

Pacific Gas and Electric Company

215 Market Street
 San Francisco, CA 94106
 415/972-7000

February 8, 1990



Local Union No. 1245
 International Brotherhood of
 Electrical Workers, AFL-CIO
 P. O. Box 4790
 Walnut Creek, CA 94596

Attention Mr. Jack McNally, Business Manager

Gentlemen:

The Company proposes to grant additional paid time off hours for eligible employees to encourage the lowering of the duration of the 1990 refueling outage of Diablo Canyon Power Plant Unit 2.

Background

For the 1989 refueling outage of DCPD Unit 1, nuclear employees were given the opportunity to earn paid time off based upon the duration of the outage and performance on selected safety criteria. By any measure, the 1989 refueling outage was the most successful yet conducted at Diablo Canyon, being completed in 70 days with good safety performance, and an award of 20 hours was made under the terms of the agreement. Employee surveys indicate that the opportunity to earn paid time off was generally well received, and that the overwhelming majority of employees would welcome a similar program in 1990.

Accordingly, we are proposing that a similar program be adopted for the 1990 outage. The program proposed for 1990 is the same as that for 1989 with two differences:

- . The base award of 0 to 40 hours is scaled in 4-hour increments over the range of 84 to 63 days, instead of 8-hour increments as in 1989. This will reduce the size of the "loss" that is incurred when a duration "breakpoint" is exceeded.
- . A major emphasis in the 1990 outage will be reduction in personnel radiation exposure. Accordingly, we propose that the opportunity be granted to earn up to 12 additional hours (versus 4 in 1989) for outstanding performance in this area.

The outage scope in 1990 is generally similar to that in 1989. Therefore a continuation of the fine team performance exhibited in 1989 has the potential to produce equal or better results in 1990.

Proposal

The Company proposes to award additional paid time off hours in accordance with the duration of the 1990 refueling outage of Unit 2 as

follows:

| <u>Outage Duration</u> | <u>Additional Paid Time Off Hours</u> |
|------------------------|---|
| > 84 Days | 0 |
| 83 - 84 Days | 4 |
| 80 - 82 Days | 8 |
| 77 - 79 Days | 12 |
| 74 - 76 Days | 16 |
| 72 - 73 Days | 20 |
| 70 - 71 Days | 24 |
| 68 - 69 Days | 28 |
| 66 - 67 Days | 32 |
| 64 - 65 Days | 36 |
| ≤ 63 Days | 40 |

As in 1989, additional paid time off hours will be added to the paid time off hours the employee would otherwise be entitled to in 1990. Taking additional paid time off hours in 1990 is encouraged, but is subject to operational requirements and may be deferred. An employee will also have the option of selling part or all of the hours in no less than 4-hour increments. A special code will be developed for these hours for payroll purposes.

Safety Criteria

It is essential that outage activities, as with all DCPD activities, be performed in accordance with established safety and quality standards. Therefore, as in 1989, the proposed additional paid time off hours would be modified as follows by a safety factor composed of certain variables relevant to the outage:

A. Radiation Releases

A radiation release greater than technical Specification limits will result in the awarded paid time off hours being reduced by 16 hours.

B. Personnel Radiation Exposure

Man-rem exposure during the outage affects awarded hours as follows:

| <u>Radiation Exposure</u> | <u>Paid Time Off Hours</u> |
|---------------------------|--------------------------------|
| < 320 man-rem | + 12 hrs |
| 320 - < 340 | + 8 hrs |
| 340 - < 360 | + 4 hrs |
| 360 - 400 | 0 hrs |
| > 400 man-rem | - 4 hrs |

C. Major Occurrences

The Senior Vice President, Nuclear Power Generation and the Union's Business Manager may reduce or increase the awarded hours based on A or B for significant adverse safety occurrences not otherwise captured in the previous criteria. Such occurrences could involve major violations of NRC regulations, significant radiation over-exposure to individual(s), or significant personnel injuries or employee fatalities. The reduction will be based upon judgement after weighing the severity of the occurrence and the extent to which employee action caused, or could have prevented it.

Eligibility

All IBEW PG&E NPG and employees matrixed to NPG or permanently assigned to DCPD will be eligible.

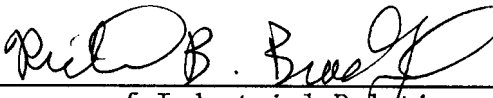
Term

This proposal applies only to the 1990 refueling outage of Unit 2. It does not entail 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 below and return one executed copy of this letter to the Company.

Very truly yours,

PACIFIC GAS AND ELECTRIC COMPANY

By 
Manager of Industrial Relations

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

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

Feb 16, 1990 By 
Business Manager