

PACIFIC GAS AND ELECTRIC COMPANY

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November 19, 1986

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

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

This letter cancels and supersedes our letter to you, dated November 6, 1986 on revisions to Exhibit VI-B of Title 600, Job Definitions and Lines of Progression - Steam Generation Departments and Nuclear Plant Operations Departments to include minor corrections to the summary of corrections and attached lines of progression.

The attached pages list the corrections made to the Exhibit and reflect our understanding resulting from our meetings on the subject.

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

Yours very truly,

PACIFIC GAS AND ELECTRIC COMPANY

By *J. W. DeBrecht*
Manager of Industrial Relations

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

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

Dec 2, 1986

By *Jack McNally*
Business Manager

List of corrections to Exhibit VI-B. Except where noted, all page numbers are for new pages. Table of Contents

ADD after Operating Department Hours of Work - Operators - DCP
REMOVE Special Requirements
ADD Special Conditions Applicable to Nuclear Power Plants 36 - 45
REMOVE Mortgage Interest Differential Plan
ADD Shift Control Technician - Shift Schedule - DCP 72 - 76
ADD Testing Provisions for Maintenance Classifications 86

Page 16

II-3. Add: a) successful completion of Two Week Power Plant Physics, Chemistry and Introduction to Electrical Schematics

Page 31

Summary of Test Requirements - To progress to 18 month step - Test Requirements column

Add: Physics, Chemistry and Introduction to Electrical Schematics
Condition column
Add: Must pass or demotion

Page 37

I-G. Amend as follows:

"Diablo Canyon Power Plant Apprenticeships - Employees who have served...journeyman. [Furthermore, a] A new journeyman...service at DCP. [All present journeymen who have not completed...12 continuous months at DCP.]"

Page 39

III-B.6. Amend as follows:

Last line of paragraph: Subsection [I-B] III-B4.

Page 41

Add title at top of page:

IV. SPECIAL LICENSING PROVISION

Page 43

V. Requalification. Amend as follows:

"The NRC requirement for renewal...including an annual written and [oral] operating (oral and simulator) examination."

Pages 46 - 53 (old)

MORTGAGE INTEREST DIFFERENTIAL PLAN

Delete entire section.

Pages 54 - 55 (old)

DCPP MAINTENANCE DEPARTMENT STATIC SHIFT SCHEDULE

Delete. This Schedule already appears on (new) pages 84 and 85.

Page 48

Electrician line of progression

Add * to classifications in "Same or Higher" and add footnote.

Page 51

Apprentice Machinist line of progression

Delete (1228) Apprentice Mechanic from "next lower"

Page 52

Apprentice Rigger line of progression

Add (1131) Apprentice Machinist to "Same or higher"

Page 55

Mechanic line of progression

Add (Inc. only) after (1320) Hydro and Substa. Mechanic (GC) in "same or higher"

Add (1337) Station Mechanic (GC) to "same or higher"

Page 56

Apprentice Mechanic line of progression

Add (Inc. only) after (1320) Hydro and Substa. Mechanic (GC) in "same or higher"

Add (1337) Station Mechanic (G.C.) to "Same or higher"

Page 68(old)

Boiler Cleaner (Present Incumbent Only) - DELETE

Page 61

Apprentice Control Technician line of progression. Notes: 2 Amend last line as follows:

"For [further information on] retesting provisions see [LA 86-25 on] page 86."

Page 62

Radiation and Process Monitor line of progression. Add the following:

For retesting provisions see page 91.

Page 65

Control Technician/Shift Control Technician line of progression. Amend note as follows:

"See [Letter Agreement dated June 5, 1981, for provisional page 72 for shift schedule [for this classification]]."

Page 67

Chemical and Radiation Protection Technician line of progression. Amend last paragraph as follows:

"His background of education, training, and experience...meets the NRC requirements.

"To qualify for entrance into this classification, an employee must pass a written examination. For retesting provisions see page 86."

Add Note:

See page 77 for shift schedule.

Page 68

Apprentice Chemical and Radiation Protection Technician line of progression. Amend Notes: 2. as follows:

"Company will establish the classification...appropriate training program for it. [Delete the following...and Process Monitor.]"

Page 72

Add new section: Shift Control Technician Shift Schedule - LA 86-14

Page 77

Add - LA 86-13 to Heading

Page 79

Add new section: Scheduling Requalification Training for Back Shift
Chemical and Radiation Protections - LA 86-70

Page 86

Add new section: Testing Provisions For Maintenance Classifications
Requiring Qualifying Examinations

Page 90

Add to title Hours of Work - Control Room Assistants - DCPP

In addition to the above corrections, classification names were capitalize
where necessary.

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and
NUCLEAR PLANT OPERATIONS DEPARTMENTS

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JOB DEFINITIONS AND LINES OF PROGRESSION

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

Same or Higher Classifications

1585 Control Operator (In Plant)

1580 Senior Control Operator
1582 Senior Control Operator (DCPP)

1586 CONTROL OPERATOR (Group II - Avon, 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.

<u>Next Lower Classification</u>	<u>Same or Higher Classifications</u>
1592 Assistant Control Operator (In Plant)	0513 Watch Engineer 1586 Control Operator (Avon and Oleum) 1715 Power Plant Operator (Kern) 1716 Power Plant Operator (The Geysers) 1717 Power Plant Operator (Oakland and Martinez) 1725 Senior Power Plant Operator (The Geysers)

1717 POWER PLANT OPERATOR (Group II - Oakland and Martinez)

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.

<u>Next Lower Classifications</u>	<u>Same or Higher Classifications</u>
1589 Assistant Control Operator 1592 Assistant Control Operator (Avon, Martinez & Oleum) 1718 Assistant Power Plant Operator (Geysers) 1719 Assistant Power Plant Operator (Kern)	0513 Watch Engineers (Kern) 1580 Senior Control Operator 1585 Control Operator (Group 1) 1586 Control Operator (Avon and Oleum) 1715 Power Plant Operator (Kern) 1716 Power Plant Operator (The Geysers) 1717 Power Plant Operator (Oakland and Martinez)

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 (Group II - 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 (Group II -
Avon and Oleum)
1592 Assistant Control Operator
(Avon, Martinez, and Oleum)
1715 Power Plant Operator (Kern)
1716 Power Plant Operator
(The Geysers)
1717 Power Plant Operator Operator
(Oakland and Martinez)
1719 Assistant Power Plant Operator
(Top Rate)(Kern)
1725 Senior Power Plant Operator
(The Geysers)

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)
1717 Power Plant Operator (Oakland
and Martinez)
1725 Senior Power Plant Operator
(The Geysers)

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.

Beginner's Classification

Notes: 1. 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.

1560 AUXILIARY OPERATOR (cont'd)

2. 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

1715 POWER PLANT OPERATOR (cont'd)

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 and
Oleum)
1715 Power Plant Operator (Kern)
1717 Power Plant Operator (Oakland
and Martinez)

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 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

1725 SENIOR POWER PLANT OPERATOR (The Geysers) (cont'd)

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 and
Oleum)
1715 Power Plant Operator (Kern)
1716 Power Plant Operator
(The Geysers)
1717 Power Plant Operator (Oakland
and Martinez)
1725 Senior Power Plant Operator
(The Geysers)

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.

1718 ASSISTANT POWER PLANT OPERATOR (The Geysers) (cont'd)

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 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

Same or Higher Classifications

1560 Auxiliary Operator	0505 Steam Heat Engineer (Station S)
1718 Assistant Power Plant Operator (Geysers)	0506 Steam Heat Engineer (Station T)
1719 Assistant Power Plant Operator (Kern)	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 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 and Martinez)

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) forklift operators, related to their operating duties.

C. Training Duties

Qualified Operators in Nuclear Power Plants will assist in the training of other Operators in the proper performance of their 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: Exception - (1717) Power Plant Operator - Oakland and Martinez. 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, Oleum and Oakland shall be considered as one plant for purposes of the Job Bidding Procedure.
4. The Geysers' plants 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 (DCPP)

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
(DCPP)

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

Same or Higher Classifications

1561 Auxiliary Operator (DCPP)

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)
1717 Power Plant Operator (Oakland
and Martinez)
1725 Senior Power Plant Operator
(The Geysers)

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. Must qualify on POSS test.

Beginner's Classification

- Notes:
1. 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.
 2. 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 - OPERATORS - DCP

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.
- 4) When the training program permits, employees on the 8T shift may assigned to general operational duties. As a minimum, employees shall attend seven training sessions during the annual (10 to 15 months in duration) training cycle, which will include time spent on the simulator. The foregoing shall also apply to Relief Operators.

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

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

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.
- B. An Auxiliary Operator at DCPD desiring to transfer to another steam power plant will be transferred at the Operator's present step of the A.O. wage progression. If the Operator has successfully completed the Initial and Advanced Operator Training Courses, the Operator will only be required to complete the "Boiler Section" of the Steam Generation Operator Training Program - Volume 1. In the case where the transferring Operator has not successfully completed the Initial and Advanced Operator Training Courses, the Operator will be required to start at the beginning of the Steam Generation Operator Training Program requirements. The steam plant that the Operator is transferring to will administer the lessons, tests and qualifying exams as required.

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

A. Requirements

1. For progression to 6-month step - Auxiliary Operator, Nuclear Plant Operations (DCPP):
 - a) Six months in the classification, or

- b) Successful completion of the Basic Systems portion of the Systems Qualification and Operator Training Courses (both Initial and Advanced), whichever occurs first.
2. For progression to 12-month-step - Auxiliary Operator, Nuclear Plant Operations (DCPP):
- a) Successful completion of the first Watch Station qualification, as indicated by final approval signature. The first step may be bypassed if the first Watch Station qualification is completed prior to the completion of six months time in the classification.
- For progression to 12-month-step - Auxiliary Operator and Assistant Power Plant Operator (except DCP):
- a) Successfully complete Power Plant Fundamentals Course
 - b) Pass 12-month Qualifying Examination
3. For progression to 18-month-step - Auxiliary Operator, Nuclear Plant Operations (DCPP):
- Successful completion of the second Watch Station qualification.
- For progression to 18-month step - Auxiliary Operator and Assistant Power Plant Operator (except DCP):
- a) Successful completion of two-week Power Plant Physics, Chemistry and Introduction to Electrical Schematics.
 - b) Pass 18-month Qualifying Examination
4. For progression to 24-month-step - Auxiliary Operator, Nuclear Plant Operations (DCPP), Auxiliary Operator, and Assistant Power Plant Operator:
- a) Successful completion of Basic Electricity School (except DCP).
 - b) Successful completion of the third Watch Station qualification and of the System Electrical School Simulator Course, the Basic Systems portion of the Systems Qualification Course, both Initial and Advanced Operator Training Courses (DCPP)
5. For progression to 30-month-step - Auxiliary Operator, Nuclear Plant Operations (DCPP), Auxiliary Operator, and Assistant Power Plant Operator:
- a. Pass 30-month Qualifying Examination (except DCP)
 - b. Successful completion of the final Watch Station qualification (DCPP)

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. Two-week Power Plant Physics, Chemistry and Introduction to Electrical Schematics
- All Auxiliary Operators and Assistant Operators who enter the classification on or after September 1, 1982, shall be required to successfully complete the two-week Power Plant Physics, Chemistry and Introduction to Electrical Schematics course.
- a. Auxiliary Operators and Assistant Power Plant Operators will normally be scheduled to attend the Power Plant Physics, Chemistry and Introduction to Electrical Schematics course at approximately the 15-month step of their program.
 - b. An Operator who fails the Power Plant Physics, Chemistry and Introduction to Electrical Schematics course shall have three opportunities in a three-month period to successfully pass the test established for the Power Plant Physics, Chemistry and Introduction to Electrical Schematics 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 Physics, Chemistry and Introduction to Electrical Schematics course shall be a requirement for the 18-month PWI. An employee's PWI will not be withheld if Company is unable to schedule the employee to the school in a timely manner.
 - d. An Operator who fails to pass the Power Plant Physics, Chemistry and Introduction to Electrical Schematics course within the specified time shall be removed from the classification and demoted to helper in a Steam Maintenance Department in the region. As a Helper, the employee, 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.
 - e. The requirement to attend the Power Plant Physics, Chemistry and Introduction to Electrical Schematics course is waived for Diablo Canyon Power Plant Operators.
11. All Auxiliary Operators and Assistant Power Plant Operators who entered the classification on or after January 1, 1978, shall be required to successfully complete the three-week Basic Electricity School Course for Operators.

- 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.
12. 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.

C. Administration of Requirements - Auxiliary Operator (DCPP)

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 average grade of at least 70% must be maintained in each topic. The topic grade typically consists of 20% of the average quiz grade and 80% of the average test grade.
2. If an employee fails to achieve 70% on a topic test, employee will be required to take a topic review test within one week. The minimum acceptable score for the review test is 70%.
3. An overall course average grade must be at least 80%. If an operator fails to successfully complete the course, a comprehensive examination will be taken within one months time of the completion of said course.
 - a. Employee will be, at Company's discretion, maintained in either a training status, or placed on shift until the examination is taken.
 - b. The minimum acceptable score is 80% for this exam.
4. The employee will be subject to transfer or dismissal (under the applicable portions of the Agreement) for any of the following.
 - a. In accordance with the probationary requirements of the Agreement during the first 6 months of employment.
 - b. Inability to successfully complete the Initial and Advanced Operator Training Courses.
 - c. Inability to qualify on a first Watch Station by the completion of fifteen (15) months employment for a new hire, or 15 months assignment to DCPP as a transfer Auxiliary Operator.
 - d. Inability to qualify on a second Watch Station by the completion of twenty-four (24) months employment for a new hire, or 24 months assignment to DCPP as a transfer Auxiliary Operator.
 - e. Inability to qualify for the 5th step - Auxiliary Operator, Nuclear Plant Operations (DCPP) wage level within thirty-six (36) months employment for a new hire, or 36 months assignment to DCPP as a transfer Auxiliary Operator.

5. An employee who was formerly demoted, for a reason other than one contained in Paragraph 4, from Auxiliary 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 classification commensurate with such employee's 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 classification, shall be placed at the beginning of the starting rate for such classification.

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.

C. Two-Week Operating Procedure School

To be considered an eligible prebidder to Control Operator or Power Plant Operator, all ACO's or APPO's who enter the classification of Auxiliary Operator and Assistant Power Plant Operator on or after February 13, 1985 shall be required to successfully complete the two-week Operating Procedure School utilizing the Substation Department simulator at Emeryville.

1. Assistant Control Operators and Assistant Power Plant Operators will normally be scheduled to attend the Operating Procedure School in the same time frame as they complete the qualifying examination for promotion to the next higher classification. (Control Operator in the case of the Assistant Control Operator or Power Plant Operator in the case of the Assistant Power Plant Operator.)
2. An Operator who fails the Operating Procedure School for a Steam Department Operators shall have three opportunities in a three-month period to successfully pass the test established for the Operating Procedure School for Operators. Such three-month period will commence upon completion of the school for which the test was failed.

3. Successful completion of the Operating Procedure School for Operators shall be a requirement of advancement to Control Operator or Power Plant Operator.
4. An Operator who fails to pass the Operating Procedure School for Operators, as outlined Under Item 2, shall be allowed an additional year in which to review and study prior to attending the Operating School for a second time. The provisions of Item 2 shall apply for this second attempt.
5. An Operator who fails to pass the Operating Procedure School for Operators on the second attempt shall remain in his present classification. The Company will not be required to give further consideration to such employee for progression within his classification.
6. The Power Plant Operator at Oakland Power Plant and Martinez is excepted from this Agreement.

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.

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.

SUMMARY OF TEST REQUIREMENTS
(Does not include DCPD)

ACTION	CLASSIFICATION	TEST REQUIREMENT	CONDITION
Employment	Auxiliary Operator and Assistant Power Plant Operator	Arithmetic Computation Test (A.C.T.)	Must pass ACT in the 6 month proba- tionary period or be terminated.
Transfer consideration under 205.5	Auxiliary Operator and Assistant Power Plant Operator	A.C.T.	Must pass prior to transfer consider- ation or be by- passed under 205.11
To progress to 12-month step	Auxiliary Operator and Assistant Power Plant Operator	Power Plant Fundamental School 12-month qualifying exam.	Must pass or demotion.
To progress to 18-month step	Auxiliary Operator and Assistant Power Plant Operator	18-month qualifying exam. Physics, Chemistry and Introduction to Electrical Schematics.	Must pass or demotion. Must pass or demotion.
To progress to 24 month step	Auxiliary Operator and Assistant Power Plant Operator	3-week Basic Electricity School.	Must pass or or demotion.
To progress to 30 month step	Auxiliary Operator and Assistant Power Plant Operator	30-month qualifying exam.	Must pass or or demotion.

Appropriate tests must be passed in order to enter any of the following classifications:

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

SUMMARY OF TEST REQUIREMENTS (DCPP)

ACTION	CLASSIFICATION	TEST REQUIREMENT	CONDITION
Employment	Auxiliary Operator (DCPP)	Arithmetic Computation Test (A.C.T.)	Must pass ACT in the 6 month probationary period or be terminated.
Transfer consideration under 205.5	Auxiliary Operator (DCPP)	A.C.T. Plant Operator Selection System (POSS)	Must pass prior to transfer consideration or be bypassed under 205.11
6 month step	Auxiliary Operator (DCPP)		Six months' time or completion of the Basic Systems portion of the Systems Qualification and Operator Training Courses, (both initial and advanced).
12 month step	Auxiliary Operator (DCPP)	First Watch Station	Must complete first Watch Station prior to 15 months employment.
18 month step	Auxiliary Operator (DCPP)	Second Watch Station	Must complete second Watch Station prior to 24 months employment.
24 month step	Auxiliary Operator (DCPP)	Third Watch Station	Complete initial and Advanced Operator Training Courses. Including System Electrical School-Simulator.
30 month step	Auxiliary Operator (DCPP)	Final Watch Station	Must complete final Watch Station prior to 36 months employment.

In the event an operator fails to meet the requirements stated above, within the specified time period, such operator will be maintained in present classification until such employee has had an opportunity to transfer to another plant within the employee's own Division as an Auxiliary Operator under the applicable provisions of Subsection 205.7(a) and the Lines of Progression.

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 8 hours between all work periods.
3. An individual should not be permitted to work more than 16 hours in any 24-hour period, nor more than 24 hours in any 48-hour period, nor 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, such employee 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.
 - D. **COMMUTE ALLOWANCE - DCPD ONLY** - A commute allowance of \$3.50 per straight-time day worked was established for all PGandE bargaining unit employees headquartered at DCPD. Employees will receive the commute allowance on their regular biweekly paychecks which will be designated as "taxable per diem."
 - E. **OPERATOR ADJUSTMENTS - DCPD ONLY** - The Company agreed to reestablish and maintain the five percent (Auxiliary Operator), seven percent (Assistant Control Operator) and 10 percent (Control Operator and Senior Control Operator) differential above comparable classifications in Group 1 Fossil Fuel Plants for Operators at DCPD. Such differential will be effective the date this Agreement is signed and will apply to Auxiliary Operators, Assistant Control Operators, Control Operators and Senior Control Operators. Such differential is to be recomputed annually.
 - F. **JOURNEYMAN WAGE RATES DIFFERENTIALS - DCPD ONLY** - The following wage differentials for journeyman classifications at DCPD are established:
 - a. 1 yr. step - 5 percent above base rate
2 yr. step - 7 percent above base rate
3 yr. step - 10 percent above base rate
 - b. 2357 Chemical and Radiation Protection Technician (DCPD)
2358 Traveling Chemical Radiation and Protection Technician (DCPD).

The starting rate will be calculated at 100 percent of the rate for other maintenance journeymen in Fossil Fuel Plants. The one-year rate will be calculated at 107 percent of the rate for other journeymen in Fossil Fuel Plants. The two-year rate will be calculated at 110 percent of the rate for other journeymen in Fossil Fuel Plants. The three-year step will be calculated at 100 percent of the two-year step of Control Technician at DCPD.

- G. DIABLO CANYON POWER PLANT APPRENTICESHIPS - Employees who have served their apprenticeship at DCPD will begin receiving the one-year wage rate agreed to in Item I.F. above immediately upon becoming a journeyman. A new journeyman or an employee who is a successful bidder to a journeyman job at DCPD will receive such rate after completing 12 continuous months of Company service at DCPD.
- H. WAGE PROGRESSION OF ELECTRICIANS AND INSTRUMENT REPAIRMEN - DCPD ONLY - Company agreed to clarify the wage progression of Electricians or Instrument Repairmen when entering the Apprentice Control Technician or Apprentice Electrical Technician Training Programs to provide that these individuals will not suffer any pay loss as an Apprentice Technician. For additional information, see footnote to job description.

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. Until otherwise agreed between Company and Union the Plant Operator Selection System (POSS) for Nuclear Operators developed by the Edison Electric Institute will be used. The minimum passing score on this examination will be 11.

Company will give an employee the first opportunity to take such tests when the employee 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 the 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 - Twelve (12) months, or thereafter,
following the date of the first testing.

3rd Testing - Twelve (12) months, or thereafter,
following the date of the second testing,
only upon receipt of employee's
application indicating that substantial
improvement may occur in this retest.

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

(See also the Operator Training Procedure Described in Pages 15 through 26.)

III. Initial Licensing

A. Requirements

1. An employee must obtain an NRC Reactor Operator's License to operate Units No. 1 and No. 2 at Diablo Canyon Power Plant before the employee will be considered qualified for promotion or transfer to Assistant Control Operator or higher at that plant.
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 that 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 the employee has had an opportunity to transfer to another plant within the employee's own Division as an Auxiliary Operator under the applicable provisions of Subsection 205.7(a) and the Lines of Progression. If the employee does not avail himself of such opportunity, the employee shall be placed in accordance with the provisions of Sections 206.12 and 205.19 of the Physical Agreement. If no agreement can be reached between Company and Union on this 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 at Diablo Canyon Power Plant 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 to the 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 III-B4.

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 before requesting any examination by the NRC, give the employee 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.

- a. If an employee fails to satisfactorily complete the course, such employee will be removed from that license training class, and placed back on shift, until another license training is scheduled.
 - b. If an employee fails to satisfactorily complete the entire Senior License Training Program after three (3) successive attempts, such employee will be ineligible for any senior license training programs.
3. Should an employee fail an examination, Company shall review the results of such examination with the employee.
- a. The employee may have up to 4 months to retake this examination following the initial attempt, the Company shall provide assistance and training to the employee in areas of weakness during this period.
 - b. If the employee fails to pass the exam on the second attempt, such employee shall have up to 2 additional months to prepare for a third exam.
 - c. A fourth attempt to pass the exam may be provided to the employee, along with a reasonable amount of preparation time at the discretion of the Company.

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 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 Provision

A. Humboldt Bay Power Plant

In June 1983, the Company announced it's decision to decommission Unit No. 3. During January-February, 1984, the reactor core was unloaded and in July a license amendment was requested from the NRC to change the facility "Operating" License to a "Possession Only" License. As a result of these actions, the need to have a NRC licensed Reactor Operator in the Unit 3 Control Room no longer exists. The Company has committed, however, to staffing the plant during the period until the requested license amendment is approved so that there is always one NCR licensed Senior Reactor Operator and one NRC licensed Reactor Operator on shift. This commitment will be met by utilizing the existing licensed plant personnel.

The following special licensing provisions are now applicable for Humboldt and will remain in effect until the facility Operating License is modified (changed to Possession Only License) for the anticipated Safestor period or for some alternate Unit 3 disposition:

1. For purposes of the application of Title 205 of the Physical Agreement, Humboldt Bay Power Plant will be considered as a single plant.
2. The initial NRC Licensed Operator Training Program is terminated (no additional personnel will be licensed).
3. NRC Reactor Operator licenses will not be required for advancement to Assistant Control Operator, Control Operator, or Senior Control Operator or any related relief positions.
4. The Shift Crew Organizations will be established and maintained so that at all times at least one existing NRC licensed Reactor Operator is assigned to each crew.
5. The License Operator Requalification Program will remain in effect until the need for the existing Operator licenses ceases to exist and all existing licensed personnel must continue to participate in this program.
6. Except for employees limited by health requirements, all operating employees may be required to work in any part of the 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 Non-licensed 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.

V. Requalification

The NRC requirement for renewal of the NRC Reactor Operator and NRC Senior Reactor Operator Licenses necessitates an ongoing training program including an annual written and operating (oral and simulator) examination. Company shall supply necessary operating experience and all needed instruction materials, including classroom instruction as per requalification procedure. An employee who passes the annual requalification examination or a retest as provided in A below will maintain the nuclear premium entitlement until the next annual requalification exam.

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. 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.
2. Immediately after notification of 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 removed from all licensed related duties, and may also be removed from the watch schedule if it is deemed necessary by the Company, to participate in an accelerated training program leading to the requalification retest 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.

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 employees.
4. If the Operator fails again, the Operator shall be taken off the watch schedule and allowed another 30-day period in which to pass the requalification examination. During such second 30-day period, the Operator will be assigned no other duties than that of a training nature. 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 on the second retest will require the employee to be maintained in the appropriate classification until the employee has had an opportunity to transfer to another plant within such employee's own Division at that classification or be demoted to Auxiliary Operator. 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, the employee shall be placed in accordance with the provisions of Section 206.12 and 205.19 of the Physical Agreement. If no agreement can be reached between Company and Union on such employee's 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 non-licensed duties and 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 an employee of Company in order to receive training, provided that such transfer will provide more opportunity for training than the employee's 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 workday 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 |
| 4. Senior Reactor Operator License Premium for Senior Control Operators (DCPP only) | 2.6 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.

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.)	0749 Electrical Maintenance
2380(2381) Control Technician & (Un.) (DCPP)	Subforeman (DCPP)
2382(2399) Trv. Control Tech. & (Un.) (DCPP)	0850 Working Foreman A (G.C. Sta)
2385 Shift Control Tech. (DCPP)	0853 Working Foreman B (G.C. Sta)
2396(2394) Trv. Control Tech. & (Un.)	
2397(2383) Control Technician & (Un.)	
2365(2367) Elec. Cont. Tech. & (Un.) (DCPP)	

2365 ELECTRICAL CONTROL TECHNICIAN - DCPP

An employee who, without direct supervision, tests, calibrates, maintains, and may install all power plant control, monitoring, alarm, and indicating systems and their individual components. This will include, but is not necessarily limited to, protective relaying, turbine and engine governors, voltage regulators, invertors, battery charger controls, and crane controls. The employee may be required to assist plant engineers in performing and evaluating plant tests. The employee's background of training, education, and experience must be such as to qualify the employee to perform these duties with skill and efficiency. The assignment may include duties normally performed by an Electrician.

2365 ELECTRICAL CONTROL TECHNICIAN - DCPP (cont'd)

Next Lower Classifications

2398 Appr. Control Technician
2366 Appr. Electrical Control
(DCPP)

Same or Higher Classifications

2365(2367) Electrical Control Tech. &
(Un.)(DCPP)
2380(2381) Control Tech. & (Un.)
(DCPP)
2382(2399) Trv. Control Tech. &
Technician (Un.)(DCPP)
2385 Shift Control Tech. (DCPP)
2396(2394) Trv. Control Tech. (Un.)
2397(2383) Control Technician & (Un.)

2366 APPRENTICE ELECTRICAL CONTROL TECHNICIAN - DCPP

An employee engaged in performing Electrical Control Technician's work as an assignment to or under the general direction of a Technician. In order to gain experience for advancement to Electrical Control Technician, the employee may work alone or under indirect supervision on jobs for which it has been determined the employee has been adequately trained and instructed. The employee's education and general qualifications must be such that the employee 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(0476) 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)
2366 Appr. Electrician Control Tech.
(DCPP)

*Note: Journeyman Electricians or journeyman Instrument Repairmen entering the Apprentice Electrical Control Technician Training Program shall maintain their current journeyman rate until such time as the individual completes the apprenticeship and is entitled to a rate higher than the journeyman rate attained prior to entering the apprenticeship.

- 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 Classification

Same or Higher Classifications

- | | |
|------------------------------------|---|
| 0482 Appr. Electrician (Stm. Gen.) | *0466 Electrician (G.C. - Svc. Ctr.)
0468(0485) Electrician & (Un.)
(Stm.Gen.)
0469(0486) Electrician & (Un.)
(Matls. & Other)
0472(0489) Electrician & (Un.)(DCPP)
*0474 Electrician (G.C)
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
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)
*2365(2367) Elec. Cont. Tech. & (Un.)
(DCPP) |
|------------------------------------|---|

*Must pass Steam Electrician entry examination. See page 86 for retest provisions.

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.

0482 APPRENTICE ELECTRICIAN (cont'd)

Next Lower Classifications

0942 Trv. Helper
 0943 Helper
 0332 Tool Maintenance Clerk - DCP

Same or Higher Classifications

*0459 Electrician (Helms)
 *0467(0484) Electrician & (Un.)
 (Elec. Maint)
 0481 Appr. Electrician (Elec.Maint)
 0482 Appr. Electrician (Stm. Gen.)
 0483 Appr. Electrician (Other)
 0488 Appr. Electrician (G.C.)
 2398 Appr. Control Technician

*May bid to Apprentice Electrician at the 2-year step.

0332 TOOL MAINTENANCE CLERK (ELECTRICAL) - (DCPP)

An employee who issues, repairs, maintains and checks the calibration dates of all tools in the tool room under the employee's charge. Such duties may include the calibration of crimping tools, the record keeping involved in the issuance and receipt of tools and the shipping and receiving of tools to Company's calibration facilities. Maintains inventory of tools and miscellaneous materials in assigned tool room.

Next Lower Classifications

0942 Traveling Helper (DCPP)
 0943 Helper

Same or Higher Classifications

0332 Tool Maintenance Clerk
 (Electrical)(DCPP)
 0334 Tool Maintenance Clerk
 (Instr. Mtce.)(DCPP)
 0336 Tool Maintenance Clerk
 (Mechanical)(DCPP)
 0468 Electrician (0477 Trv.
 Electrician)
 0472 Electrician (0479 Trv.
 Electrician) (DCPP)
 0479 Electrical Maintenance
 Subforeman
 0482 Appr. Electrician (Stm. Gen.)
 2365(2367) Electrical Control
 Technician & (Un.)
 2366 Appr. Electrical Control
 Technician

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

Same or Higher Classifications

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

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

Same or Higher Classifications

1131 Appr. Machinist

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.

1131 APPRENTICE MACHINIST (cont'd)

Next Lower Classifications

0330 Tool Clerk
 0336 Tool Maintenance Clerk
 Mechanical - DCPP
 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)

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

2161 APPRENTICE RIGGER (continued)

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

0330 Tool Clerk
 0336 Tool Maintenance Clerk
 Mechanical - DCP
 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)
 1146(1129) Trv. Machinist & (Un.)
 (DCPP)
 1147(1124) Trv. Machinist & (Un.)
 1225(1234) Mechanic & (Un.)

 1229(1232) Mechanic & (Un.) (DCPP)
 1131 Appr. Machinist
 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 Classification

Same 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 Classifications

Same or Higher Classifications

- 0330 Tool Clerk
 0336 Tool Maintenance Clerk
 Mechanical - DCP
 0426 Light Truck Driver
 0940 Helper
 0963 Trv. Helper

- 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)

2629 APPRENTICE WELDER (cont'd)

Next Lower Classification

Same or Higher Classifications

- 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 MECHANIC (1412 Trv. Mechanic)
- 1229 MECHANIC (1409 Trv. Mechanic)(DCPP)

An employee who is a journeyman and is engaged in repairing, installing, and maintaining all types of m

echanical 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 Classification

Same or Higher Classifications

1228 Apprentice Mechanic

- 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.)

1225 MECHANIC (1412 Trv. Mechanic)
 1229 MECHANIC (1409 Trv. Mechanic)(DCPP) (cont'd)

Next Lower Classification

Same or Higher Classifications

1229(1232) Mechanic & (Un.)(DCPP)
 1320 Hydro and Substa. Mechanic
 (G.C.) (Inc. Only)
 1337 Station Mechanic (G.C.)
 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.)

- 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

0330 Tool Clerk
0426 Light Truck Driver
0940 Helper
0963 Traveling 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.)
1228 Appr. Mechanic
1320 Hydro and Substa. Mechanic (GC)
(Inc. Only)
1337 Station Mechanic (G.C.)
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

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.

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.

Next Lower Classifications

0426 Light Truck Driver
0940 Helper
0963 Trv. Helper

Same or Higher Classifications

0330 Tool Clerk
0336 Tool Maintenance Clerk (DCPP)
(Mechanical)
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.)

0336 TOOL MAINTENANCE CLERK (Mechanical) (DCPP)

An employee who issues, repairs, maintains and checks the calibration of all tools in the tool room under the employee's charge. Such duties may include the operation and maintenance of welding rod ovens, the calibration of torque wrenches, the record keeping involved in the issuance and receipt of tools, motor vehicles and other assigned supplies. Maintains inventory of tools and miscellaneous materials in assigned tool room.

Next Lower Classifications

0330 Tool Clerk
0426 Light Truck Driver
0940 Helper (DCPP)
0963 Traveling Helper (DCPP)

Same or Higher Classifications

0332 Tool Maintenance Clerk
(Electrical)(DCPP)
0334 Tool Maintenance Clerk
(Instr. Mtce.)(DCPP)
0336 Tool Maintenance Clerk
(Mechanical)(DCPP)
0753 Maintenance Subforeman
1111(1126) Machinist & (Un.)
1113(1128) Machinist & (Un.) (DCPP)
1131 Apprentice Machinist
1146(1129) Trv. Machinist & (Un.)
(DCPP)
1147(1124) Trv. Machinist & (Un.)
1225(1234) Mechanic & (Un.)
1228 Apprentice Mechanic
1229(1232) Mechanic & (Un.) (DCPP)
1409(1410) Trv. Mechanic & (Un.)
(DCPP)
1412(1411) Trv. Mechanic & (Un.)
2159(2162) Rigger & (Un.) (DCPP)
2161 Apprentice Rigger
2165(2166) Rigger & (Un.)
2167(2164) Trv. Rigger & (Un.)
2169(2158) Trv. Rigger & (Un.) (DCPP)
2626(2623) Certified Welder & (Un.)
2629 Apprentice 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 Classification

Same or Higher Classifications

*2398 Appr. Control Technician

2365(2367) Elec. Cont. Tech. (DCPP)
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 Note 1, under Appr. Control Technician job definition.

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.

2398 APPRENTICE CONTROL TECHNICIAN (cont'd)

<u>Next Lower Classifications</u>	<u>Same or Higher Classifications</u>
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) Instru. Repairman & (Un.)
	2095(2096) Instru. Repairman & (Un.) (DCPP)
	2097(2094) Trv. Instru. Repairman & (Un.)
	2099(2092) Trv. Instru. Repairman & (Un.) (DCPP)

Notes:

1. 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.
2. 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. For retesting provisions see page 86.
3. Journeyman Electricians or journeyman Instrument Repairmen entering the Apprentice Control Technician Training Program shall maintain their current journeyman rate until such time as the individual completes the apprenticeship and is entitled to a rate higher than the journeyman rate attained prior to entering the apprenticeship.

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. For retesting provisions see page 86.

Next Lower Classification

1503 Environmental Protection
(Montior (GPP))

Same or Higher Classifications

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

1503 ENVIRONMENTAL PROTECTION MONITOR (Geysers Power Plant) (cont'd)

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.

Next Lower Classification

Same or Higher Classifications

None

1503 Environmental Protection Monitor
(GPP)
1505 Radiation & Process Monitor
1506 Trv. Radiation & Process Monitor
2357 Chemical & Radiation Protection
Technician
2358 Trv. Chemical & Radiation
Protection Technician

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. 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)
2365(2367) Elec. Cont. Tech. DCP
2366 Appr. Elec. Cont. Tech. DCP
(Top Rate)
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, may be required to work alone or under indirect supervision on jobs for which such employee has been trained and instructed. In addition, such employee 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 such individual is considered capable of attaining journeyman status.

Next Lower Classifications

Same or Higher Classification

0293 First Plant Clerk*

2091 Appr. Instrument Repairman

0334 Tool Clerk - Inst. Mtce.
DCPP

0944 Helper

0946 Trv. Helper

*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 Classification

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 Tech. & (Un.)

2397(2383) Control Technician & (Un.)

*2365(2367) Elec. Cont. Tech. (DCPP)

See page 72 for shift schedule.

*If previously held classification of Control Technician or Shift Control Technician.

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.)

0472(0489) Electrician & (Un.) (DCPP)

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

0477(0496) Trv. Electrician & (Un.)

0479(0491) Trv. Electrician & (Un.)
(DCPP)

2398 APPRENTICE CONTROL TECHNICIAN (cont'd)

Next Lower Classification

Same or Higher Classifications

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)

Notes:

1. 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.
2. 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.
3. 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. For further information on retesting provisions see page 86.

2398 APPRENTICE CONTROL TECHNICIAN (cont'd)

4. Journeyman Electricians or journeyman Instrument Repairmen entering the Apprentice Control Technician Training Program shall maintain their current journeyman rate until such time as the individual completes the apprenticeship and is entitled to a rate higher than the journeyman rate attained prior to entering the apprenticeship.

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. For retesting provisions see page 86.

Next Lower Classification

2359 Appr. Chemical & Radiation Protection Technician

Same or Higher Classifications

2357 Chemical & Radiation Protection Technician
2358 Trv. Chemical & Radiation Protection Technician (DCPP)

Note: See page 77 for shift schedule.

2359 APPRENTICE CHEMICAL AND RADIATION PROTECTION TECHNICIAN

An employee who is engaged in performing Chemical and Radiation Protection Technician's work as an assistant to or under the direction of a journeyman for training purposes. Normal work hours are the same as the work hours for Chemical and Radiation Protection Technician. May be assigned to one or more C&RP shift cycles as part of the Apprenticeship Program. When assigned to shift, the hours will be in accordance with the local Chemical and Radiation Protection Shift Agreement. In order to gain experience for advancement to Chemical and Radiation Protection Technician, may be required to work alone or under indirect supervision on jobs for which the employee has been trained or instructed. The employees education and qualifications must be such that the individual is considered capable of attaining Technician status. To qualify for entrance into this classification, an employee must pass a written exam.

Next Lower Classification

0938 Helper (Chemical and Radiation Protection)

Same or Higher Classifications

1503 Environmental Protection Monitor (GPP)
1505 Radiation & Process Monitor (HBPP)
1506 Trv. Radiation & Process Monitor (HBPP)
2359 Appr. Chemical and Radiation Protection Technician

Notes:

1. The normal hours of work will be Monday through Friday 8:00 a.m. to 4:30 p.m.
2. Company will establish the classification of Apprentice Chemical and Radiation Protection Technician. This apprenticeship shall have a 30-month training program (see Exhibit X for wage rates). However, this new apprenticeship shall not be utilized until such time as parties negotiate an appropriate training program for it.
3. Questions of placement of Apprentice Chemical and Radiation Protection Technicians at other than the starting rate based on previous experience will be referred to the Apprenticeship Committee on a case-by-case basis.
4. Placement: Employees in Chemical and Radiation Protection Technician positions on the date the training program described in 2 above is effective and who are at the starting rate will be placed at the one-year step of Apprentice Chemical and Radiation Protection Technician. Those who are in the six-month step will be placed a the two-year step and those at the one-year step will be at that step until completion of 18 months in the classification, at which time they will go to the new starting rate of Chemical and Radiation Protection Technicians.

0938 HELPER (Chemical & Radiation Protection)

An employee whose principle duties consist of semi-skilled work such as Helper for a Technician or Apprentice, including the use of hand tools under direction. In addition such employee may be required to operate the laundry, and under direction, to use portable power tools for cleaning purposes or other work not requiring precision, to collect, package, compact, and store radioactive waste; to prepare radioactive waste for shipment; to collect and store contaminated clothing; and to install and remove radiation shielding. May be required to operate a forklift in the performance of his duties, stand fire watch and perform escort duty.

Beginner's Classification

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.

Next Lower Classification

Same or Higher Classifications

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)

2365(2367) Elec. Cont. Tech. (DCPP)

2366 Appr. Elec. Cont. Tech. (DCCP)
(Top Rate)

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)

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, may be required to work alone or under indirect supervision on jobs for which such employee has been trained and instructed. In addition, may be required to assist engineers in taking readings during

2091 APPRENTICE INSTRUMENT REPAIRMAN (cont'd)

plant tests, tabulating and charting test data, and technical filing. The employee's educational and general qualifications must be such that such individual is considered capable of attaining journeyman status.

Next Lower Classifications

Same or Higher Classification

0293 First Plant Clerk*
 0334 Tool Maintenance Clerk
 (Instr. Maint.) - DCP
 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).

0334 TOOL MAINTENANCE CLERK (Instrument Maintenance)

An employee who is in charge of the Tool Room and is responsible for storing, inspecting, handling, cleaning, excluding contaminated tools, verification of current calibration of test instruments and making minor repairs to tools and equipment. Also handles plant instrument maintenance materials and supplies and performs necessary office work relating thereto. Also performs other miscellaneous work when not required in the Tool Room.

Next Lower Classifications

Same or Higher Classifications

0944 Helper
 0946 Traveling Helper

0332 Tool Maintenance Clerk
 (Electrical)(DCPP)
 0334 Tool Maintenance Clerk
 (Instr. Mtce.)(DCPP)
 0336 Tool Maintenance Clerk
 (Mechanical)(DCPP)
 2090(2093) Instrument Repairman &
 (Un.)
 2095(2096) Instrument Repairman &
 (Un.) (DCPP)
 2097(2094) Trv. Instrument Repairman &
 (Un.)
 2099(2092) Trv. Instrument Repairman &
 (Un.)(DCPP)
 2380(2381) Control Technician &
 (Un.)(DCPP)
 2382(2399) Trv. Control Technican &
 (Un.)(DCPP)
 2385 Shift Control Technician (DCPP)
 2396(2394) Trv. Control Technician &
 (Un.)
 2397(2383) Control Technician & (Un.)
 2398 Appr. Control Technician
 2091 Appr. Instrument Repairman

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

SHIFT CONTROL TECHNICIAN SHIFT SCHEDULE - LA 86-14

This shift schedule provides for 24-hour coverage, seven days per week, with at least two employees on at all times, and relief coverage for the Diablo Canyon Power Plant Instrumentation and Controls Department.

The schedule is comprised of either overlapping ten days on, four days off, or overlapping five days on, two days off, with a quarterly shift rotation based on yearly shift selection, and is manned by up to 18 Shift Control Technicians, with up to six per shift on each of three shifts, and an adequate number of Relief Shift Control Technicians, per the existing Relief Agreement.

The Company and Union agreed to the following initial formula for assignment to the various shifts when an increase to four Technicians per shift is implemented.

- Four employees on days
- Four employees on mid-shift
- Four employees on swing-shift
- Four day pool employees
- Three relief employees
- Fourteen combined Traveling Control Technicians and Control Technicians

Company agreed to increase the Traveling and Control Technicians from 13 to 14 as indicated above when the increase to four Technicians per shift is implemented.

Additional Technicians on Shift

Any new positions authorized shall be Shift Control Technicians, Control Technicians or Traveling Control Technicians. It is permissible to increase the number of Technicians on each shift up to a maximum of six, provided:

- 1) The total number of Shift Control Technicians assigned to the swing and graveyard shifts combined shall not exceed 50 percent of the total number of Shift Control Technicians available at the beginning of each quarter. Relief Shift Control Technicians shall not be included as part of the total number of Shift Control Technicians. However, in no event shall the number of Shift Control Technicians be increased above the number designated prior to the annual shift sign-up. In order to increase the number of technicians on shift, the Company must have adequate manpower prior to shift selection.
- 2) The total combined number of Control Technicians and Traveling Control Technicians shall not be less than the number of Shift Technicians assigned to shift work (excluding day-shift pool).

1. A 10-4 or a 5-2 workweek will be selected prior to the shift selection of each calendar year by a vote of all Shift Control Technicians. A majority vote of all Shift Control Technicians will be required to change the existing workweek selection. Any change in the workweek will take place at the first shift change of the new year and continue for four-shift quarters.

Each quarterly shift change will commence at 0000 on the first day of the Technician's pay period during the ten-day period preceding the start of each school quarter at California Polytechnic State University, San Luis Obispo. Quarterly start dates will be established prior to yearly schedule selection.

2. Shift schedule positions will be filled each year on a voluntary basis, based on a seniority list ("The Seniority List"). This list will initially be with the most senior Shift Technicians, by Company seniority, at the top; the next most senior Technician in the second position, and so on. As new Technicians are added during that year, they will be placed at the bottom of the seniority list, where they will remain for one selection cycle. The seniority list will be rotated in each of the following years, prior to selection, by moving the three most senior Technicians from the previous years' list, in turn, to the bottom of the list, but above any new Technicians added during that year prior to shift selection. Should vacancy(ies) occur during the year among the Technicians to be rotated, the remaining Technicians of the three are to be rotated.

Shift selection will occur during the third quarter of each year. This schedule will be established by the list's most senior Technician selecting the workweek, shift, and quarter of the employee's choice. The second senior Technician will then select a choice of one shift and so on until each Technician has selected a workweek and shift for each of the four quarters of the following year. Any subsequent vacancies in this schedule that are not covered by the "Relief Agreement" will be filled by the most senior volunteer in the unassigned day-shift group, if any; then by assignment by the Company of the least senior Technician in the unassigned day-shift group, if any. No Technician may select a shift nor be assigned to a shift unless the employee's total time in the Instrument and Controls Department will be six months on the date the shift commences, without the concurrence of the Instrument and Controls Manager. For the purposes of shift selection and the filling of vacancies not covered by the "Relief Agreement," as outlined in Section 2 above, "Seniority," refers to a Technician's position on the "Seniority List" for the current year.

If an employee subsequent to make a selection wishes to change a previous selection, the change will count as a selection turn.

3. Each Shift Control Technician may be required to work one-quarter on day pool during each calendar year. During this period, the Shift Control Technicians will receive required training; i.e., general employee, department, and any other prescribed training. During the shift selection of each calendar year, each Shift Control Technician will select one quarter of that year to be worked on day pool as the employee's initial selection to implement this paragraph. If the Company does not intend to utilize this provision, it will inform the Shift Control Technicians prior to yearly shift selection.
4. Additional Technicians, other than those required for shift coverage, will work a Monday through Friday 0800 - 1600 workweek. The Technicians on shift will work either 10-4 or 5-2 workweek as previously selected, 0000 - 0800, 0800 - 1600, or 1600 - 2400. Adjustments to these shifts may only be made with mutual consent of the Company and the Technician(s) involved per existing contract language. The workweek options will be as follows:

Workweek Option

10-4	S	M	T	W	T	F	S	S	M	T	W	T	F	S
WEEK														
A-1	0	0	0	X	X	X	X	X	X	X	X	X	X	0
A-2	X	X	X	X	0	0	0	0	X	X	X	X	X	X
A-3	X	X	X	X	X	X	X	X	X	0	0	0	0	X
A-4	0	0	X	X	X	X	X	X	X	X	X	X	0	0
A-5	X	X	X	X	X	0	0	0	0	X	X	X	X	X

*If there are three employees or less working, Workweeks A-1 through A-3 will be followed.

If four or more employees are working, then Workweeks A-4 and A-5 will be followed.

If there are six employees working, then three employees will be on A-4 and three on A-5.

5-2	S	M	T	W	T	F	S	S	M	T	W	T	F	S
WEEK														
B-1	0	X	X	X	X	X	0	0	X	X	X	X	X	0
B-2	X	X	X	X	0	0	X	X	X	X	X	0	0	X
B-3	X	X	0	0	X	X	X	X	X	0	0	X	X	X
B-4	0	0	X	X	X	X	X	0	0	X	X	X	X	X
B-5	X	X	X	X	X	0	0	X	X	X	X	X	0	0

*If there are three employees working, Workweeks B-1 through B-3 will be utilized.

If there are four or more employees working, two or more employees will be on Workweek B-4 and two or more employees on Workweek B-5.

Each shift will be manned 0000 - 0800, 0800 - 1600, and 1600 - 2400.

In the event a Technician selects a 0000 - 0800 shift, immediately following a 1600 - 2400 shift, and these selections have neither the final Saturday of the 1600 - 2400 nor the first Sunday of the 0000 - 0800 shift as non-workdays, the Technician's first non-workday of the new 0000 - 0800 shift shall be moved to the first day (Sunday) of the new 0000 - 0800 shift. This day shall be without pay.

5. Relief coverage will be provided for under the existing "Relief Agreement."
6. Holidays - No more than two Shift Control Technicians shall be scheduled to work on a holiday when there is only routine work to perform. The employees that do not work on such holiday will receive the day off at the eight-hour straight-time pay.
7. If the Company increases or adds additional Control Technicians or Traveling Control Technicians or when a vacancy occurs, such position will be offered to the Shift Control Technicians with the most Company seniority before the job is offered through the normal bidding process. Therefore, normally any job vacancy that occurs for bid will be for a Shift Control Technician.
8. Company and Union agreed that there will be local discussion for the clarification of job duties within the Control Technician and Shift Control Technician classifications.

9. Should the Company be required to lower the number of Shift Control Technician on shift during the calendar year, employees who have made shift selections under this agreement and have a need to remain on such shift because of previous commitment, will be allowed to discuss this subject with their supervisor. It is not the intent to force that employee out of such shift.
10. Every effort will be made to provide appropriate training to all employees on a timely basis.
11. This shift schedule agreement is hereby determined and can only be revised by the Business Manager, Local Union No. 1245, IBEW, and the Manager of Industrial Relations, pursuant to Subsection 202.16(b) of the Physical Labor Agreement. The conditions of the schedule shall be treated as other shift schedules, and the provisions of the Labor Agreement Clarification, including the filling of vacancies, will be in effect.

CHEMICAL & RADIATION PROTECTION TECHNICIAN SHIFT SCHEDULE - LA 86-13

This shift schedule provides for 24 hour coverage 7 days per week, with at least 2 people on at all times, at least one of whom must be ANSI qualified; relief coverage: and, time for requalification training on day shift. It is comprised of overlapping 10 days on and 4 days off, with quarterly shift rotation, and is manned by 9 Chemistry and Radiation Protection Technicians with 3 per shift on each of 3 shifts and 2 technicians as relief technicians.

1. Each shift quarter will commence at 2400 hours, Thursday ending the day period prior to the start of classes for each school quarter at California Polytechnic State University, San Luis Obispo.

2. Shift Positions

a. Technical Specification Required ANSI Shift Positions

- (1) These ANSI shift positions (a maximum of six positions: two per shift) shall be filled only by fully qualified Chemical & Radiation Protection Technicians.
- (2) The shift workweek schedule for the ANSI shift positions shall be as follows:

	SU	MO	TU	WE	TH	FR	SA	SU	MO	TU	WE	TH	FR	SA
Workweek 1	X	X	X	X	X	X	0	0	0	0	X	X	X	X
Workweek 1A	0	0	0	X	X	X	X	X	X	X	X	X	X	0
Workweek 2	0	X	X	X	X	X	X	X	X	X	X	0	0	0
Workweek 2A	X	X	X	X	0	0	0	0	X	X	X	X	X	X

b. Additional Shift Positions

- (1) The Chemical & Radiation Protection Technicians assigned to these positions must be qualified for the assignment. In no case shall the total number of technicians assigned to backshifts exceed 19. (Excluding the six Technicians under 2.a. herein.)
- (2) The workweeks described in 2.a. (2) or a Mon-Fri workweek schedule may be used when establishing these additional backshift positions.
- (3) No more than eight of the remaining day-shift positions will be required to work a 10-4 schedule.

3. A meeting will be held to fill the job assignments for the upcoming three quarters as defined in section 1. This meeting shall be held prior to the Computer Assisted Registration (CAR) date at California Polytechnic State University during the quarter before the new schedule. The Company shall post the job assignments for shift and non-shift positions to be selected each quarter by shift and workweek. These positions shall be filled in order of seniority. A shift technician may choose any shift and workweek not already filled.
4. Shift technicians, other than those required for any of the shift positions described above, may (with the Company's agreement) work any of the 10-4 workweek schedules on any shift. If agreement cannot be reached, technicians shall work a 0800-1600 Monday through Friday workweek.
5. The two relief positions shall be filled by qualified shift technicians. If there are no volunteers, bids, transfers, or new hires for the relief position, the assignment will be rotated to the least senior, qualified technician at that time.

The relief workweek schedule will be selected from either of the following with agreement of the technician and Company:

		<u>Day of the Week</u>													
		SU	MO	TU	WE	TH	FR	SA	SU	MO	TU	WE	TH	FR	SA
Relief Work-															
week #1	X	X	X	X		X	0	0	0	0	X	X	X	X	X
Relief Work-															
week #2	0	X	X	X	X	X	0	0	X	X	X	X	X	0	

If agreement cannot be reached, one relief technician shall work each of the two workweeks. The senior relief technician may select the workweek of his choice.

6. If a permanent vacancy occurs in shift positions as described in section 2, and the Company elects to fill this vacancy, it shall do so by assignment of the least senior, qualified Chemical & Radiation Protection Technician not filling an established shift position.
7. The time accrued in the specific disciplines of Chemical or Radiation Protection shall count one month for one month toward ANSI qualification. After the shift and workweek selections have been completed, qualified technicians may volunteer, by seniority, for general assignments of Chemical and Radiation Protection (with Company approval), but must spend at least one-quarter per calendar year in each discipline. Time accrued in the ANSI shift positions shall be accounted as 50 percent toward each discipline.

8. The Company shall maintain 13 Traveling Chemical & Radiation Protection Technician positions. If a permanent vacancy occurs, it will be filled by established job bidding procedure.
9. The shift schedule agreement is hereby determined and can only be changed by the Business Manager, Local Union 1245, IBEW, and the Manager of Industrial Relations, pursuant to Subsection 202.16(b) of the Physical Agreement.

SCHEDULING REQUALIFICATION TRAINING FOR BACK SHIFT
CHEMICAL AND RADIATION PROTECTION TECHNICIANS - LA 86-70

1. Normally, Chemistry & Radiation Protection Technicians will be reassigned to day shift during their quarterly retraining period. If necessary, their positions will be filled by Relief Technicians during this reassignment.
2. If a Technician requests an alternate schedule on the basis of urgent and substantial personal reasons (i.e., interference with university classes), Chemistry & Radiation Protection management will evaluate the possibility of altering the employee's regular schedule by the amount of hours necessary for the quarterly retraining classes only (i.e., 0400-1200 for mid shift, 1200-2000 for swing shift). If the employee and supervisor agree on a schedule alternation to attend quarterly retraining, it will be understood that the eight-hour work period from this altered scheduled will be paid at the straight-time rate of pay.

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 to major issued 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 33).

DCPP MAINTENANCE DEPARTMENT
STATIC SHIFT SCHEDULE

1. No more than 32 employees shall be scheduled on the second shift. The classifications required for the second shift will be determined by the Company.

Other than as provided in Section 202.17 of the Agreement, the complement of 32 employees shall not be increased except by Letter of Agreement between the Personnel Department at Diablo Canyon and the Union Business Representative in the area.

2. Employees who were employed at Diablo Canyon in the Maintenance Department on the signature date of this Letter Agreement shall not be required or forced to go on the second shift for any reason except for those effected by paragraph 11 of this agreement, or as provided in Section 202.17.
3. No apprentices shall be assigned to the second shift except for training that cannot be received on the first shift per Title 202 - Hours Clarification.
4. When a temporary vacancy occurs on the second shift and Company elects to fill such vacancy, Section 208.16 or Title 212 of the Physical Labor Agreement will be followed.
5. When a permanent vacancy occurs on the second shift, it shall be offered initially to employees by seniority in the same classification who are assigned to the day shift.

If there are no volunteers, then it shall be filled through Title 205 of the Physical Labor Agreement. If the Company elects to fill such vacancy on a temporary basis, Section 208.16 or Title 212 of the Physical Labor Agreement will be utilized until it is filled on a permanent basis.

6. When a vacancy occurs on the day shift, employees in the same classification on the second shift shall be offered such position, by seniority, before the normal bidding procedure is utilized.
7. All employees assigned to the second shift shall receive the second-shift premium. The second shift will be eight straight hours, Monday through Friday, with a one-half hour paid lunch period. The shift schedule will be from 4:30 p.m. to 12:30 a.m.
8. For purposes of this agreement, employees working the static second shift shall be considered "day employees."
9. For purposes of Section 208.16 and Title 212, the first and second shift will be considered the same.

10. Employees who enter the Maintenance Department after the date this Letter of Agreement is signed, and who enter an apprentice program and become unassigned journeyman, may be assigned to the second shift if there is a permanent vacancy that cannot be filled, pursuant to the Master Apprenticeship Agreement.
11. Grandfathered employees who progress to apprentice classifications and subsequently to journeyman will be subject to placement on the day shift and second shift on an alternating basis; i.e., one employee will be designated for the second shift when he/she becomes a journeyman, and one employee will be designated for days when he/she becomes a journeyman.
12. Section 202.24 shall apply to Maintenance Department employees.
13. New employees may be assigned to the day shift for a period of up to six months for training. Second-shift employees may be moved to the day shift for required training without penalty.
14. This agreement may be cancelled by either party by giving 90 days' notice.

TESTING PROVISIONS FOR MAINTENANCE CLASSIFICATIONS
REQUIRING QUALIFYING EXAMINATIONS

Apprentice Control Technician - Steam and Nuclear
Apprentice Electrical Technician
Journeyman Electrician - Steam and Nuclear
Journeyman Mechanic - Steam and Nuclear
Chemical & Radiation Protection Technician
Radiation & Process Monitor
Traveling Environmental Protection Monitor

All employees wishing to take any of the appropriate entry examinations may request in writing to their respective Personnel Departments that they be tested.

- 1st Testing - Upon employee's request or employee is the otherwise successful bidder to an authorized vacancy.
- 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.

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.)
*2645 Sr. Operating Clerk-Steno II	0263 Senior Hydro Clerk
*2646 Sr. Operating Clerk-Typist II	0290 Senior Plant Clerk
*2723 Sr. Oper. Clk. II-Elec. & Stm.	0310 Senior Shop Clerk (G.C.)
*2726 Sr. Oper. Clk. II - Comb.	

In Division Electric 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 judgement 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.)
0301 Control Room Asst. - DCPD	0246 Field Clerk (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.)
	*2645 Sr. Operating Clerk-Steno II
	*2646 Sr. Operating Clerk-Typist II
	*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
	2789 Sr. Operating Clerk I
	2793 Sr. Operating Clerk I - Combination

*In Division Electric and Combination Departments

0301 CONTROL ROOM ASSISTANT (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.)
0246 First Field Clerk (G.C.)
0263 Senior Hydro Clerk
0264 First Hydro Clerk
0290 Senior Plant Clerk
0293 First Plant Clerk
0301 Control Room Asst.
0310 Senior Shop Clerk (G.C.)
0313 First Shop Clerk (G.C.)
*2645 Sr. Operating Clerk-Steno II
*2646 Sr. Operating Clerk-Typist II
*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
2789 Sr. Operating Clerk I -
Electric & Steam
2793 Sr. Operating Clerk I -
Combination

*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).

HOURS OF WORK - CONTROL ROOM ASSISTANTS - DCPD

The following five shift rotation schedules have been established for Control Room Assistants 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 Subsection 202.16(b) of the Physical Agreement.

	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.	8	12	8	4	X	Sun.	X	12	8	4	X
Tues.	8	12	8	X	4	Mon.	8	12	8	X	4
Wed.	8	12	X	R	4	Tues.	8	12	X	R	4
Thurs.	8	12	X	8	4	Wed.	8	12	X	8	4
Fri.	8	X	12	8	4	Thurs.	8	X	12	8	4
Sat.	X	X	12	8	4	Fri.	8	X	12	8	4
Sun.	X	X	12	8	4	Sat.	X	X	12	8	4
Mon.	X	8	12	8	4	Sun.	X	X	12	8	4
Tues.	4	8	12	8	X	Mon.	4	8	12	8	X
Wed.	4	8	12	X	R	Tues.	4	8	12	X	4
Thurs.	4	8	12	X	8	Wed.	4	8	12	X	8
Fri.	4	8	X	12	8	Thurs.	4	8	X	12	8
Sat.	4	X	X	12	8	Fri.	4	8	X	12	8
Sun.	4	X	X	12	8	Sat.	4	X	X	12	8
Mon.	4	X	8	12	8	Sun.	4	X	X	12	8
Tues.	X	4	8	12	8	Mon.	X	4	8	12	8
Wed.	R	4	8	12	X	Tues.	R	4	8	12	X
Thurs.	8	4	8	12	X	Wed.	8	4	8	12	X
Fri.	8	4	8	X	12	Thurs.	8	4	8	X	12
Sat.	8	4	X	X	12	Fri.	8	4	8	X	12
Sun.	8	4	X	X	12	Sat.	8	4	X	X	12
Mon.	8	4	X	8	12	Sun.	8	4	X	X	12
Tues.	8	X	4	8	12	Mon.	8	X	4	8	12
Wed.	X	R	4	8	12	Tues.	X	R	4	8	12
Thurs.	X	8	4	8	12	Wed.	X	8	4	8	12
Fri.	12	8	4	8	X	Thurs.	12	8	4	8	X
Sat.	12	8	4	X	X	Fri.	12	8	4	8	4
Sun.	12	8	4	X	X	Sat.	12	8	4	X	X
Mon.	12	8	4	X	8	Sun.	12	8	4	X	X
Tues.	12	8	X	4	8	Mon.	12	8	X	4	8
Wed.	12	X	R	4	8	Tues.	12	X	R	4	8
Thurs.	12	X	8	4	8	Wed.	12	X	8	4	8
Fri.	X	12	8	4	8	Thurs.	X	12	8	4	8
Sat.	X	12	8	4	X	Fri.	X	12	8	4	8

Notes:

- (1) The Sunday-Saturday workweek is the primary schedule and will be used exclusively until and unless Company, after Unit 2 is manned, has problems with providing adequate relief with only one schedule.

CONFIDENTIAL EMPLOYEES' LINES OF PROGRESSION

Confidential employees in Steam Generation and Nuclear Plant Operations Departments, outside of General Office, have a line of progression into Plant Clerk classifications, as follows: Personnel Clerks prebidding to First Plant Clerk or Control Room Assistant-DCPP will be considered as "next lower" in the line of progression. Transfers to Routine Plant Clerk will be as Priority 2 or 3. Transfers to all other beginning classifications will continue to be considered as out of the bargaining-unit.