

PACIFIC GAS AND ELECTRIC COMPANY

PGE



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March 15, 1983

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 provide additional licensed Operators for relief at Diablo Canyon Power Plant, the Company has arranged for a Cold License Certification Program for eleven (11) Operators in the present Hot License Class. 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. It may also be necessary to reschedule the basic workweeks of employees involved in the Program within their normal workweek as before. 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.

March 15, 1983

It should be understood that this Program, although not required, provides qualified Relief Operators to meet the present overtime requirements of the Contract at Diablo Canyon Power Plant. In instituting the Program, the Company is attempting to make the situations 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. B. 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

Sept 13, 1983

By *Jack McHenry*
Business Manager

Cold License Certification Program

In order to provide additional licensed Operators for relief purposes at Diablo Canyon Power Plant, 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 three and one-half months, beginning April 4, 1983, and will last through July 11, 1983. 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 modified 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:

Five weeks: Classroom work plus one plant tour per week covering the classroom subjects presented. This is a Basic Systems Differences Course (differences between the DCPD and Zion systems). 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:

Nine weeks: Simulator work and classroom work in connection with the simulator.

Eleven Operators will enter this Program as one group beginning April 4, 1983 and will finish the Program on July 11, 1983.

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 Examination at Diablo Canyon Power Plant.

Upon completion of Phase 3, Westinghouse, in conjunction with PGandE, will determine if the individual will attempt to certify at the RO or SRO level. If the individual is certified at the SRO level, evidenced by passing the Westinghouse SRO Certification Test, he will be awarded the SRO License Premium at that time, back-dated to the beginning of the Program in April. This SRO Premium will continue until the individual takes the NRC/SRO Examination and will continue, of course, if the individual achieves the SRO License. If the individual fails the NRC/SRO Examination, the SRO License Premium will be terminated. If it is determined that the individual is to be certificated at the RO level, and the individual passes the RO Westinghouse Certification, the RO License Premium will be awarded on the date the individual successfully passes the RO Certification Examination and will continue until the individual takes the NRC/RO License Examination. If the individual fails the NRC/RO License Examination, the RO License Premium will cease on the date the individual failed the NRC Examination.

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.

...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 paychecks may be forwarded to 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: Air fares will be purchased by the Company and will be tourist class.
- b. Trips Home: In the past, the Company has provided for airline tickets for the employees to travel home to visit their families while on extended training at Zion, Illinois.

Due to scheduling problems, Westinghouse cannot provide the extended days off that they have in the past. Therefore, the Company proposes to provide cash-equivalent air fare to the employee for one round trip to Zion, Illinois from San Luis Obispo every third week so that the employee's visitor may visit him at the training site.

The cash equivalent would be based upon tourist class and would be paid in one lump sum at the prevailing tourist rate of air travel at the beginning of the training period.
- 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 in Zion, Illinois: 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 and/or Sunday differentials 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 or eight hours per day.
- f. Living Allowance: Meals and other expenses will be provided for with a living allowance of \$500 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 Zion, Illinois, laundry and the rental of television sets at the temporary living site, if required.