



REVIEW COMMITTEE

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
201 MISSION STREET, 1513A
SAN FRANCISCO, CALIFORNIA 94105
(415) 973-1125

NOV - 3 1992

**CASE CLOSED
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

RECEIVED OCT 1 3 1992

Diablo Canyon Power Plant Grievance Nos. 22NPG-427-91-19
22NPG-428-91-20

P-RC Nos. 1521 and 1522
RC Nos. 1731 and 1732

August 3, 1992

**CHER ANTHONY, Company Member
Diablo Canyon Power Plant
Local Investigating Committee**

**KEN BALL, Union Member
Diablo Canyon Power Plant
Local Investigating Committee**

The Review Committee has agreed to settle Review Committee cases No. 1731 and 1732 based on the execution of Letter Agreement R2-92-77-PGE.

These cases are considered closed on this basis.

David J. Bergman, Chairman
Review Committee

Roger W. Stalcup, Secretary
Review Committee

SARayburn(223-1123):bbs



LETTER AGREEMENT

No.

R2-92-77-PGE



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

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

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

Jack McNally, Business Manager

July 9, 1992

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

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

This letter will confirm our understanding of the agreements reached on May 22, 1992 concerning the Operations Department at the Diablo Canyon Power Plant. The following agreements were reached:

1. Proposed Letter Agreement R1-92-41-PGE will be agreed to as written. Review Committee Cases Nos. 1731 and 1732 will remain on the Review Committee agenda until such time as this agreement is signed.
2. The classification of 1590 Assistant Control Operator (DCPP) and 1561 Auxiliary Operator (DCPP) will be deleted.
3. A classification of 1699 Nuclear Operator (DCPP) will be established with a job description and wage schedule as shown on Attachment A.
4. On the signing date of this agreement, employees in the Auxiliary Operator classifications will be placed in the Nuclear Operator classification at the pay step which corresponds with their level of training and qualification.

Employees who are at the top pay step of Assistant Control Operator will be placed at the top step of Nuclear Operator retroactive to January 1, 1992.

- 5. Employees who held the Assistant Control Operator classification at DCPD on the signing date of this agreement will be asked to indicate in writing whether or not they desire to hold a Reactor Operator (RO) license. Those that indicate a desire to hold a license will be given preference in service order, over other employees in the Nuclear Operator classification, to attend licensed operator training.

If for any reason the Company is unable to provide the training which would allow an employee described in paragraph 5 to receive an RO license by June 1, 1998, upon obtaining a license the employee will receive the RO premium retroactive to June 1, 1998.

An employee will forfeit preferential consideration and any right to retroactive treatment for the RO license premium if he or she indicates in writing a desire not to obtain a RO license, refuses for any reason (except sickness or disability) to begin training as scheduled, or leaves the Operations line of progression.

- 6. Training programs currently in effect for non-licensed operators (in accordance with Administrative Procedure B-150) may remain in effect for the Nuclear Operator classification.

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.

Very truly yours,

PACIFIC GAS AND ELECTRIC COMPANY

By 
Director and Chief Negotiator

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

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

July 13, 1992

By 
Business Manager

1699 NUCLEAR OPERATOR (DCPP)

A shift employee who operates and services plant and auxiliary equipment. He may also be required to clean condensers, plug leaking tubes, take readings, perform operating tests and changeout or clean filter elements. In addition, may be required to perform minor maintenance work. He may be required to operate controls on auxiliary control boards, and may operate controls on the main control boards under the direction of a licensed operator. He may be required to perform switching and direct the operation of the feed pumps and safeguard equipment. He shall have a basic knowledge of NRC regulations and requirements.

Beginner's Classification

- Notes:
1. The various duties of the Nuclear 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 progresses. Such assignments will be made on a continuing basis after the employee has been trained and instructed in the performance of each duty and has demonstrated his understanding of, and ability to perform each 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.

Requirements for progression in the Nuclear Operator classification

- A. For progression to Nuclear Operator - pay step 2
 1. Successful completion of the Initial Operator Training Course.
- B. For progression to pay step 3
 1. Successful completion of the first Watch Station qualification.
- C. For progression to pay step 4
 1. Successful completion of the second Watch Station qualification.

D. For progression to pay step 5

1. Successful completion of the third Watch Station qualification.

E. For progression to pay step 6

1. Successful completion of the fourth Watch Station qualification.

F. For progression to pay step 7

1. Twelve months after meeting the 6 progression and,
2. Successfully complete the Condensate Polisher Watch Station qualification (fifth Watch Station) and,
3. Maintain a $\geq 80\%$ grade average in the Non-License Training program during the last 12 months.

G. For progression to pay step 8

1. 12 months after attaining Level 7 and,
2. Successful completion of Control Room Watch Station qualification (sixth Watch Station) and,
3. Maintain a $\geq 80\%$ grade average in the Non-License Training Program during the last 12 months

| <u>TITLE</u> | <u>1992 WAGE RATE</u> | <u>1993 WAGE RATE</u> |
|-----------------------|-----------------------|-----------------------|
| 1699 Nuclear Operator | | |
| Start | \$661.55 | \$691.35 |
| * End 6 Mo. | 668.60 | 698.70 |
| * End 1 Yr. | 688.10 | 719.10 |
| * End 18 Mo. | 711.40 | 743.45 |
| * End 2 Yr. | 747.60 | 781.25 |
| * End 30 Mo. | 767.30 | 801.85 |
| ** End 42 Mo. | 847.85 | 886.00 |
| ** End 54 Mo. | 894.20 | 934.45 |

* Employees who complete the requirements for progression ahead of schedule will be awarded the corresponding PWI effective the date of qualification.

** Employees who complete the requirements of the 30 month step ahead of schedule may progress to the 42 and 54 month steps after completing the requirements listed in paragraphs (F) and (G) above.



LETTER AGREEMENT

No.

R1-92-41-PGE



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

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

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

Jack McNally, Business Manager

July 9, 1992

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

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

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

Reactor Operator License Requirement - Assistant Control Operator

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

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

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

Operations Training

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

COMPANY PROPOSAL

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

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

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

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

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

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

Yours very truly,

PACIFIC GAS AND ELECTRIC COMPANY

By 

Director and Chief Negotiator

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

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

July 13, 1992

By 

Business Manager

SPECIAL CONDITIONS APPLICABLE TO
NUCLEAR POWER PLANTS

III. Initial Licensing

A. Requirements

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

B. NRC Reactor Operator License

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

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

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

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

A. Requirements

1. For progression to 6-month step - Auxiliary Operator, Nuclear Plant Operations (DCPP):
 - a) Six months in the classification, or
 - b) Successful completion of the [Basic Systems portion of the Systems Qualification and Operator Training Courses (both Initial and Advanced)] Initial Operator Training Course, whichever occurs first.

4. For progression to 24-month-step - Auxiliary Operator, Nuclear Plant Operations (DCPP), Auxiliary Operator, and Assistant Power Plant Operator:
 - b) Successful Completion of the third Watch Station qualification [and of the System Electrical School Simulator Course, the Basic Systems portion of the Systems Qualifications Course, both Initial and Advanced Operator Training Courses] (DCPP)

B. Administration of Requirements

9. All Auxiliary Operators and Assistant Power Plant Operators who enter the classifications on or after September 1, 1982 shall be required to successfully complete the one-week Power Plant Fundamentals Course. (Except DCPP)

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

C. Administration of Requirements - Auxiliary Operator (DCPP)

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

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

- C. Two-Week Operating Procedure School (Except DCPP)