

Pacific Gas and Electric Company

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

June 13, 1989

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:

In accordance with paragraphs A and G-1 of the Master Apprenticeship Agreement, Company proposes the adoption of the Apprenticeship Committee Recommended Guidelines for the training of Apprentice Mechanic-Rigger at Diablo Canyon.

Under separate cover you received a complete manual for the total Apprentice Mechanic-Rigger Training Program. Attached to this proposed Letter Agreement is Exhibit A, which is an outline of the Apprentice Mechanic-Rigger Training Program, and Exhibit B, which details the guidelines for the Apprentice Mechanic-Rigger Training Program. Exhibit C is a general outline of subject matter for the complete Apprentice Mechanic-Rigger Training Program.

If you are in accord with the foregoing and attachments 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 Reid B. Budz
Manager of Industrial Relations

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

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

June 22, 1989

By Jack McNally
Business Manager

:nj

Attachments

SECTION BAPPRENTICE MECHANIC-RIGGER TRAINING PROGRAM

Outline

1. On-The Job-Training

The "On-The-Job" phase of the Apprentice Training Program is designed to give you practical training that will expand your abilities and prepare you for Journeyman responsibilities. This training will include working with Journeyman of different classifications to improve your skills.

2. Academic Training

The academic phase of the Apprentice Training Program is designed to give you sufficient technical knowledge to solve problems you will encounter as a journeyman. The program has been set up so that all material and examinations for the academic courses can be completed at either the PG&E Central Training Facility or at the Diablo Canyon Power Plant. These assignments and examinations are indicators of your academic progress and the resulting grades are entered on your appropriate "Record of Progress Sheet".

3. Supervision :

Supervision of your Apprentice Training Program is one of your foreman's primary responsibilities. Your foreman will be aided, as necessary, by other plant personnel such as journeymen and training department instructors. Through your association with more than one person and more than one department, you will receive a wider range of viewpoints and experience.

4. Evaluation of Progress

Periodic tests and interviews will be held for the purpose of evaluating your overall progress and determining your level within the program. Records of your progress will be kept and reviewed as part of your evaluation. If your progress in the training program becomes unsatisfactory, below the minimum level of 70%, your foreman/instructor will review your performance with you and recommend steps for improvement which you should follow.

5. Apprentice Responsibility

By becoming an Apprentice, you should realize that you have accepted new and important responsibilities. You must keep your work, in all phases, up-to-date and maintain a grade above the minimum level of 70% to remain in the program. If you feel the need for assistance or have other problems, it is your responsibility to discuss these matters with your instructor. You are also responsible, to yourself, to gain the maximum knowledge possible during this relatively short Apprenticeship period.

Outline (cont'd.)

5. Apprentice Responsibility (cont'd.)

While gaining this knowledge, you will form learning habits that will be valuable to you as you progress through your working career.

The Apprentice Training Program has been carefully designed to offer instruction, guidance, and counseling during your training period. The rest is up to you.

SECTION CAPPRENTICE MECHANIC-RIGGER TRAINING PROGRAM

Guidelines

I. Objective of the Apprentice Mechanic-Rigger Training Program

The need for trained and fully qualified employees to accomplish their duties in a manner consistent with the Company's Standards of Construction, Safety, and Performance has resulted in this program which coordinates on-the-job and related academic training.

The systematic acquisition of knowledge and skills offers the employee in training the vehicle to attain self-confidence, assuredness, satisfaction in his/her work, and to learn the correct and safe method of performing the Company's work.

II. Training

During the 36 months of the apprenticeship, the Apprentice will be offered job training divided into six time periods which coincide with the wage steps of the classification. To ensure that uniform and safe practices will be followed during training, assignment of duties and work procedures shall be provided in each of the wage steps as outlined here and in Section I and Section II. The amounts of time or units of work as indicated in these sections are believed to be sufficient for the Apprentice to develop proficiency, but should not be considered as inflexible, and could vary depending on the demonstrated ability of each individual Apprentice.

The program map in Section II also specifies those training periods in which the Apprentice shall receive related academic or classroom training.

On-the-job training, and the amount of such training as specified in Section I, shall apply to the extent that such duties are performed by journeymen where the apprentice is headquartered. In the event a duty is not performed by journeymen at the apprentice's headquarters, and is therefore not available in the training program, it shall be noted in the apprentice's work record. Progression through the apprenticeship, or to journeyman, or to higher classification shall not be deterred for this reason. If such a duty later becomes applicable, the apprentice (or journeyman if classification has since changed) shall receive the training, as may be required, to attain the expected journeyman proficiency. If, after a reasonable opportunity, proficiency is not attained, bids for progression to higher classification may be subject to the provisions of section 205.11 of the Agreement.

Guidelines (cont'd.)

A. General Guidelines

1. It is intended that assignment of the specified hours of on-the-job training (General Outline of Section I) for each period of the apprenticeship will be made to the Apprentice as early in the period as is practical.
2. Hours shown on the General Outline exclude any travel time needed to reach the place where training is to be given; however, such hours include time needed to prepare tools and equipment.
3. Except where otherwise specified, Apprentices shall be trained by assignment to work with qualified journeymen.
4. Progressive work experience in all phases of work should be provided throughout the first five periods of the apprenticeship.
5. Assignments during the last, or sixth period, will be made for the purpose of rounding out the Apprentice's experience.
6. Upon entering each new wage step and period of training, the work assignments in the period shall be such that the Apprentice will gain the basic knowledge and confidence on the equipment and the procedures being used. More complex assignments shall be made progressively as the Apprentice gains knowledge and capability.
7. As an Apprentice, work may be assigned without direct supervision only after instruction on the required duties and/or work procedures; after such work has been performed under direct supervision; and after the capability of performing such work safely has been demonstrated.
8. Except in emergency circumstances, an Apprentice shall not be temporarily assigned to the classification of Subforeman. If assigned to such classification, the Apprentice shall not be given the responsibility for duties beyond their current step of training.
9. At the end of the first five-months, and at the end of each succeeding six-month interval, progress will be examined to determine that the Standards of Achievement for current status in the program have been met and to determine whether the apprentice is qualified to advance to the next step in the program.
10. If an Apprentice does not maintain an acceptable on-the-job and academic work level, notice shall be given to the Union's Business Representative or their designee.

Guidelines (cont'd.)

B. Guidelines for Training Periods

During the training periods, the Apprentice shall learn the use and care of tools and equipment and will gain knowledge of a Journeyman Mechanic-Rigger's work by participating in such work.

The academics will be provided as outlined in Section I and in accordance with the program map of Section II.

The Apprentice will become familiar with the various Clearance Procedures, General Orders and Instructions applicable to the work that they perform.

Agreed upon progress tests will be given at the end of the first five months and at succeeding six month intervals, with a final examination at the completion of the training program. If an Apprentice fails to receive a passing score on any of these tests, written notice on the deficient areas shall be given.

After such failure, the apprentice shall be allowed to retake the test, upon request, provided one month has elapsed since the exam failure. Two additional tests, spaced at least one month apart, shall be allowed.

Progress to the next higher wage step, or demotion, shall be in accordance with Paragraphs G3, 4, 5, and 6 of the Master Apprenticeship Agreement.

The above shall also apply to exams and job performance measures given in conjunction with academic training; however, an Apprentice shall not be held back from the next higher wage step because the necessary academic training was not provided prior to one of these steps.

The on-the-job training portion of the Apprentice program has been planned, both in the subject material covered and the amount of training given, to provide the basic knowledge of the Mechanic-Rigger's trade. A minimum number of training hours has been established for each phase of the on-the-job training as shown on the Master Assignment Chart in Section III. A circle on the chart is used to denote the point at which the Apprentice can be expected to know all aspects of the specified work, but with limited proficiency to perform such work. An asterisk is used to denote the point at which full knowledge and proficiency of the specified work is a requirement.

At the end of the first five-months and at the end of each of the next three six-month intervals, the Apprentice will be required to satisfactorily complete a project to demonstrate rigging ability. These demonstration tests will be based on the length of time in the program and the training received.

Guidelines (cont'd.)

B. Guidelines for Training Periods (cont'd.)

Mechanical abilities will be demonstrated in accordance with the applicable DCFP Training Department Job Performance Measures during the fifth period of the training program.

C. Records

It shall be the responsibility of each Apprentice to maintain their own records in collaboration with the Training Department. Upon completion, each periodic record shall be submitted to the Department Manager for review.

It shall be the responsibility of the Line, Training, and Human Resources Departments to keep necessary files of records on each Apprentice and to ascertain that each Apprentice has a reasonable opportunity of meeting the Standards of Achievement set forth in these guidelines.

Records shall be available at all times during the apprenticeship for review by the Foreman or higher levels of supervision, the employee, and Union Representatives.

In addition to and precedent to these guidelines, the provisions of the Master Apprenticeship Agreement are applicable.

D. Rigging Projects for the Mechanic Rigger Program

The following are examples of projects that will be used in the Mechanic Rigger program for the purpose of allowing the apprentice to demonstrate rigging capability. They will typically be performed in the Maintenance Shops Building.

1. Rig, lift and move the Reactor Coolant Pump Seal Mockup.
2. Rig, lift and move a 24" butterfly valve with actuator.
3. Rig, lift and move a skid-mounted, 8 stage Pacific pump and motor.
4. Rig, lift and move an 8 stage Pacific pump, top casing to be removed and flipped over.
5. Rig, lift and move a hydraulic pumping unit.
6. Rig, lift and move the diesel generator (generator only). This project will involve the use of a mobile crane for lifting and moving.

SECTION IAPPRENTICE MECHANIC-RIGGER TRAINING PROGRAM

General Outline of Subject Matter for Complete Program

A. On-the-Job Training

The On-the-Job Training portion of your Apprentice Program has been planned, both in the subject matter covered and the amount of training given, to give you a basic knowledge of the Mechanic-Rigger's trade. For each phase of On-the-Job Training, a minimum number of training hours has been established as follows:

<u>EQUIPMENT</u>	<u>MINIMUM TRAINING HOURS</u>
Plant Work	600 hrs.
Turb-Gen	360 hrs.
Crane and Hoist	300 hrs.
Rig. Maint.	400 hrs.
Tool Room	40 hrs.
Staging	300 hrs.
Welding	50 hrs.
Portable Tools	200 hrs.
Portable Rig. gear	300 hrs.
Orientation	24 hrs.
Cable & Rope Splicing	<u>80 hrs.</u>
TOTAL	2654 hrs.

B. Academic Training

Your academic training will consist of five courses. The content of these courses is outlined in the paragraphs that follow. Specific details, such as lesson titles and numbers, are covered in Sections IV through IX.

The academic training may be completed at the Central Training Facility. The training is completed during one and two week sessions scheduled at the PG&E Facility throughout the first two years of the apprenticeship.

The academic training may also be completed at the Diablo Canyon Power Plant in accordance with the Program Map in Section II.

General Outline of Subject Matter for Complete Program (cont'd.)

1. Mathematics - Section IV

Completed in seven weeks of classroom work as scheduled at the Central Training Facility, during the first two years of the apprenticeship. Consists of twelve lessons, three period examinations and one final examination.

This course can also be taught at Diablo Canyon, as indicated in the Program Map of Section II.

2. Mechanical Drawing - Section V

Completed in three two-week sessions of classroom work as scheduled at the Central Training Facility during the first two years of the apprenticeship. Consists of nineteen lessons and one final examination.

This course can also be taught at Diablo Canyon, as indicated in the Program Map of Section II.

3. Mechanic-Rigger - Section VI

Completed at the Central Training Facility during sessions scheduled throughout the first 2½ years of the apprenticeship. May require some in-plant study between sessions at the school.

This course can also be taught at Diablo Canyon, as indicated in the Program Map of Section II. The Diablo Canyon course covers similar topics, but in more detail.

4. Power Plant Maintenance - Section VII

Completed in seven weeks of classroom work as scheduled at the Central Training Facility during the first two years of the apprenticeship. Consists of 16 lessons and one final examination.

This course can also be taught at Diablo Canyon, as indicated in the Program Map of Section II.

5. Basic Equipment and Tools - Section VIII

The material of this section is covered during 20 hours of the first week in the program at the Central Training Facility.

This course can also be taught at Diablo Canyon, as indicated in the Program Map of Section II.

General Outline of Subject Matter for Complete Program (cont'd.)

6. Power Plant Fundamentals - Section IX

Completed at the Central Training Facility during 20 hours of the first week at the facility. It is taught in conjunction with Basic Equipment and tools. Quizzes and final examinations are a part of this section.

This course can also be taught at Diablo Canyon as indicated in the Program Map of Section II.