



LETTER AGREEMENT
NO. R1-94-67-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

RONALD L. BAILEY, MANAGER OR
DAVID J. BERGMAN, DIRECTOR AND CHIEF NEGOTIATOR

JACK MCNALLY, BUSINESS MANAGER

September 7, 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 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, 94-06, covered the sixth 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 sixth refueling outage of Unit 2 (2R6) scheduled to begin September 24, 1994.

- The incentive program is similar to prior programs with the following exceptions:
- A goal for radioactive waste reduction was added to the ALARA section.
- A goal for Non-Conformance Reports (NCRs) was added.
- The range of the base award will be 0 to 32 hours based on a scale of 61 to 41 days duration.
- Two award hours were reduced from the work quality, testing and start-up phase (mode 5 to parallel) goal.
- Award hours may be sold back to the Company no later than December 1, 1994.

The details of the proposed Outage Incentive Program for the 2R6 outage are provided in Attachments A and B.

Employees assigned to the NPG Business Unit or other employees who are assigned to directly support the 2R6 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.

2R6 Outage Incentive Program
9/24/94 - 11/04/94
NPG Regular Status 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 bonus 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 bonus for power ascension could still be earned.

A. Breaker to Breaker Duration

<u>Duration</u>	<u>Award Hours</u>
# of Days ≤ 41	32
≤ 42	31
≤ 43	30
≤ 44	29
≤ 45	28
≤ 46	27
≤ 47	26
≤ 48	25
≤ 49	23
≤ 50	19
≤ 51	15
≤ 52	12
≤ 53	10
≤ 54	8
≤ 55	7
≤ 56	6
≤ 57	5
≤ 58	4
≤ 59	3
≤ 60	2
≤ 61	1
> 61	0

B. Work Quality, Testing And Start-Up Phase (Mode 5 to parallel)

≤ 12 days	4 hrs.
≤ 14 days	2 hrs.

2R6 Outage Incentive Program

9/24/94 - 11/04/94

DCPP Temporary Additional Employees

The outage incentive for DCPP Temporary Additional (T/A) Employees will be based on the total hours worked during the outage. Two award rates based on journeymen and entry level classifications will be used to compute the award (see attached rate and classification schedule). Temporary additional personnel must complete their assignment to be eligible for any award.

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 bonus 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 bonus for power ascension could still be earned.

A. Breaker to Breaker Duration

<u>Duration</u>	<u>Award Per Hour</u>	
	<u>Journeymen</u>	<u>Entry</u>
# of Days \leq 41	1.72	1.15
\leq 42	1.66	1.11
\leq 43	1.61	1.07
\leq 44	1.50	1.04
\leq 45	1.50	1.00
\leq 46	1.45	.96
\leq 47	1.39	.93
\leq 48	1.34	.89
\leq 49	1.23	.82
\leq 50	1.02	.68
\leq 51	.80	.54
\leq 52	.64	.43
\leq 53	.54	.36
\leq 54	.43	.29
\leq 55	.38	.25
\leq 56	.32	.21
\leq 57	.27	.18
\leq 58	.21	.14
\leq 59	.16	.11
\leq 60	.11	.07
\leq 61	.05	.04
$>$ 61	0	0

2R6 Outage Incentive Program
DCPP Temporary Additional Employees
AWARD RATES AND CLASSIFICATION SCHEDULE

Maximum awards eligible to earn are \$3.00 per hour worked breaker to breaker for Journeymen classifications and \$2.00 per hour worked breaker to breaker for Entry level classifications. Listed below are the classifications covered under each category:

<u>Journeymen</u>	<u>Entry</u>
Outage Control Technician	Outage Utility Worker
Outage Electrical Technician	Outage Routine Plant Clerk
Outage Electrical Test Technician	Outage Utility Plant Clerk
Outage Instrument Repairman	Outage Tool Clerk
Outage Jr. R.P. Specialist	Outage Materialsman
Outage Sr. R.P. Technician	Outage Dosimetry Specialist
Construction Planners	Outage Decontamination Specialist
	Outage Laundry Technician
	Utility Worker-Painter
	Inspector D
	Firewatch

NOTE: The above list may not be inclusive, however, all T/As fall under either the Journeymen or Entry level category.