



# LETTER AGREEMENT NO. 97-149-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

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

JACK MCNALLY, BUSINESS MANAGER

December 9, 1997

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

Dear Mr. McNally:

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, 97-42, covered the eighth refueling outage of Unit 1.

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 eighth refueling outage of Unit 2 (2R8) scheduled to begin in February 1998.

The details of the proposed Outage Incentive Program for the 2R8 outage are provided as Attachment A. The administrative guidelines are provided as Attachment B.

Employees assigned to NPG or other employees who are assigned to directly support the 2R8 outage are eligible to participate in the Outage Incentive Program. Specific eligibility will be determined by the Outage Incentive Program Administrator.

This proposal applies only to the 2R8 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:   
Chief Negotiator

By:   
Business Manager

Feb 19, 199<sup>8</sup>

# ATTACHMENT A

## 2R8 OUTAGE INCENTIVE

### I. Safe and Error-Free Award

| <u>Outage Goal</u> | <u>Award</u> |
|--------------------|--------------|
|--------------------|--------------|

#### PERSONNEL SAFETY

|   |         |
|---|---------|
| Zero Disabling or Recordable Injuries                   | 4 hours |
| Zero Disabling and 4 or less Recordable Injuries        | 2 hours |
| Any Disabling Injury or more than 4 Recordable Injuries | 0 hours |

#### REPORTABLE EVENTS

|   |         |
|---|---------|
| Zero Events that are directly related to Outage activities that result in a report (LER or Phone) to the NRC. (Items that are historical or informational do not apply) | 4 hours |
|---|---------|

|                               |         |
|-------------------------------|---------|
| One or more Reportable Events | 0 hours |
|-------------------------------|---------|

#### EQUIPMENT CLEARANCE ERRORS

|   |         |
|---|---------|
| Zero Clearance Related Errors which result in all barriers for personnel protection being lost, and no more than two clearance related events of lesser significance. | 4 hours |
|---|---------|

|   |         |
|---|---------|
| Zero Clearance Related Errors which result in all barriers for personnel protection being lost, and no more than 4 clearance related events of lesser significance. | 2 hours |
|---|---------|

|   |         |
|---|---------|
| One or more Clearance Problems where all barriers are lost and/or greater than 4 clearance related events of lesser significance. | 0 hours |
|---|---------|

*A Clearance related error which results in all barriers being lost is one where plant workers perform actual work on equipment where they have no control over the status of that equipment, equipment is not tagged, or there are no MOL tags associated with that work group protecting them from real hazards associated with the work on that equipment.*

*A Clearance related event of a lesser significance is one where a barrier, as defined above, still exists to protect workers, but a key element of the clearance process was violated, such as clearances not reported on, MOL or Red Tags hung on incorrect points, or cases where clearances are determined to be inadequate for the work being performed.*

## **ERROR RELATED OUTAGE DELAYS:**

|  |                 |
|--|-----------------|
| <b>Zero incidents</b> where entry into a key outage window is delayed due to equipment rework or other personnel related actions.<br>(Mode 6 entry, Core Reload window, Mode 4 transition) | 4 hours         |
| <b>One incident</b>  | 2 hours         |
| <b>2 or more incidents</b>   | <u>0 hours</u>  |
| <b>TOTAL SAFE AND ERROR FREE AWARD POSSIBLE</b>  | <b>16 HOURS</b> |

If a particularly severe error occurs that results in a level 3 NOV, or a serious personnel injury, or significant damage to plant equipment, then the Senior Vice President of Nuclear Power Generation may, at his sole discretion, reduce to zero the incentive hours for the entire Safe and Error Free award, or the overall 2R8 incentive, depending upon the seriousness of the error/injury.

**Safe and Error Free Bonus** possible 16 hours

If the entire outage is completed with **no** severe or significant errors and personnel injuries or no reportable events (as defined above) **and** the outage duration is less than or equal to 40 days, and the outage cost is forecast to be less than \$40 Million, a 16 hour “bonus” will be added to the final incentive earnings. This is an all or nothing bonus award. Under no circumstances can the overall 2R8 outage incentive award (with all earned bonuses included) be greater than 56 hours.

## **II. Alara Award**

### **personnel radiation exposure (person-rems)**

2R8 Outage incentive for personnel radiation exposure is earned by meeting goals on a “job by job basis”. These specific jobs and associated incentive are:

| <b><u>Outage Task/goal</u></b>   | <b><u>Award</u></b> |
|--|---------------------|
| Dose associated with Primary Steam Generator Work less than or equal to <b>50 REM</b>    | 1.0 hours           |
| Dose associated with Reactor Disassembly/Re-assembly less than or equal to <b>13 REM</b> | 0.5 hours           |
| Dose associated with BOP Containment work less than or equal to <b>85 REM</b>            | 2.0 hours           |
| Dose Associated with BOP Aux. Building work less   |                     |

than or equal to **12 REM** 0.5 hours

Total Available personnel radiation exposure Incentive Award 4.0 hours

### **Radioactive Waste Reduction**

Less than or equal to 42,500 lbs. of dry active waste 2 hours

Total ALARA Award Available **6 hours**

## **III. Duration Award**

The outage 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. The 1997 "Budget" duration for 2R8 was 40 days. In keeping with the intent of a "bonus", the 2R8 outage duration incentive only awards performance that exceeds the budgeted amount.

### **Breaker to Breaker Outage Duration**

#### **outage duration accomplishment (days)**

|                               |               |                      |
|-------------------------------|---------------|----------------------|
| Less than or equal to 34 days |               | See Duration Bonus   |
| 35                            | 2R8 Goal      | 16 hours             |
| 36                            |               | 14                   |
| 37                            |               | 12                   |
| 38                            |               | 10                   |
| 39                            |               | 8                    |
| 40                            | 1998 "Budget" | 0                    |
| Greater than 40               |               | See Duration Penalty |

**Duration Penalty:** For every day longer than the 40 day Budget, 3 hours are subtracted from the overall incentive award hours earned, (until zero is reached).

**Duration Bonus:** For every day shorter than the 35 day goal, 3 hours are added to the overall incentive award hours earned **as long as** the Safe and Error Free total award is 8 hours or greater **and** no severe error or personnel injury is suffered. Under no circumstances can the overall 2R8 outage incentive award (with all earned bonuses included) be greater than 56 hours.

**Duration Adjustments:** The Senior Vice President of Nuclear Power Generation, at his sole discretion, can adjust the breaker-to-breaker duration achieved for award calculation purposes for "significant" events not under NPG's control. Examples would include PG&E System Operation's requesting Unit 2 to remain off line (hydro spill) or a management/NRC request to pull steam generator tubes. "Normal" unanticipated work scope additions *will not* merit duration adjustment.

## **Ascension to Full Power Duration**

This incentive is earned based on the number of days required to achieve stable conditions at greater than or equal to 90% power from initial generator parallel. If it is necessary to bring the unit off-line during the power ascension period, the ascension to power award clock will be stopped at that time, and re-started when the unit is again connected to the grid. Any time spent off-line after initial generator parallel will be added to the “breaker to breaker” outage duration calculation.

### **Ascension to full power accomplishment(days)**

|                                |         |
|--------------------------------|---------|
| Less than or equal to 5.5 days | 2 hours |
| Greater than 5.5 days          | 0       |

## **IV. Overall Award**

A maximum of 56 vacation hours can be earned through this incentive.

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 have a significant 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.

If the forecast expenditures in 2R8 exceed \$40 Million, any earned hours associated with the 2R8 Outage Incentive plan will be reduced to zero.

# **ATTACHMENT B**

## **Diablo Canyon Power Plant 2R8 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 2 Eighth refueling outage will be eligible for participation in the program.

PG&E employees from outside of NPG that contribute to the outage are eligible for the incentive at the discretion of their management.

***Participants who leave before the end of their outage assignment or who are terminated will not be eligible for an outage incentive award. Specific employee eligibility will be determined by NPG management and Human Resources.***

#### **B. Individual Award Determination**

The 2R8 Outage Incentive Program provides for an option of additional paid time-off or a monetary award, similar to past Outage Incentive programs.

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 2R8 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 and other matrixed PG&E employees who work at DCPP full time, who are 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 2.b) above. 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.
- 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 eligible employees who work a number of days not equal to the actual time between "breaker open to Mode 4", the individual incentive will be determined by dividing the total number of days worked in direct support of the outage\* by the total number of days from breaker open to Mode 4. Awards will be rounded to the nearest whole hour.

Example: If the final incentive hours earned determined by the SR. VP - NPG is 40 hours,  
And, if the "breaker open to Mode 4" actual duration is 33 days,  
And, if a matrixed employee works 18 days in support of the outage:

Individual Incentive =  $\frac{(18 \text{ days worked in support of the outage})}{33 \text{ days = actual breaker open to Mode 4}} \times 40 \text{ hours}$   
final award = 22 hours earned

- \* The number of days worked in direct support of the outage may include time worked just prior to the breaker open period, if the individual's assignment is scheduled to complete before we reach Mode 4.  
Examples: access & badging personnel, trainers, planners & schedulers.

#### **D. Incentive Award Election**

An election form will be sent to all eligible PG&E employees once the earned award is determined following the completion of Power Ascension. Employees will be asked to specify the amount of additional time off they select, if any, with the remainder to be received as a monetary award. Employees will be requested to return their election form within two weeks of issuance. If the form is not returned on time, the employee will automatically receive the default monetary award. Employees who elect additional paid time off will be required to use such additional paid time off prior to using vacation under Title 111 of the Agreement. Any additional paid time off earned under this program must be used by June 30, 1999. Any unused portion of such paid time off not used by June 30, 1999 will be eliminated and the employee will be reimbursed for the unused time off.

Temporary Additional workers will only be eligible to receive the monetary award.

#### **E. Term**

This program applies only to the Unit 2 Eighth Refueling Outage (2R8).

#### **F. Exceptions**

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

#### **G. Contractors**

If applicable, outage contractors will receive an outage incentive which has been negotiated as a part of their employer's contract with PG&E. Any questions should be referred to the contractor's employer.