



# LETTER AGREEMENT NO. 94-06-PGE

**IBEW**



PACIFIC GAS AND ELECTRIC COMPANY  
INDUSTRIAL RELATIONS DEPARTMENT  
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INTERNATIONAL BROTHERHOOD OF  
ELECTRICAL WORKERS, AFL-CIO  
LOCAL UNION 1245, I.B.E.W  
P.O. BOX 4790  
WALNUT CREEK, CALIFORNIA 94596  
(510) 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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January 11, 1994

Local Union No. 1245  
International Brotherhood of  
Electrical Workers, AFL-CIO  
P.O. Box 4790  
Walnut Creek, CA 94598

Attention: Mr. Jack McNally

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, 92-105-PGE, covered the fifth refueling outages of Units 1 and 2.

Because the program has proven to be highly effective by minimizing outage duration while focusing on established safety and quality standards, the Company proposes an outage incentive program for the sixth refueling outage of Unit 1 (1R6) scheduled to begin March 12, 1994.

The incentive program is similar to prior programs with the following exceptions:

- Two award hours were added to the "Work Completion and Testing Phase" of the outage (reactor head installation to initial power generation, mode 5 to parallel to the grid) making the total hours 6.
- The range of the base award will be 0 to 34 hours based on a scale of 71 to 57 days duration.
- The outage incentive award for temporary additional outage workers will be cents per hour worked rather than paid time off.

The details of the proposed Outage Incentive Program for the 1R6 outage are provided in Attachment A.

Employees assigned to the NPG Business Unit or other employees who are assigned to directly support the 1R6 outage are eligible to participate in 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 by July 31, 1995, the time-off will be cancelled and the employee will be reimbursed for the unused time-off.

This proposal applies only to the 1R6 refueling outage 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 agrees thereto as of the date hereof.

LOCAL UNION NO. 1245, INTERNATIONAL BROTHERHOOD  
OF ELECTRICAL WORKERS, AFL-CIO

Feb 7, 1994

By:   
Business Manager

**Outage Incentive Program****Sixth Refueling Outage - DCPD Unit 1****Program Criteria**

<b>Unit 1 Outage (1R6) 3/12/94 - 5/07/94</b>
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**I. Duration and Ascension to Full Power****A. Breaker to Breaker Duration**

Duration		Award Hours
# of Days	> 71	0
> 69	≤ 71	2
> 67	≤ 69	6
> 65	≤ 67	10
> 63	≤ 65	14
> 61	≤ 63	18
> 59	≤ 61	22
> 58	≤ 59	26
> 57	≤ 58	30
	≤ 57	34

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

Based on the following:

≤ 22 days	2 hrs.
≤ 20 days	4 hrs.
≤ 18 days	6 hrs.

**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.

# Outage Incentive Program

# Sixth Refueling Outage - DCP Unit 1

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Possible Award Hours

44

## Outage Incentive Program

## Sixth Refueling Outage - DCP Unit 1

### II. Safety and Quality Criteria

#### A. Personnel Radiation Exposure

	Radiation Exposure (Man-Rems)	Award (Hours)
	$\leq 350$	+ 12
> 350	$\leq 367$	+ 8
> 367	$\leq 384$	+ 4
> 384	$\leq 400$	0
> 400		- 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 Senior Vice President - Nuclear Power Generation may reduce the awarded hours 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.

## Outage Incentive Program

## Sixth Refueling Outage - DCP Unit 1

### 1R6 Outage Incentive Program for PG&E Temporary Additional Employees

The outage incentive for PG&E Temporary Additional (T/A) Employees will be based on the total hours worked which include both overtime and straight time hours. Two hourly pay rates based on the top rate of pay for the PG&E Electric and Utility Worker classifications will be used. Following are the hourly rates and the classifications included in each gr

**Journeyman = 25.39/hr.**

Outage Control Technician  
 Outage Electrical Technician  
 Outage Electrical Test Technician  
 Outage Instrument Repairman  
 Outage Jr. R.P. Technician  
 Outage Sr. R.P. Technician

**Entry = 17.61/hr.**

Outage Utility Worker  
 Outage Routine Plant Clerk  
 Outage Utility Plant Clerk  
 Outage Tool Clerk  
 Outage Materialsman  
 Outage Dosimetry Tech  
 Outage Decontamination Tech  
 Outage Laundry Tech  
 Utility Worker-Painter  
~~Inspector D~~

#### FORMULA

The maximum hours that a bonus will be paid for is 490 hours. This is based on a 57 day outage where anyone who is working 6-10's could work a maximum of 49 days (49 days @ 10 hours/days = 490 hours).

- Maximum award for Journeyman = \$1421.84 (\$25.39/hour x 56 hours)  
 Based on this being a maximum then  $\frac{\$1421.84}{490 \text{ hrs. - would } =} = \$2.90/\text{hr.}$
- Maximum award for Entry Level = \$986.16 (\$17.61/hour x 56 hours)  
 Based on this being a maximum then  $\frac{\$986.16}{490 \text{ hrs.}} = \$2.01/\text{hr.}$

\*Note : We will not pay for more than 490 hours.

\*\*If the final award hours is less than 56 hours, the rate will be reduced by that percentage.

Example: Assume we earn 50 hours for 1R6:  $\frac{50 \text{ hr}}{56 \text{ hrs.}} \times \$2.90 = \$2.59/\text{hr.}$  (for Journeyman)

# Outage Incentive Program

# Sixth Refueling Outage - DCP Unit 1

## Administrative Guidelines

### A. General Eligibility

All NPG employees and PG&E employees who are matrixed or assigned to DCP operations in support of the sixth refueling outage will be eligible for participation in the program. Specific employee eligibility will be determined by NPG management and human resources.

### B. Individual Award Determination

Individual awards will be determined by:

1. the final award determination of the Sr. VP - NPG (based on the program criteria outlined in Attachment I).
2. the individual award basis applicable to the employee's organization and status listed below.
3. the number of breaker-to-breaker duration days resulting from each outage (for purposes of proration explained below under item C. Proration of Awards).

Employee Organization/Status	Individual Award Basis *
NPG Regular Full-Time Employees	Days on active payroll
Other PG&E Regular Full-Time Employees	Days worked in support of the outage
Outage Temporary Additional Employees**	Total hours worked in support of the outage (not to exceed 490 hours)
Part-Time Employees	Equivalent full time days worked in support of the outage.
Employees in Full-Time Equivalent Job Share Arrangements	Same as full-time employee, but allocated according to the job share arrangement.

\* Individual employee awards must be based on at least four hours work in support of the outage.

\*\* Outage Temporary Additional Employees must complete assignment to be eligible for award.

## Outage Incentive Program

## Sixth Refueling Outage - DCP Unit 1

### C. Proration of Awards

For employees who work a number of days not equal to the outage breaker-to-breaker duration, the individual award will be determined dividing the total number of days (according to the employee's individual award basis defined above) by the total number of breaker-to-breaker duration days. Awards will be rounded to the nearest whole hour.

Example: The final award determined by the Sr. VP - NPG is 56 hours, breaker-to-breaker duration is 63 days. A matrixed employee works 25 days in support of the outage.

$$\text{Individual Award} = \left( \frac{25 \text{ days worked in support of the outage}}{63 \text{ days} = \text{breaker-to-breaker duration}} \right) * 56 \text{ hours final award} = 22 \text{ hours paid additional time off}$$

### D. Use/Sale of Paid Additional Time Off

- Unless otherwise notified, employees may use or sell their time off only after their award hours appear on their paycheck stub as "Ad Hours".
- Employees may sell their accrued paid additional time off hours in not less than 1-hour increments one time for each outage. Non-bargaining unit employees are not required to use award hours before using flex days.
- Use of award hours is encouraged, but will be subject to the operational requirements and the approval of local management.
- Employees must use or sell award hours from 1R6 by December 31, 1995. Any remaining hours not used or sold by this date will be paid automatically in January 1996 based on the December 1995 salary rate.

### E. Term

This program applies only to the Unit 1 Outage (1R6).

### F. Exceptions

All exceptions will be directed to the Outage Incentive Program Administrator, NPG Human Resources and will be subject to Officer approval.