

±E Not Always Done

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1. 本會為維護會員權益，特設會員服務中心，為會員提供各項服務。  
 2. 本會為擴大宣傳，特設宣傳組，負責各項宣傳活動。  
 3. 本會為加強與社會各界之聯繫，特設對外聯絡組，負責各項對外聯絡工作。  
 4. 本會為提高會員之專業水平，特設專業培訓組，負責各項專業培訓工作。  
 5. 本會為加強與會員之溝通，特設會員聯絡組，負責各項會員聯絡工作。  
 6. 本會為提高會員之法律意識，特設法律顧問組，負責各項法律顧問工作。  
 7. 本會為加強與會員之合作，特設合作組，負責各項合作工作。  
 8. 本會為提高會員之服務質量，特設服務質量監督組，負責各項服務質量監督工作。  
 9. 本會為加強與會員之交流，特設交流組，負責各項交流工作。  
 10. 本會為提高會員之專業水平，特設專業培訓組，負責各項專業培訓工作。

1. 凡在本行開辦之各項業務，均應遵守本行所訂之各項規章，並應隨時注意本行所訂之各項規章，如有違反者，本行將依法究辦。

1. 本局之業務，係以維護本市治安，保障市民安全為宗旨，凡有違反治安，危害市民安全之行為，本局均將依法嚴辦，絕不寬貸。

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Recently, in February of this year, Mr. R. C. Thornberry issued a separate memorandum to Diablo Canyon Power Plant employees which reiterated the Company's policy concerning adherence to government rules and regulations.

We must strive for perfection in design, construction, and operation of our nuclear units. To attain this goal, it is necessary that we all exercise our best efforts to resolve problems we encounter in our work. When problems are encountered, they must be immediately identified, clearly defined, and brought to the attention of your supervisor. This approach should facilitate the evaluation of, and formulation of timely and effective solutions to, any problem. Constructive recommendations are encouraged at all levels.

Our goal is to design, construct, and operate our nuclear facilities with full margins of safety and full compliance with NRC requirements. Strict adherence to the above policies will provide added assurance that this goal will be met.

  
F. W. MIELKE, Jr.

  
B. W. SHACKELFORD

cc: Officers  
Department Heads  
Division Managers  
All Concerned Personnel

## PACIFIC GAS AND ELECTRIC COMPANY

OFFICE OF THE  
CHAIRMAN

March 22, 1982

TO: PGandE OFFICERS, ENGINEERS, TECHNICIANS AND OTHERS  
DIRECTLY INVOLVED IN THE COMPANY'S NUCLEAR FACILITIES

This letter is to reemphasize the Company's long-standing commitment to design, build, and operate safe nuclear power plants and in achieving this commitment to require all employees to practice fundamental honesty and to adhere to Nuclear Regulatory Commission ("NRC") rules and regulations.

This is also to reemphasize that our communications with the NRC must be open and allow a free flow of information. We must be ever alert to any possible misleading or ambiguous statements made either in oral or written communications. Any such misstatements must be corrected immediately upon discovery. Nothing less than full and open communication between the Company and the NRC can be tolerated.

In October 1977, PGandE formalized its general policy concerning employee conduct (Standard Practice 35.6-1). The statement of policy establishes a Company philosophy regarding work conduct emphasizing that:

"It is the policy of this Company that employees shall at all times continue to practice fundamental honesty. Employees shall not, nor attempt to: deceive, defraud, or mislead the Company, other employees, or those with whom the Company has business or other relationship; ... misrepresent the Company or its employees; ... withhold their best efforts to perform their work to acceptable standards; ... violate applicable laws; or conduct themselves at any time dishonestly or in a manner which would reflect discredit on the Company."

This policy is particularly important to all employees engaged in work concerning nuclear power.

March 22, 1982

In April 1976, Mr. J. D. Worthington, and again in 1980, Mr. J. O. Schuyler, issued a memorandum to all personnel involved in the Company's nuclear power work which described a program to permit such personnel to discuss their concerns regarding nuclear power. The August 1980 letter stated that:

"[Our] purpose is to again reaffirm the Company's strong commitment to the protection of its employees and the general public against any unsafe situation with respect to these nuclear facilities and, further, to assure that you have every opportunity to communicate freely to your Company any views you might have on the safety of nuclear facilities.

"We believe that you appreciate your right and obligation to express yourselves on matters of safety and that you have the dedication and individual initiative, insofar as your responsibilities are concerned, to see that our nuclear facilities are designed, constructed, and operated in a safe manner.

"To give you added opportunity to ask questions or to express your views on any aspect of the safety of nuclear facilities, including those outside your own sphere of responsibility, we encourage you not only to talk to your supervisor, but also, if you wish, to any one of the following people who have been designated a review team to answer questions and to evaluate the views of any employee who wishes to express any concern whatever about the safety of nuclear facilities:"

We are proud that the application of these policies of openness in finding and evaluating safety issues led directly to the discovery by PGandE personnel of the "mirror image" error at Diablo that otherwise might have gone undetected.

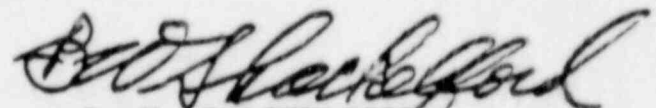
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