



PACIFIC GAS AND ELECTRIC COMPANY
 201 MISSION STREET, 1513A
 SAN FRANCISCO, CALIFORNIA 94105
 (415) 973-1125

D.J. BERGMAN, CHAIRMAN

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

REVIEW COMMITTEE

JUL 15 1993

**CASE CLOSED
 LOGGED AND FILED**

RECEIVED JUL - 8 1993

Los Padres Division Grievance No. MT-LOS-56-18-90-59-13
 P-RC 1541

DAVE OLSON, Company Member
 Los Padres Division
 Local Investigating Committee

MIKE HAENTJENS, Union Member
 Los Padres Division
 Local Investigating Committee

Subject of the Grievance:

The Union contends that Pismo Beach Substation Electricians and Electrical Technicians should receive the Journeyman Wage Rate Differential currently provided to journeymen classifications at Diablo Canyon Power Plant since Pismo Beach Electricians are required to meet the same conditions of employment required of DCPD Electricians for unescorted access to Diablo Canyon Power Plant.

Facts of the Case:

There are 10 Substation Electricians and 3 Electrical Technicians headquartered in Pismo Beach who may be temporarily assigned to perform work at Diablo Canyon Power Plant. Substation employees have worked at DCPD since construction began at the plant in 1968. Approximately 5-10% of the Pismo Beach Substation employees' work consists of scheduled maintenance and emergency call outs to DCPD.

Substation employees have been required to qualify and hold unescorted access rights to the plant since 1981 and were included in the Physical Security Plan in 1982. In order to maintain unescorted access to DCPD, they must successfully undergo:

- (a) Department of Justice Criminal History Check
- (b) MMPI Testing
- (c) Five Year Employment History Check
- (d) Character Reference Checks
- (e) Behavioral Observation Program
- (f) DCPD Fitness for Duty Regulations (including random drug testing)

According to the LIC Report, a bidder who fails one of the tests/background checks noted above would be bypassed for a Pismo Beach Substation position and current Substation employees who fail a test would be subject to displacement.

204.5 -Pismo Substation.
 612.4 Electricians who may be assigned to work at DCPD aren't entitled to the premium pd to DCPD Electricians.



IBEW

INTERNATIONAL BROTHERHOOD OF
 ELECTRICAL WORKERS, AFL-CIO
 LOCAL UNION 1245, I.B.E.W.
 P.O. BOX 4790
 WALNUT CREEK, CALIFORNIA 94596
 (415) 933-6060
 R.W. STALCUP, SECRETARY

Paragraph I(F) of the Special Conditions Applicable to Nuclear Power Plants in Exhibit VI-B of the Physical Agreement provides for journeyman wage rate differentials for journeyman classifications at Diablo Canyon Power Plant. The following wage differentials are provided for:

- 1 year step - 5 percent above base rate
- 2 year step - 7 percent above base rate
- 3 year step - 10 percent above base rate

Discussion:

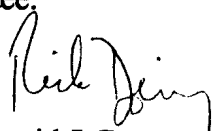
The Union opined that the Company has unilaterally established conditions of employment impacting bargaining unit employees' Title 205 and 206 rights. In addition, the Union argues that the working conditions for Pismo Beach Substation employees are significantly different than those required of Substation employees throughout the rest of the system. The Union believes that since Substation employees must qualify for unescorted access similar to employees regularly assigned to DCP, they should also receive the journeyman wage differential.

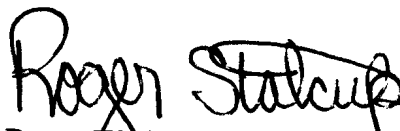
Company argued that the purpose of the journeyman wage differential was to retain journeyman employees at Diablo Canyon Power Plant due to the competitive labor market for nuclear power plant workers. Company also noted that they have not unilaterally established the requirement for tests and background checks, but that Federal Regulations require these procedures. Finally, Company notes that Substation employees have been subject to tests and background checks since 1982 when the Security Plan was implemented.

Decision:

Company agreed that it will make assignments of Substation employees to DCP from among employees who have qualified for unescorted access. Employees who fail to obtain or maintain unescorted access to the plant will not be subject to bypass or displacement unless an insufficient number of employees with unescorted access are available to perform the work.. The Committee also determined that it was the intent of the parties to provide the journeyman wage differential only to those employees whose regular headquarters is at Diablo Canyon Power Plant and any inclusion of other classifications would need to be the subject of negotiations..

This case is closed on this basis and such closure should be noted by the Local Investigating Committee.


 for David J. Bergman, Chairman
 Review Committee


 Roger W. Stalcup, Secretary
 Review Committee

Date 6/17/93

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