



**LETTER AGREEMENT  
NO. 95-49-PGE**

**IBEW**



PACIFIC GAS AND ELECTRIC COMPANY  
INDUSTRIAL RELATIONS DEPARTMENT  
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(415) 973-3425

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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MEL BRADLEY, MANAGER OR  
DAVID J. BERGMAN, DIRECTOR AND CHIEF NEGOTIATOR

JACK MCNALLY, BUSINESS MANAGER

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May 9, 1995

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

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

Since 1988, 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, 94-67, covered the sixth refueling outage of Unit 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 seventh refueling outage of Unit 1 (1R7) scheduled to begin September 30, 1995.

The details of the proposed Outage Incentive Program for the 1R7 outage are provided in Attachment A.

The most significant change from prior Outage Incentive Programs is that the proposed program provides a monetary award instead of additional paid time-off.

Employees assigned to the NPG Business Unit or other employees who are assigned to directly support the 1R7 outage are eligible to participate in the Outage Incentive Program. Specific eligibility will be determined by the Outage Incentive Program Administrator and will be consistent with past applications.

This proposal applies only to the 1R7 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 agree thereto, please so indicate in the space provided 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 agrees thereto as of the date hereof.

June 30, 1995

By:   
Business Manager

**Diablo Canyon Power Plant  
1R7 Outage Incentive Program  
9/30/95 - 11/2/95  
PG&E Regular Status and Temporary Additional Employees  
Program Criteria**

**I. Duration and Ascension to Full Power**

*Duration is defined as the time between opening the breaker when we first come off line to closing the breaker when we parallel to the grid. Should conditions occur for any reason during power ascension that require the breaker to be reopened for more than two (2) days, we are back into the outage and for purposes of the incentive calculation, the duration count will continue. If this occurs, the power ascension time clock would be reset to zero at the second breaker closing, and the incentive for power ascension could still be earned.*

**A. Breaker to Breaker Duration**

<u>Duration</u>	<u>Incentive Hours</u>
# of Days ≤ 33	28
≤ 34	24
≤ 35	20
≤ 36	16
≤ 37	12
≤ 38	10
≤ 39	8
≤ 40	6
≤ 41	4
≤ 42	3
≤ 43	2
≤ 44	1
≥ 45	0

**B. Ascension to Full Power Duration**

*Incentive is for 48 hours of continuously running at ≥ 90 % within 6.5 days from closing of the main generator output breaker.4 hrs.*

## II. ALARA

### A. Personnel Radiation Exposure

<u>Radiation Exposure (Person-Rems)</u>	<u>Incentive (hours)</u>
≤ 175	10 hrs.
> 175 ≤ 185	8 hrs.
> 185 ≤ 195	3 hrs.
> 195	0 hrs.

### B. Radioactive Waste Reduction

≤ 900 cubic feet	2 hrs.
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**III. Personnel Related Errors (Errors will be evaluated by the NPG Managers at the end of each window. Should any error occur in any one window, then that window incentive will not be awarded.)**

	<u>Outage Window/Description</u>	<u>Incentive</u>
1	Commence Outage to Set RX Head on Stand	3 hrs.
2	RX Head on Stand To RX Core Unload	1 hrs.
3	Drain ECCS Systems to Pool Clarity Completion	3 hrs.
4/5	RX Core Reload to Mode 5	1 hrs.
6	Mode 5 to Mode 4	1 hrs.
7	Mode 4 to Parallel to Grid	2 hrs.
8	Power Ascension	1 hrs.

**Note:** The Senior Vice President of Nuclear Power Generation may, at his sole discretion, reduce the total incentive hours earned, even up to the full amount of the outage incentive, if there are extraordinarily large numbers, or extraordinarily significant personnel related errors associated with any one or more outage windows.

## IV. Other Occurrences

The Senior Vice President of Nuclear Power Generation may, at his sole discretion, reduce the incentive hours earned if adverse quality, safety, performance or regulatory issues arise that are not explicitly captured in the incentive program design and/or have a direct impact on outage results or overall plant performance. Such issues may include, but are not limited to, major violations of regulations, significant radiation overexposure, significant personnel injuries or employee fatalities and "trips" that occur due to outage-related work prior to the scheduled start of the outage. The Senior Vice President also has the discretion to increase the incentive hours earned for performance significant beyond expectation. Note that the maximum incentive is 56 hours.

**Diablo Canyon Power Plant  
1R7 Outage Incentive Program  
PG&E Regular Status and Temporary Additional Employees**

**ADMINISTRATIVE GUIDELINES**

**A. General Eligibility**

All NPG employees and PG&E employees who are matrixed or assigned to Diablo Canyon Power Plant (DCPP) operations in support of the Unit 1 Seventh refueling outage will be eligible for participation in the program.

**Employees must be on the active payroll at the end of the outage to be eligible for an outage incentive award . Specific employee eligibility will be determined by NPG management and human resources.**

**B. Individual Award Determination\***

1. Individual incentives will be determined by the final incentive determination of the Senior Vice President of NPG based on the program criteria outlined in the 1R7 Outage Incentive Program for PG&E Regular Status Employees and Temporary Additional Employees.
2. The individual incentive basis applicable to the employee's organization and status is as follows:
  - a) NPG Regular Full-Time Employees on active payroll at the end of the outage will receive the full incentive earned.
  - b) Other PG&E Regular Full-Time Employees will receive a prorated incentive based on the number of days worked in support of the outage as outlined under "Pro-Rated Incentives" below.
  - c) Outage Temporary Additional Employees, Co-ops, and Summer Interns will receive an incentive based on the same criteria as outlined in the PG&E Regular Status Employee Program. Assignments must be completed to be eligible for the incentive. Pro-rated incentives as outlined in "c" below apply as well.
  - d) Employees in Full-Time Equivalent Job Share Arrangements will receive an incentive the same as full-time employee, but allocated according to the job share arrangements.

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\*Individual employee incentives must be based on at least four hours work in support of the outage. The payout formula will be as follows:

Payout = Base Wage Rate x Hours Earned x Factor

where Factor is 1.00 for PG&E Regular and Temporary Additional Employees.

- e) PG&E part-time employees will receive an incentive equivalent to full-time days worked in support of the outage.

### **C. Pro-Rated Incentives**

For PG&E matrixed employees who work a number of days not equal to the breaker open to Mode 4, the individual incentive will be determined by dividing the total number of days worked during the outage by the total number of days from breaker open to Mode 4. Awards will be rounded to the nearest whole hour.

**Example:** The final incentive hours earned determined by the SR. VP - NPG is 40 hours. Breaker open to Mode is 27 days. A matrixed employee works 15 days in support of the outage.

Individual Incentive =  $\frac{(15 \text{ days worked during the outage})}{\text{hours}} \times 40 \text{ hours final award} = 22$   
earned, 27 days = breaker open to Mode 4

### **D. Term**

This program applies only to the Unit 1 Seventh Refueling Outage (1R7).

### **E. Exceptions**

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