

# PACIFIC GAS AND ELECTRIC COMPANY

PG&E



245 MARKET STREET • SAN FRANCISCO, CALIFORNIA 94106 • (415) 781-4211 • TWX 910-372-6587

March 13, 1981

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:

In order to meet its license requirements for Diablo Canyon, the Company has arranged for a Cold License Certification Program for six of a group of eight operators in the present Phase 1 course. 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 two-page attachment to this agreement.

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.

It should be understood that this program is required by the need for an adequate number of licensed operators for start-up of the two units at the plant and is an extraordinary one which the Company

March 13, 1981

hopes not to repeat. In instituting the program, the Company is attempting to make the situation as painless as possible for the employees involved.

If you are in accord with the foregoing and the attachment 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 *W. D. Bright*  
Manager of Industrial Relations

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

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

May 18, 1981

By *Jack McHenry*  
Business Manager

## COLD LICENSE CERTIFICATION PROGRAM

In order to meet its license requirements at Diablo Canyon, the Company has arranged for another Cold License Certification Program for operators. This program will be given at the Westinghouse Training Center in Zion, Illinois.

The program will be five months, beginning April 6, and will last through September 4, 1981. 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 - One 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.

Operators will be entered into this program in one or two groups.

Group 1 will include some operators beginning April 6 and ending August 28, 1981.

Group 2 may include some operators beginning April 6 and ending September 4, 1981.

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 April 6, 1981, 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 Bob Exner (Ext. 8-22-1092) with special requests or problems with respect to this extended absence from the area.

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 eight round-trips home from Zion and will try to schedule four-day weekends for such trips home. It appears this four-day weekend can be accommodated during the Phase 2 training period. However, the Phase 3 training period may limit the weekends to three 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 two 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 each employee with a furnished apartment, if possible, or a motel room with a kitchenette, if required. If possible, two-bedroom apartments will be provided for employees who take their families.
- d. Local Transportation at Zion, Ill. Rental cars will be provided, one car per employee. 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 workday 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.