

Pacific Gas and Electric Company215 Market Street
San Francisco, CA 94106
415/972-7000

September 11, 1989

Local Union No. 1245
International Brotherhood of
Electric Workers, AFL-CIO
P.O. Box 4790
Walnut Creek, CA 94596

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

Pursuant to Subsection 204.4(b) of the Physical Agreement, Company proposes to replace the Nuclear Operator license premium for certain employees at Humboldt Bay Power Plant with a certified Fuel Handler premium. The reduced premium will become effective on January 1, 1990, or 60 days subsequent to Company's submission to the Union of the proposed guidelines for the qualification and requalification training program for Certified Fuel Handler (whichever date is later).

The Nuclear Regulatory Commission approved a SAFSTOR Technical Specifications for Humboldt Bay Power Plant on July 19, 1988. The new Technical Specifications do not require a Reactor or Senior Reactor Operator's license at HBPP, but do require individuals with a Fuel Handler's certification to be on plant site. The revised Technical Specifications require that the Plant Manager, Supervisor of Operations, Plant Engineer, and Shift Foreman be qualified as certified Fuel Handlers.

Further, this agreement will be applicable to all current and future Senior Control Operators at Humboldt Bay Power Plant. Should a SCO be unable to meet the requirements of the qualification and requalification training program for Certified Fuel Handler, he/she will be demoted in accordance with Title 206 of the Company/Union Physical Agreement. In addition, both parties will negotiate the qualification and requalification training program pertaining to the actual training and testing segments on or before January 1, 1990. There will be no change to conditions below the SCO classification.

A copy of the initial proposed SAFSTOR Training and Certification Program is included as Attachment 1. Since the responsibilities of a certified Fuel Handler are less than those of a Reactor Operator, Company proposes to replace the nuclear license premium with a certified Fuel Handler premium equal to one-half the rate of the Reactor Operator nuclear license premium. Due to the economic dependency some operators may have on the nuclear license premium, Company proposes to gradually replace the nuclear premium with a Fuel Handler premium over a three-year period as shown in Attachment 2. A list of the affected operators is included as Attachment 3.

This agreement will resolve any pending grievance(s) by the Union.

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 
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

Oct 2, 1989

By 
Business Manager

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APPENDIX III

SAFSTOR OPERATOR TRAINING AND CERTIFICATION PROGRAM

III.1 INTRODUCTION

This program describes the training and certification for Supervisors and Operators associated with the maintenance at Humboldt Bay Power Plant Unit No. 3 in the SAFSTOR mode consistent with its possession-only license.

III.2 APPLICABILITY

The Unit No. 3 Technical Specifications require that certain operations associated with the maintenance and handling of reactor spent fuel be performed by or under the supervision of persons certified by the Plant Manager or his delegate. The following members of the plant staff (as a minimum) shall be certified in accordance with this program:

- o Plant Manager
- o Power Plant Engineer
- o Supervisor of Operations
- o Shift Foremen
- o Selected operators who shall be performing duties requiring certified operators
- o Training Coordinator

III.3 INITIAL CERTIFICATION

Certification candidates shall participate in a training program covering the following topic areas:

- (1) Reactor Theory (as applicable to the storage and handling of spent reactor fuel)
- (2) Spent Fuel Handling and Storage Equipment - Design and Operating Characteristics
- (3) Monitoring and Control Systems
- (4) Radiation Protection
- (5) Normal and Emergency Procedures
- (6) Administrative Controls applicable during the SAFSTOR period

Reactor Theory training will include characteristics of the stored spent fuel, subcritical multiplication, factors affecting reactivity and criticality, and the basis for fuel handling restrictions and procedures.

The design and operating characteristics will include training in the functions and use of fuel handling tools, cranes, the spent fuel

storage pool, and pool service systems and equipment. Prior to shipments of spent fuel this training will include shipping casks, cask handling equipment, and procedures.

Monitoring and Control Systems will include training on the spent fuel pool level monitoring systems, criticality monitors, and Unit No. 3 Area Radiation Monitors.

Radiation protection training will include theory of radioactive emissions, control of radiation exposure, use of radiation detection and monitoring equipment, protective clothing and respiratory protection, and contamination control procedures. Training will emphasize the principles and practices associated with maintaining exposures as low as reasonably achievable (ALARA).

Normal and Emergency Procedure Training will include the Emergency Plan and any operations and emergency procedures associated with the operation of Unit No. 3 systems and equipment during SAFSTOR. This area shall also include training in the handling and processing of radioactive wastes.

Administrative Control Training will include the Unit No. 3 Technical Specifications, Security Plan, Quality Assurance Plan and plant administrative procedures associated with the operation, surveillance, and maintenance of Unit No. 3.

Training will be provided through a combination of classroom instruction, audio-visual instruction, self-study, and on-the-job training.

Satisfactory completion of the training shall be based on passing of a comprehensive written examination including each of the above areas and an oral examination. Minimum passing grade for the written examination shall be 70% in each area and 80% overall. The oral examination shall be administered by a member of the plant management staff. Results of the oral examination shall be on a pass/fail basis. Weaknesses noted as a result of the written or oral examination shall be documented and remedial training provided.

III.4 PROFICIENCY TRAINING AND TESTING

Proficiency training shall be used to maintain the qualification level of certified personnel. Proficiency training will include periodic training through the use of classroom training, audio/visual instruction, self-study assignments, and/or on-the-job training. Frequency and topics to be included in the proficiency training will depend on actual Unit No. 3 activities planned or in progress and identified weaknesses. As a minimum, training in the six areas included in the initial certification program shall be covered at least once every 2 years.

An annual written examination and an annual oral examination shall be used to demonstrate the proficiency of certified personnel.

Examinations will be similar to but not as comprehensive as the initial certification examinations. Minimum passing grade for proficiency examinations shall be 70% in each section and 80% overall. Oral examinations shall be on a pass/fail basis.

III.5 CERTIFICATION

Upon successful completion of the initial certification training program, the Plant Manager or his delegate shall certify the individual as a Certified Fuel Handler. Normally an employee will complete the initial certification within one year after entering the program. After initial certification, personnel will be recertified every 2 years based on the successful completion of the Proficiency Training and Testing Program.

III.6 PHYSICAL REQUIREMENTS

As a prerequisite to acceptance into the training program and for recertification, a candidate must successfully pass a medical examination designed to ensure that the candidate is in generally good health and is otherwise physically qualified to safely perform the assigned work. Minor correctable health deficiencies, such as eyesight or hearing, will not per se prevent certification.

The medical examination will meet or exceed the requirements of ANSI Standard N546-1976, "American National Standard - Medical Certification and Monitoring of Personnel Requiring Operator Licenses for Nuclear Power Plants."

III.7 DOCUMENTATION

Initial Certification and Proficiency Training shall be documented and maintained for certified personnel for a minimum of 5 years. The records shall include the dates and periods of training, results of all quizzes and examinations, copies of written examinations, oral examination records, and information on results of physical examinations.

SCHEDULE FOR REPLACING NUCLEAR LICENSE PREMIUM WITH
CERTIFIED FUEL HANDLER PREMIUM

1. Through December 31, 1989:

Employees receive full nuclear license premium

Reactor Operator = \$2.51

2. January 1, 1990, through December 31, 1990:

(2/3) (1990 Reactor Operator Nuclear License Premium - 1/2 1990 Reactor Operator Nuclear License Premium) + 1/2 1990 Reactor Operator Nuclear License Premium.

Reactor Operator = $(\$2.51 - 1.26) (2/3) + (\$1.26) = \$2.09/\text{hour}^*$

*1989 Nuclear License Premium used since 1990 rate unavailable.

3. January 1, 1991, through December 31, 1991:

(1/3) (1991 Reactor Operator Nuclear License Premium - 1/2 1991 Reactor Operator Nuclear License Premium) + 1/2 1991 Reactor Operator Nuclear License Premium.

Reactor Operator = $(\$2.51 - 1.26) (1/3) + (\$1.26) = \$1.67/\text{hour}^*$

*1989 Nuclear License Premium used since 1991 rate unavailable.

4. January 1, 1992, and continuing thereafter:

Certified Fuel Handler Premium = 1/2 Reactor Operator Nuclear License Premium = \$1.26/hour*

*1989 Nuclear License Premium used since 1992 rate unavailable.

LIST OF HUMBOLDT BAY POWER PLANT OPERATORS
COMPANY PROPOSES TO PAY CERTIFIED FUEL HANDLER PREMIUM

Senior Control Operator (4)

H. Lehto
E. A. Ross
L. H. Marsh
C. E. Ramsey

Relief Senior Control Operator (2)

J. Thacker
A. Sanchez