



# LETTER AGREEMENT

**No. 92-105-PGE**



Pacific Gas and Electric Company  
Industrial Relations Department  
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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

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Ronald L. Bailey, Manager or  
David J. Bergman, Director and Chief Negotiator

Jack McNally, Business Manager

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July 23, 1992

Local Union 1245  
International Brotherhood of  
Electrical Workers, AFL-CIO  
P. O. Box 4790  
Walnut Creek, CA 94596

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

Since 1989, outage incentive programs which award paid time-off for achieving defined outage goals have been offered to employees performing work on refueling outages at the Diablo Canyon Power Plant (DCPP). The most recent agreement, R3-90-237-PGE, covered the fourth refueling outages of Units 1 and 2.

Outage incentive programs have proven to be highly effective by minimizing outage duration while focusing on established safety and quality standards. Therefore, the Company proposes an outage incentive program for the fifth refueling outages of Unit 1 (1R5) and Unit 2 (2R5) scheduled to begin September 13, 1992 and March 1, 1993, respectively.

This proposal differs from the most recent outage incentive program in that it:

- Includes a new performance target for the Work Completion, Testing, and Start Up Phase (reactor head installation to initial power generation). A 4 hour award is contingent on meeting this new performance target as well as the outage duration target.
- Adjusts the performance target for ascension-to-full-revenue-power generation to reflect achieved learning and significant technological and managerial improvements gained in the last two outages.
- Adjusts performance targets for "breaker-to-breaker" outage duration and personnel radiation exposure to reflect the scope of work for the fifth refueling outages (these outages are expected to be the most complex and difficult outages to be undertaken to date).

- Adds a clause for reduction of awards for adverse work occurrences which affect plant shutdown risk and are directly related to the outage.

The details of the proposed Outage Incentive Program for the 1R5 and 2R5 are provided in Attachment A.

Employees assigned to the NPG Business Unit or other employees who are assigned to directly support 1R5 or 2R5 are eligible to receive paid time-off under the Outage Incentive Program. Specific eligibility will be determined by the Outage Incentive Program Administrator.

Additional paid time-off earned under this program will be added to the paid time off hours to which the employee would otherwise be entitled. An employee may, at his or her discretion, sell part or all of the hours to the Company in no less than one-hour increments once each calendar year. In any event, if an employee is unable to use the paid time-off earned in 1R5 by December 31, 1993 or the paid time-off earned in 2R5 by July 31, 1994, the time off will be cancelled and the employee will be reimbursed for the unused time-off.

This proposal applies only to the 1R5 and 2R5 refueling outages and shall not be construed as a commitment to propose any such program in the future.

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.

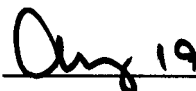
Very truly yours,

PACIFIC GAS & 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

**Outage Incentive Program**

**Fifth Refueling Outages - DCPD Units 1 and 2**

**Duration And Ascension To Full Power**

Unit 1 Outage (1R5) 9/13/92

Unit 2 Outage (2R5) 3/01/93

**A. Breaker to Breaker Duration**

**A. Breaker to Breaker Duration**

Duration	Award Hours
# of Days > 77	0
> 75 ≤ 77	4
> 73 ≤ 75	8
> 71 ≤ 73	12
> 69 ≤ 71	16
> 67 ≤ 69	20
> 65 ≤ 67	24
> 64 ≤ 65	28
> 63 ≤ 64	32
≤ 63	36

Duration	Award Hours
# of Days > 81	0
> 79 ≤ 81	4
> 77 ≤ 79	8
> 75 ≤ 77	12
> 73 ≤ 75	16
> 71 ≤ 73	20
> 69 ≤ 71	24
> 68 ≤ 69	28
> 67 ≤ 68	32
≤ 67	36

**B. Work Completion, Testing And Start-Up Phase**

**B. Work Completion, Testing And Start-Up Phase**

Achieved in 16 days or less and  
total duration is 63 days or less. 4

Achieved in 20 days or less and  
total duration is 67 days or less. 4

**C. Ascension to Full Power Duration**

**C. Ascension to Full Power Duration**

Unit realizes a 48-hour sustained run at  
90% or above within 7.5 days from closing  
of the main generator output breaker. 4

Unit realizes a 48-hour sustained run at  
90% or above within 7.5 days from closing  
of the main generator output breaker. 4

**Possible Award Hours =** 44

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## Safety And Quality Criteria

### A. Personnel Radiation Exposure 1

Unit 1 Outage (1R5) 9/13/92		Unit 2 Outage (2R5) 3/01/93	
Radiation Exposure (Man-Refs)	Award (Hours)	Radiation Exposure (Man-Refs)	Award (Hours)
$\leq 310$	+12	$\leq 300$	+12
> 310, $\leq 325$	+ 8	> 300, $\leq 315$	+ 8
> 325, $\leq 340$	+ 4	> 315, $\leq 330$	+ 4
> 340, $\leq 350$	0	> 330, $\leq 340$	0
> 350	- 4	> 340	- 4

### B. Radiation Releases

Radiation releases greater than technical specification limits will result in reduction of the total paid additional time off by 16 hours.

### C. Other Adverse Occurrences

The awarded hours may be reduced at the sole discretion of the Senior Vice President, Nuclear Power Generation for any significant adverse safety or quality performance occurrences not captured above. Such occurrences might include major violations of NRC regulations, significant radiation over-exposure, significant personnel injuries or employee fatalities.

Award hours may also be reduced for occurrences related to quality or performance that directly impact outage results, such as unit "trips" that occur due to outage-related work prior to the scheduled start of the outage.

Note:

1. Radiation found in Unit 1's steam generators is higher than that observed in Unit 2. Thus Unit 1 outage targets must reflect slightly higher levels of potential man-rem exposure than Unit 2.