

Local Union 1245
International Brotherhood
Electrical Workers



(3063 CITRUS CIRCLE) • P.O. BOX 4790, WALNUT CREEK, CALIFORNIA 94596 • (415) 933-6060

October 12, 1984

I. W. Bonbright
Manager of Industrial Relations
Pacific Gas and Electric Company
245 Market Street, Rm. 444
San Francisco, CA 94106

Dear Mr. Bonbright:


Letter of Agreement 84-135-PGE is being signed with the understanding that Item #1, Operator Adjustments, is also retroactive to July 1, 1984.

This understanding was reached by telephone on October 10, 1984, between M. A. Mederos from my office and Carl Poteet from your office.

We also need to know what payroll period the new wage rates, commute allowance and premium will be applied to and when the retroactive checks will be issued.

Please call if you have any further questions.

Sincerely,


Jack McNally
Business Manager

MAM/lhb

xc: D. Mitchell
M. Mederos

PACIFIC GAS AND ELECTRIC COMPANY

PGE



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

October 8, 1984

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 and its attachments which is a revision of my letter to you dated August 9, 1984, confirms the Company's understanding of the settlement reached on May 17, 1984 between the Company's Negotiating Committee and the Union's Negotiating Committee in the 1984 negotiations with respect to Diablo Canyon Power Plant.

1. Operator Adjustments

The Company agreed to reestablish and maintain the five percent (Auxiliary Operator), seven percent (Assistant Control Operator) and 10 percent (Control Operator and Senior Control Operator) differential above comparable classifications in Group 1 Fossil Fuel Plants for Operators at DCPP. Such differential will be effective the date this Agreement is signed and will apply to Auxiliary Operators, Assistant Control Operators, Control Operators and Senior Control Operators. Such differential is to be recomputed annually.

2. Nuclear License Premiums

The Company agreed to establish a Nuclear License Premium of 2.6 times the 3rd shift hourly premium for Senior Reactor Operator Licensed Senior Control Operators only at DCPP. See Page 11 of the attached amendments to Exhibit VI-B for entire Nuclear License Premium schedule.

3. Training Duties

The following language will be added to Exhibit VI-B as I.C. under "Notes on Operating Job Definitions and Lines of Progression for Steam Generation Departments and Nuclear Plant Operations."

I.C. Qualified Operators in Nuclear Power Plants will assist in the training of other Operators in the proper performance of their duties.

4. Commute Allowance

A commute allowance of \$3.50 per straight-time day worked was established for all PGandE bargaining unit employees headquartered at DCP. Employees will receive the commute allowance on their regular biweekly paychecks which will be designated as other.

5(a). Apprentice Chemical and Radiation Protection Technician

Company will establish the classification of Apprentice Chemical and Radiation Protection Technician. This apprenticeship shall have a 30-month training program (see Exhibit X for wage rates). However, this new apprenticeship shall not be utilized until such time as parties negotiate an appropriate training program for it. Delete the following classifications from Chemical and Radiation Protection Technician: 1503 Environmental Protection Monitor; 1505 Radiation and Process Monitor; 1506 Travelling Radiation and Process Monitor.

5(b). Placement of Apprentice Chemical and Radiation Protection Technicians

Questions of placement of Apprentice Chemical and Radiation Protection Technicians at other than the starting rate based on previous experience will be referred to the Apprenticeship Committee on a case-by-case basis.

5(c). Placement

Employees in Chemical and Radiation Protection Technician positions on the date the training program described in 5(a) above is effective and who are at the starting rate will be placed at the one-year step of Apprentice Chemical and Radiation Protection Technician (\$483.75). Those who are in the six-month step will be placed at the two-year step (\$550.45) and those at the one-year step will be held at that step (\$589.10) until completion of 18 months in the classification, at which time they will go to the new starting rate of Chemical and Radiation Protection Technicians (\$635.95).

6. Diablo Canyon Power Plant Apprenticeships

Employees who have served their apprenticeship at DCP will begin receiving the one-year wage rate agreed to in Item 7 below immediately upon becoming a journeyman. Furthermore, a new journeyman or an employee who is a successful bidder to a journeyman job at DCP will not receive such rate until having completed 12 continuous months of Company service at DCP. All present journeymen who have not completed 12 continuous months of Company service at DCP will be credited with their Company service as a journeyman at DCP retroactively and will receive five percent above their base rate upon completion of 12 continuous months at DCP.

7. Journeyman Wage Rate Differentials

The following wage differentials for journeymen classifications at DCPD are established:

- 1 yr. step - 5 percent above base rate
- 2 yr. step - 7 percent above base rate
- 3 yr. step - 10 percent above base rate

8. Wage Progression of Electricians and Instrument Repairmen

Company agreed to clarify the wage progression of Electricians or Instrument Repairmen when entering the Apprentice Control Technician or Apprentice Electrical Technician Training Programs to provide that these individuals will not suffer any pay loss as an apprentice technician. For additional information, see footnote to job description.

9. Shift Clerks

The classification of Shift Clerk was redesignated Control Room Assistant. No other features of this classification are modified under this Item. Appropriate revisions to Exhibits X and VI-B will be made.

10. Shift Schedule for Control Technicians

The parties agreed to establish a shift schedule for Shift Control Technicians at DCPD. The proposed schedule will be submitted in a separate letter of agreement.

11. Four-Day, Ten-Hour Schedule for Chemical and Radiation Protection Technicians

Company and Union agreed to continue discussions leading toward the possible establishment of a ten-hour, four-day schedule for Chemical and Radiation Protection Technicians who work a shift schedule.

12. Tool Maintenance Clerk Classifications

The DCPD classifications of Tool Maintenance Clerk (Instrument Maintenance) (DCPD), Tool Maintenance Clerk (Mechanical) (DCPD) and Tool Maintenance Clerk (Electrical) (DCPD) were established. See amendments to Exhibit VI-B for job definitions and amendments to Exhibit X for wage rates.

13. Tool Clerks Placement in Wage Progression

Employees reclassified from Tool Clerk to one of the new classifications listed in Item 12 above shall be placed in the wage step based upon time spent as Tool Clerks at DCPD.

14. Apprentice and Electrical Control Technician Classifications

The DCPD classifications of Electrical Control Technician (DCPD) and Apprentice Electrical Control Technician (DCPD) were established. See amendments to Exhibit VI-B for job definitions and amendments to Exhibit X for wage progression. Establish a committee at Diablo Canyon to discuss the duties of the above classification.

15. The Company's statement on communications is attached (2).

16. This agreement is effective retroactive to July 1, 1984

If you are in accord with the foregoing and the attachments 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 *Al Bealright*
Manager of Industrial Relations

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

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

Oct 12, 1984

By *Jack McHenry*
Business Manager

Diablo Canyon management proposes the following actions to improve the working environment and the work relationships:

COMMUNICATIONS

1. Written Communications: Improve plant written communications in both quality and timeliness through the following:
 - a. Increase schedule of Plant "Update" to weekly and distribute it on Friday along with PGandE Week.
 - b. Labor-Management minutes to go into more detail and to be distributed with Update and PGandE Week.
 - c. Plant newspaper (Twindome Times) to be distributed to all employees. Quarterly publication schedule to be reviewed for monthly schedule after first issue. I.B.E.W. is invited to submit articles.
 - d. "Flash" bulletins to be issued to all employees on items of importance so employees do not hear about it via the media. The new Public Information Representative on site will be responsible for this other means of timely communications to be explored also (phone hotline, bulletin rack in Security Building, loudspeaker system, etc.).
 - e. NPO/Security Committee minutes to be distributed to all employees on following Friday with other information.

2. Meetings: A concerted effort to improve communications through timely and effective meetings will be made. A key focus area will be on explaining the reasons "why" things are the way they are.
 - a. Brown bag lunches to be improved by set schedule and employee input (employees can provide questions in writing anonymously). J.D. Shiffer and/or J.O. Schuyler to attend as many as possible.
 - b. R.C. Thornberry to meet with each employee group (department) at least once a year to discuss Plant goals and to answer specific department questions.
 - c. Assistant Plant Managers and Department Heads to meet with their respective employee groups at least quarterly to discuss items of interest and to answer specific department questions.
 - d. Labor-Management meeting items for action to be summarized at the conclusion of the meeting and to be addressed within one week of

the meeting. Also, first and second level supervisors will be called upon to replace missing department heads or to address specific topics identified in the agenda.

- e. Continue to look at ways of providing other sources of information to employees, such as financial information, health information, etc.

SECURITY

1. GC Control: NPO Security to take over responsibility for GC Security on May 31, 1984.
2. Union Representation: A Shop Steward will be an ongoing member of NPO/Security Committee which makes recommendations to R. C. Thornberry and R. G. Todaro on ways to improve the working relationship between the two groups. Walt Oakley has been appointed. He will also report at the labor-management meeting on Committee actions. In addition, he will get involved at the investigative stage in cases that have the potential for serious disciplinary action.
3. Department Support: R. G. Todaro to investigate dedicating an officer to Gate 1 to improve the flow of traffic and to also discuss with departments methods of eliminating all types of other delays.
4. Communications: R. G. Todaro to meet with each Department Manager to review methods to improve communications between their groups. Policy changes to be communicated to all employees in advance of changes through memos, meetings, chalkboard, loudspeaker speaker system, etc.

OVERTIME AND TIME OFF

1. Overtime: Overtime needs to be reviewed continuously. Assistant Plant Managers and/or Department Managers to report on past quarter overtime and future overtime projection at labor-management meetings. Departments to assess weekend needs by start of work on Thursday and report best estimate of weekend needs then to employees.
2. Time Off Without Pay: Plant management to develop consistent policy and present to Union at third quarter labor-management meeting. This could include partial days off for "personal business".

MANAGEMENT PRACTICES

1. In Search of Excellence: Supervisors and foremen to be exposed to "excellence" concepts through the book, discussion, and videotapes. A representative group will develop ideas for implementing concepts at Diablo Canyon for presentation to R. C. Thornberry and J. D. Shiffer. Results to be communicated to Union at labor-management meeting.
2. Inconsistent Approaches: Plant management to review policies that impact more than one department and either make them uniform or recognize the need for different policies and communicate the reasons to employees. These would include issues such as tennis shoes, eye protection, walkout time, etc.

3. Training: Provide training to supervisors and potential supervisors about Company policies, management skills, human relations, etc., through the new management development representative. This will also include training on helping employees and supervisors to deal with the multiple stressors involved in working at a nuclear power plant.
4. Staffing: Review the need for additional staffing (supervisory as well as bargaining unit) and after justification, fill the positions as quickly as possible. Review all bargaining unit employees for consideration to monthly positions.
5. Performance Recognition: Develop ways of rewarding employees that do exceptional work. Plant management to develop an Action Plan for doing this (with input from the Union) and to communicate results at a labor-management meeting.

POSITIVE ACTIONS ALREADY TAKEN

1. Contractors have been removed from Lots 1 and 2.
2. Paving of walkway from Lots 1 and 2 has been completed.
3. R. C. Thornberry will review for practicality a walking security post to insure contractors are not in restricted areas (overtime meal facility, NPO restrooms, main plant elevator, etc.).
4. Meal selection at overtime meal facility has been expanded with the addition of the Custom House Restaurant as a vendor.
5. Control Technician overtime has been reviewed and revised.
6. Security officer will be removed from Control Room access door as soon as practical.
7. Pool car policy has been reviewed and clarified with departments.
8. Intake trailer has been delivered (set-up still in progress).
9. The responsibility of typing disciplinary letters has been removed from bargaining unit clerks.
10. Issue of empty vending machines has been reviewed. Supplier to provide better service (now are dedicating two fulltime employees to our machines).
11. More positions to cover workload have been approved by Management Committee. Personnel is attempting to fill.
12. Several meetings with employees have taken place (JDS, FMielke) to communicate appreciation and status.
13. Overtime has been curtailed to meet minimum needs of startup.

AMENDMENT TO EXHIBIT VI-B
JOB DEFINITIONS AND LINES OF PROGRESSION
STEAM GENERATION AND NUCLEAR OPERATIONS DEPARTMENTS

Amend: Notes on Hours of Work for Operators (p.13)

- Notes:
- 1) 8T indicates a day shift training assignment.
 - 2) The Sunday-Saturday work week is the primary schedule and most personnel will be assigned to this schedule.
 - 3) Hours of work on the training shift will be 0800 to 1600 hours. (See Also Section II.F of the Hours Clarification.)
 - 4) When the training program permits, employees on the 8T shift may be assigned to general operating duties. As a minimum, employees shall attend seven training sessions during the annual (10 to 15 months in duration) training cycle, which will include time spent on the simulator. The foregoing shall also apply to Relief Operators.

SECTION:

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 and 82-64.

Amend I (p. 14)

- I. Requirements for entering the Auxiliary Operator or Assistant Power Plant Operator classification
 - A. All new hires
 - B. An Auxiliary Operator at DCPD desiring to transfer to another steam power plant will be transferred at the Operator's present step of the A.O. wage progression. If the Operator has successfully completed the Initial and Advanced Operator Training Courses, the Operator will only be required to complete the "Boiler Section" of the Steam Generation Operator Training Program - Volume 1. In the case where the transferring Operator has not successfully completed the Initial and Advanced Operator Training Courses, the Operator will be required to start at the beginning of the Steam Generation Operator Training Program requirements. The steam plant that the Operator is transferring to will administer the lessons, tests and qualifying exams as required.

Amend: II (p. 14)

- 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 (DCPD).
 - 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), whichever occurs first.

[1] 2. For progression to 12-month-step - Auxiliary Operator, Nuclear Plant Operations (DCPP):

[a] Successfully complete Power Plant Fundamentals Course]

[b] Pass 12-month Qualifying Examination (DCPP)]

a) Successful completion of the first Watch Station qualification, as indicated by final approval signature. The first step may be bypassed if the first Watch Station qualification is completed prior to the completion of six months time in the classification.

For progression to 12-month-step - Auxiliary Operator and Assistant Power Plant Operator:

a) Successfully complete Power Plant Fundamentals Course

b) Pass 12-month Qualifying Examination

[2] 3. For progression to 18-month-step - Auxiliary Operator, Nuclear Plant Operations (DCPP):

[Pass 18-month Qualifying Examination (DCPP)]

Successful completion of the second Watch Station qualification.

For progression to 18-month-step - Auxiliary Operator and Assistant Power Plant Operator:

Pass 18-month Qualifying Examination

[3] 4. For progression to 24-month-step - Auxiliary Operator, Nuclear Plant Operations (DCPP), Auxiliary Operator, and Assistant Power Plant Operator:

a) Successful completion of Basic Electricity School (except DCPP).

b) Successful completion of the third Watch Station qualification and of the System Electrical School Simulator Course, the Basic Systems portion of the Systems Qualification Course, both Initial and Advanced Operator Training Courses (DCPP)

[4] 5. For progression to 30-month-step - Auxiliary Operator, Nuclear Plant Operations (DCPP), Auxiliary Operator, and Assistant Power Plant Operator:

a. Pass 30-month Qualifying Examination (except DCPP)

b. Successful completion of the final Watch Station qualification (DCPP)

Add: C. Administration of Requirements - Auxiliary Operator (DCPP) (p.16)

Written examinations will be used to assist in determining the progress of any employee in the Auxiliary Operator or Assistant Power Plant Operator training program effective October 1, 1967 and the following procedure shall apply:

1. An average grade of at least 70% must be maintained in each topic. The topic grade typically consists of 20% of the average quiz grade and 80% of the average test grade.
2. If an employee fails to achieve 70% on a topic test, employee will be required to take a topic review test within one week. The minimum acceptable score for the review test is 70%.
3. An overall course average grade must be at least 80%. If an operator fails to successfully complete the course, a comprehensive examination will be taken within one months time of the completion of said course.
 - a. Employee will be, at Company's discretion, maintained in either a training status, or placed on shift until the examination is taken.
 - b. The minimum acceptable score is 80% for this exam.
4. The employee will be subject to transfer or dismissal (under the applicable portions of the Agreement) for any of the following.
 - a. In accordance with the probationary requirements of the Agreement during the first 6 months of employment.
 - b. Inability to successfully complete the Initial and Advanced Operator Training Courses.
 - c. Inability to qualify on a first Watch Station by the completion of fifteen (15) months employment for a new hire, or 15 months assignment to DCPP as a transfer Auxiliary Operator.
 - d. Inability to qualify on a second Watch Station by the completion of twenty-four (24) months employment for a new hire, or 24 months assignment to DCPP as a transfer Auxiliary Operator.
 - 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.
5. An employee who was formerly demoted, for a reason other than one contained in Paragraph 4, from Auxiliary Operator, or who was formerly in a classification higher thereto in the Line of Progression and who returns to a vacancy in such classification shall be placed by Company in the wage step of the Auxiliary Operator classification commensurate with such employee's current knowledge, skill, efficiency, adaptability, and physical ability.
6. An employee, except an employee covered by Paragraph 5 above, who fills a vacancy in the Auxiliary Operator classification, shall be placed at the beginning of the starting rate for such classification.

SUMMARY OF TEST REQUIREMENTS (DCPP)

ACTION	CLASSIFICATION	TEST REQUIREMENT	CONDITION
Employment	Auxiliary Operator (DCPP)	Arithmetic Computation Test (A.C.T.)	Must pass ACT in the 6 month probationary period or be terminated.
Transfer consideration under 205.5	Auxiliary Operator (DCPP)	A.C.T. Plant Operator Selection System (POSS)	Must pass prior to transfer consideration or be bypassed under 205.11
6 month step	Auxiliary Operator (DCPP)		Six months' time or completion of the Basic Systems portion of the Systems Qualification and Operator Training Courses, (both initial and advanced).
12 month step	Auxiliary Operator (DCPP)	First Watch Station	Must complete first Watch Station prior to 15 months employment.
18 month step	Auxiliary Operator (DCPP)	Second Watch Station	Must complete second Watch Station prior to 24 months employment.
24 month step	Auxiliary Operator (DCPP)	Third Watch Station	Complete initial and Advanced Operator Training Courses. Including System Electrical School-Simulator.
30 month step	Auxiliary Operator (DCPP)	Final Watch Station	Must complete final Watch Station prior to 36 months employment.

In the event an operator fails to meet the requirements stated above, within the specified time period, such operator will be maintained in present classification until such employee has had an opportunity to transfer to another plant within the employee's own Division as an Auxiliary Operator under the applicable provisions of Subsection 205.7(a) and the Lines of Progression.

SECTION:

Amendment to Labor Agreement Clarification Titles 202, 205, and 206 Utilization of Relief Shift Employees - Diablo Canyon Power Plant (p.23)

Amend: A. (Page 23):

A. Restrictions of Shift Personnel - Overtime

1. An individual shall not be scheduled to work more than 12 consecutive hours.
2. There should be a break of at least [12] 8 hours [(which can include shift turnover hours)] between all work periods.
3. An individual [shall] should not be [scheduled] permitted to work more than 16 hours in any 24-hour period, nor more than 24 hours in any 48-hour period, nor more than 72 hours in any seven-day period.
4. An individual shall not be scheduled to work more than 14 consecutive days without having 2 consecutive days off (refer to Section 208.23 and the Labor Agreement clarification).
5. If a Reactor Operator or Senior Reactor Operator has been working more than 12 hours during periods of extended shutdown (e.g., at duties away from the control board), such individuals shall not be assigned shift duty in the control room without at least a 12-hour break preceding such an assignment.
6. If a Reactor Operator is required to work in excess of eight continuous hours, [he] such employee shall be periodically relieved of primary duties at the control board, such that periods of duty at the board do not exceed about four hours at a time.
7. The above hourly requirements only apply to actual hours worked. Shift turnover (if any), travel time and meal time after release from work do not count.
8. In unusual circumstances the Plant Manager or Plant Superintendent may authorize exceptions to the above scheduling requirements.

SECTION:

Special Conditions Applicable to Nuclear Power Plants

Amend: I. (p.26)

I. General Requirements Applicable to All Employees at Nuclear Power Plants

- A. Physical examinations of various types at regular intervals, as prescribed by Company.
- B. 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.

- C. Within the bounds of Company's radiation safety program, employees in a nuclear plant will be required to perform duties involving working with radioactive materials and working in areas of ionizing radiation.

Amend: II. B. (p.26)

- B. 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. [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.] Until otherwise agreed between Company and Union the Plant Operator Selection System (POSS) for Nuclear Operators developed by the Edison Electric Institute will be used. The minimum passing score on this examination will be 11.

Company will give an employee [his] the first opportunity to take such tests when [he] the employee has a reasonably good chance of becoming the successful bidder on an operating job vacancy. An employee who has passed such tests will not be required to take them a second time. An employee who has failed, on [his] the first attempt, to receive at least the minimum passing score on such tests will be eligible to be retested on the following schedule:

[2nd Testing - Three (3) months, or thereafter, following the date of the first testing.]

[3rd Testing - Six (6) months, or thereafter, following the date of the second testing.]

[4th Testing - six (6) months, or thereafter, following the date of the third testing provided that he is able to show satisfactory evidence that he has prepared himself to pass the test.]

2nd Testing - Twelve (12) months, or thereafter, following the date of the first testing.

3rd Testing - Twelve (12) months, or thereafter, following the date of the second testing, only upon receipt of employee's application indicating that substantial improvement may occur in this retest.

Company will not be required to give further consideration to the appointment of an employee to fill a vacancy in an operating classification when [he] the employee has failed for the [fourth] third time to meet the test requirements.

(See also the Operator Training Procedure Described in Pages 14 through 21.)

Amend: III.B.2. (p.27)

2. Company shall supply necessary operating experience and all needed instructional materials, including classroom instruction, [and a reasonable amount of time on watch as conditions permit for instruction and study] to allow those Operators who enter the program to qualify for an NRC Reactor Operator License. [within 18 months of assignment to such training program.]
 - a. If an employee fails to satisfactorily complete any phase of the licensing program the employee will be removed from that license training program and placed back on shift until another license training program is scheduled.
 - b. If an employee fails to satisfactorily complete the entire licensing program after three successive attempts, the employee will be ineligible for any license training programs.

Amend: III.B.3. (p.27)

3. During the training period, Company will give examinations to determine the employee's rate of progress. [and shall before the conclusion of the 18-month period, and before requesting any examination by the NRC, give him an examination equivalent to the NRC examination.] Prior to the NRC examination, Company shall give the employee an examination equivalent to the NRC examination. Should an employee fail such examination, Company shall review the results of such examination with the employee and prior to reexamination shall provide assistance and training in those areas of the employee's weaknesses. Upon completion of the employee's retraining, Company shall again examine the employee. [An employee shall have up to three opportunities to pass the Company's examination.] If the employee should fail this retest, the employee shall be placed back on shift until another license training program is scheduled. This failure shall count as one licensing attempt failure. If the employee passes such examination, Company shall, as soon as practicable, request the NRC to examine the employee for an NRC Reactor Operator's examination.

Amend: III.B.4. (p.28)

4. Should an employee at Diablo Canyon Power Plant fail to [pass the third Company examination] satisfactorily complete the third attempt at passing the Company licensing program, such employee shall be maintained in the Auxiliary Operator classification until [he] the employee has had an opportunity to transfer to another plant within [his] the employee's own Division as an Auxiliary Operator under the applicable provisions of Subsection 205.7(a) and the Lines of Progression. If [he] the employee does not avail himself of such opportunity, [he] the employee shall be placed in accordance with the provisions of Sections [206.13] 206.12 and 205.19 of the Physical Agreement. If no agreement can be reached between Company and Union on [his] this placement within 90 days of the first proposal by either Company or Union, the employee shall be subject to layoff for lack of work. If [he] the employee is at Humboldt Bay Power Plant, such an employee may exercise the rights provided in Subsection 205.7(a), but must do so within a six-month period. If there is more than one employee who has failed to exercise the rights provided in the

preceding sentence, the employee with the least Service shall be placed in accordance with the provisions of Sections [206.13] 206.12 and 205.19 of the Physical Agreement. If no agreement can be reached between Company and Union on [his] such placement within 90 days of the first proposal by either Company or Union, the employee shall be subject to layoff for lack of work.

Amend: III.C.2. (p.29)

2. Employees in a Nuclear Plant who have prebids on file for the Senior Control Operator classification in the Plant shall receive training for the NRC Senior Reactor Operator License in Service order. The number of employees in training for such a license shall be determined by Company and shall depend upon such things as the number of licenses required at the Plant and the number of licensed Operators already at the Plant. During the training period, Company will give examinations to determine the employee's rate of progress and [and shall before the conclusion of the 18-month period,] before requesting any examination by the NRC, give [him] the employee an examination equivalent to the NRC examination. If the employee passes such examination, Company shall, as soon as practicable, request the NRC to examine the employee for an NRC Senior Reactor Operator License.
 - a. If an employee fails to satisfactorily complete the course, such employee will be removed from that license training class, and placed back on shift, until another license training is scheduled.
 - b. If an employee fails to satisfactorily complete the entire Senior License Training Program after three (3) successive attempts, such employee will be ineligible for any senior license training programs [scheduled within the next three (3) year period.]

Amend: III.C.3. (p.29)

3. Should an employee fail an examination, Company shall review the results of such examination with the employee. [and prior to reexamination shall provide assistance and training in those areas of the employee's weaknesses. Upon completion of the employee's retraining, Company shall again examine the employee. An employee shall have up to three opportunities to pass the Company's examination.]
 - a. The employee may have up to 4 months to retake this examination following the initial attempt, the Company shall provide assistance and training to the employee in areas of weakness during this period.
 - b. If the employee fails to pass the exam on the second attempt, such employee shall have up to 2 additional months to prepare for a third exam.
 - c. A fourth attempt to pass the exam may be provided to the employee, along with a reasonable amount of preparation time at the discretion of the Company.

Should an employee pass the Company examination, such employee shall be given the Senior Reactor Operator premium payable in the biweekly pay period which immediately follows the period in which such Operator qualified. An Operator who passes the NRC examination shall be eligible to continue to receive such premium for as long as such Operator is assigned at a Nuclear Plant in a position requiring an NRC Reactor Operator License and maintains the NRC Senior Reactor Operator License. If the Operator fails the NRC examination, such Operator shall not be qualified for the Senior Reactor Operator's premium.

Amend: IV.B.3. (p.32)

3. An employee who is an Auxiliary Operator will have his pay rate advanced from one progressive wage step to the next upon the completion of the requirements for such step as provided in the [Auxiliary Operator training program] Non-licensed Operator Training Program without the necessity of completing six months of service in each progressive wage step. An Operator who reaches the top step in the Auxiliary Operator wage progression and who meets the requirements for entry into the Assistant Control Operator classification will be qualified to prebid a vacancy in an Assistant Control Operator classification, Diablo Canyon.

Amend: V. (p.33-34)

V. Requalification

The NRC requirement^[1] for renewal of the NRC Reactor Operator and NRC Senior Reactor Operator Licenses necessitates an ongoing training program including an annual written and oral examination. Company shall supply necessary operating experience and all needed instruction materials, including classroom instruction [and a reasonable amount of time on watch as conditions permit for instruction and study for the requalification procedure.] as per requalification procedure. An employee who passes the annual requalification examination or a retest as provided in A below will maintain [his] the nuclear premium entitlement until the next annual requalification exam.

A. Failure to Pass Requalification Examination

An Operator who fails to pass the annual requalification examination on the first attempt will be eligible to be retested on the basis outlined below:

- [2] 1. When it becomes apparent that a licensed Operator has failed an annual requalification examination, Company shall notify Union's Business Representative as well as the Operator involved. The Local Investigating Committee, provided for in the Grievance Procedure, shall immediately conduct an investigation to attempt to determine the reasons for the Operator's failure, but shall take no other action at this time.
- [1] 2. Immediately after notification of such failure, the Operator shall be maintained for a 30-day period at the Operator's present classification and basic wage rate. Such Operator shall not be qualified for the appropriate nuclear premium until such Operator

requalifies. During the 30-day period, the Operator shall be [taken off the watch schedule and required] removed from all licensed related duties, and may also be removed from the watch schedule if it is deemed necessary by the Company, to participate in an accelerated training program leading to the requalification retest examination.

During the 30-day period, such an operator may request retesting at any time the Operator and the Company mutually agree. At the end of the 30-day period, such an Operator must be retested.

3. The time limits outlined above may be extended by mutual agreement between the parties due to extenuating circumstances involving either plant operations or the concerned employees.
4. If the Operator fails again, the Operator shall be [temporarily assigned to nonlicensed activities] taken off the watch schedule and allowed another 30-day period in which to pass the requalification examination. During such second 30-day period, the Operator [may be assigned to a regularly established watch schedule.] will be assigned no other duties than that of a training nature. At the end of the second 30-day period, the Operator must again be retested. During such second 30-day period, the Local Investigating Committee shall make recommendations to the Plant Superintendent which may include an additional extension of 30 days before the Operator must again be retested or that the Operator be demoted to Auxiliary Operator without retesting, or that Company and Union attempt to reach agreement on the removal of the Operator from the plant. If the Operator is successful, the Operator shall immediately be returned to such Operator's assigned classification with the appropriate nuclear premium. Failure on the second retest will [result in his demotion] require the employee to be maintained in the appropriate classification until the employee has had an opportunity to transfer to another plant within such employee's own Division at that classification or be demoted to Auxiliary Operator. Such demotion will be made in accordance with the terms of Section 206.15 of the agreement. If no vacancy occurs for which such demoted employee qualifies, [he] the employee shall be placed in accordance with the provisions of Section [206.13] 206.12 and 205.19 of the Physical Agreement. If no agreement can be reached between Company and Union on [his] such employee's placement within 90 days of the first proposal by either Company or Union, the employee shall be subject to layoff for lack of work.
5. An Operator who has failed the initial examination for requalification and who subsequently requalifies shall be entitled to receive the appropriate premium in the biweekly pay period which immediately follows the period in which such Operator requalifies.

Delete: Footnote to V. (p.33)

[¹The NRC endorsed requirements are included in 10CFR55 Appendix A and are incorporated herein by reference. The Company's requalification programs conform with 10CFR55 Appendix A and are delineated in certain correspondence between Company and NRC which is also incorporated herein by reference.]

Amend VII.A. (p.34)

VII. Assignment to a Special Training Schedule

- A. In order to provide special training for an Operator for non-licensed duties and initial NRC Licensing, an Operator who is on training assignment pursuant to II-F of the Clarification of Title 202 - Hours may be temporarily transferred from the Operator's training schedule of hours and days to a regularly established schedule as an additional Operator on the watch under the immediate direction of [a licensed] an employee of Company in order to receive training, provided that such transfer will provide more opportunity for training than [his] the employee's training schedule. The foregoing shall not be used to provide additional help on a watch to meet operating needs. In the application of this Section, Company will make every reasonable effort to provide consecutive days off.

Amend: IX (p.35)

IX. Nuclear License Premiums

Pursuant to Sections B and C of the notes applicable to the lines of Progression of Humboldt Bay and Diablo Canyon Power Plants, employees obtaining and maintaining applicable licenses will receive the following nuclear premiums:

1. Nuclear Auxiliary Operator Premium - 1.1 X the 3rd Shift Hourly Premium
2. Reactor Operator License Premium - 1.6 X the 3rd Shift Hourly Premium
3. Senior Reactor Operator License Premium - 2.0 X the 3rd Shift Hourly Premium
4. Senior Reactor Operator License Premium for Senior Control Operators - 2.6 x the 3rd Shift Hourly Premium

Employees receiving nuclear premiums on December 31, 1980, will receive an adjusted premium as set forth above. An employee in a classification below Senior Control Operator who obtains a Senior Reactor Operator license will receive the Senior Reactor Operator premium. The Senior Reactor Operator license premium subsequent to January 1, 1981, will be paid to employees, effective upon notification from the NRC, that a license has been issued.

Company considers these premiums as a wage payment under provisions of the Fair Labor Standards Act. Accordingly, the premiums must be reflected in the overtime rate of pay for employees receiving the premium. Additionally, during a period when an Operator is otherwise qualified for a premium, such Operator shall retain the premium during periods when the Operator is off work with pay.

Add: Apprentice Chemical and Radiation Protection Technician (p.56)

2359 APPRENTICE CHEMICAL AND RADIATION PROTECTION TECHNICIAN

An employee who is engaged in performing Chemical and Radiation Protection Technician's work as an assistant to or under the direction of a journeyman for training purposes. Normal work hours are the same as the work hours for Chemical and Radiation Protection Technician. May be assigned to one or more C&RP shift cycles as part of the Apprenticeship Program. When assigned to shift, the hours will be in accordance with the local Chemical and Radiation Protection Shift Agreement. In order to gain experience for advancement to Chemical and Radiation Protection Technician, may be required to work alone or under indirect supervision on jobs for which the employee has been trained or instructed. The employee's education and qualifications must be such that the individual is considered capable of attaining Technician status. To qualify for entrance into this classification, an employee must pass a written exam.

Next Lower Classification

0938 Helper (Chemical and Radiation Protection)

Same or Higher Classifications

2359 Appr. Chemical and Radiation Protection Technician
1505 Radiation & Process Monitor (HRPP)
1506 Trv. Radiation & Process Monitor (HBPP)
1503 Environmental Protection Monitor (GPP)

Note: The normal hours of work will be Monday through Friday 8:00 a.m. to 4:30 p.m.

Add: Helper (Chemical & Radiation Protection) (Pg. 57)

0938 Helper (Chemical & Radiation Protection)

An employee whose principle duties consist of semi-skilled work such as Helper for a Technician or Apprentice, including the use of hand tools under direction. In addition such employee may be required to operate the laundry, and under direction, to use portable power tools for cleaning purposes or other work not requiring precision, to collect, package, compact, and store radioactive waste; to prepare radioactive waste for shipment; to collect and store contaminated clothing; and to install and remove radiation shielding. May be required to operate a forklift in the performance of his duties, stand fire watch and perform escort duty.

Beginner's Classification

Amend: Tool Clerk (Page 49)

0336 Tool Maintenance Clerk (Mechanical) (DCPP)

An employee who issues, repairs, maintains and checks the calibration of all tools in the tool room under the employee's charge. Such duties may include the operation and maintenance of welding rod ovens, the calibration

0336 Tool Maintenance Clerk (Mechanical) (DCPP)

(continued)

of torque wrenches, the record keeping involved in the issuance and receipt of tools, motor vehicles and other assigned supplies. Maintains inventory of tools and miscellaneous materials in assigned tool room.

Next Lower Classifications

0940 Helper (DCPP)
0963 Traveling Helper (DCPP)
0426 Light Truck Driver

Same or Higher Classifications

0332 Tool Maintenance Clerk
(Electrical)(DCPP)
0334 Tool Maintenance Clerk
(Instr. Mtce.)(DCPP)
0336 Tool Maintenance Clerk
(Mechanical)(DCPP)
0753 Maintenance Subforeman
1113 Machinist (DCPP)
1128 Unassigned Machinist (DCPP)
1146 Traveling Machinist (DCPP)
1129 Unassigned Traveling Machinist
(DCPP)
1111 Machinist
1126 Unassigned Machinist
1147 Traveling Machinist
1124 Unassigned Traveling Machinist
1131 Apprentice Machinist
2159 Rigger (DCPP)
2162 Unassigned Rigger (DCPP)
2169 Traveling Rigger (DCPP)
2158 Unassigned Traveling Rigger
2165 Rigger
2166 Unassigned Rigger
2167 Traveling Rigger
2164 Unassigned Traveling Rigger
2161 Apprentice Rigger
2631 Certified Welder (DCPP)
2632 Unassigned Certified Welder (DCPP)
2634 Traveling Certified Welder (DCPP)
2635 Unassigned Traveling Certified
Welder (DCPP)
2626 Certified Welder
2623 Unassigned Certified Welder
2637 Traveling Certified Welder
2636 Unassigned Traveling Certified
Welder
2629 Apprentice Welder
1229 Mechanic (DCPP)
1232 Unassigned Mechanic (DCPP)
1409 Traveling Mechanic (DCPP)
1410 Unassigned Traveling Mechanic
(DCPP)
1225 Mechanic
1234 Unassigned Mechanic
1411 Unassigned Traveling Mechanic
1412 Traveling Mechanic
1228 Apprentice Mechanic

Add: New Position (Pg. 41)

0332 Tool Maintenance Clerk (Electrical) (DCPP)

An employee who issues, repairs, maintains and checks the calibration dates of all tools in the tool room under the employee's charge. Such duties may include the calibration of crimping tools, the record keeping involved in the issuance and receipt of tools and the shipping and receiving of tools to Company's calibration facilities. Maintains inventory of tools and miscellaneous materials in assigned tool room.

Next Lower Classifications

0942 Traveling Helper (DCPP)
0943 Helper

Same or Higher Classifications

0332 Tool Maintenance Clerk
(Electrical)(DCPP)
0334 Tool Maintenance Clerk
(Instr. Mtce.)(DCPP)
0336 Tool Maintenance Clerk
(Mechanical)(DCPP)
0468 Electrician (0477 Trv. Electrician)
0472 Electrician (0479 Trv. Electrician)
(DCPP)
0479 Electrical Maintenance Subforeman
0482 Appr. Electrician (Stm. Gen.)

Amend: Appr. Inst Repairman Classification (p.57)

APPRENTICE INSTRUMENT REPAIRMAN

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 purpose. 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] such employee 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] such individual is considered capable of attaining journeyman status.

Next Lower Classifications

0293 First Plant Clerk*
0944 Helper
0946 Trv. Helper
0334 Tool Clerk (Instr. Mtce)
(DCPP)

Same or Higher Classification

2091 Appr. Instrument Repairman

*Employees who were classified as Technical Clerks on December 31, 1976, and who, on such date had a valid prebid on file for a vacancy in the Apprentice Instrument Repairman classification, shall continue to be considered a prebidder under the provisions of Subsection 205.8(b).

Add: New Classifications (Pg. 40)

1134 Electrical Control Technician

An employee who, without direct supervision, tests, calibrates, maintains, and may install all power plant control, monitoring, alarm, and indicating systems and their individual components. This will include, but is not necessarily limited to, protective relaying, turbine and engine governors, voltage regulators, inventors, battery charger controls, and crane controls. The employee may be required to assist plant engineers in performing and evaluating plant tests. The employee's background of training, education, and experience must be such as to qualify the employee to perform these duties with skill and efficiency. The assignment may include duties normally performed by an Electrician.

Next Lower Classifications

2398 Appr. Control Technician
1135 Appr. Electrical Control Technician

Same or Higher Classifications

2380(2381) Control Tech. & (Un.) (DCPP)
2382(2399) Trv. Control Tech. & (Un.) (DCPP)
2385 Shift Control Tech. (DCPP)
2396(2394) Trv. Control Tech. (Un.)
2397(2383) Control Technician & (Un.)

1135 Apprentice Electrical Control Technician

An employee engaged in performing Electrical Control Technician's work as an assignment to or under the general direction of a Technician. In order to gain experience for advancement to Electrical Control Technician, the employee may work alone or under indirect supervision on jobs for which it has been determined the employee has been adequately trained and instructed. The employee's education and general qualifications must be such that the employee is considered capable of attaining Technician status.*

Next Lower Classifications

0482 Appr. Electrician
(2-year step)
2091 Appr. Instru. Repairman
(2-year step)

Same or Higher Classifications

0468(0485) Electrician & (Un.)
0472(0489) Electrician & (Un.) (DCPP)
0477(0496) Trv. Electrician & (Un.)
0479(0491) Trv. Electrician & (Un.) (DCPP)
0749 Electrical Maintenance Subforeman
2090(2093) Instru. Repairman & (Un.)
2095(2096) Instru. Repairman & (Un.) (DCPP)
2097(2094) Trv. Instru. Repairman & (Un.)
2099(2092) Trv. Instru. Repairman & (Un.) (DCPP)

*Note: Journeyman Electricians or journeyman Instrument Repairmen entering the Apprentice Electrical Control Technician Training Program shall maintain their current journeyman rate until such time as the individual completes the apprenticeship and is entitled to a rate higher than the journeyman rate attained prior to entering the apprenticeship.

Add: Note to Job Definition of 2398 Apprentice Control Technician (Pg. 54)

*Note: Journeyman Electricians or journeyman Instrument Repairmen entering the Apprentice Control Technician Training Program shall maintain their current journeyman rate until such time as the individual completes the apprenticeship and is entitled to a rate higher than the journeyman rate attained prior to entering the apprenticeship.

Add: New classification (Pg. 57)

0334 Tool Maintenance Clerk (Instrument Maintenance)

An employee who is in charge of the Tool Room and is responsible for storing, inspecting, handling, cleaning, excluding contaminated tools, verification of current calibration of test instruments and making minor repairs to tools and equipment. Also handles plant instrument maintenance materials and supplies and performs necessary office work relating thereto. Also performs other miscellaneous work when not required in the Tool Room.

Next Lower Classifications

0946 Traveling Helper
0944 Helper

Same or Higher Classifications

0332 Tool Maintenance Clerk
(Electrical)(DCPP)
0334 Tool Maintenance Clerk
(Instr. Mtce.)(DCPP)
0336 Tool Maintenance Clerk
(Mechanical)(DCPP)
2090(2093) Instrument Repairman & (Un.)
2095(2096) Instrument Repairman &
(Un.)(DCPP)
2097(2094) Trv. Instrument Repairman &
(Un.)
2099(2092) Trv. Instrument Repairman &
(Un.)(DCPP)
2380(2381) Control Technician &
(Un.)(DCPP)
2382(2399) Trv. Control Technican &
(Un.)(DCPP)
2385 Shift Control Technician
(DCPP)
2396(2394) Trv. Control Technician &
(Un.)
2397(2383) Control Technician & (Un.)
2398 Appr. Control Technician (Top Rate)
2398 Appr. Control Technician (DCPP)(Top
Rate)
2091 Appr. Instrument Repairman

Add: Control Room Assistant Hours of Work

The following five shift rotation schedules have been established for Control Room Assistants at Diablo Canyon Power Plant and are subject to change only by negotiations between the Union Business Manager and Company's Manager of Industrial Relations pursuant to Subsection 202.16(b) of the Physical Agreement.

	Sun - Sat						Sat - Fri				
	A	B	C	D	E		A	B	C	D	E
Sun.	X	12	8	4	X	Sat.	X	12	8	4	X
Mon.	8	12	8	4	X	Sun.	X	12	8	4	X
Tues.	8	12	8	X	4	Mon.	8	12	8	X	4
Wed.	8	12	X	R	4	Tues.	8	12	X	R	4
Thurs.	8	12	X	8	4	Wed.	8	12	X	8	4
Fri.	8	X	12	8	4	Thurs.	8	X	12	8	4
Sat.	X	X	12	8	4	Fri.	8	X	12	8	4
Sun.	X	X	12	8	4	Sat.	X	X	12	8	4
Mon.	X	8	12	8	4	Sun.	X	X	12	8	4
Tues.	4	8	12	8	X	Mon.	4	8	12	8	X
Wed.	4	8	12	X	R	Tues.	4	8	12	X	4
Thurs.	4	8	12	X	8	Wed.	4	8	12	X	8
Fri.	4	8	X	12	8	Thurs.	4	8	X	12	8
Sat.	4	X	X	12	8	Fri.	4	8	X	12	8
Sun.	4	X	X	12	8	Sat.	4	X	X	12	8
Mon.	4	X	8	12	8	Sun.	4	X	X	12	8
Tues.	X	4	8	12	8	Mon.	X	4	8	12	8
Wed.	R	4	8	12	X	Tues.	R	4	8	12	X
Thurs.	8	4	8	12	X	Wed.	8	4	8	12	X
Fri.	8	4	8	X	12	Thurs.	8	4	8	X	12
Sat.	8	4	X	X	12	Fri.	8	4	8	X	12
Sun.	8	4	X	X	12	Sat.	8	4	X	X	12
Mon.	8	4	X	8	12	Sun.	8	4	X	X	12
Tues.	8	X	4	8	12	Mon.	8	X	4	8	12
Wed.	X	R	4	8	12	Tues.	X	R	4	8	12
Thurs.	X	8	4	8	12	Wed.	X	8	4	8	12
Fri.	12	8	4	8	X	Thurs.	12	8	4	8	X
Sat.	12	8	4	X	X	Fri.	12	8	4	8	4
Sun.	12	8	4	X	X	Sat.	12	8	4	X	X
Mon.	12	8	4	X	8	Sun.	12	8	4	X	X
Tues.	12	8	X	4	8	Mon.	12	8	X	4	8
Wed.	12	X	R	4	8	Tues.	12	X	R	4	8
Thurs.	12	X	8	4	8	Wed.	12	X	8	4	8
Fri.	X	12	8	4	8	Thurs.	X	12	8	4	8
Sat.	X	12	8	4	X	Fri.	X	12	8	4	8

Notes:

- (1) The Sunday-Saturday workweek is the primary schedule and will be used exclusively until and unless Company, after Unit 2 is manned, has problems with providing adequate relief with only one schedule.

Add: Chem & Rad Prot Tech Shift Schedule

Herein is described a shift schedule that provides for 24 hour coverage 7 days per week, with at least 2 people on at all times, at least one of whom must be ANSI qualified; relief coverage: and, time for requalification training on day shift. It is comprised of overlapping 10 days on and 4 days off, with quarterly shift rotation, and is manned by 9 Chemistry and Radiation Protection Technicians with 3 per shift on each of 3 shifts and 2 technicians as relief technicians.

1. Each shift rotation will commence at 2400 on Thursday ending the pay period prior to the start of classes for each school quarter at California Polytechnic State University, San Luis Obispo.
2. Shift positions will be filled only by fully trained Chemistry and Radiation Technicians on a volunteer basis by seniority. A volunteer may choose any shift, or schedule not already filled. Those positions not filled by volunteers will be filled as follows: the least senior qualified people will be assigned, in general, to all the positions still open. When more than 9 technicians are available for shift work, the 0000-0800 shift will be filled by the available technicians who are not already on shift rotation and who have least time assigned to the shift rotation, during the 12 months prior to the shift rotation date. They will choose (most senior in the group first) from among the positions and schedules not filled by volunteers. If they don't choose, they shall be assigned by the Company. As technicians complete the initial training program, they shall be required to choose among the vacant shift positions until all shift positions are filled.
3. The shift work week schedule for the Chemical and Radiation Protection Department will be as follows:

	<u>Day of the Week</u>													
	<u>Su</u>	<u>Mo</u>	<u>Tu</u>	<u>We</u>	<u>Th</u>	<u>Fr</u>	<u>Sa</u>	<u>Su</u>	<u>Mo</u>	<u>Tu</u>	<u>We</u>	<u>Th</u>	<u>Fr</u>	<u>Sa</u>
Work Week #1				x	x	x	x	x	x	x	x	x	x	
Work Week #2	x	x	x	x					x	x	x	x	x	x
Work Week #3	x	x	x	x	x	x	x	x	x					x

The work weeks shall be aligned such that the 1600-2400 schedule has the days off on opposite weeks from the 0000-0800 and 0800-1600 schedule.

	<u>Day of the Week</u>													
EXAMPLE:	<u>Su</u>	<u>Mo</u>	<u>Tu</u>	<u>We</u>	<u>Th</u>	<u>Fr</u>	<u>Sa</u>	<u>Su</u>	<u>Mo</u>	<u>Tu</u>	<u>We</u>	<u>Th</u>	<u>Fr</u>	<u>Sa</u>
Work Week #1 0000-0800				x	x	x	x	x	x	x	x	x	x	
Work Week #1 1600-2400	x	x	x	x	x	x					x	x	x	x
Work Week #1 0800-1600				x	x	x	x	x	x	x	x	x	x	

4. Quarterly shift rotation will be as follows: Shift Technicians starting on shift rotation will start on the 0000 to 0800 shift, the 0000-0800 Shift Technicians will rotate the 1600-2400 shift, the 1600-2400 Shift Technicians will rotate the 0800-1600 shift. During shift rotation, Shift Technicians will rotate work week schedules as follows:

Work Week #1 to Work Week #2

Work Week #2 to Work Week #3

Work Week #3 to Work Week #1

Shift Technicians other than those required for shift coverage may, with Company's agreement, work any of the 10-4 work weeks on the 0800-1600 shift. If agreement cannot be reached, technicians shall work a 0800-1600, Monday to Friday work week. Quarterly shift exchanges may be made in accordance with paragraph 202.24 of the Physical Labor Agreement. If an exchange is made, each technician shall revert to the original schedule at the end of the quarter.

5. The two relief positions shall be filled by qualified shift technicians. If there are no volunteers, bids, transfers, or new hires for the relief position, the assignment will be rotated to the next least senior person at the beginning of the quarter.

The relief work week schedule will be selected from either of the following with agreement of the technician and Company:

	<u>Day of the Week</u>													
	<u>Su</u>	<u>Mo</u>	<u>Tu</u>	<u>We</u>	<u>Th</u>	<u>Fr</u>	<u>Sa</u>	<u>Su</u>	<u>Mo</u>	<u>Tu</u>	<u>We</u>	<u>Th</u>	<u>Fr</u>	<u>Sa</u>
Relief Work Week #1	x	x	x	x	x					x	x	x	x	x
Relief Work Week #2		x	x	x	x	x			x	x	x	x	x	

If agreement cannot be reached, one relief technician shall work each of the two work weeks. The senior relief technician may select the work week of his choice.

6. If a permanent vacancy occurs in the shift positions and Company intends to fill the vacancy by permanent assignment it will first be filled by the most senior qualified volunteer not currently assigned to the shift rotation, and then by assignment of the least senior qualified technician not currently assigned to the shift rotation in accordance with Section 205 of the Physical Labor Agreement.
7. This shift schedule agreement is hereby determined and can only be changed by the Business Manager, Local Union 1245, I.B.E.W. and the Manager of Industrial Relations; pursuant to Subsection 202.16(b) of the Physical Labor Agreement.

**EXHIBIT X WAGE ADJUSTMENTS FOR OPERATORS
DIABLO CANYON POWER PLANT**

●1582 Senior Control Operator (DCPP)		\$742.45
●1583 Control Operator (DCPP)	Start	681.40
	End 6 mos.	719.80
●●1590 Assistant Control Operator (DCPP)	Start	626.20
	End 6 mos.	643.25
●●●1561 Auxiliary Operator (DCPP)	Start	471.05
	End 6 mos.	482.10
	End 1 yr.	502.10
	End 18 mos.	520.95
	End 2 yrs.	538.25
	End 30 mos.	558.25

**EXHIBIT X WAGE ADJUSTMENTS FOR JOURNEYMEN CLASSIFICATIONS
DIABLO CANYON POWER PLANT**

Electrical Maintenance

0472 Electrician (DCPP)	Start	\$635.95
0489 Unassigned Electrician (DCPP)	*End 1 yr.	667.75(1)
0479 Traveling Electrician (DCPP)	*End 2 yrs.	680.50(2)
0491 Unassigned Traveling Electrician (DCPP)	*End 3 yrs.	699.55(3)
<u>0332 Tool Maintenance Clerk (Electrical) (DCPP)</u>	Start	489.15
	End 6 mos.	504.30
	End 1 yr.	520.85
	End 18 mos.	531.65
	End 2 yrs.	555.15
<u>2365 Electrical Control Technician (DCPP)</u>	Start	674.95
	*End 1 yr.	708.70(1)
	*End 2 yrs.	722.20(2)
	*End 3 yrs.	742.45(3)
<u>2366 Apprentice Electrical Control Technician (DCPP)</u>	Start	565.75
	End 6 mos.	582.70
	End 1 yr.	592.90
	End 18 mos.	609.95
	End 2 yrs.	635.95

- 110 percent of comparable classifications in Group I Fossil Fuel Plants (to be recomputed annually)
- 107 percent of comparable classifications in Group I Fossil Fuel Plants (to be recomputed annually)
- 105 percent of comparable classifications in Group I Fossil Fuel Plants (to be recomputed annually)

- (1)105 percent of journeyman or technician rate.
- (2)107 percent of journeyman or technician rate.
- (3)110 percent of journeyman or technician rate.

Mechanical Maintenance

1113 Machinist (DCPP)	Start	\$635.95
1128 Unassigned Machinist (DCPP)	*End 1 yr.	667.75(1)
1146 Traveling Machinist (DCPP)	*End 2 yrs.	680.50(2)
1129 Unassigned Traveling Machinist (DCPP)	*End 3 yrs.	699.55(3)
2159 Rigger (DCPP)	Start	635.95
2162 Unassigned Rigger (DCPP)	*End 1 yr.	667.75(1)
2169 Traveling Rigger (DCPP)	*End 2 yrs.	680.50(2)
2158 Unassigned Traveling Rigger (DCPP)	*End 3 yrs.	699.55(3)
2631 Certified Welder (DCPP)	Start	635.95
2632 Unassigned Certified Welder (DCPP)	*End 1 yr.	667.75(1)
2634 Traveling Certified Welder (DCPP)	*End 2 yrs.	680.50(2)
2635 Unassigned Traveling Certified Welder (DCPP)	*End 3 yrs.	699.55(3)
1229 Mechanic (DCPP)	Start	605.55
1232 Unassigned Mechanic (DCPP)	*End 1 yr.	635.85(1)
1409 Traveling Mechanic (DCPP)	*End 2 yrs.	647.95(2)
1410 Unassigned Traveling Mechanic (DCPP)	*End 3 yrs.	666.15
0336 Tool Maintenance Clerk (Mechanical)(DCPP)	Start	489.15
	End 6 mos.	504.30
	End 1 yr.	520.85
	End 18 mos.	531.65
	End 2 yrs.	555.15

Technical Maintenance

2380 Control Technician (DCPP)	Start	\$674.95
2381 Unassigned Control Technician (DCPP)	*End 1 yr.	708.70(1)
2382 Traveling Control Technician (DCPP)	*End 2 yrs.	722.20(2)
2399 Unassigned Traveling Control Technician (DCPP)	*End 3 yrs.	742.45(3)
2385 Shift Control Technician (DCPP)		
2095 Instrument Repairman (DCPP)	Start	635.95
2096 Unassigned Instrument Repairman (DCPP)	*End 1 yr.	667.75(1)
2099 Traveling Instrument Repairman (DCPP)	*End 2 yrs.	680.50(2)
2092 Unassigned Traveling Instrument Repairman (DCPP)	*End 3 yrs.	699.55(3)

- (1)105 percent of journeyman or technician rate.
(2)107 percent of journeyman or technician rate.
(3)110 percent of journeyman or technician rate.

●2357 Chemical and Radiation Protection Technician (DCPP)(4)	[Start	504.30]
●2358 Traveling Chemical Radiation and Protection Technician (DCPP)(4)	[End 6 mos.	546.60]
	[End 1 yr.	589.10]
	<u>Start</u> [End 18 mos.]	635.95
	<u>End 1 yr.</u> [End 2 yrs.]	680.50
	<u>End 2 yrs.</u> [End 3 yrs.]	699.55
	<u>End 3 yrs.</u> [End 4 yrs.]	722.20

<u>0938 Helper (Chemical and Radiation Protection) (DCPP)</u>	Start	419.15
	End 6 mos.	448.60
	End 1 yr.	478.15

<u>2359 Apprentice Chemical and Radiation Protection Technician (DCPP)</u>	Start	483.75
	End 6 mos.	489.15
	End 1 yr.	504.30
	End 18 mos.	516.15
	End 2 yrs.	550.45
	End 30 mos.	565.75

<u>0334 Tool Maintenance Clerk (Instrument Maintenance) (DCPP)</u>	Start	\$489.15
	End 6 mos.	504.30
	End 1 yr.	520.85
	End 18 mos.	531.65
	End 2 yrs.	555.15

- The starting rate will be calculated at 100 percent of the rate for other maintenance journeymen in Fossil Fuel Plants.
- The one-year rate will be calculated at 107 percent of the rate for other journeymen in Fossil Fuel Plants.
- The two-year rate will be calculated at 110 percent of the rate for other journeymen in Fossil Fuel Plants.
- The three-year step will be calculated at 100 percent of the two-year step of Control Technician at DCPP.

(4) Changes effective upon execution of Apprenticeship Agreement for this classification.