



LETTER AGREEMENT NO. 94-100-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

October 21, 1994

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

Gentlemen:

Company proposes revisions, as shown below, to Section 5.10, "Call Outs," of the Nuclear Power Generation Fitness for Duty Program procedure (OM14.ID3). The proposed revisions should more clearly describe the FFD process when reporting for unscheduled work at Diablo Canyon Power Plant.

5.10 Call Outs

- 5.10.1 [Persons who are notified of and report for unscheduled work at DCP, and persons who are notified of and report for response associated with activation of the DCP Emergency Plan, will proceed to one of the following locations, as applicable:
- a. The DCP Security Building Information Counter;
 - b. The Emergency Operations Facility (EOF); or
 - c. Another location, as directed.]

When an individual is being requested to report for unscheduled work at DCP, the individual initiating the call out shall ask the following questions:

A. Are you fit for duty?

B. Have you consumed alcohol within the past five hours?

Note: If the individual being called out answers "No" to question A, the individual shall not be called out.]

If the individual answers "No" to Question A, the individual SHALL NOT be called out.

5.10.3 [If the individual being called out is reporting to DCPD for unscheduled work which does not require activation of the emergency response facilities and has answered "Yes" to both Questions A and B, a determination of Fitness for Duty will be made by use of breath analysis before the person is allowed to perform work. Upon arrival at the DCPD plant site, the individual shall report to the Security Building Information counter and complete the Fitness for Duty Call Out Form 69-10448. The individual shall then proceed to the Fitness for Duty facility for breath analysis which will be processed in accordance with OM14.DC6, "Operations Procedures - Breath Alcohol Analysis Device" with the following exceptions:

- a. If the results of the breath analysis indicate a BAC of less than 0.03 percent, the individual will be allowed to perform work.
- b. If the results of the breath analysis indicate a BAC of between 0.03 and 0.04 percent, the person shall remain in the Collection Site Facility until the results of another breath analysis, given at 20 minute intervals, indicate whether the BAC level is increasing or subsiding. If the BAC level is subsiding, the person will be released to perform work. If the BAC is increasing, the person will be provided transportation or allowed to remain in the Collection Site Facility until such time as the BAC level begins to subside and is below the 0.04 percent.
- c. If the results of the breath analysis indicate a BAC at or above 0.04 percent, the person shall be offered transportation or allowed to remain in the Collection Site Facility until such time as the BAC falls below 0.04 percent.
- d. There will be no sanctions by PG&E for a positive finding on the breath analysis test taken as a result of an unscheduled call out provided that the individual appropriately identifies the use of alcohol.]

If the individual answers "Yes" to Question A and "No" to Question B, the individual will be directed to proceed to the Security Building Information Counter to complete the Fitness for Duty Call Out Form (69-10448) upon arrival at site.

5.10.4 [If the individual being called out is responding to a declared Alert or higher emergency requiring activation of emergency response facilities and has answered "Yes" to both questions A&B of Section 5.10.2, determination of fitness for duty can be made by either breath analysis or by continued behavioral observation (CBO) performed by a qualified supervisor. Such observation will be documented on both the "Observed Behavior Checklist," Form 69-13222, and the Fitness for Duty Call Out Form.

- a. Individuals reporting to Diablo Canyon Technical Support Center (TSC) or Operational Support Center (OSC) whom have consumed alcohol within five hours prior to the call out will stop at the Security Building Information counter and complete the Fitness For Duty Call Out Form. A copy of the completed form will be given to the individual, and Security personnel will keep one copy to be forwarded to the FFD Supervisor.
 1. Individuals reporting to the TSC will be observed by the TSC Security Advisor to determine whether they are or are not exhibiting behavior which may indicate they are unfit for duty. The TSC Security Advisor will document the observation on both the Call Out Form and the Observed Behavior Checklist.
 2. Individuals reporting to the OSC will be observed by the OSC Emergency Maintenance Coordinator to determine whether they are or are not exhibiting behavior which may indicate they are unfit for duty. The OSC Emergency Maintenance Coordinator will document the observation on both the Call Out Form and the Observed Behavior Checklist.
- b. Individuals reporting to the Emergency Operations Facility (EOF) whom have consumed alcohol within five hours prior to the call out will report to the Recovery Manager's office and complete the Fitness For Duty Call Out Form. The Advisor to the County will observe the individual to determine whether they are or are not exhibiting behavior which may indicate they are unfit for duty. This will be documented on both the Call Out Form and the Observed Behavior Checklist.
- c. If no unusual or unreliable behavior which would indicate impairment is observed, the individual will be allowed to perform work.
- d. If reliable fitness for duty cannot be determined, an alternate employee will be called out.
- e. Completed Call Out and Observed Behavior Checklist Forms shall be forwarded to the Fitness for Duty Supervisor in an envelope marked "confidential." Such forms shall be maintained by the Fitness for Duty Supervisor in accordance with OM14.DC4, FFD-Records.]

If the individual answers "Yes" to both questions, the individual will be directed to proceed to the Security Building Information Counter to complete the Fitness for Duty Call Out Form (69-10448) upon arrival at site. The individual initiating the call out shall call the on-duty Watch Commander or Nuclear Security Sergeant (Extension 3330) and provide the individual's name and keycard number and request the keycard be held until the individual is determined to be fit for duty. Upon completion of the Fitness for Duty Call Out Form, the individual shall then proceed to the Site Collection Facility for breath analysis to determine their fitness for duty before being allowed to perform work.

- a. If the results of the breath analysis indicate a BAC of less than 0.03 percent, the individual will be allowed to perform work.
 - b. If the results of the breath analysis indicate a BAC of 0.03 percent, the person shall remain in the Site Collection Facility until the results of another breath analysis, given at 20 minute intervals, indicate whether the BAC level is increasing or subsiding. If the BAC level is subsiding, the person will be released to perform work. If the BAC is increasing, the person will be provided transportation or allowed to remain in the Site Collection Facility until such time as the BAC level begins to subside and is below 0.04 percent.
 - c. If the results of the breath analysis indicate a BAC at or above 0.04 percent, the person shall be offered transportation or allowed to remain in the Site Collection Facility until such time as the BAC falls below 0.04 percent. Before releasing the individual to perform work, the on-duty Watch Commander or Nuclear Security Sergeant will verify with the on-duty Site Collection Technician (Extension 2581) or Medical facility staff member (Extension 4441) the completion of the breath analysis and verify the individual is fit for duty.
- 5.10.5 There will be no sanctions taken as part of the FFD Program for a positive finding on the breath analysis test taken as a result of an unscheduled call out provided that the individual appropriately identifies the use of alcohol.
- 5.10.6 When an individual being called out is responding to a declared Alert or higher emergency requiring activation of emergency response facilities, the individual initiating the Call Out shall ask the individual:
- a. Are you fit for duty?
 - b. Have you consumed alcohol within the past five hours?
- 5.10.7 If the individual answers "Yes" to Question A and "No" to Question B, the individual will go directly to their emergency facility. Due to declared alert or higher emergency, completing a Fitness for Duty Call Out Form is not required.
- 5.10.8 If the individual answers "Yes to both questions, a determination of their fitness for duty can be made by either breath analysis or by continued behavioral observation (CBO) performed by a qualified supervisor. Such observation will be documented on the "Observed Behavior Checklist" (Form 69-13222).
- a. Individuals reporting to Diablo Canyon Technical Support Center (TSC) or Operational Support Center (OSC) shall proceed to the Security Building Information Counter to complete the Fitness for Duty Call Out Form (69-10448) upon arrival at site.

- 1. The on-duty Watch Commander or Nuclear Security Sergeant will, after reviewing the call out form, advise the TSC Security Advisor or OSC Emergency Maintenance Coordinator as to which individuals require observation at their assigned facility location. The on-duty Watch Commander shall forward to Fitness for Duty Supervisor all completed call-out forms in a manner indicating the confidential nature of the contents, e.g., "confidential", "personal and confidential", etc.
- 2. Individuals reporting to the TSC or OSC will be observed by the TSC Security Advisor or the OSC Emergency Maintenance Coordinator, respectively, to determine whether they are or are not exhibiting behavior which may indicate they are unfit for duty. The TSC Security Advisor or the OSC Emergency Maintenance Coordinator will document the observation on the Observed Behavior Checklist.
- b. Individuals reporting to the Emergency Operations Facility (EOF) shall report to the Recovery Manager's Office and complete the Fitness for Duty Call Out Form. The Advisor to the County will observe the individual to determine whether they are or are not exhibiting behavior which may indicate they are unfit for duty. This will be documented on the Observed Behavior Checklist.
 - 1. If no unusual or unreliable behavior which would indicate impairment is observed, the individual will be allowed to perform work. If reliable fitness for duty cannot be determined, an alternate employee will be called out.
 - 2. Completed Call Out Forms and Observed Behavior Checklists shall be forwarded to the Fitness for Duty Supervisor in a manner indicating the confidential nature of the contents, e.g., "confidential", "personal" "personal and confidential", etc. Such forms shall be maintained by the Fitness for Duty Supervisor in accordance with OM14.DC4, "FFD-Records."

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: 
Director and Chief Negotiator

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

June 12, 1995

By: 
Business Manager