

Pacific Gas and Electric Company215 Market Street
San Francisco, CA 94106
415/972-7000

November 3, 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:

West Geysers Power Plant has received authorization to construct a Materials Management Site, to be located at Units 7 and 8. The facility is presently under construction, tentatively scheduled for completion in December 1989.

Equipment at this facility must be operated and tested both prior to and after completion. In planning and evaluating the operation of this project, Company has worked with the equipment manufacturer. An eight hour per day, five day per week work schedule is based on the operational design of the equipment.

The work requirements of employees assigned to this site fall within the scope of the Assistant Power Plant Operator classification, as outlined in Exhibit VI-B, Job Definition and Lines of Progression, Steam Generation Department. There are no skill or educational requirements in excess of the 42-month APPO progressive wage step for any craft personnel working at this facility.

Operation is based on an eight hour per day, five day per week workweek. To accommodate the pre-operations phase, Company proposes the following:

1. To establish a permanent static day shift work group, work hours to be Monday through Friday, 8:00 a.m. to 4:00 p.m., effective September 21, 1989.
2. To initially staff this operation with three APPOs. Company will monitor performance and ongoing operational requirements, to determine whether this number should remain constant, increase or decrease. Modifications to the staffing levels will be determined by Management and will be based upon operational needs as well as availability of staff to perform these functions.

Should illness, vacation or other factors make it necessary to temporarily relieve operators assigned to this facility, Company may at its option provide coverage by pulling from the complement of operators working the 7:00 a.m. - 7:00 p.m. shift on the days in question. In so doing, impacted operators will be utilized at the facility during the hours of 8:00 a.m. - 4:00 p.m. and then assigned to other activities for the remainder of their shift. There will be no reduction in their hours of work or their basic workweek.

3. In an effort to assure effective performance of the new facility, while at the same time striving to balance the workload and provide maximum support for the Operations function, the staff initially assigned, as well as future vacancies, for this facility will be determined by using the following procedures:

- A. Company will first ask for volunteers from the present staff of Assistant Power Plant Operators (APPOs) headquartered at West Geysers Power Plant;
- B. If there are no volunteer(s) for the vacant position(s), Company will use Titles 205 and 206 of the Company/Union Physical Agreement to staff the vacant position(s).

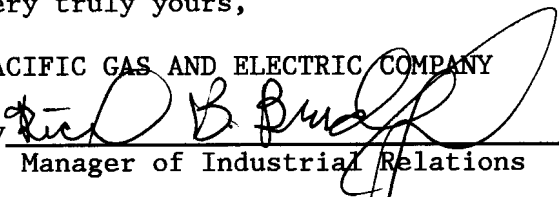
It must be noted that an employee who works at this facility, whether by personal or Company option, shall be considered as permanently assigned to this shift and location.

- 4. Employees selected to work at this site will not realize any negative effect on their status as it relates to upgrade opportunities, training, bidding or transfers, including present and future lines of progression. Impacted employees will retain all rights of their base classification.
- 5. Employees regularly working at this site will not receive a shift premium during the course of this assignment. At the same time, employees assigned to this shift may be called upon at any time to perform other duties that would fall within the confines of their base classification. If an employee is asked to return to shift work at some point during the period of time he or she is working at the Materials Management Facility, Company will initiate such change in accordance with the Title 202 of the Company/Union Labor Agreement.
- 6. For purposes of the agreement, operators assigned to this work site and schedule will be allowed to form carpools with employees from other West Geysers Power Plant departments.

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,

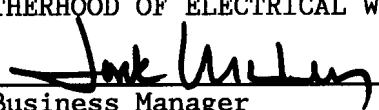
PACIFIC GAS AND ELECTRIC COMPANY

By 
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

Nov 10, 1989

By 
Business Manager

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