



# LETTER AGREEMENT

No.

R1-92-41-PGE



Pacific Gas and Electric Company  
Industrial Relations Department  
201 Mission Street, 1513A  
San Francisco, California 94105  
[415] 973-3420

International Brotherhood of  
Electrical Workers, AFL-CIO  
Local Union 1245, IBEW  
P.O. Box 4790  
Walnut Creek, California 94596  
[415] 933-6060

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Ronald L. Bailey, Manager or  
David J. Bergman, Director and Chief Negotiator

Jack McNally, Business Manager

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July 9, 1992

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:

This proposal addresses Diablo Canyon Power Plant issues raised in Review Committee Cases Nos. 1731 and 1732; specifically, that employees are being promoted to the Assistant Control Operator classification without satisfying the negotiated requirement to hold a Reactor Operators License and, in addition, the Company is failing to provide operator training courses as required by the Agreement. Company proposes that the Company and Union settle Review Committee Cases Nos. 1731 and 1732 based on the signing of this letter agreement.

### Reactor Operator License Requirement - Assistant Control Operator

The requirement of a Reactor Operator License for promotion to Assistant Control Operator was agreed to on April 28, 1976. At that time, the Company expected to operate the Diablo Canyon Power Plant with less than 40 Operators. The Company expected that employees in Assistant Control Operator classifications would be assigned to the Control Room and therefore require a license. Because of subsequent events, including increased regulation as the result of Three Mile Island, there are presently over 100 Operators assigned to the Plant, twenty-eight holding Reactor Operator licenses and thirteen holding Senior Reactor Operator licenses. The Company has been consistently providing training since 1983. The Reactor Operator license class is 15 months. The Senior Reactor Operator license class is an additional 8 months.

Because of the increase in the number of licensed Senior Control Operators and Control Operators, Assistant Control Operators are not assigned duties which require an NRC license.

At present there are twenty-six Assistant Control Operators at the Diablo Canyon Power Plant. Six Assistant Control Operators hold Reactor Operator licenses and five entered license class on February 18, 1992.

#### Operations Training

The Company's Operator Training Program at Diablo Canyon Power Plant, implemented in 1983, does not offer the following courses or schools as required by the Agreement: System Electrical School Simulator, One-Week Power Plant Fundamentals Course, Three-Week Basic Electricity School, and the Two-Week Operating Procedure School. Basic electricity and Power Plant fundamentals are provided in the Initial Operator Training Course. The System Electrical School Simulator and the Operating Procedures School have not been offered. The material provided in those courses relate to systems not utilized at the Diablo Canyon Power Plant.

#### COMPANY PROPOSAL

Company shall provide the Reactor Operator License Premium to grievants who were promoted to the Assistant Control Operator classification without having been offered the opportunity to attend Reactor Operator License class. The period of retroactivity shall not exceed thirty (30) calendar days prior to the date that Grievance No. 22NPG-427-91-019 was filed.

Further, effective on the signing date of this agreement, the Reactor Operator License Premium will not be paid to any Assistant Control Operator who does not hold an NRC Reactor Operator license. Company shall maintain the licenses of the six Assistant Control Operators who presently hold them and the five Assistant Control Operators who entered license class on February 18, 1992 and are successful in obtaining a Reactor Operator License.

Company proposes to modify Title 600, Exhibit VI-B, as shown on the attachment, to provide the following:

1. Eliminate the requirement of a Reactor Operator License for promotion to the Assistant Control Operator classification.
2. Provide license training to employees in the Assistant Control Operator classification, in service order, the number of which to be determined by the Company.
3. Require a Reactor Operator License for promotion to the Control Operator classification.
4. Eliminate the requirement to provide the System Electrical School Simulator and the Operating Procedures School. Company shall provide this training when the employee becomes the successful bidder to a classification in the Operations Department outside of Diablo Canyon Power Plant.

5. Clarify that the instruction provided in the Basic Electrical School and the Power Plant Fundamentals course is provided in the Initial Operators Training Course at Diablo Canyon Power Plant.

If you are in accord with the foregoing and attachment and agree thereto, please so indicate in the space provided below and return one executed copy of this letter to the Company.

Yours very truly,

PACIFIC GAS AND ELECTRIC COMPANY

By  \_\_\_\_\_  
Director and Chief Negotiator

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

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

July 13, 1992

By  \_\_\_\_\_  
Business Manager

SPECIAL CONDITIONS APPLICABLE TO  
NUCLEAR POWER PLANTS

III. Initial Licensing

A. Requirements

1. An employee must obtain an NRC Reactor Operator's License to operate Units No. 1 and No. 2 at Diablo Canyon Power Plant before the employee will be considered qualified for promotion or transfer to [Assistant] Control Operator or higher at that Plant.

B. NRC Reactor Operator License

1. Employees in a Nuclear Plant who have prebids on file for the [Assistant] Control Operator classification in that Plant shall receive training for the NRC Reactor Operator License in Service order. The number of employees in training for such license shall be determined by Company and shall depend upon such things as the number of such licenses required at the Plant and the number of licensed Operators already at the Plant.
4. Should an employee at Diablo Canyon Power Plant fail to pass the third Company examination such employee shall be maintained in the [Auxiliary] Assistant Control Operator classification until the employee has had an opportunity to transfer to another plant within the employee's own Division as an [Auxiliary] Assistant Control Operator under the applicable provisions of Subsection 205.7(a) and ....
5. An [Auxiliary] Assistant Control Operator at Diablo Canyon Power Plant who passes the Company examination shall be given the [Auxiliary Operator Nuclear] Reactor Operator license premium payable in the biweekly pay period which immediately follows the period in which such Operator qualified. An [Auxiliary] Assistant Control Operator who passes the NRC examination shall then be eligible ....
6. An [Auxiliary] Assistant Control Operator who fails the first NRC examination....

OPERATOR TRAINING PROCEDURE  
AS OUTLINED IN LETTERS OF AGREEMENT DATED  
JUNE 30, 1967 AND AUGUST 11, 1977 AND NUMBERED  
79-52, 82-24, 82-30, 82-64, 84-96, AND 84-112

(Pages 15 through 26 apply to employees at Group I and II Power Plants, Kern, Geysers, and Diablo Canyon Power Plant)

II. Wage Progression in the Auxiliary Operator or Assistant Power Plant Operator Classification

A. Requirements

1. For progression to 6-month step - Auxiliary Operator, Nuclear Plant Operations (DCPP):
  - a) Six months in the classification, or
  - b) Successful completion of the [Basic Systems portion of the Systems Qualification and Operator Training Courses (both Initial and Advanced)] Initial Operator Training Course, whichever occurs first.
  
4. For progression to 24-month-step - Auxiliary Operator, Nuclear Plant Operations (DCPP), Auxiliary Operator, and Assistant Power Plant Operator:
  - b) Successful Completion of the third Watch Station qualification [and of the System Electrical School Simulator Course, the Basic Systems portion of the Systems Qualifications Course, both Initial and Advanced Operator Training Courses] (DCPP)

B. Administration of Requirements

9. All Auxiliary Operators and Assistant Power Plant Operators who enter the classifications on or after September 1, 1982 shall be required to successfully complete the one-week Power Plant Fundamentals Course. (Except DCP)
  
11. All Auxiliary Operators and Assistant Power Plant Operators who entered the classification on or after January 1, 1978, shall be required to successfully complete the three-week Basic Electricity School Course for Operators. (Except DCP)

**C. Administration of Requirements - Auxiliary Operator (DCPP)**

4. The employee will be subject to transfer or dismissal (under the applicable portions of the Agreement) for any of the following:
  - b. Inability to successfully complete the [Initial and Advanced Operator Training Courses.] Initial Operator Training Course.
  - c. Inability to qualify on a first Watch Station [by the completion of] within fifteen (15) months [employment for a new hire, or 15 months assignment to DCPP as a transfer Auxiliary Operator.] of the start date of the Initial Operator Training Course.
  - d. Inability to qualify on a second Watch Station [by the completion of] within twenty-four (24) months [employment for a new hire, or 24 months assignment to DCPP as a transfer Auxiliary Operator.] of the start date of the Initial Operator Training Course.
  - e. Inability to qualify for the 5th step - Auxiliary Operator, Nuclear Plant Operations (DCPP) wage level within thirty-six (36) months [employment for a new hire, or 36 months assignment to DCPP as a transfer Auxiliary Operator.] of the start date of the Initial Operator Training Course.

**III. Requirements for Promotion in Line of Progression for Classifications Higher than Auxiliary Operator or Assistant Power Plant Operator****C. Two-Week Operating Procedure School (Except DCPP)**