



**Pacific Gas and  
Electric Company.**

# LETTER AGREEMENT NO. 06-13-PGE

**IBEW**



PACIFIC GAS AND ELECTRIC COMPANY  
INDUSTRIAL RELATIONS DEPARTMENT  
2850 SHADELANDS DRIVE, SUITE 100  
WALNUT CREEK, CALIFORNIA 94598  
(925) 974-4104

INTERNATIONAL BROTHERHOOD OF  
ELECTRICAL WORKERS, AFL-CIO  
LOCAL UNION 1245, I.B.E.W.  
P.O. BOX 2547  
VACAVILLE, CALIFORNIA 95696  
(707) 452-2700

STEPHEN A. RAYBURN,  
DIRECTOR AND CHIEF NEGOTIATOR

PERRY ZIMMERMAN,  
BUSINESS MANAGER

March 22, 2006

Mr. Perry Zimmerman, Business Manager  
Local Union No. 1245  
International Brotherhood of  
Electrical Workers, AFL-CIO  
P.O. Box 2547  
Vacaville, CA 95696

Dear Mr. Zimmerman:

Since 1988, outage recognition 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). Benchmarking has shown that incentive programs can also encourage employees to work towards safer, shorter, and lower dose outages. These remain primary and important goals of PG&E and for that reason the Company is proposing an ALARA incentive program for the thirteenth refueling outage of Unit 2 (2R13) scheduled to begin in April 2006.

The specifics of the program are attached. The award applies to employees in regularly authorized positions who directly support the outage and employees in regularly authorized positions at Diablo Canyon whose normal job function must continue through the outage.

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 & ELECTRIC COMPANY

By: \_\_\_\_\_

  
Stephen A. Rayburn  
Director and Chief Negotiator

The Union is in accord with the foregoing and agrees thereto as of the date hereof.

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

By: \_\_\_\_\_

  
Perry Zimmerman  
Business Manager

4-3-

, 2006

## Diablo Canyon Power Plant 2R13 ALARA Incentive Program

### ADMINISTRATIVE GUIDELINES

#### A. General Eligibility

All Generation Business Unit employees, PG&E employees, and Temporary Additional Employees who are matrixed or assigned to Diablo Canyon Power Plant (DCPP) operations in support of the Unit 2 thirteenth refueling outage will be eligible for participation in the program.

The award eligibility will also apply to 2R13 Contractor personnel.

#### B. Award

Completing refueling outages safely for the lowest reasonable dose is a critical component in Diablo Canyon's drive to be the industry leader. To that end, this program is designed to encourage employees to practice safe and accepted ALARA techniques and to submit ideas and suggestions for improving the ALARA program.

How it works:

- 1) A weekly drawing will be held for gifts that are electronic in nature (laptop computers, home audio systems, plasma televisions, etc.) with individual values ranging from several hundred dollars to approximately \$2500.00.
- 2) The weekly winner will be provided the option of receiving the gift or its cash equivalent. The winner is responsible for payment of all applicable taxes.
- 3) There will be one drawing per week for each of the six weeks prior to the end of 2R13.
- 4) An employee's name will be submitted for the weekly drawing each time the employee accomplishes one of the following:
  - a. The employee submits a **dose reduction idea or suggestion** that is submitted in writing and deemed appropriately realistic by the Review Team, (ALARA Mgr. and two members of the Radiation Protection section ALARA group.)
  - b. The employee is **observed practicing excellent individual ALARA performance** and that observation is verified in writing by a supervisor and deemed appropriately significant enough for the drawing as determined by the Review Team.
- 5) An employee's name will remain in the drawing for the six week period, except that an employee will not be eligible for another award after winning once. An employee's name may be entered in the drawing for each qualifying event described in item 4 above.

This program applies only to the Unit 2 Thirteenth Refueling Outage (2R13).