



LETTER AGREEMENT

No.

R2-92-77-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

July 9, 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:

This letter will confirm our understanding of the agreements reached on May 22, 1992 concerning the Operations Department at the Diablo Canyon Power Plant. The following agreements were reached:

1. Proposed Letter Agreement R1-92-41-PGE will be agreed to as written. Review Committee Cases Nos. 1731 and 1732 will remain on the Review Committee agenda until such time as this agreement is signed.
2. The classification of 1590 Assistant Control Operator (DCPP) and 1561 Auxiliary Operator (DCPP) will be deleted.
3. A classification of 1699 Nuclear Operator (DCPP) will be established with a job description and wage schedule as shown on Attachment A.
4. On the signing date of this agreement, employees in the Auxiliary Operator classifications will be placed in the Nuclear Operator classification at the pay step which corresponds with their level of training and qualification.

Employees who are at the top pay step of Assistant Control Operator will be placed at the top step of Nuclear Operator retroactive to January 1, 1992.

- 5. Employees who held the Assistant Control Operator classification at DCPD on the signing date of this agreement will be asked to indicate in writing whether or not they desire to hold a Reactor Operator (RO) license. Those that indicate a desire to hold a license will be given preference in service order, over other employees in the Nuclear Operator classification, to attend licensed operator training.

If for any reason the Company is unable to provide the training which would allow an employee described in paragraph 5 to receive an RO license by June 1, 1998, upon obtaining a license the employee will receive the RO premium retroactive to June 1, 1998.

An employee will forfeit preferential consideration and any right to retroactive treatment for the RO license premium if he or she indicates in writing a desire not to obtain a RO license, refuses for any reason (except sickness or disability) to begin training as scheduled, or leaves the Operations line of progression.

- 6. Training programs currently in effect for non-licensed operators (in accordance with Administrative Procedure B-150) may remain in effect for the Nuclear Operator classification.

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.


Very truly yours,

PACIFIC GAS AND ELECTRIC COMPANY

By 
Director and Chief Negotiator

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

, 1992

By 
Business Manager

1699 NUCLEAR OPERATOR (DCPP)

A shift employee who operates and services plant and auxiliary equipment. He may also be required to clean condensers, plug leaking tubes, take readings, perform operating tests and changeout or clean filter elements. In addition, may be required to perform minor maintenance work. He may be required to operate controls on auxiliary control boards, and may operate controls on the main control boards under the direction of a licensed operator. He may be required to perform switching and direct the operation of the feed pumps and safeguard equipment. He shall have a basic knowledge of NRC regulations and requirements.

Beginner's Classification

- Notes:
1. The various duties of the Nuclear Operator classification will normally be assigned to individual employees in order of progressive complexity; that is, the employee will be assigned more complex duties as his experience and knowledge progresses. Such assignments will be made on a continuing basis after the employee has been trained and instructed in the performance of each duty and has demonstrated his understanding of, and ability to perform each duty satisfactorily.
 2. A transfer application from an Assistant Power Plant Operator, Auxiliary Operator or a higher classification in the Line of Progression 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(a), (b), or (c) as appropriate.

Requirements for progression in the Nuclear Operator classification

- A. For progression to Nuclear Operator - pay step 2
 1. Successful completion of the Initial Operator Training Course.
- B. For progression to pay step 3
 1. Successful completion of the first Watch Station qualification.
- C. For progression to pay step 4
 1. Successful completion of the second Watch Station qualification.

- D. For progression to pay step 5
 - 1. Successful completion of the third Watch Station qualification.

- E. For progression to pay step 6
 - 1. Successful completion of the fourth Watch Station qualification.

- F. For progression to pay step 7
 - 1. Twelve months after meeting the 6 progression and,
 - 2. Successfully complete the Condensate Polisher Watch Station qualification (fifth Watch Station) and,
 - 3. Maintain a \geq 80% grade average in the Non-License Training program during the last 12 months.

- G. For progression to pay step 8
 - 1. 12 months after attaining Level 7 and,
 - 2. Successful completion of Control Room Watch Station qualification (sixth Watch Station) and,
 - 3. Maintain a \geq 80% grade average in the Non-License Training Program during the last 12 months

<u>TITLE</u>	<u>1992 WAGE RATE</u>	<u>1993 WAGE RATE</u>
1699 Nuclear Operator		
Start	\$661.55	\$691.35
* End 6 Mo.	668.60	698.70
* End 1 Yr.	688.10	719.10
* End 18 Mo.	711.40	743.45
* End 2 Yr.	747.60	781.25
* End 30 Mo.	767.30	801.85
** End 42 Mo.	847.85	886.00
** End 54 Mo.	894.20	934.45

* Employees who complete the requirements for progression ahead of schedule will be awarded the corresponding PWI effective the date of qualification.

** Employees who complete the requirements of the 30 month step ahead of schedule may progress to the 42 and 54 month steps after completing the requirements listed in paragraphs (F) and (G) above.