

## PACIFIC GAS AND ELECTRIC COMPANY

PGE +

245 MARKET STREET • SAN FRANCISCO, CALIFORNIA 94106 • (415) 781-4211 • TWX 910-372-6587

April 28, 1986

Local Union No. 1245  
 International Brotherhood of  
 Electrical Workers, AFL-CIO  
 P. O. Box 4790  
 Walnut Creek, California 94596

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

In accordance with Title 202 of the Physical Labor Agreement, the Company proposes to establish a second shift in the Maintenance Department at Diablo Canyon Power Plant as outlined herein.

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 journeyman, 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 journeyman 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.

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 *W. B. Bright*  
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

May 8, 1986

By *Jack Wilkey*  
Business Manager