

PACIFIC GAS AND ELECTRIC COMPANY

PGE

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June 13, 1980

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

Attention: Mr. Dean Cofer, Business Manager

Gentlemen:

This letter supersedes our letter dated June 10, 1980, on the same subject.

The NRC has changed its regulations and now requires the Company to have additional cold licensed personnel in order to start up Diablo Canyon Power Plant.

In order to meet this requirement, the Company has arranged for a Cold License Certification Program for 15 operators in addition to those operators already in the Cold License Program at the plant. This program will be given at the Westinghouse Training Center in Zion, Illinois. The details with respect to numbers of employees, dates, and special conditions over and above those provided for in Title 201 and Exhibit VI-B of the Agreement are covered in the three-page attachment to this agreement.

The Specific Conditions, beginning on Page 2 of the attachment, have been modified in the following respects: Item b. Trips Home - In addition to the statement appearing on Page 2 under this heading, Company will provide two additional round-trip tickets between Chicago and San Luis Obispo for each employee during this special assignment. Item c. Lodging - The Company will provide for each employee a one-bedroom apartment or, for those employees taking their families, a two-bedroom apartment. In the event the Company cannot provide an apartment, individual motel rooms with a kitchenette will be provided.

In order to provide the simulator and related training, it may be necessary for Westinghouse to schedule our employees on more than one shift during a workweek. Therefore, Company proposes to waive the final paragraph of Paragraph F, Section 2, of the Labor Agreement Clarification - Title 202, dated April 1, 1965, as revised January 21, 1970. Overtime will be paid only for hours in excess of eight per day or 40 per week during the course of this program. In order to provide for four-day weekends during phase 2 and three-day weekends during phase 3, with the possibility of four-day weekends, it may also be necessary to reschedule the basic workweeks of employees involved in the program

within their normal workweek. Company proposes that no premium be paid other than the shift and/or Sunday premium, where applicable, for such rescheduling. The Company's proposal with respect to the payment of nuclear premiums is contained in the next to the last paragraph of the first page of the attachment.

We hope and expect that the 15 employees needed for this program can be obtained by volunteers from among the 22 employees eligible. If more than 15 eligible employees volunteer, the 15 participants will be selected on the basis of Company service. If 15 volunteers are not obtained, we will assign the necessary number of employees in inverse order of their service.

It should be understood that this program is required by the NRC on extremely short notice and is an extraordinary one which the Company hopes not to repeat. In instituting the program, the Company is attempting to make the situation as painless as possible for the employees involved.

It is our understanding that the NRC has under consideration several new regulations with respect to hours of work which will undoubtedly have an effect on our Working Conditions Agreement and some of its Interpretations and Clarifications. As soon as we are reasonably sure of what those regulation changes will be, but not later than the end of this year, Company agrees to meet and bargain with the Union on this matter as well as the adequacy of the nuclear premium, wage rates for employees in nuclear plants, and access problems caused by the security regulations governing nuclear plants.

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

Yours very truly,

PACIFIC GAS AND ELECTRIC COMPANY

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

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

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

June 26, 1980

By *Dean Cifer*
Business Manager

COLD LICENSE CERTIFICATION PROGRAM

The NRC has changed its regulations and now requires us to have additional cold licensed personnel. In order to meet this requirement, the Company has arranged for a Cold License Certification Program for 15 operators. This program will be given at the Westinghouse Training Center in Zion, Illinois.

The program will be 5 months beginning July 7 and will last through November 21, 1980. The individuals completing this program and successfully completing the final exam will qualify to take the NRC cold license test at Diablo Canyon Power Plant.

The program is a phase 2 and phase 3 Westinghouse training program to be held in Zion, Illinois at the Westinghouse simulator and the Zion Station of Commonwealth Edison Company.

The Phase 2 program consists of the following:

10 Weeks - 1 plant tour per week covering the classroom subjects presented. This is a basic systems course. The in-plant tour will cover those areas which are open to tours. Tests will be given to allow the instructors to follow class retention.

The Phase 3 program consists of the following:

9 Weeks - 88 hours of simulator work and classroom work in connection with the simulator.

Fifteen operators will be entered into this program in three groups.

Group 1 consists of 6 operators beginning July 7 and ending November 5, 1980.

Group 2 consists of 6 operators beginning July 7 and ending November 15, 1980.

Group 3 consists of 3 operators beginning July 7 and ending November 21, 1980.

A final examination will be given by Westinghouse personnel. Passing of the final Westinghouse exam will allow the individual to take the cold license SRO and/or RO exam at Diablo Canyon Power Plant.

Upon entry into this program, as of July 7, 1980, the individuals involved will receive the appropriate RO premium. Passing the Westinghouse SRO exam will qualify the individual to receive the SRO premium. If the individual fails to pass the Westinghouse final exam, the premium will be terminated. If the individual passes the Westinghouse final exam, the premium will continue until the individual takes the NRC exam. If he passes this exam the appropriate premium (RO or SRO) will of course continue. If the NRC exam is not passed on the first attempt, the premium will be terminated and the individual involved will be treated under the terms of the existing Company/Union Agreement.

Pacific Gas and Electric Company will provide the required financial assistance to encourage the employees to participate in the training program. The expenses to be paid are outlined below. The Company recognizes that this extended length of time away from one's residence represents special problems. The individuals involved are encouraged to approach Jim Sexton with special requests or problems with respect to this extended absence from the area.

COLD LICENSE CERTIFICATION PROGRAM

Paychecks will be handled as requested by the employee. That is, the individual's paycheck can be forwarded to him at the training site or to a local address. Expense checks, however, will be forwarded to the employee at the training site.

The general expenses that the Company would expect to pay are outlined below. Special expenses for items not listed will be evaluated on a case by case basis and must be presented prior to the expenditure.

SPECIFIC CONDITIONS

- a. Travel All air fares will be purchased by the Company and will be tourist class.
- b. Trips Home The Company will provide for a round trip home from Zion every 3 weeks and will try to schedule 4 day weekends for this return home. It appears this 4 day weekend can be accommodated during the phase 2 training period. However, the phase 3 training period may limit the weekends to 3 days. It will be possible for the employee to have his wife fly to Zion in lieu of his returning to the San Luis Obispo area. If the employee elects not to return home on a travel weekend, the next travel weekend the Company would provide 2 air fares to the training site which the employee's family (both wife and child) may use to visit the site. Further, the employee may elect to travel to a location different from his home to visit family or friends on the travel weekend and the Company will reimburse the employee not to exceed round trip air fare to San Luis Obispo. Local transportation while the employee has returned home for a visit will not be provided by the Company.
- * c. Lodging The Company will provide furnished apartments if possible or motel rooms if required. Two employees per 2 bedroom apartment.
- * d. Local Transportation at Zion, Ill. Rental cars will be provided, 1 car per 2 employees. The Company will provide for gas and oil, and will limit travel in rental cars to an area between Chicago and Milwaukee.
- e. Premium Pay The schedule during the training period will be unusual. Shift differential will be paid; however, overtime due to abnormal shift changes and work day changes, will not be paid unless the employee is required to work more than 40 hours per week.
- f. Living Allowance Meals and all other expenses will be provided for with a living allowance of \$500.00 per week while the employee is participating in this program. The living allowance is intended to cover all other expenses related to this assignment. This includes but is not limited to; home maintenance, yard care, animal or pet care or boarding, telephone calls home from the training site, laundry and the rental of television sets at the training site if required.

COLD LICENSE CERTIFICATION PROGRAM

SPECIFIC CONDITIONS

- g. Vacations The Company will give the employee the option of deferring his remaining 1980 vacation time to 1981 or be paid for his vacation time in lieu of taking vacation.