

603.1(P) R2-82-54-PGE
603.2(P) 603.4(P)
603.3(P) 603.5(P)

PACIFIC GAS AND ELECTRIC COMPANY

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January 31, 1983

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 letter cancels and supersedes Letter Agreement dated October 11, 1982. Pursuant to Section 204.4 of the Physical Labor Agreement, this letter amends Exhibit VI-B, Title 600, Job Definitions and Lines of Progression, Division Steam Generation Departments and Nuclear Plant Operations, dated June 26, 1981, in accordance with our bargaining table discussions.

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

Yours very truly,

PACIFIC GAS AND ELECTRIC COMPANY

By *W. B. Brought*
Manager of Industrial Relations

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

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

May 19, 1983

By *Jack McNally*
Business Manager

Division Steam Generation and Nuclear Plant Operations Department operating, maintenance, and clerical job definitions, lines of progression, and operator training training procedure books will be available in Print Room.

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JOB DEFINITIONS AND LINES OF PROGRESSION

DIVISION STEAM GENERATION DEPARTMENTS

AND

NUCLEAR PLANT OPERATIONS DEPARTMENT

OPERATING

(Except Diablo Canyon Power Plant)

Operating employees may be assigned to other duties including maintenance during shutdown.

GROUP I PLANTS: Contra Costa, Humboldt Bay, Hunters Point, Morro Bay, Moss Landing, Pittsburg, and Potrero.

GROUP II PLANTS: Avon, Martinez, Oleum, and Oakland.

RELIEF OPERATOR

A shift employee who stands shifts as assigned, relieves other operators and performs all of the duties of the operating position which he is relieving. In addition, he may be required to perform routine maintenance work, to perform cleaning duties in and about the power plant, to assist in performing tests on operating equipment, and to instruct other employees. He shall be assigned to relieve only the operator classifications in which he is qualified.

See Labor Agreement Clarification "Relief Shift Employees" for method of filling vacancies in these classifications.

1580 SENIOR CONTROL OPERATOR (Group I)

A shift employee who as an assistant to the Shift Foreman operates and directs the operation of all equipment in the station together with their related controls and assists in the training of other employees in the proper performance of their duties. He shall have the personal qualifications of leadership and supervisory ability and a thorough knowledge of operating principles, equipment operating procedures, system operating orders, clearance procedures, and necessary transactions with the System Dispatcher. In conjunction with his operating duties, he directs and assists in station cleaning.

Next Lower Classification

1585 Control Operator (In Plant)

Same or Higher Classifications

1580 Senior Control Operator
1582 Senior Control Operator (DCPP)

1586 CONTROL OPERATOR (Avon, Martinez and Oleum)

A shift employee whose duties are confined to the control deck where he is required to operate the controls for boilers, turbine-generators, oil circuit breakers, etc. He also has control over the boiler feed pumps, evaporator pumps, steam supply to the refineries, and all other equipment which is controlled from the control room panels. The Assistant Control Operator and Auxiliary Operators work under his direction, and he is responsible for the reception and execution of switching orders.

Next Lower Classification

1592 Assistant Control Operator
(In Plant)

Same or Higher Classifications

0513 Watch Engineer
1586 Control Operator (Avon, Martinez & Oleum)
1715 Power Plant Operator (Kern)
1716 Power Plant Operator
(The Geysers)
1725 Senior Power Plant Operator
(The Geysers)
1717 Power Plant Operator (Oakland)

1717 POWER PLANT OPERATOR (Oakland Power Plant)

A shift employee who performs operating and minor maintenance duties as required. His operating duties include, without direct supervision and in accordance with written procedures, the operation of main units and other plant equipment including starting up, paralleling and shutting down the main units, placing into service and removing from service various plant equipment and auxiliaries; performance of routine chemical tests, routine trip and annunciator tests and station housekeeping. He must be familiar with operating procedures, system operating orders and instructions and clearance procedures as well as necessary transactions with the System Dispatcher and Switching Center. He must be able to clear equipment, write switching orders and perform necessary switching.

Next Lower Classification

1589 Assistant Control Operator
1592 Assistant Control Operator
(Avon, Martinez & Oleum)
1719 Assistant Power Plant Operator
(Kern)

Same or Higher Classification

1580 Senior Control Operator
1585 Control Operator (Group 1)
1586 Control Operator
(Avon, Martinez & Oleum)
1715 Power Plant Operator (Kern)
1716 Power Plant Operator
(The Geysers)
1717 Power Plant Operator (Oakland)
0513 Watch Engineers (Kern)

1585 CONTROL OPERATOR (Group I)

A shift employee who is in charge of the control room. His duties include the operation of the plant equipment and switchgear which have their controls in the control room. He must be familiar with equipment operational procedures, system operating orders, clearance procedures, and other necessary transactions with the System Dispatcher. In conjunction with his operating duties, he will do necessary cleaning on and around rotating equipment, on the control mechanisms and other moving parts and keep the control room clean.

Next Lower Classification

1589 Assistant Control Operator
(In Plant)

Same or Higher Classifications

1580 Senior Control Operator
1582 Senior Control Operator (DCPP)
1583 Control Operator (DCPP)
1585 Control Operator (Group I)

1592 ASSISTANT CONTROL OPERATOR (Avon, Martinez, and Oleum)

A shift employee who assists the Control Operator. Does necessary switching, assists with the operation of the pumps involved in the main processes, the operation of the turbine-generators, including the hydrogen cooling system, and assists in the fire room, as necessary, to change burners and fuel. He is also required to do cleaning in and around the control area, around the control mechanisms and other moving parts, and in the fire room.

Next Lower Classifications

0505 Steam Heat Engineer (Sta. S)
0506 Steam Heat Engineer (Sta. T)
1560 Auxiliary Operator (In Plant)

Same or Higher Classifications

0513 Watch Engineer
1580 Senior Control Operator
1582 Senior Control Operator (DCPP)
1583 Control Operator (DCPP)
1585 Control Operator (Group I)
1586 Control Operator (Avon, Martinez,
and Oleum)
1592 Assistant Control Operator
(Avon, Martinez, and Oleum)
1715 Power Plant Operator (Kern)
1716 Power Plant Operator
(The Geysers)
1719 Assistant Power Plant Operator
(Top Rate) (Kern)
1725 Senior Power Plant Operator
(The Geysers)
1717 Power Plant Operator Operator
(Oakland)

1589 ASSISTANT CONTROL OPERATOR (Group I)

A shift employee who assists the Control Operator whose duties include the operation of any of the controls or auxiliary equipment and who is primarily qualified in the operation of turbines, boilers, and boiler controls. Does necessary cleaning on and around rotating equipment, control boards, control mechanisms, and other moving parts.

Next Lower Classifications

0505 Steam Heat Engineer (Sta. S)
0506 Steam Heat Engineer (Sta. T)
1560 Auxiliary Operator (In Plant)

Same or Higher Classifications

0513 Watch Engineer
1580 Senior Control Operator
1582 Senior Control Operator (DCPP)
1583 Control Operator (DCPP)
1585 Control Operator (Group I)
1589 Asst. Control Operator (Group I)
1590 Asst. Control Operator (DCPP)
1715 Power Plant Operator (Kern)
1716 Power Plant Operator
(The Geysers)
1725 Senior Power Plant Operator
(The Geysers)
1717 Power Plant Operator
(Oakland)

1560 AUXILIARY OPERATOR

A shift employee who operates and services auxiliary equipment. Specific duties vary with the design of the plant but may include such duties as operating boilers in Group II plants (except Kern) and assists in operating boilers in Group I plants, changing burners or changing from one fuel to another; operating water treating equipment, performing routine tests in connection with power plant water chemistry; cleaning condensers, testing for leaks, plugging leaking tubes; taking readings; cleaning; performing minor maintenance work of a preventive or cleaning nature; and, under the direction of the Control Operator, performing switching. Assists other shift employees as assigned.

Note: The various duties of the Auxiliary Operator classification will normally be assigned to individual employees in order of progressive complexity; that is, the employee will be assigned more complex duties as his experience and knowledge progress. Such assignments will be made on a continuing basis only after the employee has been trained and instructed in the performance of each duty and has demonstrated his understanding and the ability to perform such duty satisfactorily.

Beginner's classification

Note: A transfer application from an Assistant Power Plant Operator, Auxiliary Operator or a higher classification in the Line of Progression will be given Priority 1 status under the Job Bidding System. Priority 1 transfer applications receive preference over all other transfers and are treated as a bid under the provisions of Subsection 205.7(a), (b), or (c) as appropriate.

1050 JANITOR

An employee who does sweeping and cleaning in buildings, grounds, washrooms, and toilets.

Beginner's classification

SPECIAL CLASSIFICATIONS AND CONDITIONS

KERN POWER PLANT

GENERAL

Operating employees at Kern Power Plant will be expected to perform maintenance work during the time the plant is on cold standby. Such work shall include the overhaul of machinery and boilers and general maintenance work requiring moderate skill and the use of bench and hand tools and some shop power tools, and include such jobs as carpenter work, painting, repairs to buildings and miscellaneous pipe work, and the operation of a crane.

0513 WATCH ENGINEER

A shift employee who is a Working Foreman and who, during his shift, operates and directs the operation of all equipment in the station, together with related controls and assists in the training of other employees in the proper performance of their duties. He shall have the personal qualifications of leadership and supervisory ability and a thorough knowledge of operating principles, equipment operating procedures, system operating orders, clearance procedures and necessary transactions with the System Dispatcher. In conjunction with his operating duties, he directs and assists in station cleaning.

Next Lower Classification

Same or Higher Classification

1715 Power Plant Operator (In Plant)

0513 Watch Engineer

1715 POWER PLANT OPERATOR

A shift employee who is in charge of the control room. His duties include the operation of the plant equipment and switchgear which have their controls in the control room. He must be familiar with the equipment operational procedures, system operating orders, clearance procedures and other necessary transactions with the System Dispatcher. In conjunction with his operating duties, he will do necessary cleaning on and around rotating equipment on the control mechanisms and other moving parts, and keep the control room clean.

Next Lower Classification

Same or Higher Classifications

1719 Asst. Power Plant Operator
(In Plant)
(30-month step)

0513 Watch Engineer
1586 Control Operator (Avon,
Martinez, & Oleum)
1715 Power Plant Operator (Kern)
1717 Power Plant Operator (Oakland)

1719 ASSISTANT POWER PLANT OPERATOR

A shift employee who assists the Power Plant Operator, and whose duties include the operation of any of the control or auxiliary equipment and who does switching under the direction of the Power Plant Operator, does necessary cleaning in and around the station.

Beginner's classification

- Notes:**
1. A transfer application from an Assistant Power Plant Operator, Auxiliary Operator or a higher classification in the Line of Progression will be given Priority 1 status under the Job Bidding System. Priority 1 transfer applications receive preference over all other transfers and are treated as a bid under the provisions of Subsection 205.7(a), (b), or (c), as appropriate.
 2. Under the provisions of Section 202.16 of this Agreement, during the time that either or both of the units of the plant are operating, maintenance employees may be assigned to shift schedules as established for the plant in accordance with the provisions of the clarification of Title 202, Hours, dated April 1, 1965, and will perform operating duties as defined in the Job Definition for Auxiliary Operator.

THE GEYSERS POWER PLANT

1725 SENIOR POWER PLANT OPERATOR (The Geysers)

A shift employee who is a Working Foreman and who, during his shift, is in charge of the Control Center. His duties include the operation of plant equipment and switchgear which have controls in the Control Center. He operates and coordinates the activities of other operators in the operation of all equipment in the plant together with their related controls either directly or indirectly. He assists in the training of other employees in the proper performance of their duties. He shall have the personal qualifications of leadership and supervisory ability and a thorough knowledge of operating principles, equipment operating procedures, system orders, clearance procedures and necessary transactions with the System Dispatcher and the steam supplier's representatives. In conjunction with his operating duties, he directs and assists in station cleanup.

Next Lower Classification

1716 Power Plant Operator
(The Geysers)

Same or Higher Classification

1725 Senior Power Plant Operator
(The Geysers)

1716 POWER PLANT OPERATOR (The Geysers)

A shift employee who performs operating and minor maintenance duties as required. His operating duties include, without direct supervision and in accordance with written procedures, the operation of main units and other plant equipment including starting up, paralleling and shutting down the main units, placing into service and removing from service various plant equipment and auxiliaries; performance of routine chemical tests, routine trip and annunciator tests and station housekeeping. He must be familiar with operating procedures, system operating orders and instructions and clearance procedures as well as necessary transactions with the System Dispatcher and Switching Center. He must be able to clear equipment, write switching orders and perform necessary switching.

Next Lower Classification

1718 Assistant Power Plant
Operator (The Geysers)
(30-month step)

Same or Higher Classifications

0513 Watch Engineer (Kern)
1580 Senior Control Operator (Group I)
1582 Senior Control Operator (DCPP)
1583 Control Operator (DCPP)
1585 Control Operator (Group I)
1586 Control Operator (Avon,
Martinez & Oleum)
1715 Power Plant Operator (Kern)
1716 Power Plant Operator
(The Geysers)
1725 Senior Power Plant Operator
(The Geysers)
1717 Power Plant Operator (Oakland)

1718 ASSISTANT POWER PLANT OPERATOR (The Geysers)

A shift employee who assists the Power Plant Operator and performs operating and minor maintenance duties as required. His operating duties under the direct supervision of the Power Plant Operator or Senior Power Plant Operator include the operation, starting up and shutting down of main units and other plant equipment. His duties include, without direct supervision, necessary switching, routine trip and annunciator tests, routine chemical testing, plant housekeeping, taking readings, making log entries, and operating auxiliary power plant equipment.

Beginner's classification

Notes: 1. A transfer application from an Assistant Power Plant Operator, Auxiliary Operator or a higher classification in the Line of Progression will be given Priority 1 status under the Job Bidding System. Priority 1 transfer applications receive preference over all other transfers and are treated as a bid under the provisions of Subsection 205.7(a), (b), or (c) as appropriate.

2. The various duties of the Assistant Power Plant Operator classification will normally be assigned to individual employees in order of progressive complexity; that is, the employee will be assigned more complex duties as his experience and knowledge progress. Such assignments will be made on a continuing basis only after the employee has been trained and instructed in the performance of each duty and has demonstrated his understanding of and ability to perform such duty satisfactorily.

STEAM HEAT STATIONS

0505 STEAM HEAT ENGINEER (Station S)
 0506 STEAM HEAT ENGINEER (Station T)

A shift employee who, without direct supervision, operates boilers and auxiliaries and makes minor repairs in a steam heat station as required.

Next Lower Classification

1560 Auxiliary Operator
 1718 Assistant Power Plant Operator
 (Geysers)
 1719 Assistant Power Plant Operator
 (Kern)

Same or Higher Classifications

0505 Steam Heat Engineer (Station S)
 0506 Steam Heat Engineer (Station T)
 0513 Watch Engineer
 1580 Senior Control Operator
 1582 Senior Control Operator (DCPP)
 1583 Control Operator (DCPP)
 1585 Control Operator (Group I)
 1586 Control Operator (Avon, Martinez
 and Oleum)
 1589 Asst. Control Operator (Group I)
 1590 Asst. Control Operator (DCPP)
 1592 Asst. Control Operator (Group II)
 1715 Power Plant Operator (Kern)
 1716 Power Plant Operator (Geysers)
 1717 Power Plant Operator (Oakland)

NOTES ON OPERATING JOB DEFINITIONS AND LINES OF PROGRESSION FOR
STEAM GENERATION DEPARTMENTS AND NUCLEAR PLANT OPERATIONS

I. Job Definitions

A. Operator's Cleaning Duties

It is implicit in a power plant that the primary function of its operators is the operation of the power plant. Other assignments are secondary and may be performed in conjunction with their primary operating function.

The operating job definitions provide, in general, that employees in the various operating classifications shall perform cleaning duties when their operating duties permit. Cleaning duties are, therefore, obviously a secondary function.

It is our understanding that the operating employees shall be responsible for the general housekeeping and appearance of the steam plant. It is expected, for example, that the Control Operators in all plants will see to it that the control room and control areas of the plant are kept clean either by performing the work themselves, particularly when it involves cleaning around control surfaces and control equipment, or by instructing employees assigned to assist them in cleaning the other areas involved. Company does not believe that it should be necessary to establish cleaning schedules setting definite times during which each employee must clean a particular portion of the plant. The fact that various operators are responsible for the cleanliness of a general area should be sufficient. When help is available to the employees in higher classifications to perform cleaning duties, such help shall be assigned to them by the Shift Supervisor. Otherwise, and particularly when one or more units are shut down, it may be necessary for such employees to perform cleaning duties without assistance.

B. Duties of Nuclear Operators

The duties of the operating personnel at nuclear power plants will include, when trained in such work:

- (1) fuel handling, including related simple rigging and the operation of cranes and hoists;
- (2) decontamination of radioactive equipment, protective clothing and working areas, including packaging, handling, and storing of radioactive waste in operating areas;
- (3) routine monitoring on shift necessary for personal safety, and maintaining exposure estimate sheets. At Humboldt Bay, taking radiation air samples, monitor smears from the step-off pad, survey shoe covers, and perform routine building radiation surveys; and

(4) fork lift operation, related to their operating duties.

II. Lines of Progression

1. An employee above the classification of Auxiliary Operator, who has passed the appropriate qualification test and who is performing satisfactorily in all respects in his present position will be permitted to bid his same classification from one plant to another and back to the first plant once in any five-year period. However, a classification shall not be considered next lower to any classification in another plant. A transfer under the provisions of Section 205.18 will be counted as a transfer between one plant and another. Any move as a result of the application of the provision of Title 206 shall not be counted.
2. Company may delay up to one year, the move of a Control Operator or Senior Control Operator from a nuclear plant where there is no employee with a license available for promotion to Control Operator.
3. Avon, Martinez, and Oleum shall be considered as one plant for purposes of the Job Bidding Procedure.
4. Geysers and its satellite shall be considered as one plant for purposes of Title 205 and Title 206.

NUCLEAR PLANT OPERATIONS DEPARTMENT

DIABLO CANYON POWER PLANT

OPERATING

RELIEF OPERATOR

A shift employee who stands shifts as assigned, relieves other operators, and performs all of the duties of the operating position which he is relieving. In addition, he may be required to perform routine maintenance work, to perform cleaning duties in and about the power plant, to assist in performing tests on operating equipment, and to instruct other employees. He shall be assigned to relieve only the operator classifications in which he is qualified.

See Labor Agreement Clarification "Relief Shift Employees" for method of filling vacancies in these classifications.

1582 SENIOR CONTROL OPERATOR (DCPP)

A shift employee who as an assistant to the Shift Foreman operates and directs the operation of all equipment in the station together with their related controls and assists in the training of other employees in the proper performance of their duties. He shall have the personal qualifications of leadership and supervisory ability and a thorough knowledge of operating principles, equipment operating procedures, system operating orders, clearance procedures, and necessary transactions with the System Dispatcher. In conjunction with his operating duties, he directs and assists in station cleaning.

Next Lower Classification

1583 Control Operator (In Plant)

Same or Higher Classifications

1580 Senior Control Operator
1582 Senior Control Operator (DCPP)

1583 CONTROL OPERATOR (DCPP)

A shift employee who is in charge of the control room. His duties include the operation of plant equipment and switchgear which have their controls in the control room. He must be familiar with equipment operational procedures, system operating orders, clearance procedures, and other necessary transactions with the System Dispatcher. In conjunction with his operating duties, he will do necessary cleaning on and around rotating equipment, on the control mechanisms and other moving parts and keep the control room clean.

Next Lower Classification

1590 Assistant Control Operator
(In Plant)

Same or Higher Classifications

1580 Senior Control Operator
1582 Senior Control Operator (DCPP)
1583 Control Operator (DCPP)
1585 Control Operator

1590 ASSISTANT CONTROL OPERATOR (DCPP)

A shift employee who assists the Control Operator. His duties include operation of all auxiliary equipment from the control room or from remote auxiliary panels. He may be required to perform transmission switching and direct the operation of the steam generator feed pumps.

Next Lower Classification

1561 Auxiliary Operator (In Plant)

Same or Higher Classifications

0513 Watch Engineer
1580 Senior Control Operator
1582 Senior Control Operator (DCPP)
1583 Control Operator (DCPP)
1585 Control Operator (Group I)
1589 Asst. Control Operator (Group I)
1590 Asst. Control Operator (DCPP)
1715 Power Plant Operator (Kern)
1716 Power Plant Operator
(The Geysers)
1725 Senior Power Plant Operator
(The Geysers)
1717 Power Plant Operator (Oakland)

1561 AUXILIARY OPERATOR (DCPP)

A shift employee who operates and services auxiliary equipment. Specific duties include such functions: operating air compressors, waste treatment systems, water treatment equipment and systems, cooling water systems, ventilation systems, chemical control equipment, turbine generator and auxiliary equipment. Also may be required to clean condensers, plug leaking tubes, take readings, perform operating tests, changeout or clean filter elements, and under the direction of the Control Operator perform switching. In addition, may be required to perform minor maintenance work and operate laundry facilities. Shall be familiar with NRC regulations and requirements.

Note: The various duties of the Auxiliary Operator classification will normally be assigned to individual employees in order of progressive complexity; that is, the employee will be assigned more complex duties as his experience and knowledge progress. Such assignments will be made on a continuing basis only after the employee has been trained and instructed in the performance of each duty and has demonstrated his understanding of and ability to perform such duty satisfactorily.

Beginner's Classification

Note: A transfer application from an Assistant Power Plant Operator, Auxiliary Operator or a higher classification in the Line of Progression will be given Priority 1 status under the Job Bidding System. Priority 1 transfer applications receive preference over all other transfers and are treated as a bid under the provisions of Subsection 205.7(a), (b), or (c) as appropriate.

HOURS OF WORK

The following five shift rotation schedules have been established for operators at Diablo Canyon Power Plant and are subject to change only by negotiations between the Union Business Manager and Company's Manager of Industrial Relations pursuant to Section 202.16(b) of the Physical Agreement. The schedules will become effective July 5, 1981.

Sun - Sat					Sat - Fri						
	A	B	C	D	E		A	B	C	D	E
Sun.	X	12	8	4	X	Sat.	X	12	8	4	X
Mon.	8T	12	8	4	X	Sun.	X	12	8	4	X
Tues.	8T	12	8	X	4	Mon.	8T	12	8	X	4
Wed.	8T	12	X	R	4	Tues.	8T	12	X	R	4
Thurs.	8T	12	X	8	4	Wed.	8T	12	X	8	4
Fri.	8T	X	12	8	4	Thurs.	8T	X	12	8	4
Sat.	X	X	12	8	4	Fri.	8T	X	12	8	4
Sun.	X	X	12	8	4	Sat.	X	X	12	8	4
Mon.	X	8T	12	8	4	Sun.	X	X	12	8	4
Tues.	4	8T	12	8	X	Mon.	4	8T	12	8	X
Wed.	4	8T	12	X	R	Tues.	4	8T	12	X	R
Thurs.	4	8T	12	X	8	Wed.	4	8T	12	X	8
Fri.	4	8T	X	12	8	Thurs.	4	8T	X	12	8
Sat.	4	X	X	12	8	Fri.	4	8T	X	12	8
Sun.	4	X	X	12	8	Sat.	4	X	X	12	8
Mon.	4	X	8T	12	8	Sun.	4	X	X	12	8
Tues.	X	4	8T	12	8	Mon.	X	4	8T	12	8
Wed.	R	4	8T	12	X	Tues.	R	4	8T	12	X
Thurs.	8	4	8T	12	X	Wed.	8	4	8T	12	X
Fri.	8	4	8T	X	12	Thurs.	8	4	8T	X	12
Sat.	8	4	X	X	12	Fri.	8	4	8T	X	12
Sun.	8	4	X	X	12	Sat.	8	4	X	X	12
Mon.	8	4	X	8T	12	Sun.	8	4	X	X	12
Tues.	8	X	4	8T	12	Mon.	8	X	4	8T	12
Wed.	X	R	4	8T	12	Tues.	X	R	4	8T	12
Thurs.	X	8	4	8T	12	Wed.	X	8	4	8T	12
Fri.	12	8	4	8T	X	Thurs.	12	8	4	8T	X
Sat.	12	8	4	X	X	Fri.	12	8	4	8T	X
Sun.	12	8	4	X	X	Sat.	12	8	4	X	X
Mon.	12	8	4	X	8T	Sun.	12	8	4	X	X
Tues.	12	8	X	4	8T	Mon.	12	8	X	4	8T
Wed.	12	X	R	4	8T	Tues.	12	X	R	4	8T
Thurs.	12	X	8	4	8T	Wed.	12	X	8	4	8T
Fri.	X	12	8	4	8T	Thurs.	X	12	8	4	8T
Sat.	X	12	8	4	X	Fri.	X	12	8	4	8T

- Notes: 1) 8T indicates a day shift training assignment.
 2) The Sunday-Saturday workweek is the primary schedule and most personnel will be assigned to this schedule.
 3) Hours of work on the training shift will be 0800 to 1600 hours.

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, and 82-64

(Pages 14 through 21 apply to employees at Group I and II Power Plants, Kern, Geysers, and Diablo Canyon Power Plant)

I. Requirements for entering the Auxiliary Operator or Assistant Power Plant Operator Classification

- A. All new hires into the Auxiliary Operator or Assistant Power Plant Operator classification shall be required to pass the Arithmetic Computation Test (ACT) during the first six months in the classification.
1. The first test must be taken by the end of two months in the classification and if additional tests are requested, they should be given at intervals of 30 days. A total of three examinations shall be allowed.
 2. The new employee will be given a copy of the study form with answers at the time of employment with the understanding that the employee will take the test as indicated in Item 1.
 3. If the employee fails to pass the test within the established time, the employee shall be removed from the classification.
 4. Transfer applicants must pass the examination before their transfer request is accepted.

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

A. Requirements

1. For progression to 12-month step - Auxiliary Operator, Nuclear Plant Operations (DCPP):
 - a) Successfully complete Power Plant Fundamentals Course
 - b) Pass 12-month Qualifying Examination (DCPP)

For progression to 12-month step - Auxiliary Operator and Assistant Power Plant Operator:

- a) Successfully complete Power Plant Fundamentals Course
 - b) Pass 12-month Qualifying Examination
2. For progression to 18-month step - Auxiliary Operator, Nuclear Plant Operations (DCPP):

Pass 18-month Qualifying Examination (DCPP)

For progression to 18-month step - Auxiliary Operator and Assistant Power Plant Operator:

Pass 18-monthly Qualifying Examination

3. For progression to 24-month step - Auxiliary Operator, Nuclear Plant Operations (DCPP), Auxiliary Operator, and Assistant Power Plant Operator:

Successful completion of Basic Electricity School

4. For progression to 30-month step - Auxiliary Operator, Nuclear Plant Operations (DCPP), Auxiliary Operator, and Assistant Power Plant Operator:

Pass 30-month Qualifying Examination

B. Administration of Requirements

Written examinations will be used to assist in determining the progress of any employee in the Auxiliary Operator or Assistant Power Plant Operator training program effective October 1, 1967 and the following procedure shall apply:

1. An Auxiliary Operator or Assistant Power Plant Operator who passes the established examinations and who is satisfactorily performing his duties will be granted the periodic wage progressions of the classification.
2. An Auxiliary Operator or Assistant Power Plant Operator who is due to progress to the next higher wage step and who does not pass the established examination shall:
 - a. Be notified in writing of the requirement that he pass the established examination prior to the date he is scheduled to receive the next higher wage step,
 - b. Be held in his present wage rate, and
 - c. Be allowed a maximum of three months to meet the requirements.
3. If during such three-month period the employee passes the established examination, he shall receive the next higher step wage rate effective on the date such examination is passed. He will not be eligible for further progression in the wage rate until six months have elapsed and, if applicable, further examinations have been passed.
4. a. If an employee who is attempting to meet the requirements established to progress from the six months to the one-year step of the program fails to meet the established requirements during such three months additional period of time, he shall be removed from the classification. An Assistant Power Plant Operator who fails to meet such requirements shall be demoted to

the classification which he held immediately prior to becoming an Assistant Power Plant Operator and shall displace that employee in his Division and in such classification who has the least Company seniority, provided such employees' Company seniority is not greater than his own.

- b. If an Auxiliary Operator who is attempting to meet the requirements established to progress for any other step of the program fails to pass the established examination within the allotted time (including the three months' extension), he shall be granted a further extension of time required to pass the examination not to exceed the time provided by the wage progression up to the point at which he failed to pass an examination. If he still fails to pass the examination, he shall be removed from the classification and demoted to Helper in a Steam Maintenance Department in the Division. As a Helper, he shall either fill a vacancy, if one exists, or displace the junior employee in the classification, provided such junior employee does not have more Company seniority than he.
 - c. If an Assistant Power Plant Operator who is attempting to meet the requirements established to progress for any step of the program, other than from the six months to the one-year step, fails to pass the established examination within the allotted time (including the three months' extension), he shall be granted a further extension of time required to pass the examination not to exceed the time provided by the wage progression up to the point at which he failed to pass an examination. If he still fails to pass the examination, he shall be removed from the classification and returned to the classification which he held immediately prior to becoming an Assistant Power Plant Operator and shall displace that employee in his Division and in such classification who has the least Company seniority, provided such employee's Company seniority is not greater than this own.
5. An employee who was formerly demoted, for a reason other than one contained in Paragraph 4, from Auxiliary Operator or Assistant Power Plant Operator, or who was formerly in a classification higher thereto in the Line of Progression and who returns to a vacancy in such classification shall be placed by Company in the wage step of the Auxiliary Operator or Assistant Power Plant Operator classification commensurate with his current knowledge, skill, efficiency, adaptability, and physical ability.
 6. An employee, except an employee covered by Paragraph 5 above, who fills a vacancy in the Auxiliary Operator or Assistant Power Plant Operator classification, shall be placed at the beginning of the starting rate for such classification.

7. An employee shall be entitled to take an examination described in this Part B a maximum of four times in accordance with the following schedule:
 - a. 1st Examination - At any time prior to the date on which the examination requirement must be met as provided above.
 - b. 2nd Examination - Two months, or thereafter, following the date of the original examination.
 - c. 3rd Examination - Six months, or thereafter, following the date of the second examination.
 - d. 4th Examination - Twelve months, or thereafter, following the date of the third examination.

If an employee fails to pass the examination a fourth time, Company will not be required to give further consideration to examining such employee for qualification for progression within his classification. The foregoing schedule of examinations must be completed within the time limits provided in Paragraphs B-2 through B-4 above.

An employee will be deemed to have met the examination requirement if he attains a grade of 70 points of the 100 possible on any form of the examination for the classification to which he is attempting to be promoted. If such grade is attained, further examinations for progression within the applicable classification will not be required.

8. An employee who desires to meet the testing requirements must make written request by U.S. mail to his Personnel Department. If such request was timely with respect to the procedures outlined in Paragraph 7 above, he shall be tested within 14 calendar days.

The examinations will be administered by the Division Personnel Department. Each employee who is tested will be notified of his test results in writing. Counselling and other action necessary to assist employees in meeting the requirements will be administered by the Division Steam Generation organization.

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.
 - a. Auxiliary Operators and Assistant Power Plant Operators will normally be scheduled to attend Power Plant Fundamentals Course between the four-month and six-month steps of their program.
 - b. An Operator who fails the Power Plant Fundamentals Course shall have three opportunities in a three-month period to successfully pass the test established for the Power Plant Fundamentals Course. Such three-month period will commence upon completion of the Course for which the test was failed.

- c. Successful completion of the Power Plant Fundamentals Course shall be a requirement for the 12-month PWI.
 - d. An Operator who fails to pass the Power Plant Fundamentals Course test within the specified time shall be removed from the classification.
 - e. The requirement to successfully complete the Power Plant Fundamentals Course may be exempted if an Operator's previous experience warrants a waiver. A waiver must be agreed upon between the Manager of Industrial Relations and Union's Business Manager.
10. 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.
- a. Auxiliary Operators and Assistant Power Plant Operators will normally be scheduled to attend Basic Electricity School for Operators between the 18-month and 24-month steps of their program.
 - b. An Operator who fails the Basic Electricity School for Operators shall have three opportunities in a three-month period to successfully pass the test established for the Basic Electricity School for Operators. Such three-month period will commence upon completion of the school for which the test was failed.
 - c. Successful completion of the Basic Electricity School for Operators shall be a requirement for the 24-month PWI.
 - d. An Operator who fails to pass the Basic Electricity School for Operators test within the specified time shall be removed from the classification and demoted to Helper in a Steam Maintenance Department in the Division. As a Helper, the employee shall either fill a vacancy if one exists or displace the junior employee in the classification provided such junior employee does not have more Service.
11. Those Auxiliary Operators and Assistant Power Plant Operators, who, by reason of previous experience and/or studious application to their formal operator training program and on-the-job activity, pass required qualifying examinations ahead of schedule, will be awarded the corresponding PWI effective the date the qualifying examination is passed.

This accelerated PWI advancement will apply to the following:

- a. Power Plant Fundamentals Course at Central Training Facility.
- b. 12-Month Qualifying Examination - Auxiliary Operators and all Assistant Power Plant Operators.

- c. 18-Month Qualifying Examination - Auxiliary Operators and all Assistant Power Plant Operators.
- d. Basic Electricity School - Auxiliary Operators and all Assistant Power Plant Operators.
- e. 30-Month Qualifying Examination - Auxiliary Operators and all Assistant Power Plant Operators.

NOTE: Those Assistant Power Plant Operators at Kern Power Plant and the Geysers Power Plant who have advanced to the 30-month PWI under the accelerated program will be granted the 36-month and 42-month PWI increases at six months and 12 months, respectively, following the date of the 30-month PWI.

Satisfactory completion of both Lesson Assignments and Review Tests in the formal Operator Training Program corresponding to the 12, 18, 24, and 30-month steps are also a requirement for accelerated PWI increase.

III Requirements for Promotion in Line of Progression for Classifications Higher than Auxiliary Operator or Assistant Power Plant Operator

A. Qualifying Examination for:

- 1. Senior Control Operator and Watch Engineer (Kern Power Plant)
- 2. Senior Control Operator, Nuclear Plant Operations (DCPP)
- 3. Senior Power Plant Operator, Geysers Power Plant
- 4. Control Operator (all Fossil Fuel Plants) and Power Plant Operator at Kern
- 5. Control Operator, Nuclear Plant Operations (DCPP)
- 6. Power Plant Operator, Geysers Power Plant
- 7. Assistant Control Operator (except Avon, Oleum, Martinez and Nuclear Plant (DCPP))
- 8. Assistant Control Operator, Nuclear Plant Operations (DCPP)
- 9. Assistant Control Operator, Avon, Oleum and Martinez Power Plants

B. Examination Procedure

- 1. An employee who submits a prebid to fill a job vacancy in a classification higher than Auxiliary Operator or Assistant Power Plant Operator under the provisions of Section 205.4 may indicate in writing to his/her personnel department that he/she is then prepared and desires to take the required test to qualify for the classification.

2. If such prebid is postmarked not less than eight calendar days before the posting of an award to fill such job vacancy, his prebid shall be considered valid and the employee shall be offered an opportunity to take the required tests for the classification covered by the prebid if he is otherwise eligible for such testing. If he is eligible within a period of 21 days following the postmark date of such prebid, Company shall arrange for such testing during the 21-day period. If he avails himself of the opportunity and successfully meets all requirements for promotion, his prebid shall receive consideration in filling of the job vacancy.
3. Such prebid shall be held as inactive if:
 - a. The prebid did not include a request for testing,
 - b. The employee was not eligible for testing in accordance with Paragraph A7 below,
 - c. The employee did not avail himself of the test opportunity offered by the Company, or
 - d. The employee failed to pass the tests required at the opportunity offered by the Company.
4. The bid of an employee who has failed for the fourth time to meet the test requirements shall be considered as invalid.
5.
 - a. In order that an employee's postbid to fill a job vacancy in a classification higher than Auxiliary Operator or Assistant Power Plant Operator be considered under the provisions of Title 205, he must have made a written request by U.S. mail to his Personnel Department to be tested. Such request must be postmarked not less than eight calendar days before the posting of the job vacancy under the provisions of Subsection 205.6(a) of the Agreement.
 - b. If such written request was postmarked not less than eight calendar days before the posting of such vacancy, the employee will be offered an opportunity within a period of not less than eight nor more than 21 calendar days after the postmark date of the request to meet the testing requirements if he is eligible in accordance with the schedule of testing outlined in Paragraph A7 below.
6. An employee who has previously attempted but failed to meet the testing requirements and who again desires to meet the testing requirements, must make written request by U.S. mail to his Personnel Department. If such request is timely with respect to the procedures outlined in paragraphs 1 through 5 above, it shall cause his previous prebids or subsequent postbids to be considered as active and valid. In such instances, the procedures outlined in paragraphs 1 through 5, inclusive, above shall be followed. If such request is not timely, the same testing procedure will be followed, except his previous prebids or subsequent postbids will not be considered as active.

7. An employee will be deemed to have met the examination requirement if he attains a grade of 70 points of the 100 possible on any form of the examination for the classification to which he is attempting to be promoted. If such grade is attained, further examinations for promotion to the applicable classification will not be required. However, if an employee fails to attain a passing grade, he will be eligible for further testing in accordance with the following schedule:
 - a. 2nd Examination - Two months, or thereafter, following the date of the original examination.
 - b. 3rd Examination - Six months, or thereafter, following the date of the second examination.
 - c. 4th Examination - Twelve months, or thereafter, following the date of the third examination.

If an employee fails to pass the examination a fourth time, Company will not be required to give further consideration to examining such employee for qualification for promotion. However, if Company determines such employee has conscientiously prepared himself, Company may allow another opportunity for the employee to qualify.

The examinations will be administered by the Division Personnel Department. Each employee who is tested will be notified of his test results in writing. Counselling and other action necessary to assist employees in meeting the requirements will be administered by the Division Steam Generation organizations.

IV. Dispute Procedure

- a) Should a complaint arise concerning the fairness of the administration or correction of an examination given in accordance with the provisions of the Operator Training Procedure or concerning an employee's opportunity to prepare for such an examination, the Union's member of the Local Investigating Committee may refer it to the Joint Apprenticeship Committee. Any such complaint shall be reviewed by the Committee before the Company makes a final decision with respect to testing or to examination results.
- b) Disputes which involve other matters under this Operator Training Procedure may be submitted to the Local Investigating Committee and will be considered under the provisions of Title 102 of the Agreement as a grievance concerning an employee's qualifications for promotion or transfer.

SUMMARY OF TEST REQUIREMENTS

<u>ACTION</u>	<u>CLASSIFICATION</u>	<u>TEST REQUIREMENT</u>	<u>CONDITION</u>
Employment	Auxiliary Oper./ Asst. Power Plant Operator	Arithmetic Computation Test (A.C.T.)	Must pass within 6 month proba- tionary period or be terminated
Transfer consideration under 205.5	Auxiliary Oper./ Asst. Power Plant Operator	A. C. T.	Must pass prior to transfer consideration or be bypassed under 205.11
To progress to 12 month step	Auxiliary Oper./ Asst. Power Plant Operator	Power Plant Fundamentals School 12 Month Qual. Exam.	Must pass or demotion
To progress to 18 month step	Auxiliary Oper./ Asst. Power Plant Operator	18 Month Qual. Exam.	Must pass or demotion
To progress to 24 month step	Auxiliary Oper./ Asst. Power Plant Operator	3 Week Basic Electricity School	Must pass or demotion
To progress to 30 month step	Auxiliary Oper./ Asst. Power Plant Operator	30 Month Qual. Exam.	Must pass or demotion

In order to enter any of the following classifications the appropriate test must be passed:

Senior Control Operator
Senior Power Plant Operator
Control Operator
Power Plant Operator
Assistant Control Operator
Watch Engineer

AMENDMENT TO
LABOR AGREEMENT CLARIFICATION
TITLES 202, 205, and 206

Utilization of Relief Shift Employees
Diablo Canyon Power Plant

The Nuclear Regulatory Commission requires a procedure that places certain restrictions on the use of overtime for all nuclear plant shift personnel engaged in safety-related activities and provides rules for temporary relief of these personnel.

The following procedures will be utilized and supersede the utilization of relief shift Agreement dated November 1, 1967. However, reference will be made to the appropriate contract sections in the Physical Labor Agreement.

A. Restrictions of Shift Personnel - Overtime

1. An individual shall not be scheduled to work more than 12 consecutive hours.
2. There should be a break of at least 12 hours (which can include shift turnover time) between all work periods.
3. An individual shall not be scheduled to work more than 72 hours in any seven day period.
4. An individual shall not be scheduled to work more than 14 consecutive days without having 2 consecutive days off (refer to Section 208.23 and the Labor Agreement clarification).
5. If a Reactor Operator or Senior Reactor Operator has been working more than 12 hours during periods of extended shutdown (e.g., at duties away from the control board), such individuals shall not be assigned shift duty in the control room without at least a 12-hour break preceding such an assignment.
6. If a Reactor Operator is required to work in excess of eight continuous hours, he shall be periodically relieved of primary duties at the control board, such that periods of duty at the board do not exceed about four hours at a time.
7. The above hourly requirements only apply to actual hours worked. Shift turnover (if any), travel time and meal time after release from work do not count.
8. In unusual circumstances the Plant Manager or Plant Superintendent may authorize exceptions to the above scheduling requirements.

B. Emergency Relief of Shift Personnel

1. If the Shift Foreman on duty becomes incapacitated, the Senior Control Operator shall assume his duties. If more than one Senior Control Operator is on duty, the one assigned to the Control Room shall be in charge. Replacement for the incapacitated Shift Foreman shall be provided as soon as practical.
2. If a Licensed Operator on duty becomes incapacitated, and Company elects to replace him, a qualified upgrade within the shift will be made until such time as a qualified relief can be obtained, consistent with the provisions of Title 205 of the Agreement.
3. If a nonlicensed shift worker becomes incapacitated, the Shift Foreman shall determine whether a replacement is needed and act accordingly.

C. In view of the above requirements, the replacement of an absent shift employee at Diablo Canyon Power Plant will be made in the following manner:

1. An absent employee is one who is (a) off work and absent from Company's premises, (b) temporarily assigned to a classification not in the bargaining unit, or (c) assigned to a training program or schedule which results in his being off watch.
2. Subsection 205.3(a) of the Agreement provides in part that in making temporary assignments to fill job vacancies, Company shall first consider employees in the appropriate Relief classifications and then, when practicable, consider the qualified employees at the headquarters in which the job vacancy exists in order of their preferential consideration under Section 205.7. The everyday application of the foregoing will be on the following basis:
3. When a shift employee is absent and Company elects to replace him for that watch, other than by the assignment of his duties to an employee on the same watch in the same or higher classification, the foregoing will be applied in the following sequence:
 - a. An employee in the appropriate Relief shift classification shall be assigned to relieve him if such Relief shift employee is available. Such Relief shift employee shall be considered available at any hour of the day and on any day of the week unless:
 - i he is sick,
 - ii he is on vacation,
 - iii he has made other arrangements with his supervisor in advance,

- iv he is already committed to the extended (one week or more) relief of another shift employee, or
 - v such assignment would conflict with the provisions of Items A, 1 and 2 of the procedure listed above.
- b. Whenever a Relief shift employee in the same or higher classification is not "available" as defined above and the vacancy is not caused by vacation or a 21st watch, a qualified employee on the watch may be upgraded to provide the required relief. In such a case, an upgraded employee may only be relieved by upgrading of a qualified employee within the watch.
- c. Whenever a Relief shift employee in the same or higher classification is not "available" and a qualified employee on the watch is not upgraded, a shift employee in the same classification in which the relief is required shall be assigned to provide the required relief in the following order:
- i Call in the shift employee who is on his nonwork days in the same classification in which the relief is required.
 - ii Split the vacant eight-hour watch by extending the work period of the employee on the previous watch for four hours and call in the employee scheduled to work the following watch four hours early.
 - iii Call in the shift employee who is on his nonwork days in a higher classification.

SPECIAL CONDITIONS APPLICABLE TO
NUCLEAR POWER PLANTS

I. General Requirements Applicable to All Employees at Nuclear Power Plants

- A. Physical examinations of various types at regular intervals, as prescribed by Company.
- B. File a record of previous occupational and medical radiation exposure. Individuals with a history of high exposure cannot be permitted to work in a nuclear plant.
- C. Within the bounds of Company's radiation safety program, employees in a nuclear plant will be required to perform duties involving working with radioactive materials and working in areas of ionizing radiation.

II. Requirements Applicable to Employees in Operating Classifications at Nuclear Plants

- A. Employees entering the Operating Line of Progression are required to pass a special physical examination comparable to that required by the NRC for licensed operators. Failure to pass this examination is reason for disqualification since such failure will preclude advancement to the classifications requiring an NRC operating license.
- B. Tests designed to measure the individual's ability to learn new academic subjects will be administered by the Personnel Department to employees who bid on operating vacancies. The minimum passing score on this examination which, until otherwise agreed between Company and Union, will be a combination of the Otis Employment Test and a verbal reasoning test, will be 40 points.

Company will give an employee his first opportunity to take such tests when he has a reasonably good chance of becoming the successful bidder on an operating job vacancy. An employee who has passed such tests will not be required to take them a second time. An employee who has failed, on his first attempt, to receive at least the minimum passing score on such tests will be eligible to be retested on the following schedule:

2nd Testing - Three (3) months, or thereafter, following the date of the first testing.

3rd Testing - Six (6) months, or thereafter, following the date of the second testing.

4th Testing - Six (6) months, or thereafter, following the date of the third testing provided that he is able to show satisfactory evidence that he has prepared himself to pass the test.

Company will not be required to give further consideration to the appointment of an employee to fill a vacancy in an operating classification when he has failed for the fourth time to meet the test requirements.

(See also the Operator Training Procedure Described in Pages 14 through 21.)

III. Initial Licensing

A. Requirements

1. An employee must obtain an NRC Reactor Operator's License to operate Unit No. 3 at Humboldt Bay Power Plant and 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 above plants.
2. The NRC licensing program necessitates a concerted training effort both by the concerned employee and the Company. This program shall be administered as outlined below.

B. NRC Reactor Operator License

1. Employees in a Nuclear Plant who have prebids on file for the Assistant Control Operator classification in such Plant shall receive training for the NRC Reactor Operator License in Service order. The number of employees in training for such a 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.
2. Company shall supply necessary operating experience and all needed instructional materials, including classroom instruction, and a reasonable amount of time on watch as conditions permit for instruction and study to allow those Operators who enter the program to qualify for an NRC Reactor Operator License within 18 months of assignment to such training program.
3. During the training period, Company will give examinations to determine the employee's rate of progress and shall before the conclusion of the 18-month period, and before requesting any examination by the NRC, give him an examination equivalent to the NRC examination. Should an employee fail an examination, Company shall review the results of such examination with the employee and prior to reexamination shall provide assistance and training in those areas of the employee's weaknesses. Upon completion of the

employee's retraining, Company shall again examine the employee. An employee shall have up to three opportunities to pass the Company's examination. If the employee passes such examination, Company shall, as soon as practicable, request the NRC to examine the employee for an NRC Reactor Operator's examination.

4. Should an employee at Diablo Canyon Power Plant fail to pass the third Company examination, such employee shall be maintained in the Auxiliary Operator classification until he has had an opportunity to transfer to another plant within his own Division as an Auxiliary Operator under the applicable provisions of Subsection 205.7(a) and the Lines of Progression. If he does not avail himself of such opportunity, he shall be placed in accordance with the provisions of Sections 206.13 and 205.19 of the Physical Agreement. If no agreement can be reached between Company and Union on his placement within 90 days of the first proposal by either Company or Union, the employee shall be subject to layoff for lack of work. If he is at Humboldt Bay Power Plant, such an employee may exercise the rights provided in Subsection 205.7(a), but must do so within a six-month period. If there is more than one employee who has failed to exercise the rights provided in the preceding sentence, the employee with the least Service shall be placed in accordance with the provisions of Sections 206.13 and 205.19 of the Physical Agreement. If no agreement can be reached between Company and Union on his placement within 90 days of the first proposal by either Company or Union, the employee shall be subject to layoff for lack of work.
5. An Auxiliary Operator who passes the Company examination shall be given the Auxiliary Operator Nuclear premium payable in the biweekly pay period which immediately follows the period in which such Operator qualified. An Auxiliary Operator who passes the NRC examination shall then be eligible to continue to receive such premium for as long as the Operator is assigned at a Nuclear Plant and obtains and maintains the NRC Reactor Operator License for the Plant. If the Operator fails the NRC examination, such Operator shall not be qualified for the Nuclear premium.
6. An Auxiliary Operator who fails the first NRC examination shall be eligible for up to a total of three retests. The retests shall be administered in accordance with the current federal regulations (presently contained in Title 10, Code of Federal Regulations, Section 55.12). If an employee fails to obtain an NRC license after the third retest, he shall be placed in accordance with the provisions of the third paragraph of this Subsection I-B.

C. Senior Reactor Operator License

1. Company shall designate those Senior Control Operator positions at Nuclear Power Plants which require an NRC Senior Reactor Operator License. For initial manning and licensing, Company may request Operators below the Senior Control Operator classification to take the NRC Senior Reactor Operator License exam. Subsequent to initial manning, Company shall fill the designated positions in the following manner:
2. Employees in a Nuclear Plant who have prebids on file for the Senior Control Operator classification in the Plant shall receive training for the NRC Senior Reactor Operator License in Service order. The number of employees in training for such a license shall be determined by Company and shall depend upon such things as the number of licenses required at the Plant and the number of licensed Operators already at the Plant. During the training period, Company will give examinations to determine the employee's rate of progress and shall before the conclusion of the 18-month period, and before requesting any examination by the NRC, give him an examination equivalent to the NRC examination. If the employee passes such examination, Company shall, as soon as practicable, request the NRC to examine the employee for an NRC Senior Reactor Operator License.
3. Should an employee fail an examination, Company shall review the results of such examination with the employee and prior to reexamination shall provide assistance and training in those areas of the employee's weaknesses. Upon completion of the employee's retraining, Company shall again examine the employee. An employee shall have up to three opportunities to pass the Company's examination. Should an employee pass the Company examination, such employee shall be given the Senior Reactor Operator premium payable in the biweekly pay period which immediately follows the period in which such Operator qualified. An Operator who passes the NRC examination shall then be eligible to continue to receive such premium for as long as such Operator is assigned at a Nuclear Plant in a position requiring an NRC Reactor Operator License and maintains the NRC Senior Reactor Operator License. If the Operator fails the NRC examination, such Operator shall not be qualified for the Senior Reactor Operator's premium.

IV. Special Licensing Provisions

A. Humboldt Bay Power Plant

1. For the purpose of the application of Title 205 of the Physical Agreement, Humboldt Bay Power Plant will be considered as two separate plants. The Senior Control Operator on each watch will exercise his responsibilities and perform his duties in both plants and, therefore, will require a Reactor Operator's License. All Relief Senior Control Operators must also be licensed. The Control Operator assigned to Unit No. 3 and the Relief Control Operators will be required to have a Reactor Operator's License. Any Assistant Control Operators assigned to Unit No. 3 must have a

Reactor Operator's License. The Control Operators and Assistant Control Operators assigned to Units No. 1 and No. 2 are not required to be licensed. Auxiliary Operators are not required to be licensed whether they are assigned duties at Unit No. 3 or not.

2. An employee who is an Auxiliary Operator will have his pay rate advanced from one progressive wage step to the next upon the completion of the requirements for such step as provided in the Auxiliary Operator training program for fossil fuel plants without the necessity of completing six months of service in each progressive wage step. An Operator who reaches the top step in the Auxiliary Operator wage progression and who meets the requirements for entry into the Assistant Control Operator classification in a fossil fuel plant will be considered qualified to prebid a vacancy in an Assistant Control Operator classification, Units No. 1 and No. 2.
3. In order to accelerate the permanent filling of vacancies in the classification of Assistant Control Operator, Unit No. 3, the classification of Assistant Control Operator (Auxiliary Operator) will continue to be used. The maximum number of Assistant Control Operators (Auxiliary Operators) at any one time will be nine, less the number of Assistant Control Operators, Units No. 1 and No. 2 and less the number of Assistant Control Operators and Relief Assistant Control Operators, Unit No. 3.
4. Vacancies, other than temporary vacancies, in the classification of Assistant Control Operator, Unit No. 3 will normally be filled by the progression of employees classified as Assistant Control Operator (Auxiliary Operator) upon obtaining an NRC Reactor Operator's License. However, if a vacancy, other than a temporary vacancy, exists in the Assistant Control Operator, Unit No. 3 classification, an Operator who has obtained a Reactor Operator's License will be appointed to Assistant Control Operator, Unit No. 3, provided he has a prebid on such vacancy on file and has more Service than any employee classified as Assistant Control Operator (Auxiliary Operator). A change in schedule resulting from such change in status shall not require the payment of overtime.
5. Nuclear training will be offered to employees within the plant in the following order:
 - a. Employees classified as Control Operator, Units No. 1 and No. 2;
 - b. Assistant Control Operators, Units No. 1 and No. 2; and
 - c. Auxiliary Operators who have completed the requirement for promotion to Assistant Control Operator, Units No. 1 and No. 2.

Such offers within each group will be in order of Service.

6. An employee who is an Auxiliary Operator and is offered and accepts entry into the nuclear training program will be reclassified to Assistant Control Operator (Auxiliary Operator) and placed in NRC Reactor Operator License training in accordance with the provisions of Subsection I-B. Upon passing the required Company examination he shall be promoted to Assistant Control Operator and be paid the wage rate for that classification and the applicable Reactor Operator license premium.
7. When an employee assigned as an Assistant Control Operator, Unit No. 3 is unavailable to perform his regularly assigned duties due to being 1) assigned to a training program which results in his being off watch, or 2) when such employee cannot perform all of such duties due to the application of radiation exposure limits, the performance of such duties will be accomplished by assigning employees in the following order:
 - a. by employees in the classification of Relief Operator at the Assistant Control Operator level or above, as provided in the Relief Agreement between the Company and the Union;
 - b. by an employee on the same watch who is classified as an Assistant Control Operator, Units No. 1 and No. 2 and who has a Reactor Operator's License, provided there is an employee available and qualified for upgrade to Assistant Control Operator, Units No. 1 and No. 2;
 - c. by an employee who is classified as Auxiliary Operator and who has a Reactor Operator's License and who is upgraded to Assistant Control Operator; and
 - d. the duties of Assistant Control Operator will be divided between employees on shift who are higher than the classification of Assistant Control Operator, Unit No. 3 and one or more Auxiliary Operators on the basis of the qualifications to perform the assigned duties on the part of the Auxiliary Operator(s) assigned.
8. N. Posl and H. Taylor shall not be required to work in radiation areas of the plants. Except for employees limited by health requirements, all other operating employees may be required to work in any part of Humboldt Bay Power Plant.

B. Diablo Canyon Power Plant

1. When it is necessary to hire new employees into the Auxiliary Operator classification at Diablo Canyon Power Plant, placement into the wage progression will be based on an employee's current nuclear operating knowledge and experience. Since such a placement will alter the negotiated length of the training period for Auxiliary Operators, Company and Union agreement is required.

However, employees are still required to successfully complete the operator training program to a step above their starting level prior to receiving a progressive wage increase. The existing requirements for being considered a qualified bidder to a higher classification will remain unchanged.

2. Effective June 26, 1980 Company will reestablish the equivalent examination procedure, and once employees pass the examination, they will then be paid at the appropriate premium as provided for in Section VII hereof. Employees will continue to be eligible for the premiums as long as they are assigned to Diablo Canyon Power Plant and continue to requalify pursuant to the established testing procedures.
3. An employee who is an Auxiliary Operator will have his pay rate advanced from one progressive wage step to the next upon the completion of the requirements for such step as provided in the Auxiliary Operator training program without the necessity of completing six months of service in each progressive wage step. An Operator who reaches the top step in the Auxiliary Operator wage progression and who meets the requirements for entry into the Assistant Control Operator classification will be qualified to prebid a vacancy in an Assistant Control Operator classification, Diablo Canyon.
4. During initial manning at Diablo Canyon Power Plant, all employees awarded positions at the Plant shall be required to obtain the necessary NRC License in accordance with procedures outlined in the letter agreement dated April 23, 1976, which established the procedures for Nuclear Licensing. Any attempt at the Company examination for NRC Licensing, taken prior to initial Plant operation (cold NRC Licensing), shall not be counted as one of the three retests an operator normally has to qualify for an NRC License. Should such an employee fail to obtain the required License, the employee shall be removed from such employee's present position and placed in accordance with Sections 205.19 and 206.13 of the Physical Agreement. If an employee who has an NRC Reactor Operator License for Diablo Canyon Power Plant is required to obtain a Senior Reactor Operator License for the Plant, and fails to obtain such License, such employee may, as an alternative to the above, be placed into a Control Operator classification at Diablo Canyon Power Plant.

Note: Employees transferring into the Auxiliary Operator classification, Diablo Canyon Power Plant, will receive the same wage placement consideration of placement into the wage progression as a new hire as set forth in Items 1 and 3 above.

V. Requalification

The NRC requirement¹ for renewal of the NRC Reactor Operator and NRC Senior Reactor Operator Licenses necessitates an ongoing training program including an annual written examination. Company shall supply necessary operating experience and all needed instructional materials, including classroom instruction, and a reasonable amount of time on watch as conditions permit for instruction and study for the requalification procedure. An employee who passes the annual requalification examination or a retest as provided in A below will not be required to take another requalification examination prior to the next annual requalification examination and will maintain his nuclear premium entitlement.

A. Failure to Pass Requalification Examination

An Operator who fails to pass the annual requalification examination on the first attempt will be eligible to be retested on the basis outlined below:

1. Immediately after such failure, the Operator shall be maintained for a 30-day period at the Operator's present classification and basic wage rate. Such Operator shall not be qualified for the appropriate nuclear premium until such Operator requalifies. During the 30-day period, the Operator shall be taken off the watch schedule and required to participate in an accelerated training program leading to the requalification examination.

During the 30-day period, such an Operator may request retesting at any time the Operator and the Company mutually agree. At the end of the 30-day period, such an Operator must be retested.

2. When it becomes apparent that a licensed Operator has failed an annual requalification examination, Company shall notify Union's Business Representative as well as the Operator involved. The Local Investigating Committee, provided for in the Grievance Procedure, shall immediately conduct an investigation to attempt to determine the reasons for the Operator's failure, but shall take no other action at this time.
3. The time limits outlined above may be extended by mutual agreement between the parties due to extenuating circumstances involving either plant operations or the concerned employee.

¹The NRC requirements are included in 10CFR55 Appendix A and are incorporated herein by reference. The Company's requalification programs conform with 10CFR55 Appendix A and are delineated in certain correspondence between Company and NRC which is also incorporated herein by reference.

4. If the Operator fails again, the Operator shall be temporarily assigned to nonlicensed activities and allowed another 30-day period in which to pass the requalification examination. During such second 30-day period, the Operator may be assigned to a regularly established watch schedule. At the end of the second 30-day period, the Operator must again be retested. During such second 30-day period, the Local Investigating Committee shall make recommendations to the Plant Superintendent which may include an additional extension of 30 days before the Operator must again be retested or that the Operator be demoted to Auxiliary Operator without retesting, or that Company and Union attempt to reach agreement on the removal of the Operator from the plant. If the Operator is successful, the Operator shall immediately be returned to such Operator's assigned classification with the appropriate nuclear premium. Failure of the second retest will result in his demotion. Such demotion will be made in accordance with the terms of Section 206.15 of the Agreement. If no vacancy occurs for which such demoted employee qualifies, he shall be placed in accordance with the provisions of Sections 206.13 and 205.19 of the Physical Agreement. If no agreement can be reached between Company and Union on his placement within 90 days of the first proposal by either Company or Union, the employee shall be subject to layoff for lack of work.
5. An Operator who has failed the initial examination for requalification and who subsequently requalifies shall be entitled to receive the appropriate premium in the biweekly pay period which immediately follows the period in which such Operator requalifies.

VI. Disqualification for Health Reasons

An Operator at a Nuclear Plant who becomes physically disqualified to be an Operator at a Nuclear Plant shall be considered for placement under the provisions of Sections 205.19 and 206.13 of the Physical Contract. (Placement of Operators under Sections 205.19 and 206.13 require agreement between the Manager of Industrial Relations and the Business Manager of Local Union No. 1245.)

VII. Assignment to a Special Training Schedule

- A. In order to provide special training for an Operator for initial NRC Licensing, an Operator who is on a training assignment pursuant to II-F of the Clarification of Title 202 - Hours may be temporarily transferred from the Operator's training schedule of hours and days to a regularly established schedule as an additional Operator on the watch under the immediate direction of a licensed employee of Company in order to receive training, provided that such transfer will provide more opportunity for training than his training schedule. The foregoing shall not be used to provide additional help on a watch to meet operating needs. In the application of this Section, Company will make every reasonable effort to provide consecutive days off.

- B. In order to accomplish the above transfer with no overtime penalty pursuant to Title 208 and its clarification, notice of such transfer must be provided as early as possible, but at least prior to 1630 hours of the work day preceding the assignment.

VIII. Definitions

- A. The term "a reasonable amount of time," as used above, means that amount of time which would be sufficient for the average employee to qualify provided that employee takes advantage of the time.
- B. The term "on watch as conditions permit" means there may be times such as outages, refueling, or during the day shift when time is not available for study.

IX. Nuclear License Premiums

Pursuant to Sections B and C of the notes applicable to the Lines of Progression at Humboldt Bay and Diablo Canyon Power Plants, employees obtaining and maintaining applicable licenses will receive, effective January 1, 1981, the following nuclear premiums:

- | | |
|--|------------------------------------|
| 1. Nuclear Auxiliary Operator Premium | 1.1 X the 3rd Shift Hourly Premium |
| 2. Reactor Operator License Premium | 1.6 X the 3rd Shift Hourly Premium |
| 3. Senior Reactor Operator License Premium | 2.0 X the 3rd Shift Hourly Premium |

Employees receiving nuclear premiums on December 31, 1980, will receive an adjusted premium as set forth above. An employee in a classification below Senior Control Operator who obtains a Senior Reactor Operator license will receive the Senior Reactor Operator premium. The Senior Reactor Operator license premium subsequent to January 1, 1981 will be paid to employees, effective upon notification from the NRC, that a license has been issued.

Company considers these premiums as a wage payment under provisions of the Fair Labor Standards Act. Accordingly, the premiums must be reflected in the overtime rate of pay for employees receiving the premium. Additionally, during a period when an Operator is otherwise qualified for a premium, such Operator shall retain the premium during periods when the Operator is off work with pay.

DEMOTION AND LAYOFF PROCEDURE APPLICABLE TO OPERATORS

In order to provide for the uniform application of the Demotion and Layoff Procedure of the Agreement within the Steam Generation and Nuclear Plant Operations Departments and at the same time to provide a full staff of trained Operators in each plant, the following definitions and procedure shall apply when operating employees in the Departments are to be demoted due to lack of work.

I. DEFINITIONS

A. The terms "same classification" and "next lower classification in the reverse order of the normal line of progression" as used in Title 206 of this Agreement shall be determined by the following table:

B. Table: Same Classifications - read across
Next Lower Classification - read down

Step	Division					
	East Bay	San Francisco	Coast Valleys*	Humboldt	North Bay	San Joaquin
4.	Sr.Cont. Oper.	Sr.Cont.Oper.	Sr.Cont.Oper.	Sr.Cont.Oper.	Sr.Pwr. Plt.Oper.	Watch Engr.
3.	Cont.Oper. Pwr. Plt. Oper.	Cont.Oper.	Cont.Oper.	Cont.Oper.	Pwr.Plt. Oper.	Pwr.Plt.Oper.
2.	Asst. Cont. Oper.	Asst.Cont. Oper.	Asst.Cont. Oper.	Asst.Cont. Oper.		Asst.Pwr. Plt.Oper.
1.	Aux.Oper.	Aux.Oper.**	Aux.Oper.	Aux.Oper.	Asst.Pwr. Plt.Oper.	

*Coast Valleys Division includes Diablo Canyon Power Plant for purposes of Title 206.

**Auxiliary Operator is the next lower classification to Steam Heat Engineer. Employees in Steps 2 through 4 may not displace Steam Heat Engineers unless they have previously held this classification.

II. PROCEDURE

A. When an employee is to be demoted due to lack of work, other than by a reason of the shutdown of a plant or the discontinuance of one or more shifts in a plant, the procedure outlined in Title 206 of this Agreement shall be followed and the foregoing definitions shall apply. Demotions made under Section 206.3 will be at the plant where the job has been eliminated. Elections to displace an employee with less Company seniority in the same classification under Section 206.4 will be to classifications in the same step as his own classification as shown in the above table.

Exception: Placement at Diablo Canyon Power Plant in classifications above Auxiliary Operator require an active NRC nuclear license.

B. The following procedure shall apply when operating employees are to be displaced due to the shutdown of a plant or the discontinuance of one or more shifts in a plant.

1. Before one or more shifts is discontinued or a plant is shutdown, Company, following discussion with Union, shall decide how many employees in each operating classification and in each plant in the Division may be displaced. A list shall then be prepared showing such information and it shall be posted in the plants to be affected.
2. An employee who, instead of being demoted in his own plant under Section 206.3 or instead of being laid off, elects under Section 206.4 to displace an employee in another plant shall from such list indicate in the order of his preference the plants in which he elects to displace another employee. Company will endeavor to effect transfers in accordance with the employee's selections on the basis of the classification he holds and his Company seniority, using the above Table to determine his same classification.
3. After an employee has displaced an employee in another plant, Company will assign him to duties at such plant which it considers him qualified to perform, and pay him the wage rate of the classification to which he has been transferred. Company will then provide instruction and training in an endeavor to qualify him to perform the duties of such classification. When he is qualified, Company shall assign him to the job duties for which he has been trained, but in no case shall his total training period exceed six months from the date his first transfer was effected.
4. If, at the end of such six-month period, Company considers that he is not qualified to perform the duties of the classification to which he was transferred, he shall be demoted in the same plant to a lower classification which he is qualified to fill and shall be paid the wage rate of such classification. Should a question arise with respect to his qualifications, the matter shall be referred to the grievance procedure within ten days of the date on which he was demoted to such lower classification.
5. The placement of an employee who is displaced by the application of paragraphs 2 and 3 shall be governed by paragraphs 2 through 4, inclusive. The placement of an employee who is displaced by the application of paragraph 4 shall be governed by Section A.

Exception: Placement at Diablo Canyon Power Plant in classifications above Auxiliary Operator require an active NRC nuclear license.

- C. In the administration of the procedure outlined in Section B.
1. San Francisco and East Bay Divisions shall be considered as one Division.
 2. Avon, Martinez, and Oleum shall be considered as one plant for purposes of the placement of employees who have been displaced in such plants.

III. ACCELERATED PROMOTION, WAGE RATES, AND SENIORITY

- A. As provided for in Section 206.9(b) of this Agreement, the accelerated promotion rights of an employee who has been demoted and transferred to another plant under the procedure of paragraph II above shall be as follows:
1. In the plant to which an employee has been demoted and transferred, his accelerated promotion rights shall be to the same step as the classification he held before he was demoted; if there is no classification in the same step, to a classification in the next lower step where there is a classification. Such accelerated rights may not be exercised unless he is qualified to perform all the duties of the classification to which he was transferred, after receiving the training provided for in paragraph II-B-3 above.
 2. In the plants other than the one to which he was transferred under the procedure of paragraph II above, his accelerated promotion rights shall be to that classification to which he had bidding rights under Section 205.7(b) or (c) before he was demoted.
- B. An employee who is demoted into a classification which he has not previously held, or who is promoted to such classification under the provisions of Section 206.9(b), shall be given the top wage rate for such classification.

PROCEDURE FOR STAFFING NEW STEAM GENERATION UNITS

When, as a result of the construction of new steam electric generating units it becomes necessary to fill new operating job vacancies, the award system described below will be used.

A. New Units at existing power plants:

1. Fifty percent of the new operating job vacancies will be awarded under the conventional bid consideration sequence to qualified employees within the plant. (For the initial manning of Unit No. 1 at Diablo Canyon Power Plant, employees assigned to Unit No. 3 at Humboldt Bay Power Plant shall be considered as in Diablo Canyon.)
2. Fifty percent of such initial operating job vacancies will be awarded provisionally under the bid consideration sequence to employees from among all steam power plants on the Company's system, including the plant in which such initial job vacancies exist and without consideration of Division boundaries.

B. New power plants:

All initial job vacancies will be awarded provisionally under the bid consideration sequence to employees from among all steam power plants on the Company's system without consideration of Division boundaries, provided that no more than 25 percent of the employees awarded vacancies in any classification in a new plant shall come from Group II plants.

C. Lines of Progression

For the purposes of this procedure, lines of progression in manning new plants will be determined by Agreement between Company and Union.

D. Provisional Awards:

When a new unit is manned, an award which is made in accordance with the special provisions outlined in Sections A(2) or B above will be made on a provisional basis; that is, the award will be subject to the employees successfully completing the training period. An employee provisionally awarded an operating job will be treated as though he was on temporary assignment under the applicable terms of the Agreement and his job at his former headquarters will not be posted for bid until such time as he is regularly awarded the job at the new unit.

DIVISION STEAM GENERATION DEPARTMENTS

AND

NUCLEAR PLANT OPERATIONS DEPARTMENT

MAINTENANCE DEPARTMENTS

() = Unassigned (Un.)
Traveling (Trv.)

ELECTRICAL MAINTENANCE

0749 ELECTRICAL MAINTENANCE SUBFOREMAN

An employee who is a working Foreman engaged in installation, testing, repair and maintenance of all types of electrical equipment in power plants. He shall have the personal qualifications of leadership and supervisory ability, the craft qualifications of an electrician, and be familiar with erection standards and safety rules.

Next Lower Classifications

Same or Higher Classifications

0468(0485) Electrician & (Un.)	0650 Subforeman A (G.C. Station)
0472(0489) Electrician & (Un.) (DCPP)	0653 Subforeman B (G.C. Station)
0477(0476) Trv. Electrician & (Un.)	0710 Electric Shop Subforeman
0479(0491) Trv. Electrician & (Un.) (DCPP)	0749 Electrical Maintenance Subforeman
2380(2381) Control Technician & (Un.) (DCPP)	0850 Working Foreman A (G.C. Sta)
2382(2399) Trv. Control Tech. & (Un.) (DCPP)	0853 Working Foreman B (G.C. Sta)
2385 Shift Control Tech. (DCPP)	
2396(2394) Trv. Control Tech. & (Un.)	
2397(2383) Control Technician & (Un.)	

0468 ELECTRICIAN (0477 Trv. Electrician)
0472 ELECTRICIAN (0479 Trv. Electrician) (DCPP)

An employee who is a journeyman and is engaged in performing all types of electrical work. When he is assigned to the maintenance and testing of impedance, carrier, and directional relays, he will work with and under the supervision of a Technician or other higher classified employee experienced in such work. His background of apprenticeship and experience must be such as to qualify him to perform his duties with skill and efficiency.

Next Lower Classification0482 Appr. Electrician
(Stm. Gen.)Same or Higher Classifications

0466 Electrician (G.C.-Svc. Ctr.)
 0474 Electrician (G.C.)
 0468(0485) Electrician & (Un.) (Stm. Gen.)
 0469(0486) Electrician & (Un.)
 (Matls. & Other)
 0472(0489) Electrician & (Un.) (DCPP)
 0477(0476) Trv. Electrician & (Un.)
 0479(0491) Trv. Electrician & (Un.) (DCPP)
 0650 Subforeman A (G.C. Station)
 0653 Subforeman B (G.C. Station)
 0710 Electric Shop Subforeman
 0720 Electric Subforeman
 0749 Electric Maint. Subforeman
 0850 Working Foreman A (G.C. Sta.)
 0853 Working Foreman B (G.C. Sta.)
 2380(2381) Control Tech. & (Un.) (DCPP)
 2382(2399) Trv. Control Tech. & (Un.) (DCPP)
 2385 Shift Control Tech. (DCPP)
 2396(2394) Trv. Control Tech. & (Un.)
 2397(2383) Control Technician & (Un.)
 2398 Appr. Control Tech. (Top Rate)

0482 APPRENTICE ELECTRICIAN

An employee who is engaged in performing Electrician's work as an assistant to or under the general direction of a journeyman for training purposes. In order to gain experience for advancement to Electrician, he may be required to work alone or under indirect supervision on jobs for which he has been trained and instructed. The employee's educational and general qualifications must be such that he is considered capable of attaining journeyman status.

Next Lower Classifications0942 Trv. Helper
0943 HelperSame or Higher Classifications

*0467(0484) Electrician & (Un.) (Elec. Maint)
 0488 Appr. Electrician (G.C.)
 0481 Appr. Electrician (Elec. Maint)
 0482 Appr. Electrician (Stm. Gen.)
 0483 Appr. Electrician (Other)
 2398 Appr. Control Technician
 *May bid to Apprentice Electrician at the 2-year step.

0943 HELPER (0942 Trv. Helper)

An employee whose principal duties consist of semi-skilled work such as helper for a journeyman or apprentice, including the use of hand tools under direction. In addition, he may be required, under direction, to use portable power tools for cleaning purposes or other work not requiring precision.

Beginner's classification

MECHANICAL MAINTENANCE

0753 MAINTENANCE SUBFOREMAN

An employee who is working Foreman engaged in installation, repair, and maintenance of power plants. He shall have the personal qualifications of leadership and supervisory ability, the craft qualifications of a Machinist and be familiar with rigging, erection standards, boiler repair work, and safety rules.

Next Lower Classifications

1111(1126) Machinist & (Un.)
1113(1128) Machinist & (Un.) (DCPP)
1146(1129) Trv. Machinist & (Un.) (DCPP)
1147(1124) Trv. Machinist & (Un.)

Same or Higher Classifications

0745 Machine Shop Subforeman
0753 Maintenance Subforeman

- 1111 MACHINIST (1147 Trv. Machinist)
1113 MACHINIST (1146 Trv. Machinist) (DCPP)

An employee who is a journeyman, is qualified to perform precision work with all types of machine tools and is engaged in repairing, installing, and maintaining all types of mechanical equipment in a power plant. He may be required to do related welding and rigging. His background of apprenticeship and experience must be such as to qualify him to perform these duties with skill and efficiency.

Next Lower Classification

1131 Appr. Machinist

Same or Higher Classifications

0745 Machine Shop Subforeman
0753 Maintenance Subforeman
0785 Plant Subforeman
1110 Machinist (G.C.)
1111(1126) Machinist & (Un.)
1112(1127) Machinist & (Un.) (Other)
1113(1128) Machinist & (Un.) (DCPP)
1146(1129) Trv. Machinist & (Un.) (DCPP)
1147(1124) Trv. Machinist & (Un.)

1131 APPRENTICE MACHINIST

An employee who is engaged in performing Machinist's work as an assistant to or under the general direction of a journeyman for training purposes. In order to gain experience for advancement to Machinist, he may be required to work alone or under indirect supervision on jobs for which he has been trained and instructed. The employee's educational and general qualifications must be such that he is considered capable of attaining journeyman status.

Next Lower Classifications

0220 Boiler Cleaner (Incumbent)
0330 Tool Clerk
0426 Light Truck Driver
0940 Helper
0963 Trv. Helper

Same or Higher Classifications

1131 Appr. Machinist
1225(1234) Mechanic & (Un.)
1229(1232) Mechanic & (Un.) (DCPP)
1409(1410) Trv. Mechanic & (Un.) (DCPP)
1412(1411) Trv. Mechanic & (Un.)
2159(2162) Rigger & (Un.) (DCPP)
2165(2166) Rigger & (Un.)
2167(2164) Trv. Rigger & (Un.)
2169(2158) Trv. Rigger & (Un.) (DCPP)
2626(2623) Cert. Welder & (Un.)
2631(2632) Cert. Welder & (Un.) (DCPP)
2634(2635) Trv. Cert. Welder & (Un.) (DCPP)
2637(2636) Trv. Cert. Welder & (Un.)

Note: Employees bidding from the mechanic's classification into apprentice rigger, apprentice machinist, or apprentice welder will be placed, pursuant to the applicable provisions of the Master Apprenticeship Agreement giving them appropriate wage credit for time spent in the mechanic's classification.

2159 RIGGER (2169 Trv. Rigger) (DCPP)
2165 RIGGER (2167 Trv. Rigger)

An employee who is a journeyman and is engaged in performing all classes of power plant rigging, including that necessary for safely handling heavy machinery. Also required to make up both wire and manila rope slings and keep all rigging equipment in proper repair. Since this work may be intermittent in nature, may also be required to perform miscellaneous routine plant maintenance, particularly at high elevations. A Rigger's background of apprenticeship and experience must be such as to qualify the Rigger to perform the above duties with skill and efficiency.

Next Lower Classification

2161 Appr. Rigger

Same or Higher Classifications

0753 Maintenance Subforeman
2159(2162) Rigger & (Un.) (DCPP)
2160 Rigger (Other)
2165(2166) Rigger & (Un.)
2167(2164) Trv. Rigger & (Un.)
2169(2158) Trv. Rigger & (Un.) (DCPP)

2161 APPRENTICE RIGGER

An employee who is engaged in performing Rigger's work as an assistant to or under the general direction of a journeyman. In order to gain experience for advancement to Rigger, he may be required to work alone or under indirect supervision on jobs on which he has been trained and instructed. The employee's educational and general qualifications must be such that he is considered capable of attaining journeyman status. Since this work may be intermittent in nature, he may also be required to do painting and other maintenance work which normally falls within the Mechanic's classification, or after he has reached the top rate of pay as an apprentice, he may be required to perform the duties of a Mechanic.

Next Lower Classifications

0220 Boiler Cleaner (Incumbent)
0330 Tool Clerk
0426 Light Truck Driver
0940 Helper
0963 Trv. Helper

Same or Higher Classifications

0753 Maintenance Subforeman
1111(1126) Machinist & (Un.)
1113(1128) Machinist & (Un.) (DCPP)
1131 Appr. Machinist
1146(1129) Trv. Machinist & (Un.) (DCPP)
1147(1124) Trv. Machinist & (Un.)
1225(1234) Mechanic & (Un.)
1229(1232) Mechanic & (Un.) (DCPP)
1409(1410) Trv. Mechanic & (Un.) (DCPP)
1412(1411) Trv. Mechanic & (Un.)
2161 Appr. Rigger
2626(2623) Cert. Welder & (Un.)
2631(2632) Cert. Welder & (Un.) (DCPP)
2634(2635) Trv. Cert. Welder & (Un.) (DCPP)
2637(2636) Trv. Cert. Welder & (Un.)

Note: Employees bidding from the mechanic's classification into apprentice rigger, apprentice machinist, or apprentice welder will be placed, pursuant to the applicable provisions of the Master Apprenticeship Agreement giving them appropriate wage credit for time spent in the mechanic's classification.

2626 CERTIFIED WELDER (2637 Trv. Cert. Welder)
2631 CERTIFIED WELDER (2634 Trv. Cert. Welder) (DCPP)

An employee who is a journeyman and is engaged in performing both electric and gas welding on all types of power plant equipment and piping. His background of experience must be such as to qualify him to perform specific weld procedures as set up for this classification by Company and to qualify him for certification by the State to perform the specific classes of work required in power plants. He may be required to lay out and erect piping and do necessary welding in connection with its installation. Specific duties and responsibilities vary with the design of the plant, and he may be required to do miscellaneous maintenance work, including blacksmithing, at times when there is no welding to be done.

Next Lower ClassificationSame or Higher Classifications

2629 Apprentice Welder

0753 Maintenance Subforeman
 2617 Welder (G.C.)
 2619 Lead Welder (G.C.)
 2622 A.W.S. Certified Welder (G.C.)
 2626(2623) Cert. Welder & (Un.)
 2631(2632) Cert. Welder & (Un.)(DCPP)
 2634(2635) Trv. Cert. Welder & (Un.)(DCPP)
 2637(2636) Trv. Cert. Welder & (Un.)

2629 APPRENTICE WELDER

An employee who does both electric and acetylene welding and cutting of metals as an assistant to or under the general direction of a journeyman on all types of power plant equipment and piping not requiring a Certified Welder. In order to gain experience for advancement to Certified Welder, he may work alone or under indirect supervision on jobs on which he has been trained and instructed; must study and become familiar with the properties of metals and procedures for preheating, welding and stress relieving, and the use of all tools and equipment required in the preparation and completion of welds. The employee's educational and general qualifications must be such that he is considered capable of attaining journeyman status. Since this work may be intermittent in nature, he also assists other journeymen and mechanics as required.

Next Lower ClassificationsSame or Higher Classifications

0220 Boiler Cleaner (Incumbent)
 0330 Tool Clerk
 0426 Light Truck Driver
 0940 Helper
 0963

0753 Maintenance Subforeman
 1111(1126) Machinist & (Un.)
 1113(1128) Machinist & (Un.)(DCPP)
 1146(1129) Trv. Machinist & (Un.)(DCPP)
 1147(1124) Trv. Machinist & (Un.)
 1225(1234) Mechanic & (Un.)
 1229(1232) Mechanic & (Un.)(DCPP)
 1409(1410) Trv. Mechanic & (Un.)(DCPP)
 1412(1411) Trv. Mechanic & (Un.)
 2159(2162) Rigger & (Un.)(DCPP)
 2165(2166) Rigger & (Un.)
 2167(2164) Trv. Rigger & (Un.)
 2169(2158) Trv. Rigger & (Un.)(DCPP)
 2628 Appr. Welder (G.C.)
 2629 Apprentice Welder

Note: Employees bidding from the mechanic's classification into apprentice rigger, apprentice machinist, or apprentice welder will be placed, pursuant to the applicable provisions of the Master Apprenticeship Agreement giving them appropriate wage credit for time spent in the mechanic's classification.

- 1225(1234) MECHANIC & (UN.)
- 1229(1232) MECHANIC & (UN.) (DCPP)
- 1409(1410) TRAVELING MECHANIC & (UN.) (DCCP)
- 1412(1411) TRAVELING MECHANIC & (UN.)

An employee who is a journeyman and is engaged in repairing, installing, and maintaining all types of mechanical equipment in a power plant not requiring the use of machine tools. Such work will include the installation of bearings and machinery alignment work.

Mechanics shall be proficient in the use of hand, portable power and free standing tools commonly used in the repair of power plant equipment.

Duties may also include boiler repair work; carpentry work; painting; application of special coatings; repairs to buildings; installation and removal of thermal insulation and refractory materials; installation and repairs to plumbing systems and repair, layout and installation of power plant piping except for welding. May act as a leadman in a sandblasting, steam cleaning or boiler cleaning crew.

A mechanic is not required to act as a leadman for higher classifications but shall lead and instruct lower classifications in the jobs and skills in which the mechanic is qualified and proficient. His background of apprenticeship and experience must be such as to qualify him to perform these duties with skill and efficiency.

Next Lower Classifications

1228 Apprentice Mechanic

Same or Higher Classifications

- 0753 Maintenance Subforeman
- 1111(1126) Machinist & (Un.)
- 1113(1128) Machinist & (Un.) (DCPP)
- 1146(1129) Trv. Machinist & (Un.) (DCPP)
- 1147(1124) Trv. Machinist & (Un.)
- 1225(1234) Mechanic & (Un.)
- 1229(1232) Mechanic & (Un.) (DCPP)
- 1409(1410) Trv. Mechanic & (Un.) (DCPP)
- 1412(1411) Trv. Mechanic & (Un.)
- 2159(2162) Rigger & (Un.) (DCPP)
- 2165(2166) Rigger & (Un.)
- 2167(2164) Trv. Rigger & (Un.)
- 2169(2158) Trv. Rigger & (Un.) (DCPP)
- 2626(2623) Cert. Welder & (Un.)
- 2631(2632) Cert. Welder & (Un.) (DCPP)
- 2634(2635) Trv. Cert. Welder & (Un.) (DCPP)
- 2637(2636) Trv. Cert. Welder (Un.)
- 1320 Hydro and Substa. Mechanic (G.C.)

- Notes:
- 1) Employees bidding from the mechanic's classification into apprentice rigger, apprentice machinist, or apprentice welder will be placed, pursuant to the applicable provisions of the Master Apprenticeship Agreement giving them appropriate wage credit for time spent in the mechanic's classification.
 - 2) Company will not establish more than one mechanic (or apprentice mechanic) classification for each four machinist (or apprentice machinist) classifications on a system-wide basis within the Steam and Nuclear Generation Departments.
 - 3) The "Journeyman Mechanic Entry Examination," will be used to select the successful bidder or appointee to the position of Mechanic in the various Division Steam Generation and Nuclear Plant Operations Departments.

This test is available in four forms, A, B, C, and D. In the event the otherwise successful bidder to one or more vacancies has not been tested, the employee will be tested. An employee who has failed on the first attempt will be eligible to be retested on such test in the following manner, provided the employee is again the otherwise successful bidder:

2nd Testing--Three (3) months, or thereafter, following the date of the first testing.

3rd Testing--Six (6) months, or thereafter, following the date of the second testing.

4th Testing--Six (6) months, or thereafter, following the date of the third testing, provided that the employee is able to show satisfactory evidence that the employee has prepared himself or herself to pass the test.

Failure of an employee to provide appropriate documentation as required above will release the Company from any further obligation to retest or to consider the employee for future vacancies in the classification.

The above testing schedule will apply to all employees who are tested after December 22, 1982.

The study guide for the "Journeyman Mechanic Entry Examination" will be made available, upon request, to any prospective bidder.

1228 APPRENTICE MECHANIC

An employee who is engaged in performing mechanic's work as an assistant to or under the general direction of a journeyman for training purposes. In order to gain experience for advancement to mechanic, he may be required to work alone or under indirect supervision on jobs for which he has been trained and instructed. The employee's educational and general qualifications must be such that he is considered capable of attaining journeyman status.

Next Lower Classifications

0220 Boiler Cleaner (Incumbent)
 0330 Tool Clerk
 0455 Light Truck Driver
 0940 Helper
 0963 Traveling Helper

Same or Higher Classifications

0753 Maintenance Subforeman
 1111(1126) Machinist & (Un.)
 1113(1128) Machinist & (Un.)(DCPP)
 1228 Appr. Mechanic
 1131 Appr. Machinist
 1146(1129) Trv. Machinist & (Un.)(DCPP)
 1147(1124) Trv. Machinist & (Un.)
 1320 Hydro and Substa. Mechanic (GC)
 2159(2162) Rigger & (Un.)(DCPP)
 2161 Appr. Rigger
 2165(2166) Rigger & (Un.)
 2167(2164) Trv. Rigger & (Un.)
 2169(2158) Trv. Rigger & (Un.)(DCPP)
 2626(2623) Cert. Welder & (Un.)
 2629 Appr. Welder
 2631(2632) Cert. Welder & (Un.)(DCPP)
 2634(2635) Trv. Cert. Welder & (Un.)(DCPP)
 2637(2636) Trv. Cert. Welder & (Un.)

Note: The training program for the Apprentice Mechanic classification will be submitted to the Joint Apprenticeship Committee for negotiations with the understanding that the Apprentice Machinist training program will be included in these negotiations. The Apprentice Mechanic classification will not be implemented until such time as the parties have agreed to a training program.

0426 LIGHT TRUCK DRIVER

An employee who drives a station wagon or pickup truck transporting men, supplies, and equipment; loads and unloads the truck; performs necessary paper work in connection therewith; assists employees in the performance of their work in the department to which is assigned.

Next Lower Classifications

0220 Boiler Cleaner (Incumbent)
 0330 Tool Clerk
 0940 Helper
 0963 Trv. Helper

Same or Higher Classifications

0415 Truck Driver (G.C.)
 0416-0419 Truck Driver (All Depts.)
 0422-0427 Lt. Truck Driver (All Depts.)
 0435 Special Truck Driver (G.C.)
 0457 Line Truck Driver (G.C.)
 0461 Heavy Truck Driver (G.C.)
 0462-0465 Heavy Truck Driver (All Depts.)
 0753 Maintenance Subforeman
 1111(1126) Machinist & (Un.)
 1113(1128) Machinist & (Un.)(DCPP)
 1131 Appr. Machinist
 1146(1129) Trv. Machinist & (Un.)(DCPP)
 1147(1124) Trv. Machinist & (Un.)
 1225(1234) Mechanic & (Un.)
 1229(1232) Mechanic & (Un.) (DCPP)

1409(1410) Trv. Mechanic & (Un.) (DCPP)
 1412(1411) Trv. Mechanic & (Un.)
 2159(2162) Rigger & (Un.) (DCPP)
 2161 Appr. Rigger
 2165(2166) Rigger & (Un.)
 2167(2164) Trv. Rigger & (Un.)
 2169(2158) Trv. Rigger & (Un.) (DCPP)
 2626(2623) Cert. Welder & (Un.)
 2629 Appr. Welder
 2631(2632) Cert. Welder & (Un.) (DCPP)
 2634(2635) Trv. Cert. Welder & (Un.) (DCPP)
 2637(2636) Trv. Cert. Welder & (Un.)

0150 LAUNCH CAPTAIN - COAST VALLEYS DIVISION

An employee who operates a launch in connection with marine oil receiving terminal operations; operates the launch as required to deploy oil containment boom, either offshore or on inland waters; assist the tanker mooring launch as necessary in containment and cleanup operations; maintain boat logs and records; be responsible for maintenance and readiness of the launch, workboat, barge, and oil containment equipment; conduct training for power plant personnel in workboat operation and containment boom deployment activities. He must possess licenses and permits as required in order to operate the launch in the above described operations. May be assigned to the Plant Maintenance Department during periods of minimum marine operations. Such assignments shall consist of general maintenance work requiring moderate skill.

0220 BOILER CLEANER (Present Incumbent Only)

An employee who takes the lead in a boiler cleaning crew. Assists in the maintenance and repair of boilers and may also be required to do general maintenance work under the supervision of a Mechanic or Machinist.

0330 TOOL CLERK

An employee who is in charge of the tool room and is responsible for storing, handling, cleaning, sharpening, and making minor repairs to tools. Also handles plant maintenance materials and supplies and performs necessary office work relating thereto. Also performs other miscellaneous work when not required in tool room.

<u>Next Lower Classification</u>	<u>Same or Higher Classifications</u>
0220 Boiler Cleaner (Incumbent)	0330 Tool Clerk
0426 Light Truck Driver	0753 Maintenance Subforeman
0940 Helper	1111(1126) Machinist & (Un.)
0963 Trv. Helper	1113(1128) Machinist & (Un.) (DCPP)
	1131 Appr. Machinist
	1146(1129) Trv. Machinist & (Un.) (DCPP)
	1147(1124) Trv. Machinist & (Un.)
	1225(1234) Mechanic & (Un.)
	1229(1232) Mechanic & (Un.) (DCPP)
	1409(1410) Trv. Mechanic & (Un.) (DCPP)

1412(1411) Trv. Mechanic & (Un.)
 2159(2162) Rigger & (Un.) (DCPP)
 2161 Appr. Rigger
 2165(2166) Rigger & (Un.)
 2167(2164) Trv. Rigger & (Un.)
 2169(2158) Trv. Rigger & (Un.) (DCPP)
 2626(2623) Cert. Welder & (Un.)
 2629 Appr. Welder
 2631(2632) Cert. Welder & (Un.) (DCPP)
 2634(2635) Trv. Cert. Welder & (Un.) (DCPP)
 2637(2636) Trv. Cert. Welder & (Un.)

0940 HELPER (0963 Trv. Helper)

An employee whose principal duties consist of semi-skilled work such as helper for a journeyman or apprentice, including the use of hand tools under direction and work in a boiler cleaning crew. In addition, he may be required, under direction, to use portable power tools for cleaning purposes or other work not requiring precision.

Beginner's classification

TECHNICAL MAINTENANCE (Except Diablo Canyon Power Plant)

2397 CONTROL TECHNICIAN (2396 Trv. Control Technician)

An employee who, without direct supervision, tests, calibrates, maintains and may install all power plant control, monitoring, computer, alarm and indicating systems, and their individual components. These will include but are not necessarily limited to digital and analog computer controls, logging or monitoring systems; automatic boiler light-off and combustion control systems; temperature, pressure, level and flow control, and indicating systems; radiation measurement and environmental monitoring equipment and accessories; test and laboratory equipment; in addition, he may be required to maintain in-plant electrical protection and communication systems where F.C.C. licensing is not a requirement. He may be required to assist plant engineers in performing and evaluating plant tests. His background and apprenticeship and experience must be such as to qualify him to perform these duties with skill and efficiency.

Next Lower Classifications

Same or Higher Classifications

2398 Appr. Control Technician

2380(2381) Control Tech. & (Un.) (DCPP)
 2382(2399) Trv. Control Tech. & (Un.) (DCPP)
 2385 Shift Control Tech. (DCPP)
 2396(2394) Trv. Control Technician & (Un.)
 2397(2383) Control Technician & (Un.)

2398 APPRENTICE CONTROL TECHNICIAN

An employee engaged in performing Control Technician's work as an assistant to or under the general direction of a Technician. In order to gain experience for advancement to Control Technician, he may work alone or under

indirect supervision on jobs for which it has been determined he has been adequately trained and instructed. The employee's education and general qualifications must be such that he is considered capable of attaining Technician status.

Next Lower Classifications

Same or Higher Classifications

0482 Appr. Electrician (2-year step)	0468(0485) Electrician & (Un.)
2091 Appr. Instrument Repairman (2-year step)	0472(0489) Electrician & (Un.)(DCPP)
	0477(0476) Trv. Electrician & (Un.)
	0479(0491) Trv. Electrician & (Un.)(DCPP)
	0749 Electrical Maintenance Subforeman
	2090(2093) Instrument Repairman & (Un.)
	2095(2096) Instrument Repairman & (Un.)(DCPP)
	2097(2094) Trv. Instru. Repairman & (Un.)
	2099(2092) Trv. Instru. Repairman & (Un.)(DCPP)

An Electrician or Instrument Repairman who is the successful bidder on a vacancy in the Apprentice Control Technician classification will be placed at the wage rate step applicable at the end of 24 months, and such employee will not have subsequent bids on Control Technician vacancies considered under Subsection 205.7(b) until he has accrued 24 months' classification seniority as an Apprentice Control Technician. In addition, he will not be considered for automatic progression to Unassigned Control Technician under the provisions of the Master Apprenticeship Agreement until he has accrued 30 months' classification seniority as an Apprentice Control Technician.

To enter the Apprentice Control Technician classification, an employee will be required to pass a written examination based upon the first two years of apprenticeship in either the Apprentice Electrician or Apprentice Instrument Repairman classification depending upon the line of progression that the candidate is in. If he is in neither of these lines of progression, he may have the choice of the two examinations, but will be given only one.

1505 RADIATION AND PROCESS MONITOR (1506 Trv. Radiation and Process Monitor)
(HBPP only)

An employee who, without direct supervision, performs contamination and radiation level surveys, including routine isotopic analysis to assist in assuring that the limits contained in Company's radiation control standards are not exceeded, and maintains survey and other appropriate records in support of the plant and environmental monitoring programs; instructs employees and others in proper radiation protection procedures; performs and advises other employees in the decontamination of spaces and equipment and the handling, packaging, storing, and shipping solid radioactive wastes and other radioactive materials; assures that portable radiation detection and personnel radiation protection equipment are in satisfactory, operable condition; makes routine calibration checks of portable and counting room radiation detection equipment. In addition, he may be required to collect and analyze radioactive

and nonradioactive samples in accordance with standard procedures and make recommendations to the appropriate supervisor based on the results of such analyses; maintain appropriate records of analyses performed; advise other employees in operating chemical process equipment and waste disposal facilities. He may be required to assist plant engineers in performing and evaluating tests. His background of education, training, and experience must be such as to qualify him to perform these duties with skill and efficiency.

To qualify for entrance into the Radiation and Process Monitor classification, an employee must pass a written examination.

<u>Next Lower Classification</u>	<u>Same or Higher Classifications</u>
1503 Environmental Protection Monitor (GPP)	1505 Radiation & Process Monitor (HBPP) 1506 Trv. Radiation & Process Monitor (HBPP) 2357 Chemical & Radiation Protection Technician (DCPP) 2358 Trv. Chemical & Radiation Protection Technician (DCPP)

1503 ENVIRONMENTAL PROTECTION MONITOR (Geysers Power Plant)

An employee who, without direct supervision, performs contamination level surveys including routine ambient and personal air samples to assist in assuring that limits contained in Company's control standards for hazardous substances are not exceeded; performs monitoring of confined spaces; maintains survey, employee exposure, and other appropriate records in support of Plant and environmental monitoring programs; instructs employees and others in proper protection procedures including the fitting, use, and maintenance of all respiratory equipment and protective clothing; performs and advises other employees in the decontamination of spaces and equipment, and the handling, packaging, storing, and shipping of chemicals and other hazardous substances; assures that portable sampling and monitoring equipment is in satisfactory, operable condition. In addition, he/she may be required to collect samples of hazardous substances in accordance with standard procedures and, under the direction of a Chemist or Engineer, assist in analyzing these samples.

Employee's background of education, training, and experience must be such as to qualify him to perform these duties with skill and efficiency.

To qualify for entrance into the Environmental Protection Monitor classification, an employee must pass a written examination.

<u>Next Lower Classification</u>	<u>Same or Higher Classifications</u>
None	1505 Radiation & Process Monitor 1506 Trv. Radiation & Process Monitor 2357 Chemical & Radiation Protection Technician 2358 Trv. Chemical & Radiation Protection Technician 1503 Environmental Protection Monitor (GPP)

2090 INSTRUMENT REPAIRMAN (2097 Trv. Instrument Repairman)

An employee who is a journeyman and is engaged in installing, maintaining, and calibrating all types of automatic control and recording equipment, instruments, gauges, and their component parts. His duties require the use of machine tools, hand and bench tools, and various types of test equipment. In addition, he may be required to assist in taking readings during plant tests, tabulating and charting test and performance data. His background of apprenticeship and experience must be such as to qualify him to perform these duties with skill and efficiency.

Next Lower Classification

Same or Higher Classifications

2091 Appr. Instrument
Repairman

2090(2093) Instru. Repairman & (Un.)
2095(2096) Instru. Repairman & (Un.) (DCPP)
2097(2094) Trv. Instru. Repairman & (Un.)
2099(2092) Trv. Instru. Repairman & (Un.) (DCPP)
2380(2381) Control Technician & (Un.) (DCPP)
2382(2399) Trv. Control Tech. & (Un.) (DCPP)
2385 Shift Control Tech. (DCPP)
2396(2394) Trv. Control Tech. & (Un.)
2397(2399) Control Technician & (Un.)
2398 Appr. Control Tech. (Top Rate)

2091 APPRENTICE INSTRUMENT REPAIRMAN

An employee who is engaged in performing Instrument Repairman's work as an assistant to or under the general direction of a journeyman for training purposes. In order to gain experience for advancement to Instrument Repairman, he may be required to work alone or under indirect supervision on jobs for which he has been trained and instructed. In addition, he may be required to assist engineers in taking readings during plant tests, tabulating and charting test data, and technical filing. The employee's educational and general qualifications must be such that he is considered capable of attaining journeyman status.

Next Lower Classifications

Same or Higher Classification

0293 First Plant Clerk*
0944 Helper
0946 Trv. Helper

2091 Appr. Instrument Repairman

*Employees who were classified as Technical Clerks on December 31, 1976, and who, on such date had a valid prebid on file for a vacancy in the Apprentice Instrument Repairman classification, shall continue to be considered a pre-bidder under the provisions of Subsection 205.8(b).

0944 HELPER (0946 Trv. Helper)

An employee whose principle duties consist of semi-skilled work such as helper for a journeyman or apprentice, including the use of hand tools under direction. In addition, he may be required, under direction, to use portable power tools for cleaning purposes or other work not requiring precision.

Beginner's classification

TECHNICAL MAINTENANCE - DIABLO CANYON POWER PLANT

- 2380 CONTROL TECHNICIAN (2382 Trv. Control Technician)
2385 SHIFT CONTROL TECHNICIAN

A day or shift employee who, without direct supervision, tests, calibrates, maintains, and may install all power plant control, monitoring, computer, alarm and indicating systems, and their individual components. These will include but are not necessarily limited to digital and analog computer controls, logging or monitoring systems, automatic boiler light-off and combustion control systems; temperature, pressure, level and flow control and indicating systems; radiation measurement and environmental monitoring equipment and accessories; test and laboratory equipment; in addition, he may be required to maintain in-plant electrical protection and communication systems where F.C.C. licensing is not a requirement. He may be required to assist plant engineers in performing and evaluating plant tests. His background and apprenticeship and experience must be such as to qualify him to perform these duties with skill and efficiency.

Next Lower Classifications

2398 Appr. Control Technician

Same or Higher Classifications

2380(2381) Control Tech. & (Un.) (DCPP)
2382(2399) Trv. Control Tech. & (Un.) (DCPP)
2385 Shift Control Tech. (DCPP)
2396(2394) Trv. Control Tech. & (Un.)
2397(2383) Control Technician & (Un.)

See Letter Agreement dated June 5, 1981, for provisional shift schedule for this classification.

2398 APPRENTICE CONTROL TECHNICIAN

An employee engaged in performing Control Technician's work as an assistant to or under the general direction of a Technician. In order to gain experience for advancement to Control Technician, he may work alone or under indirect supervision on jobs for which it has been determined he has been adequately trained and instructed. The employee's education and general qualifications must be such that he is considered capable of attaining Technician status.

Next Lower Classifications

0482 Appr. Electrician
(2-year step)
2091 Appr. Instru. Repairman
(2-year step)

Same or Higher Classifications

0468(0485) Electrician & (Un.)
0472(0489) Electrician & (Un.) (DCPP)
0477(0496) Trv. Electrician & (Un.)
0479(0491) Trv. Electrician & (Un.) (DCPP)
0749 Electrical Maintenance
Subforeman
2090(2093) Instru. Repairman & (Un.)
2095(2096) Instru. Repairman & (Un.) (DCPP)
2097(2094) Trv. Instru. Repairman & (Un.)
2099(2092) Trv. Instru. Repairman & (Un.) (DCPP)

An Electrician or Instrument Repairman other than one at Diablo Canyon Power Plant who is the successful bidder on a vacancy in the Apprentice Control Technician classification at Diablo Canyon Power Plant will be placed at the wage rate step applicable at the end of 24-months, and such employee will not have subsequent bids on Control Technician vacancies considered under Subsection 205.7(b) until he has accrued 24-months' classification seniority as an Apprentice Control Technician. In addition, he will not be considered for automatic progression to Unassigned Control Technician under the provisions of the Master Apprenticeship Agreement until he has accrued 30-months' classification seniority as an Apprentice Control Technician.

An Electrician or Instrument Repairman headquartered at Diablo Canyon Power Plant who is the successful bidder on a vacancy in the Apprentice Control Technician classification, will retain his current rate of pay and be placed at the 24-month step, and will not have subsequent bids on Control Technician vacancies considered under Subsection 205.7(b) until he has accrued 24-month's classification seniority as an Apprentice Control Technician. In addition, he will not be considered for automatic progression to Unassigned Control Technician under the provisions of the Master Apprenticeship Agreement until he has accrued 30-months seniority as an Apprentice Control Technician.

To enter the Apprentice Control Technician classification, an employee will be required to pass a written examination based upon the first two years of apprenticeship in either the Apprentice Electrician or Apprentice Instrument Repairman classification depending upon the line of progression that the candidate is in. If he is in neither of these lines of progression, he may have the choice of the two examinations, but will be given only one.

2357 CHEMICAL AND RADIATION PROTECTION TECHNICIAN (2358 Trv. Chemical and Radiation Protection Technician)

A shift employee who, without direct supervision, performs contamination and radiation level surveys, including routine isotopic analysis to assist in assuring that the limits contained in the Company's radiation control standards are not exceeded, and maintains survey and other appropriate records in support of the plant and environmental monitoring programs; instructs employees and others in proper radiation protection procedures; performs and advises other employees in the decontamination of spaces and equipment and the handling, packaging, storing, and shipping of solid radioactive wastes and other radioactive material; assures that portable radiation detection and personnel radiation protection equipment are in satisfactory, operable condition; makes routine calibration checks of portable and counting room radiation detection equipment. In addition, he may be required to collect and analyze radioactive and nonradioactive samples in accordance with standard procedures and make recommendations to the appropriate supervisor based on the results of such analyses; maintain the appropriate records of analyses performed; advise other employees in operating chemical process equipment and waste disposal facilities. He may be required to assist plant engineers in writing procedures for calibrations, maintenance, testing, and other activities in his area of responsibility.

His background of education, training, and experience must be such as to qualify him to perform these duties with skill and efficiency and meet the current NRC qualification requirements for "Health Physics Technician" to which Company is committed. May be required to make independent determinations of appropriate postings of radiological conditions once the employee meets the NRC requirements. To qualify for entrance into this classification, an employee must pass a written examination.

<u>Next Lower Classification</u>	<u>Same or Higher Classifications</u>
1503 Environmental Protection Monitor (GPP)	1505 Radiation & Process Monitor (HBPP) 1506 Trv. Radiation & Process Monitor (HBPP) 2357 Chemical & Radiation Protection Technician 2358 Trv. Chemical & Radiation Protection Technician (DCPP)

2095 INSTRUMENT REPAIRMAN (2099 Traveling Instrument Repairman) (DCPP)

An employee who is a journeyman and is engaged in installing, maintaining, and calibrating all types of automatic control and recording equipment, instruments, gauges, and their component parts. His duties require the use of machine tools, hand and bench tools, and various types of test equipment. In addition, he may be required to assist in taking readings during plant tests, tabulating and charting test and performance data. His background of apprenticeship and experience must be such as to qualify him to perform these duties with skill and efficiency.

<u>Next Lower Classification</u>	<u>Same or Higher Classifications</u>
2091 Appr. Instru. Repairman	2090(2093) Instru. Repairman & (Un.) 2095(2096) Instru. Repairman & (Un.) (DCPP) 2097(2094) Trv. Instru. Repairman & (Un.) 2099(2092) Trv. Instru. Repairman & (Un.) (DCPP) 2380(2381) Control Technician & (Un.) (DCPP) 2382(2399) Trv. Control Tech. & (Un.) (DCPP) 2385 Shift Control Tech. (DCPP) 2396(2394) Trv. Control Tech. & (Un.) 2397(2383) Control Technician & (Un.) 2398 Appr. Control Tech. (Top Rate) 2398 Appr. Control Tech. (DCPP) (Top Rate)

2091 APPRENTICE INSTRUMENT REPAIRMAN

An employee who is engaged in performing Instrument Repairman's work as an assistant to or under the general direction of a journeyman for training purposes. In order to gain experience for advancement to Instrument Repairman, he may be required to work alone or under indirect supervision on jobs for which he has been trained and instructed. In addition, he may be required to assist engineers in taking readings during plant tests, tabulating and charting test data, and technical filing. The employee's educational and general qualifications must be such that he is considered capable of attaining journeyman status.

Next Lower Classifications

Same or Higher Classification

0293 First Plant Clerk*
0944 Helper
0946 Trv. Helper

2091 Appr. Instrument Repairman

*Employees who were classified as Technical Clerks on December 31, 1976, and who, on such date had a valid prebid on file for a vacancy in the Apprentice Instrument Repairman classification, shall continue to be considered a prebidder under the provisions of Subsection 205.8(b).

0944 HELPER (0946 Trv. Helper)

An employee whose principle duties consist of semi-skilled work such as helper for a journeyman or apprentice, including the use of hand tools under direction. In addition, he may be required, under direction, to use portable power tools for cleaning purposes or other work not requiring precision.

Beginner's classification

NOTES ON TRAVELING MAINTENANCE CREWS

Company will designate in its steam plants certain maintenance classifications in which the incumbents will be expected to be available for special assignments at plants other than their normal headquarters for overhaul and other maintenance work for extended periods of time. Where an employee in such a classification is given such a special assignment and he qualified for expenses under the provisions of Section 201.1 for five consecutive days or more, his rate of pay during such assignment shall be the rate of the classification to which he is assigned plus \$15.00 per week.

In filling future vacancies in the classifications designated for traveling assignments, Company will label vacancies which are posted and will maintain separate prebid lists for traveling and nontraveling maintenance classifications.

In making assignments to traveling maintenance crews, Company will attempt to equalize out-of-town assignments among employees in the same traveling classifications throughout the System.

Prior notification of an assignment to a traveling maintenance crew shall be given the affected employee for regularly scheduled work, where possible, at least two weeks prior to the start of the work at the temporary headquarters. Such notification shall include but not be limited to a review of each job, and anticipated duration of the assignment, the hours of work and number of shifts involved in the temporary assignments, and lodging and travel arrangements.

Each employee assigned to a travel maintenance crew shall be allowed a reasonable sum for meals, laundry, and telephone calls and any other miscellaneous expense while at the temporary headquarters. Lodging and transportation will be arranged for and paid by the Company under the provisions of Title 201 "Expenses" of the Physical Contract.

PROCEDURE FOR FILLING VACANCIES IN CLASSIFICATIONS DESIGNATED AS "TRAVELING..."

1. The prebid procedure as provided in Title 205.
2. If there are no qualified prebidders, the postbid procedure as provided in Title 205.
3. In filling journeymen traveling classifications, if no bids are received from qualified postbidders, a "qualified employee" in the appropriate apprentice classification in the headquarters who will complete his apprenticeship (36 months) within 90 days shall be assigned to the position at the end of his apprenticeship.
4. If unable to fill under the above provisions, attempt to fill the vacancy by hiring an individual qualified to perform the work.

5. If a vacancy still exists within 90 days of the first posting, repost it.
6. If the vacancy is not filled by a qualified bidder when reposted, assign the junior "qualified employee" in the classification at the headquarters to the traveling vacancy on an involuntary basis.

The words "qualified employee" are defined to include the ability to accept traveling assignments without restrictions due to health or undue family hardship.

All employees who were an apprentice or a journeyman before January 1, 1967, and who have not volunteered for a traveling maintenance classification shall be considered as nonvolunteers for traveling maintenance classifications for as long a time as they remain in the plant to which they were assigned on January 1, 1967.

In 1966 it was agreed that "an employee involuntarily assigned to traveling status will be removed from such status when a more junior employee becomes available." This means that a traveling employee will be reassigned to his basic nontraveling classification as soon as a more junior employee becomes available to replace him. For purposes of comparing employees in journeyman classifications, time worked on a regular basis in corresponding apprentice classification shall be added to time worked as a journeyman. However, those employees who were involuntarily assigned to traveling status on or before the date of this Agreement (March 24, 1969) under consideration of Company seniority will be removed from such status only when an employee with less Company seniority becomes available.

STEAM GENERATION AND NUCLEAR PLANT MAINTENANCE HOURS AND DAYS
(clarification of the 1980 Contract Settlement pertaining to Title 205.)

During the bargaining leading to the adoption of Subsection 202.5(b), both Company and Union agreed that certain factors have occurred, some of which were outside of Company's control, which have created the need to provide Company's Steam Generation Department with Maintenance employees coverage on Saturdays and Sundays. Some of these factors are: The current shortage of generating capacity due to the difficulty in siting new plants; the excessive amounts of overtime currently being required of many Steam Generating Maintenance employees; the employees' strong preference not to work hours other than 8:00 - 4:30; and the difficulty in hiring and retaining qualified journeymen in the various Maintenance departments. Company and Union recognize that implementing new work schedules, as provided in Subsection 202.5(b), prior to such time as the total Maintenance manpower available has been substantially increased will merely move the overtime days around and will not solve the immediate problem. Therefore, Company agrees that it will not implement the provisions of Subsection 205.5(b) until the following commitments have been met:

- a. All presently available employees in next lower classifications to apprentice classifications in the various Steam Maintenance departments who have not successfully completed the ACT test shall, with the employees concurrence, be given the opportunity to take the ACT test. Upon completion of such testing, all such employees who have passed the test and agree thereto, shall be reclassified to apprentice in the appropriate line of progression. Employees in a classification listed as next lower to more than one apprentice classification (Apprentice Welder, Apprentice Rigger and Apprentice Machinist) shall be reclassified to apprentice positions based on their choice and their seniority, and in proportion to the Company's needs with respect to these classifications. It is understood that the great majority of placements will be in the Apprentice Machinist classification. This Subparagraph shall not apply to any employee who has already held an apprentice classification more than once.
- b. The total sum of the Authorized Positions (classifications) as summarized in Appendix L, dated June 30, 1979, and of Recommended Manpower Adjustments in Appendix F as corrected have been filled to 90 percent.

The Company and the Union agreed that once the conditions of Subparagraphs a and b above are met that back-to-back ten-on and four-off schedules may be initiated. Such schedules shall provide for a workweek with two of the four days off being Saturday and Sunday as provided in the "202 Hours Clarification." An employee on the 10 and 4 schedule will be considered as unavailable for overtime, unless he volunteers, every other four-day-off period. An employee who volunteers for overtime may be bypassed for overtime on assignments on two consecutive days of each four nonworkday period. An employee bypassed as provided above will have no claim to pay for time not worked due to such bypass. In the event that Company requires an employee on such schedule to work on any combination of nonworkdays which deprives the employee of two consecutive nonworkdays off in a 21-day period, it shall give him two consecutive days off with pay prior to his next scheduled nonworkdays. The number of employees in the Steam Generation Department Maintenance workforce in any plant who may be so assigned will be limited to 40 percent of such workforce, and 40 percent of any classification, rounded to the next higher full man. The establishment of 10 and 4 work schedules will be limited to Pittsburg and Moss Landing Power Plants in calendar year 1980. Assignments to the 10 and 4 schedule will be made from among those who volunteer in order of their service, and if "nonvoluntary" assignments are necessary they will be made in inverse order of service in the appropriate classifications. For the purpose of filling the 10 and 4 work schedules those employees classified as nontraveling will be considered on the same basis as employees in traveling classifications. Employees who are now classified as nontraveling will not be reclassified as a result of this agreement. Any employee on the 10 and 4 work schedule, described herein, will have a separate vacation signup schedule, and will not have to compete with those employees working the 5 and 2 schedule. The Company and the Union also recognize that the problems outlined above are closely related to the general concept of traveling crews. Therefore, the parties agreed that assignments to schedules other than Monday through Friday

would be limited to nontraveling classifications, and further to review the major issues involved; that of the number of maintenance employees designated as "traveling;" and the distribution of such traveling assignments.

The administrative procedures established for shift personnel concerning overtime will also apply to key maintenance personnel (see page 23 of Exhibit VI-B).

CLERICAL

0290 SENIOR PLANT CLERK

An employee who has the qualifications of a First Plant Clerk performs clerical work and is the lead clerk in a plant office directing the work of the other Plant Clerks.

Next Lower Classifications

Same or Higher Classifications

0293 First Plant Clerk	0243 Senior Field Clerk (G.C.)
2723 Sr. Operating Clerk II Electric & Steam	0263 Senior Hydro Clerk
2726 Sr. Operating Clerk II - Combination	0290 Senior Plant Clerk
*2645 Sr. Operating Clerk-Steno II	0310 Senior Shop Clerk (G.C.)
*2646 Sr. Operating Clerk-Typist II	

*In Division Electric and Combination Departments

0293 FIRST PLANT CLERK

An employee who, under general supervision, performs clerical work requiring a working knowledge of all procedures used in steam plant office work and the normal amount of judgment accompanying that knowledge. May also be required to maintain special and routine statistical records of operation and maintenance and to make computation for the preparation of reports. May be required to type accurately with reasonable speed.

Next Lower Classifications

Same or Higher Classifications

0294 Routine Plant Clerk	0243 Senior Field Clerk (G.C.)
0300 Shift Clerk	0244 Field Clerk (3-year step and above - G.C.)
*2662 Operating Clerk	0263 Senior Hydro Clerk
*2664 Operating Clerk-Steno	0264 First Hydro Clerk
*2667 Operating Clerk-Typist	0290 Senior Plant Clerk
	0293 First Plant Clerk
	0310 Senior Shop Clerk (G.C.)
	0313 First Shop Clerk (G.C.)
	2789 Sr. Operating Clerk I
	*2654 Sr. Operating Clerk-Steno I
	*2655 Sr. Operating Clerk-Typist I
	2793 Sr. Operating Clerk I - Combination
	2723 Sr. Operating Clerk II Electric & Steam
	2726 Sr. Operating Clerk II - Combination
	*2645 Sr. Operating Clerk-Steno II
	*2646 Sr. Operating Clerk-Typist II

*In Division Electric and Combination Departments

0300 SHIFT CLERK (DCPP)

A shift employee in a nuclear power plant who is assigned to assist the shift foreman in the performance of his administrative duties and who performs clerical work on shift. Is responsible to the plant office supervisor for the quality and quantity of the work performed. Performs such duties as verifying and preparing timecards for the foreman's signature, making and receiving calls relating to personnel and other matters for the shift foreman, maintaining logs, preparing summaries, assembling reports, preparing permits, and similar duties. Is responsible for maintaining supply of and preparation of food for required meals. Must be familiar with Company's accounting and record-keeping procedures, and shall be able to use a typewriter with moderate skill (25 words per minute net).

Next Lower Classification

0294 Routine Plant Clerk

Same or Higher Classifications

0243 Senior Field Clerk (G.C.)
0244 Field Clerk (3-yr. step
- and above - G.C.)
0263 Senior Hydro Clerk
0264 First Hydro Clerk
0290 Senior Plant Clerk
0293 First Plant Clerk
0300 Shift Clerk (DCPP)
0310 Senior Shop Clerk (G.C.)
0313 First Shop Clerk (G.C.)
2789 Sr. Operating Clerk I -
Electric & Steam
2793 Sr. Operating Clerk I - Combination
*2654 Sr. Operating Clerk-Steno I
*2655 Sr. Operating Clerk-Typist I
2723 Sr. Operating Clerk II -
Electric & Steam
2726 Sr. Operating Clerk II - Combination
*2645 Sr. Operating Clerk-Steno II
*2646 Sr. Operating Clerk-Typist II

*In Division Electric and Combination Departments

0294 ROUTINE PLANT CLERK

An employee who performs routine clerical work requiring a basic knowledge of established Company steam plant office procedures and elementary accounting principles; may operate PBX Board or take readings during plant tests; in training for advancement to First Plant Clerk. Must have a high school education or its equivalent and be able to type with reasonable speed and accuracy (35 words per minute); may be required to learn shorthand prior to promotion to First Plant Clerk.

Beginner's classification

Note: Employees who were classified as Technical Clerks on December 21, 1976, and who on such date had a valid prebid on file for a vacancy in the Apprentice Instrument Repairman classification, shall continue to be considered a prebidder under the provisions of Subsection 205.8(b).

MORTGAGE INTEREST DIFFERENTIAL PLAN

Policy

An employee is entitled to an allowance when the mortgage interest rate on the new home is higher than the mortgage interest rate on the old home. This allowance will be applicable to Conventional, FHA, State or Federal VA, and contract purchase financing. Interim financing for the construction of a new home is excluded.

Eligibility - Operating, Technical, Maintenance, except Helper and starting rate Auxiliary Operators

New nuclear employees who have bid, transferred, or been hired into all classifications at Diablo Canyon, except Helper, Auxiliary Operator at the starting rate or any clerical or plant clerical classification. Employees are eligible to make application for the plan up until one year from the date of hire or award of the job on bid or transfer. Company will notify all successful bidders or new hires of the availability of the plan. The payments from the program will stop when an employee in one of the above classifications transfers or bids to a job at Diablo Canyon excluded from this coverage, transfers or bids to the same or different job outside of Diablo Canyon, or the employee's employment with PGandE is terminated for any reason.

Duration

The mortgage interest differential allowance will go into effect at the time agreement is reached with the Union and will cease with the full power licensing of Unit 2. However, the entire program will automatically terminate if home mortgage interest rates fall below 12 percent.

Amount Eligible

An interest rate allowance will be calculated based on the difference between 12 percent and the current interest rate times the new mortgage balance up to a maximum mortgage of \$100,000. This assumes 100 percent reinvestment of equity from the old home was applied toward the purchase of the new home.

The Following Criteria Must be Applied in Determining the Appropriate Amount

- 1) The new mortgage interest rate must be 12 percent or higher to qualify for the allowance.
- 2) The mortgage interest differential formula will apply up to a maximum interest differential of six percent. Interest rate differentials greater than six percent will be pegged at six percent.
- 3) The allowances will be paid monthly over a four-year period beginning with the employee's first mortgage payment.

- 4) Allowances will be decreased 25 percent each year after the first year. The schedule for payment will be 100 percent of the difference for the first 12 months of employment at Diablo Canyon, 75 percent of the difference for the second 12 months of employment at Diablo Canyon, 50 percent of the difference for the third 12 months of employment at Diablo Canyon, and 25 percent of the difference for the fourth 12-month employment period at Diablo Canyon.
- 5) For employers with variable interest rate mortgages on the old home, the interest rate at the time the employee accepts the job offer will be considered the applicable interest rate of the old mortgage when computing the mortgage interest differential.
- 6) For employees who obtain a variable interest rate mortgage on the new home, the allowance will be based on the interest rate in effect at that time. If the interest rate changes during the payment period, the allowance will be adjusted accordingly.
- 7) In those cases where the employee has paid off the mortgage on the old home and purchases a home at the new location, the interest rate on the old home will be pegged at 12 percent.
- 8) For the employee who rented prior to employment and purchases a home in the San Luis Obispo area, the full allowance of \$100,000 may be applied to the mortgage balance.
- 9) Employees must make an effort to negotiate the best possible interest rate for the purchase of their homes.

Taxes Withheld

This allowance will be treated as supplemental income. Therefore, it is subject to both State and Federal withholdings. Since the interest paid by the employee is deductible, there is no tax "gross up" on the allowance.

Disbursement

Payroll will send out a separate check each month.

Procedure

When employee begins first mortgage payment, the Mortgage Interest Differential Allowance request form should be completed. Each employee must provide proof of the following information:

Old Home: Sales Price, Loan Balance, Interest Rate, Equity Amount

New Home: Purchase Price, Interest Rate, Type of Loan

EXAMPLES: MORTGAGE INTEREST DIFFERENTIAL ALLOWANCE CALCULATIONS

FORMULA: (New interest rate - 12 percent) x the new mortgage balance.

This formula applies only when the following conditions exist:

- a) The new interest rate must be 12 percent or greater.
- b) The interest differential must not exceed six percent, if it does, then apply six percent.
- c) The new mortgage balance must not exceed \$100,000, if it does, then apply \$100,000.

EXAMPLE ONE: Employee buys and sells at same price.

Old Home

Sale Price	\$100,000
Mortgage Balance	40,000
Equity	60,000
Interest Rate	9.5%

New Home

Purchase Price	\$100,000
Equity from Old Home Invested	60,000
Mortgage	40,000
Interest Rate on New Home	14%

Mortgage Interest Differential Allowance

(14.0% - 12.0%) x \$40,000 = \$ 800 BASE

100% First Year = 800	66.67/month
75% Second Year = 600	50/month
50% Third Year = 400	33.33/month
25% Fourth Year = 200	16.67/month

Total Payment: \$2,000

EXAMPLE CALCULATIONS

FORMULA: (New interest rate - 12 percent) x the new mortgage balance.

This formula applies only when the following conditions exist:

- a) The new interest rate must be 12 percent or greater.
- b) The interest differential must not exceed six percent, if it does, then apply six percent.
- c) The new mortgage balance must not exceed \$100,000, if it does, then apply \$100,000.

EXAMPLE TWO: Employee buys and sells at same price but reinvests only a portion of the equity from the old home.

Old Home

Sale Price	\$100,000
Mortgage Balance	40,000
Equity	60,000
Interest Rate on First Mortgage	9.5%

New Home

Purchase Price	\$100,000
Equity from Old Home Invested	50,000
Mortgage	50,000
Interest Rate on New Home	14%

Mortgage Interest Differential Allowance

Same as Example One. Although the employee's new mortgage is \$50,000, the Mortgage Interest Differential Allowance is based on the assumption that 100 percent of the equity from the former residence is reinvested in the new home. Therefore, only \$40,000 will be covered by this allowance.

EXAMPLE CALCULATIONS

FORMULA: (New interest rate - 12 percent) x the new mortgage balance.

This formula applies only when the following conditions exist:

- a) The new interest rate must be 12 percent or greater.
- b) The interest differential must not exceed six percent, if it does, then apply six percent.
- c) The new mortgage balance must not exceed \$100,000, if it does, then apply \$100,000.

EXAMPLE THREE: Employee buys more expensive home with second mortgage.

Old Home

Sale Price	\$130,000
First Mortgage	50,000
Second Mortgage	5,000
Equity	75,000
Interest Rate - First Mortgage	8.5%
Interest Rate - Second Mortgage	10.0%

New Home

Purchase Price	\$160,000
Equity from Old Home Invested	75,000
First Mortgage	65,000
*Second Mortgage	20,000
New Interest Rate - First Mortgage	14%
New Interest Rate - Second Mortgage	16%

Mortgage Interest Differential Allowance

(14.0% - 12%) x \$65,000 = \$ 1,300 BASE

100% First Year =	1,300	108.33/month
75% Second Year =	975	81.25/month
50% Third Year =	650	54.17/month
25% Fourth Year =	325	27.08/month

Total Payment: \$3,250

* The MID Allowance is not applicable to second mortgages.

EXAMPLE CALCULATIONS

FORMULA: (New interest rate - 12 percent) x the new mortgage balance.

This formula applies only when the following conditions exist:

- a) The new interest rate must be 12 percent or greater.
- b) The interest differential must not exceed six percent, if it does, then apply six percent.
- c) The new mortgage balance must not exceed \$100,000, if it does, then apply \$100,000.

EXAMPLE FOUR: Employee owns his own home. The interest rate on the old home is pegged at 12 percent.

Old Home

Sale Price	\$110,000
Equity	110,000
Interest Rate	_____

New Home

Purchase Price	\$190,000
Equity from Old Home Invested	110,000
Mortgage	80,000
Interest Rate on New Home	13.0%

Mortgage Interest Differential Allowance

$(13.0\% - 12.0\%) \times \$80,000 =$ \$ 800 BASE

100% First Year = 800	66.67/month
75% Second Year = 600	50/month
50% Third Year = 400	33.33/month
25% Fourth Year = 200	16.67/month

Total Payment: \$2,000

EXAMPLE CALCULATIONS

FORMULA: (New interest rate - 12 percent) x the new mortgage balance.

This formula applies only when the following conditions exist:

- a) The new interest rate must be 12 percent or greater.
- b) The interest differential must not exceed six percent, if it does, then apply six percent.
- c) The new mortgage balance must not exceed \$100,000, if it does, then apply \$100,000.

EXAMPLE FIVE: Employee reinvests only a portion of equity from old home, but still above \$100,000 maximum.

Old Home

Sale Price	\$175,000
Mortgage Balance	65,000
Equity	110,000
Interest Rate	7.5%

New Home

Purchase Price	\$215,000
Equity from Old Home Invested	105,000
Mortgage on New Home	110,000
Interest Rate on New Home	18.50%

Mortgage Interest Differential Allowance

* $(18.50\% - 12.0\%) \times \$100,000 =$ \$ 6,000 BASE

100% First Year = 6,000	500/month
75% Second Year = 4,500	375/month
50% Third Year = 3,000	250/month
25% Fourth Year = 1,500	125/month

Total Payment: \$15,000

*Only eligible for six percent.

EXAMPLE CALCULATIONS

FORMULA: (New interest rate - 12 percent) x the new mortgage balance.

This formula applies only when the following conditions exist:

- a) The new interest rate must be 12 percent or greater.
- b) The interest differential must not exceed six percent, if it does, then apply six percent.
- c) The new mortgage balance must not exceed \$100,000, if it does, then apply \$100,000.

EXAMPLE SIX: Employee with Cal-Vet mortgage on old and new home. Eligible for MID Allowance on Second Mortgage if required to purchase new home.

Old Home

Sale Price	\$ 85,000
Equity	40,000
Cal-Vet Mortgage @ 4.5%	40,000
Second Mortgage @ 11.0%	5,000

New Home

Purchase Price	\$105,000
*Equity from Old Home Invested	40,000
*Cal-Vet Mortgage on New Home @ 5.6%	55,000
Second Mortgage on New Home @ 14.0%	10,000

Mortgage Interest Differential Allowance

(14.0% - 12.0%) x 10,000 = \$ 200 BASE

100% First Year = 200	16.67/month
75% Second Year = 150	12.50/month
50% Third Year = 100	8.33/month
25% Fourth Year = 50	4.16/month

Total Payment: \$500

*Must take maximum Cal-Vet loan.

*Must reinvest full equity in new home.