

LA 11-27-62

November 27, 1962

Local Union No. 1245  
International Brotherhood of  
Electrical Workers, AFL-CIO  
1918 Grove Street  
Oakland 12, California

Attention: Mr. Ronald T. Weakley, Business Manager

Gentlemen:

Confirming our conversation of today, this letter supersedes previous proposals made to Union on the within subject matter concerning certain schedules and hours of work for Control Technicians and Apprentice Control Technicians at Humboldt Bay Power Plant, Unit No. 3.

HOURS OF WORK - CONTROL TECHNICIANS

Employees classified as Control Technician shall be shift employees and shall be scheduled in such manner that during any given calendar week, four employees will work a rotating shift schedule and the fifth employee will be designated R (relief). The employee who is scheduled as R during any week will be scheduled to work Monday through Friday inclusive from 8:00 a.m. to 4:00 p.m. Pursuant to the provisions of Section 202.16 of the Agreement, Company and Union are in accord that the employee designated R may be required to assume the hours of work of a non-shift employee provided that:

- (1) He is notified of the change from shift to non-shift hours by quitting time on the day before such change is made, and
- (2) He is assigned duties involving instrumentation or personnel monitoring which directly relate to and are generally on the same clearance as a maintenance crew working a normal schedule of 8:00 a.m. to 4:30 p.m. with a 12 noon to 12:30 p.m. lunch period.

HOURS OF WORK - APPRENTICE CONTROL TECHNICIANS

Employees classified as Apprentice Control Technician shall be day employees and shall be regularly scheduled to work Monday through



### EXPLANATORY NOTES

Humboldt Bay Power Plant consists of three unitized generating units; two conventional fossil fueled (Units 1 & 2) and one nuclear fueled (Unit 3). The nuclear unit is contiguous to the conventional units with controlled entry from the operating level of Units 1 & 2.

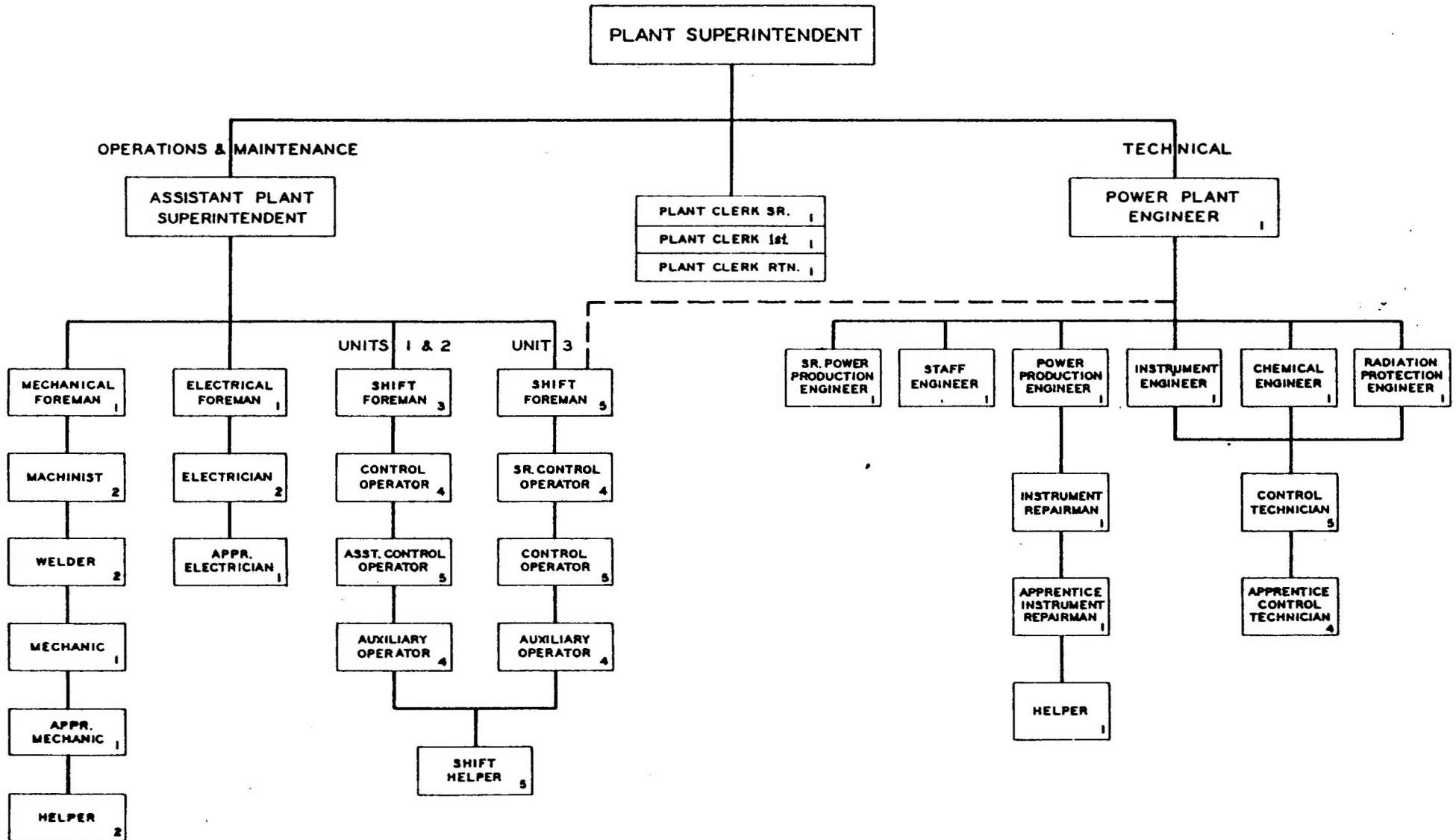
An additional operating line-of-progression was added to the then existing two units for the manning of the nuclear unit. The existing maintenance crew was expanded slightly to cover the nuclear unit. The only new classification was the Control Technician and his Apprentice. The Control Technician, in addition to other duties, serves as the radiation monitor on the nuclear unit.

The number of people in each classification is noted on the organizational chart. While the organizational chart shows a separate Shift Foreman for each line-of-progression, in actual practice only one Shift Foreman (AEC licensed) is assigned to each shift and is responsible for the entire plant.

The wages shown with the job definitions are the top of the rates; the complete wage progressions are shown separately.

The Superintendents, Engineers, and Foremen are not in the bargaining unit; all other employees are.

# HUMBOLDT BAY POWER PLANT ORGANIZATION CHART



11-21-64  
203-1

AEC LICENSES  
(By classification)

**Senior Operator's License**

Plant Superintendent  
Assistant Plant Superintendent  
Power Plant Engineer  
Senior Power Production Engineer\*  
Staff Engineer  
Shift Foreman (5)

**Operator's License<sup>#</sup>**

Senior Control Operator (4)  
Control Operator (5)  
Auxiliary Operator (4)

**In Training for Licenses**

**Sr. Operator's License**

Shift Foreman (2)\*\*

**Operator's License**

Auxiliary Operator (1)\*\*\*

**NOTES:**

\*Reassigned, this classification not filled as of 10/1/64.

\*\*Shift Foremen originally assigned to conventional units at this plant.

\*\*\*This employee was drafted into Army while in original training program,  
is now retraining to return to his place in line-of-progression.

# License required for Senior Control Operators and Control Operators assigned  
to Nuclear Unit.

## REQUIREMENTS FOR EMPLOYEES BIDDING ON JOBS IN NUCLEAR POWER PLANTS

### Requirements Applicable to All Employees at Nuclear Power Plants

1. Physical examinations of various types at regular intervals, as prescribed by Company.
2. 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.
3. Within the bounds of Company's radiation safety program, employees bidding into a nuclear plant agree to perform those aspects of their duties involving working with radioactive materials or in the area of ionizing radiation.

### Additional Requirements for Employees Bidding on Operating and Control Technician Classifications at Nuclear Plants

1. Employees in the Operating Line of Progression whose duties require the operation of the control board are required to have Atomic Energy Commission operator's license.
2. Employees entering the Operating Line of Progression are required to pass a special physical examination comparable to that required by the AEC for licensed operators. Failure to pass this examination is reason for disqualification since such failure will preclude advancement to the classifications requiring an AEC operating license.
3. 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, including Control Technician and Apprentice Control Technician. The minimum passing score on this examination which, until otherwise agreed between Company and Union, will be a combination of the Otis Employment Test and a verbal reasoning test, will be 40 points.
4. The duties of operating personnel will include, when trained in such work, decontamination of radioactive equipment and working areas; packaging, handling and storing radioactive waste; and fuel handling involving simple rigging and the operation of cranes and hoists.

(NOTE: This page is a proposal by the Company and not an agreement.)

JOB DEFINITIONS AND WAGE RATES  
(EFFECTIVE JULY 1, 1964)

203.1

203.1

OPERATIONS

SENIOR CONTROL OPERATOR (\$167.75 week)

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 through 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.

CONTROL OPERATOR (\$160.65 week)

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.

ASSISTANT CONTROL OPERATOR (\$148.85 week)

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.

AUXILIARY OPERATOR (\$131.70 week)

A shift employee who operates and services auxiliary equipment; does switching under the direction of the Control Operator; also does necessary cleaning about the station, shall be required to operate high pressure boiler feed pumps in emergencies. May direct employees assisting him in the performance of his duties.

SHIFT HELPER (\$116.25 week)

A shift employee whose duties consist of assisting any of the shift personnel as directed. Among other things he may be required to assist the employee in charge of the operation in blowing soot and changing boiler fuels. He may also do required to check the operation of the evaporators, take various readings, do necessary cleaning and perform minor maintenance work of a preventive or cleaning nature.

JOB DEFINITIONS AND WAGE RATES  
(EFFECTIVE JULY 1, 1964)

MAINTENANCE

MACHINIST (\$155.30 week)

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.

CERTIFIED WELDER (\$155.30 week)

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.

MECHANIC (\$137.30 week)

An employee whose principal duties are the overhaul of machinery and boilers and general maintenance work requiring moderate skill and the use of bench and hand tools and common shop power tools. Duties may also include such jobs as rough carpenter work, painting, repairs to buildings and miscellaneous pipe work. May also be required to operate a crane.

APPRENTICE MECHANIC (\$128.30 week)

An employee who is engaged in performing Mechanic's work as an assistant to or under the general direction of a Mechanic or higher classification for training purposes. May be required to do miscellaneous work such as light rigging, acting as leading man in boiler cleaning crew, incidental painting, etc. In order to gain experience for future promotion he may 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 the classification of Mechanic.

HELPER (\$116.25 week)

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 of other work not requiring precision.



JOB DEFINITIONS AND WAGE RATES  
(EFFECTIVE JULY 1, 1964)

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MAINTENANCE

ELECTRICIAN

(\$155.30 week)

An employee who is a journeyman and is engaged in testing, repairing, maintaining and installing all types of electrical equipment in power plants. His background of apprenticeship and experience must be such as to qualify him to perform these duties with skill and efficiency. He may also be required to instruct or advise operating personnel on problems pertaining to electrical equipment.

APPRENTICE ELECTRICIAN

(\$141.95 week)

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.

TECHNICAL

INSTRUMENT REPAIRMAN

(\$155.30 week)

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.

APPRENTICE INSTRUMENT REPAIRMAN (\$141.95 week)

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

JOB DEFINITIONS AND WAGE RATES  
(EFFECTIVE JULY 1, 1964)

TECHNICAL

CONTROL TECHNICIAN

(\$167.75 week)

A shift employee who, without direct supervision, is regularly assigned to and who maintains, calibrates and services the individual components and integrated systems of all conventional power plant instruments in the plant, all nuclear instruments, all radiation detection instruments, all counting equipment and accessories; performs contamination and radiation level surveys to assure non-hazardous conditions, maintains records of survey results, instructs shift personnel in proper radiation protection; assists and advises other employees in the decontamination of equipment and the handling, packaging and storing of solid radioactive waste; collects and analyzes samples both radioactive and non-radioactive in accordance with standard procedures and makes recommendations to the appropriated supervisor based on such analysis. May be required to assist an engineer in performing plant tests and evaluating data or to assist shift personnel in handling and operating chemical process equipment and waste disposal plants. His background of apprenticeship and experience must be such as to qualify him to perform these duties with skill and efficiency.

APPRENTICE CONTROL TECHNICIAN (\$159.20 week)

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.

JOB DEFINITIONS AND WAGE RATES  
(EFFECTIVE JULY 1, 1964)

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CLERICAL

SENIOR PLANT CLERK

(\$154.70)

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.

FIRST PLANT CLERK

(\$142.25)

An employee who, under general supervision, performs clerical work requiring a working knowledge of all procedures used in steam plant office work and the normal amount of judgment accompanying that knowledge. May be required to perform secretarial work including taking dictation. May be assisted by a Routine Plant Clerk.

ROUTINE PLANT CLERK

(\$129.50)

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; in training for advancement to First Plant Clerk upon completion of his training and when a vacancy occurs. Must have a high school education or its equivalent and be able to type with reasonable speed and accuracy; may be required to learn shorthand prior to promotion to First Plant Clerk.

WAGE PROGRESSIONS

	7/1/64 (per week)	7/1/65 (per week)
Senior Control Operator	\$167.75	\$173.20
Control Operator		
Start	154.50	159.55
End 6 mo.	160.65	165.90
Assistant Control Operator		
Start	144.05	148.75
End 6 mo.	148.85	153.70
Auxiliary Operator		
Start	127.75	131.90
End 6 mo.	131.70	136.00
Shift Helper and Helper		
Start	108.35	111.90
End 6 mo.	111.95	115.60
End 1 yr.	116.25	120.05
Machinist, Certified Welder, Electrician, and Instrument Repairman	155.30	160.35
Apprentice Electrician and Apprentice Instrument Repairman		
Start	118.00	121.85
End 6 mo.	119.85	123.75
End 1 yr.	124.55	128.60
End 18 mo.	128.30	132.50
End 2 yr.	137.20	141.70
End 30 mo.	141.95	146.60
Mechanic	137.20	141.70
Apprentice Mechanic		
Start	118.00	121.85
End 6 mo.	119.85	123.75
End 1 yr.	124.55	128.60
End 18 mo.	128.30	132.50
Control Technician		
Start	163.95	169.30
End 1 yr.	167.75	173.20

WAGE PROGRESSIONS  
(cont'd)

	7/1/64 (per week)	7/1/65 (per week)
<b>Apprentice Control Technician</b>		
Start	124.55	128.60
End 6 mo.	128.30	132.50
End 1 yr.	137.20	141.70
End 18 mo.	141.95	146.60
End 2 yr.	146.70	151.50
End 30 mo.	150.30	155.20
End 3 yr.	155.30	160.35
End 42 mo.	159.20	164.40
<b>Plant Clerk</b>		
Senior (range)	142.25-154.70	146.90-159.75
First (range)	129.50-142.25	133.75-146.90
Routine (range)	115.45-129.50	119.20-133.75

WAGE INFORMATION  
(cont'd)

1/1/82  
(per year)

1/1/81  
(per year)

Apprentice Control Technician

158.50  
155.50  
152.50  
149.50  
146.50  
143.50  
140.50  
137.50

154.50  
151.50  
148.50  
145.50  
142.50  
139.50  
136.50  
133.50

Year 1  
Year 2  
Year 3  
Year 4  
Year 5  
Year 6  
Year 7  
Year 8

118.50-123.50  
123.50-128.50  
128.50-133.50

114.50-119.50  
119.50-124.50  
124.50-129.50

(range)  
(range)  
(range)

Position  
Title  
Center  
Plant