to which such employees would be entitled, Company proposes the following language to underline the understanding:

If the Company chooses to extend employment to such individuals under the provisions of Letter Agreement 91-20, all Sections of the Contract will apply with the exception of Titles 205, 206, 305, 306, and in addition to that, rehire rights would be based upon the position, location, and time limits in place prior to being employed under Letter Agreement 91-20.

If you are in accord with the foregoing and attachment 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 /s/ David J. Bergman
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

March 10, 1993

By /s/ Jack McNally
Business Manager

LA R3-91-20-PGE

April 12, 1991

Pacific Gas and Electric Company
Industrial Relations Department
215 Market St.
San Francisco, CA 94106

Attention: Mr. David Bergman, Manager of Industrial Relations

Gentlemen:

The Nuclear Power Generation (NPG) Business Unit in the past has utilized agency employees and independent contracts to supplement its regular work force during refueling and maintenance outages at the Diablo Canyon Power Plant.

The agency employees used by the NPG Business Unit have been in the three distinct categories:

- 1) Skilled technicians performing radiation protection, electrical technical, and instrument and control technical work. These technicians have very specialized skills and travel throughout the United States working at nuclear facilities during outages;
- 2) Experienced journeymen hired by a contractor as outage workers but assigned to PG&E to perform work; and,
- 3) Semi-skilled employees with little or no nuclear experience performing work normally performed by PG&E employees in beginning level classifications.

These employees are utilized only to perform related work and are released at the completion of that work.

Because of the unique nature of these employees and the way they are utilized by the NPG Business Unit, the parties agree to suspend the newly negotiated provisions of Section 106.12 of the Physical Agreement for the purposes of outage related work only, in accordance with the following provisions:

EXPERIENCED JOURNEYMAN AND TECHNICIANS

- 1) Company may continue to contract for experienced journeyman to supplement Company's regular work force.
- 2) Such contracting of experienced journeyman is limited to work performed by Pipefitters, Millwrights, Carpenters, Boilermakers, Electrician, Ironworkers, Sheetmetal Workers, Cement Masons, Sprinkler Workers, Painters and Asbestos Workers.
- 3) Such contracting of skilled technicians is limited to radiation protection, electrical technical, and instrument and control work.

OTHER CLASSIFICATIONS

- 1) All other individuals performing work covered by the IBEW, Local 1245 bargaining unit shall be hired by Company pursuant to the Physical Agreement between the parties per the following:
 - a) Pursuant to 204.4 of the Agreement new classification shall be established limited to outage work.
 - b) Employees in these positions will be paid no less than the beginning pay step established for permanent classifications performing comparable work.
 - c) Employees in these positions will not be subject to full completion of standard PG&E pre-employment requirement.
 - d) The provision of Title 106, 205, and 206 of the Agreement shall not apply to employees in these positions.
 - e) Except in situations of operational necessity, employees in these classifications will not be offered to work more hours than PG&E employees in regular comparable classification within each department in Diablo Canyon.
 - f) The provisions of Section 4.1 of the Physical Agreement shall become applicable eight (8) days after employment; the provisions of Section 4.4 shall be exercised with five (5) calendar days from receipts of Union's written request.

The provisions of the Physical Agreement shall apply in all other instances.

This agreement may be cancelled by either party with at least 60 days written notice prior to the commencement of an outage at the Diablo Canyon Power Plant.

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 Union.

Yours very truly,

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

By /s/ Jack McNally
Business Manager

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

PACIFIC GAS AND ELECTRIC COMPANY

4 - 12, 1991

By /s/ David J. Bergman
Manager of Industrial Relations

- COPY -

LA 92-56-PGE

April 14, 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:

During the last outage at the Diablo Canyon Power Plant, the Company hired over 300 outage workers as temporary additional employees under the provisions of Letter Agreement R3-91-20. These were primarily semi-skilled employees with little or no nuclear experience performing work normally performed by PG&E employees in beginning level classifications.

The Company also used over 200 contract agency employees to supplement its normal workforce to perform skilled technical work in the Radiation Protection, Electrical Maintenance and Instrumentation and Controls departments. For the most part these were experienced nuclear workers employed by contract firms specializing in providing outage labor.

Beginning with the IR5 outage scheduled to start September 15, 1992, Company proposes that the Nuclear Power Generation (NPG) Business Unit hire the technicians performing skilled technical work in the Radiation Protection, Electrical Maintenance and Instrumentation Controls departments as temporary additional employees under the conditions specified in the Section titled, "OTHER CLASSIFICATIONS" in Letter Agreement R3-91-20. Further, the Company proposes that this agreement be expanded to include Instrumentation and Controls Department technicians hired by ENCON to perform work in support of the outages at the Diablo Canyon Power Plant. The application to ENCON would apply only after utilizing ENCON employees to the extent practicable given ENCON commitments to other projects.

Because outage workers hired as temporary additional employees under Letter Agreement R3-91-20 support plant activities 7 days per week, 24 hours per day, their basic workweek of five consecutive days may begin or end on any day of the week and at any hour of the day. Furthermore, the workday of such employees who are scheduled to report to work between 12 o'clock noon and 1:00 a.m. inclusive shall consist of eight consecutive hours.

This agreement may be cancelled by either party with at least 60 days written notice prior to the commencement of an outage at the Diablo Canyon Power Plant.

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 /s/ RONALD L. BAILEY
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

April 28, 1992

By /s/ JACK McNALLY
Business Manager

- COPY -

LA R3-89-123-PGE

December 13, 1989

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:

Pursuant to Step Five of Title 102 of the Physical Agreement, Review Committee Case No. 1657 was referred to Ad Hoc Negotiations by letter dated August 15, 1989. The unresolved issue in Ad Hoc No. 89-8 concerns the scheduling of employees for emergency overtime.

On October 9, 1989, an Ad Hoc Committee met to resolve the issue. The Ad Hoc Committee consisted of Dave Bergman, John Townsend and Rick Doering for the Company; and Darrel Mitchell and Mike Haentjens for the Union. The Committee agreed to the following:

- Employees who have volunteered for emergency overtime may be called in advance of the overtime assignment.
- In no event will a volunteer on the call-out roster be bypassed for reason of unavailability if they are called during a period in which they have removed themselves from the list.

In addition, and applicable only to Diablo Canyon Power Plant, the Committee agreed to amend Letter Agreement 85-61-PGE which settled Arbitration Case No. 120 as follows based on NRC regulations and guidelines:

- Absent Plant Manager approval to extend; maintenance employees will not work emergency overtime in excess of 16 consecutive hours or beyond the NRC Technical Specifications which limit overtime.
- Operations employees may be scheduled for emergency overtime in 12-hour shifts if such shifts coincide with the existing shift schedule. If Operations employees are called in for emergency overtime that does not coincide with the existing shift schedule, the hours worked will not exceed 16 consecutive hours without Plant Manager approval to extend.
- If the NRC regulations concerning limitations on consecutive hours worked change; the parties will reopen discussions on this issue.

The Ad Hoc Committee directs the Review Committee to return the cases involved in RC 1657 to the Local Investigating Committee to determine if any liability exist based on the above guidelines. If the Local Investigating Committee is unable to agree, the Review Committee retains jurisdiction. If the Local Investigating Committee reaches agreement, the case will be considered closed by the Review Committee.

December 13, 1989

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 Company.

Yours very truly,

PACIFIC GAS AND ELECTRIC COMPANY

By /s/ RICHARD B. BRADFORD
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

Dec. 26, 1989

By /s/ JACK McNALLY
Business Manager

DIVISION STEAM GENERATION DEPARTMENT
AND
NUCLEAR POWER GENERATION DEPARTMENT

CLERICAL

0290 SENIOR PLANT CLERK

An employee who has the qualifications of a First Plant Clerk performs clerical work and is the lead clerk in a plant office directing the work of the other Plant Clerks.

Next Lower Classifications

0293 First Plant Clerk
 2645 Sr. Operating Clerk-Steno II
 2646 Sr. Operating Clerk-Typist II
 2723 Sr. Operating Clerk II

Same or Higher Classifications

0059 *Scheduling Assistant (DCPP only)*
 0243 Senior Field Clerk (G.C.)
 0263 Senior Hydro Clerk
 0290 Senior Plant Clerk
 0310 Senior Shop Clerk (G.C.)

0293 FIRST PLANT CLERK

An employee who, under general supervision, performs clerical work requiring a working knowledge of all procedures used in steam plant office work and the normal amount of judgment accompanying that knowledge. May also be required to maintain special and routine statistical records of operation and maintenance and to make computation for the preparation of reports. May be required to type accurately with reasonable speed.

Next Lower Classifications

0059 *Scheduling Assistant (DCPP only)*
 0294 Routine Plant Clerk
 0301 Control Room Asst. - DCPP
 2662 Operating Clerk
 2664 Operating Clerk-Steno
 2667 Operating Clerk-Typist

Same or Higher Classifications

0243 Senior Field Clerk (G.C.)
 0246 Field Clerk (G.C.)
 0263 Senior Hydro Clerk
 0264 First Hydro Clerk
 0290 Senior Plant Clerk
 0293 First Plant Clerk
 0310 Senior Shop Clerk (G.C.)
 0313 First Shop Clerk (G.C.)
 2645 Sr. Operating Clerk-Steno II
 2646 Sr. Operating Clerk-Typist II
 2654 Sr. Operating Clerk-Steno I
 2655 Sr. Operating Clerk-Typist I
 2723 Sr. Operating Clerk II
 2789 Sr. Operating Clerk I

0301 CONTROL ROOM ASSISTANT (DCPP)*

Next Lower Classifications

0294 Routine Plant Clerk

Same or Higher Classifications

0050 *Scheduling Assistant (DCPP only)*
 0243 Senior Field Clerk (G.C.)

Continued...

*Refer to LA 89-209 for hours of work on page 50.

Next Lower Classification

Same or Higher Classifications

0246	Field Clerk (G.C.)
0263	Senior Hydro Clerk
0264	First Hydro Clerk
0290	Senior Plant Clerk
0293	First Plant Clerk
0301	Control Room Assistant
0310	Senior Shop Clerk (G.C.)
0313	First Shop Clerk (G.C.)
2645	Sr. Operating Clerk-Steno II
2646	Sr. Operating Clerk-Typist II
2654	Sr. Operating Clerk-Steno I
2655	Sr. Operating Clerk-Typist I
2723	Sr. Operating Clerk II
2789	Sr. Operating Clerk I

0294 ROUTINE PLANT CLERK

An employee who performs routine clerical work requiring a basic knowledge of established Company steam plant office procedures and elementary accounting principles; may operate PBX Board or take readings during plant tests; in training for advancement to First Plant Clerk. Must be able to type with reasonable speed and accuracy (35 words per minute); may be required to learn shorthand prior to promotion to First Plant Clerk.

Beginner's classification

Note: A transfer application from a Utility Plant Clerk (DCPP) to Routine Plant Clerk will be given Priority 1 status under the Job Bidding System. Priority 1 transfer applications receive preference over all other transfers and are treated as a bid under the provisions of Subsection 207(a) or (b) as appropriate.

0296 UTILITY PLANT CLERK
0297 SHIFT UTILITY PLANT CLERK

An employee who performs routine typing, filing, microfilming, photocopying and general clerical work. May operate PBX Terminal, CRT terminal, and other standard office equipment. May be required to type with reasonable speed (35 words per minute net). Must have met all of Company's pre-employment clerical requirements. *Utility Plant Clerks who are assigned to the Dosimetry Office are shift employees. They may determine dose histories, issue and control TLD's, maintain NRC dosimetry records, log employees into the Radiological Controlled Area, read and rezero pencil dosimeters, and perform other clerical work.*

Additionally, Relief Utility Plant Clerk position at DCPP provides the necessary relief coverage for the Utility Plant Clerks assigned to the Access Control and Dosimetry Office. The Relief position would be filled on a voluntary basis and if there no volunteers, the Relief would be filled by the quarterly sign-up. The Relief will normally be assigned to a Monday - Friday, day shift.

Beginner's Classification

Note: A transfer application from a Utility Plant Clerk (DCPP) to Routine Plant Clerk at Diablo Canyon Power Plant will be given Priority 1 status under the Job Bidding System. Priority 1 transfer applications receive preference over all other transfers and are treated as a bid under the provisions of Subsection 207(a) or (b) as appropriate.

0059 SCHEDULING ASSISTANT (DCPP only)

An employee whose primary responsibilities include collecting, processing, analyzing, maintaining and disseminating schedules and scheduling information. Duties include the input, processing information between PIMS and scheduling software; executing batch runstreams; reviewing, analyzing and correcting data and system errors; distributing scheduling information to client workgroups; and developing basic reports using mainframe and personal computer programs. Must have knowledge of basic computer applications and be able to type with reasonable speed and accuracy (35 wpm).

Next Lower Classification

0294 Routine Plant Clerk

Same or Higher Classifications

0243 Sr. Field Clerk (G.C.)
0246 First Field Clerk (G.C.)
0263 Sr. Hydro Clerk
0264 First Hydro Clerk
0290 Sr. Plant Clerk
0293 First Plant Clerk
0301 Control Room Asst.
0310 Sr. Shop Clerk (G.C.)
0313 First Shop Clerk (G.C.)
2645 Sr. Operating Clerk-Steno II
2646 Sr. Operating Clerk-Typist II
2654 Sr. Operating Clerk-Steno I
2655 Sr. Operating Clerk-Typist I
2723 Sr. Operating Clerk II
2789 Sr. Operating Clerk I

Note: See next page, LA 92-88, for shift rotation.

CONFIDENTIAL EMPLOYEES' LINES OF PROGRESSION

Confidential employees in Steam Generation and Nuclear Plant Operations Departments, outside of General Office, have a line of progression into Plant Clerk classifications, as follows: Personnel Clerks prebidding to First Plant Clerk or Control Room Assistant - DCPD will be considered as "next lower" in the line of progression. Transfers to Routine Plant Clerk will be as Priority 2 or 3. Transfers to all other beginning classifications will continue to be considered as out of the bargaining unit.

- COPY -

LA 92-88-PGE

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:

Letter Agreement 92-11 established a new classification of Scheduling Assistant at the Diablo Canyon Power Plant. The agreement also provided for a 4:00 a.m. - 12 noon shift, in addition to the regular work periods provided in the Agreement.

Pursuant to Section 202.16(b) of the Physical Agreement, the Company proposes that in addition to the static 4:00 a.m. - 12 noon shift and day shifts, the Company also has the option to adopt a 4-week rotating schedule. Attached is an example of the Scheduling Assistant's shift rotation.

This proposal has been reviewed with the local IBEW Business Representative.

If you are in accord with the foregoing and attachment 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 & ELECTRIC COMPANY

By /s/ Ronald L. Bailey
Manager of Industrial Relations

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

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

July 30, 1992

By /s/ Jack McNally
Business Manager

SCHEDULING ASSISTANT'S SHIFT ROTATION

	NON-OUTAGE		6 WKS. BEFORE START →	PRE- OUTAGE	START OUTAGE ←	OUTAGE 2 wks.		NON-OUTAGE		
	4 WKS	4 WKS				4 WKS	4 WKS	4 WKS	4 WKS	4 WKS
SA #1	DAYS	DAYS	EARLY*	DAYS	SWING	GRAVES	DAYS	DAYS	EARLY	DAYS
SA #2	DAYS	EARLY	DAYS	SWING	GRAVES	DAYS	DAYS	EARLY	DAYS	DAYS
SA #3	EARLY	DAYS	DAYS	EARLY	DAYS	DAYS	SWING	DAYS	DAYS	EARLY
TEMP. UPGRADE				DAYS	DAYS	SWING	GRAVES			

8/3/92 for 1R5 ----->

202.17

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*Early Shift is 4:00 a.m. - 12:00 p.m.

EMPLOYEE PROVIDED TOOL LIST

ELECTRICIAN AND APPRENTICE ELECTRICIAN

1.		Box, Tool	31.		Screwdriver, Holding, Small
2.		Bar, Pry	32.	*	Screwdriver, Holding, Large
3.		Chisel, Cold, "	33.		Screwdrivers, Phillips Head - 1 Set
4.		Chisel, Small Wood			
5.		Clamps, 4" C - 2	34.		Screwdrivers, Offset - 1 Set
6.		Frame, Hacksaw, 12"	35.	*	Screwdriver, Stubby, Small
7.		Gauges, Thickness .0015" - .2" - 1 Set	36.	*	Screwdriver, Stubby, Large
8.		Hammer, Ball Peen, 12 oz.	37.		Scribe
9.		Hammer, Small Ball Peen or Plastic Head	38.		Snips, Tin
10.		Hammer, Carpenter's Claw Ripping	39.		Spintight Nut Drivers, Deep Hollow Shank - 1 Set
11.	*	Knife, Electrician's	40.		Square, Combination Try and Mitre
12.		Knife, Putty	41.		Square, Carpenter's, Steel, 24"
13.		Level, Aluminum, 24"	42.		Stone, Carborundum, Sharpening
14.		Level, Torpedo, 9"	43.	*	Stripper, Wire
15.		Mirror, Inspection	44.		Tweezers
16.		Pin Drift, 3/16", 1/4", 5/16", 3/8" - 1 Set	45.		Wrenches, Allen Key - Short Arm, .05" to 5/8" - 1 Set
17.	*	Pliers, Klein (Lineman) 8"	46.		Wrenches, Allen Key - Long Arm, 5/64" to 3/8" - 1 Set
18.	*	Pliers, Channel Lock, 9 "	47.		Wrenches, Box End, 3/8" to 7/8" by 16ths - 1 Set
19.	*	Pliers, Diagonal, 6"	48.		Wrenches, Open End, 3/8" to 7/8" by 16ths - 1 Set
20.	*	Pliers, Long or Needle Nose	49.		Wrenches, Combination, 3/8" to 7/8" by 16ths (Alternate for Box End and Open End Sets) - 1 Set
21.		Pliers, Vice Grip	50.		Wrenches, Open End Midgets - 1 Set
22.		Punch, Center, 1/4"	51.	*	Wrenches, Crescent, 4", 6", 8", 10" 12" or Equivalent (*6" only) - 1 Set
23.		Punch, Center, 3/8"			
24.		Punch, Pin, 1/16" to 3/8" by 16ths - 1 Set	52.		Wrench, Pipe, 8"
25.		Retriever, Flexible	53.		Wrench, Pipe, 10"
26.	*	Rule, Wood Folding, 6'	54.		Wrench, Socket Set, Deep, " Ratchet Drive with Extensions, 3/8" to 7/8" by 16ths - 1 Set
27.		Scissors			
28.		Scraper, Paint			
29.		Screwdriver, Angle with Ratchet			
30.	*	Screwdrivers, Electrician's - 1 Set			

*Items to be supplied by Apprentice Electricians during first 3 months in classification.

EMPLOYEE PROVIDED TOOL LIST

ELECTRICAL MACHINIST AND APPRENTICE MACHINIST

1.	*	Box, Tool	30.	Scale, 12" & Crosshead
2.		Bar, Pry	31.	Scraper, Bearing
3.		Bar, Pinch Aligning	32.	* Screwdrivers, 4", 6", 10", 12" - 1 Each
4.		Calipers, 6" Inside	33.	Screwdrivers, Offset - 1 Set
5.		Calipers, 6" Outside	34.	Screwdrivers, Phillips Head - 1 Set
6.		Chisel, Cold, 3/8" & 5/8" - 1 Each	35.	Screwdrivers, Quick, Wedge, Small, Medium & Large - 1 Set
7.		Frame, 12" Hacksaw	36.	* Screwdriver, Stubby, Small and Large - 1 Set
8.		Gauges, Thickness .0015" - .2" - 1 Set	37.	Scribe
9.		Gauge, Wire & Drill No. 1260	38.	Snips, Tin - 1 Pair
10.		Hammer, Ball Peen	39.	Sockets, " Drive, Set, Deep
11.		Hammers, 12 & 16 oz. - 1 Each	40.	Square, Combination Center Head and Protractor, 12"
12.	*	Knife, Electrician's	41.	Tweezers, Heavy Duty
13.		Knife, Putty	42.	Wrenches, Allen Key - Short Arm, .05" to 5/8" - 1 Set
14.		Mallet, Rubber/Rawhide	43.	Wrenches, Allen Key - Long Arm, 5/64" to 3/8" - 1 Set
15.		Mirror, Inspection	44.	Wrenches, Box End, 3/8" to 7/8" by 16ths - 1 Set
16.	*	Pliers, Channel Lock, 9 " or Equiv.	45.	* Wrenches, Crescent, 4", 6", 8", 10", 12" or Equivalent - 1 each.
17.	*	Pliers, Diagonal, 6"	46.	Wrenches, Open End, 3/8" to 7/8" by 16ths - 1 Set
18.	*	Pliers, Klein (Lineman) 8" or Equiv.	47.	Wrench, Pipe, 12" - 14" - 1 Each
19.	*	Pliers, Long or Needle Nose - 1 Pair	48.	Spintight Nut Drivers, Deep Hollow Shank - 1 Set
20.		Pliers, Vice Grip - 1 Pair	49.	Level, Torpedo, 9"
21.	*	Stripper, Wire	50.	Micrometer, Outside, 0-1, & 1-2 - 1 Each
22.		Plumb Bob	51.	Micrometer, Inside, 2" & 8" - 1 Each
23.		Punch, Center, 1/4" & 3/8" - 1 Each	52.	Gauge, Thread Pitch
24.		Punch, Drift, 3/16" to 3/8" by 16ths - 1 Set	53.	Machinists Manual
25.		Punch, Pin, 1/16" to 3/8" by 16ths - 1 Set	54.	Wedges, Parting
26.		Retriever, Flexible, Magnetic		
27.		Rule, 6" Steel		
28.		Rule, 12" Steel		
29.	*	Rule, Wooden 6'		

*Items to be supplied by Apprentice Electrical Machinists during first 3 months in classification.

