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10-28-ESC

October 6, 2010

Ms. Susan Greenwood, Union Representative
Engineers and Scientists of California
Local 20, IFPTE, AFL-CIO & CLC
835 Howard Street, 2nd Floor
San Francisco, CA 94103

Dear Ms. Greenwood:

Over the years, the parties have discussed the need to consolidate construction and maintenance planning classifications at Diablo Canyon Power Plant. Having separate classifications, with different work jurisdictions, contributes to inefficiency and confusion. The addition of the maintenance planning group to the Bargaining Unit in 2007 makes this consolidation a more viable option.

The parties agree that a consolidation provides benefit to both the Union and the Company, and therefore the Company submits the following proposal for consideration. This proposal was developed in a manner to avoid any negative impact to employees and will not directly result in the involuntary demotion or layoff of any current planning department employee.

New Classifications

1. The following classifications will be established:

- (xxxx) Associate Nuclear Planner
- (xxxx) Nuclear Planner
- (xxxx) Senior Nuclear Planner

2. The respective pay ranges are the same as the current (3663) Associate Maintenance Planner; (3664) Nuclear Maintenance Planner and the (3665) Senior Maintenance Planner classification. That is:

Job Code	Title	Min. (2010)	Max. (2010)
	Associate Nuclear Planner	36.45	42.87
	Nuclear Planner	43.98	52.28
	Senior Nuclear Planner	52.28	54.89

3. Job descriptions are attached.

Deleted Classifications

- 1. The following classifications will be deleted:

2926 Associate Construction Planner
2925 Construction Planner
2927 Senior Construction Planner
3663 Associate Maintenance Planner
3664 Nuclear Maintenance Planner
3665 Senior Maintenance Planner
3102 Field Engineer - Nuclear

Placement of Incumbents

- 1. Associate Construction Planners and Associate Maintenance Planners will be placed as Associate Nuclear Planner.
- 2. Construction Planners and Maintenance Planners will be placed as Nuclear Planner.
- 3. Senior Construction Planners and Senior Maintenance Planners will be placed as Senior Nuclear Planner.
- 4. Field Engineers will be placed as Nuclear Planner. Field Engineers at the top pay step will retain their present wage step and receive GWIs.
- 5. Maintenance planning employees whose pay rate was grandfathered under Letter Agreement 08-01 will continue to receive the wage treatment as provided in that letter agreement.
- 6. Construction planning employees will be placed at their current pay rate, with any future progressive wage increase under Section 15.4 (b) provided from the date of placement in the newly established classification.

Deleted Letter Agreements

- 1. The following letter agreements are no longer applicable and will be deleted:

LA 06-01
LA 99-07

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/Jeffrey M. Delaney
Jeffrey M. Delaney
Principal Negotiator

ENGINEERS AND SCIENTISTS OF CALIFORNIA
LOCAL 20, IFPTE, AFL-CIO & CLC

October 13, 2010

By: s/Susan Greenwood
Susan Greenwood
Union Representative

Senior Nuclear Planner

Duties:

An employee who performs the duties of a Nuclear Planner and may be required to perform such additional duties as developing training programs; performing training; directing the work, and reviewing and approving the work, of a Nuclear Planner or Associate Nuclear Planner; reviewing and assisting supervisors in coordinating and scheduling work assignments. Oversight of assigned Nuclear Planners and Associate Nuclear Planners to ensure the daily T-12 Work control and Outage Planning Milestones are met. Make recommendations to the Department Supervisor and Planning Manager regarding the resources/overtime required to meet the Daily T-12 Work Control process and Outage Planning Milestones.

It is also recognized that such duties as developing training, conducting training, Oversight, directing the work of others and reviewing and approving the work of Nuclear Planner and Associate Nuclear Planner may also be performed by non-unit supervisors.

Employees will be assigned to a primary discipline of I&C; Mechanical; Electrical; Welding or Civil but may also be assigned to perform work on occasion in another discipline if qualified.

Requirements:

Must have three years of plant experience as a Nuclear Planner (or the previous classifications of Construction Planner or Maintenance Planner) in the discipline that is being filled. Disciplines include I&C; Mechanical; Electrical; Welding and Civil.

Filling the job:

An employee must meet the requirements above to be considered a qualified bidder. Company shall make the final selection from a list of qualified bidders taking into consideration such factors as the employee's length of service, job performance and leadership and technical abilities. Company shall solicit and consider Union's input before the final selection is made. The final selection of the successful candidate may be subject to the grievance procedure only to determine whether or not the Company considered all of the factors listed above prior to making the decision.

Demotion/layoff rights:

Rights under Title 22 of the Agreement shall be by classification and discipline.

Nuclear Planner

Duties (SAP Planning):

An employee who develops work packages and provides technical support /oversight for field personnel for design modification, construction, corrective maintenance, preventive maintenance, and recurring tasks to comply with plant licensing documents, regulatory commitments, technical specifications, preventive maintenance, and equipment qualification programs.

Development of work instruction and packages include engineering drawings, plant administrative procedures, maintenance and construction procedures, vendor recommendations and other governing documents and specifications. Assists in determination of post maintenance testing requirements, clearance, ALARA and foreign material exclusion program information. Identifies required parts, special tools and material and coordinates generation of support activities. Performs job walkdowns to identify potential work activity interference. May develop as-built drawings and required field changes. Performs applicable final work package review and closure.

Interfaces and assist various departments with the development of permanent and temporary design changes. Participates in preparation of preliminary job estimates, schedules, and constructability reviews. Provides technical support to field personnel, performs field inspections, prepares progress reports, monitors the work of contractors to assure compliance with applicable site procedures, management expectations, work orders, construction standards, drawings, specifications, regulations and plans. While it is recognized that some limited contractor interface will be performed by non-unit employees, the primary point of contact will be the Nuclear Planner Classification. May direct the activities of certain employees or crews on job assignments requiring technical support. Assists engineering with studies and analysis. May perform duties as assistant Supervisor when the project size warrants.

Employees will be assigned to a primary discipline of I&C; Mechanical; Electrical; Welding or Civil but may also be assigned to perform work on occasion in another discipline if qualified.

Requirements:

Three to five (3-5) years related discipline experience in nuclear power, and a high school diploma or equivalent.

OR

Two (2) years experience in maintenance in nuclear power, engineering or nuclear plant operations, and an associate's degree in engineering or related physical science.

OR

One (1) year experience in maintenance in nuclear power, engineering or nuclear plant operations, and a B.S. degree in engineering or related physical science.

Understanding of drawings, schematics, diagrams and other technical material.
Basic software skills (word, excel, power point, access).

Automatic Progression

Progression from Associate Nuclear Planner to Nuclear Planner is automatic after successfully completing a training program, meeting ANSI Standards and achieving the top rate of pay.

Filling vacancies

Prior to filling vacancies through the bid process, Company shall consider requests for transfers between disciplines provided the employee meets the requirements for the discipline, but such placement shall be at the discretion of the Company.

Demotion/layoff rights:

Rights under Title 22 of the Agreement shall be by classification and discipline.

Associate Nuclear Planner (beginning level)**Duties:**

A beginning level classification that will perform, after training, the full duties of a Nuclear Planner. Shall Progress Daily utilizing the Assigned Training Tracking and Certification Discipline form in order to become a "Certified Nuclear Planner" which includes, Participating in Project Field Implementation inspections, conduct of Maintenance work and the T-12 Work control process. Complete and maintain all required training for unescorted Radiation access.

Requirements:

Have completed an AA or AS in engineering or related field or equivalent experience.