

REVIEW COMMITTEE**PG and E****IBEW** 

PACIFIC GAS AND ELECTRIC COMPANY
 245 MARKET STREET, ROOM 444
 SAN FRANCISCO, CALIFORNIA 94106
 (415) 781-4211, EXTENSION 1125

CASE CLOSED AUG 10 1981
LOGGED AND FILED

INTERNATIONAL BROTHERHOOD OF
 ELECTRICAL WORKERS, AFL-CIO
 LOCAL UNION 1245, I.B.E.W.
 P.O. BOX 4790
 WALNUT CREEK, CALIFORNIA 94596
 (415) 933-6060
 R.W. STALCUP, SECRETARY

D.J. BERGMAN, CHAIRMAN

- DECISION
 LETTER DECISION
 PRE-REVIEW REFERRAL

Coast Valleys Division Grievance Nos. 18-583-81-27 and
 18-584-81-28
 P-RC Nos. 644 and 645

August 7, 1981

MR. R. A. MORRIS, Chairman
 Joint Grievance Committee
 Coast Valleys Division

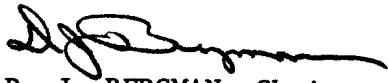
The above-subject grievances have been discussed by the Pre-Review Committee prior to their docketing on the agenda of the Review Committee and are being returned, pursuant to Step Five A(i) and (ii) of the grievance procedure, to the Joint Grievance Committee for settlement in accordance with the following:


Both grievances concern Company's failure to give the grievants the Company's equivalent examination before taking the NRC licensing examination. The grievants, in one case a Senior Control Operator and the other a Control Operator at Diablo Canyon Power Plant, are required to obtain an NRC license in order to be considered qualified for Diablo Canyon Power Plant. The circumstances in the grievances are somewhat different in that in Grievance No. 18-584-81-28, the Senior Control Operator had previously taken and passed the NRC cold licensing exams and was considered qualified and is receiving the nuclear license premium established for the plant. The grievance issue arose when he was scheduled for initial licensing for Diablo Canyon Power Plant. In case No. 18-583-81-27, the Control Operator had never taken an NRC examination and was sent to the Westinghouse school in Zion, Illinois for training. In Company's opinion, he would at the conclusion of the training period take the Company's equivalency examination.

The grievants, subsequent to the filing of the grievances, have taken the NRC examination for initial licensing at Diablo Canyon Power Plant and failed. Therefore, the question at this time is not one of taking a Company equivalency examination before the NRC examination but preparing themselves for the NRC retest scheduled in August of 1981. It should be pointed out that the equivalency examination is not a pre-negotiated test between the parties and is subject to frequent changes as plant supervision deems appropriate consistent with NRC requirements. The Pre-Review Committee is of the understanding that both employees are currently involved in extensive training in those areas of their weaknesses and if, in the plant's opinion, they are ready for the retest, they will sit for the examination some time this month. In view of the circumstances surrounding the licensing of Diablo Canyon Power Plant and the timing of the initial NRC examinations and retests, the Pre-Review Committee is of the opinion that the grievants are being treated within Sections B3 and C3 of the Notes Applicable to Lines of Progression at Humboldt Bay and Diablo Canyon Power Plants, Title 600, Exhibit VI-B of the Job Definitions and Lines of Progression for Nuclear Plant Operations.

Every effort is being made to prepare them and others to pass these critical examinations. With that being the case, the Pre-Review Committee is of the opinion that the correction asked for is, in effect, being implemented and the grievance should be closed on that basis.

These cases are considered closed on the basis of the foregoing, and the closure so noted in the minutes of your next Joint Grievance Committee meeting.


D. J. BERGMAN, Chairman
Review Committee


R. W. STALCUP, Secretary
Review Committee

DJB:ml/RWS:rlm

cc: RDMullikin
MEBadella
LCBeanland
MEBennett
IWBonbright
LVBrown
FCBuchholz
RHCunningham
NRFarley
DKLee
DOKabayashi
JBStoutamore
WKSnyder
LSilton
CPTaylor
CEWelte
Division Personnel Managers