



LETTER AGREEMENT

No. 93-105-PGE



Pacific Gas and Electric Company
Industrial Relations Department
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San Francisco, California 94105
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International Brotherhood of
Electrical Workers, AFL-CIO
Local Union 1245, IBEW
P.O. Box 4790
Walnut Creek, California 94596
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Ronald L. Bailey, Manager or
David J. Bergman, Director and Chief Negotiator

Jack McNally, Business Manager

November 8, 1993

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:

Company proposes to make minor revisions to the Nuclear Power Generation Business Unit Fitness for Duty Program. Attachment 1 is a listing of the proposed revisions to OM14.ID3, "Fitness for Duty Program." Changes to OM14.ID3 require Union agreement.

Attachment 2 lists revisions to OM14.ID5, "For Cause Chemical Testing," OM14.DC2, "Protection of Information," OM14.DC3, "Specimen Collection Process," and OM14.DC6, "Program Operations Procedures - Breath Alcohol Analysis Device." The revisions to these documents do not require Union agreement but are being provided for your information and comment.

If you are in accord with the proposed changes to OM14.ID3, "Fitness for Duty Program," please so indicate in the space provided below and return one executed copy of this letter to the Company.

Very truly yours,

PACIFIC GAS & ELECTRIC COMPANY

By *R. L. Bailey*
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

Nov 22, 1993

By *Jack McNally*
Business Manager

OM14.ID3, "Fitness for Duty Program"

[1.6 This procedure and changes thereto require PSRC review and Plant Manager approval.]

5.16.1 Deficiencies (Actions Requests, QEs, etc.) identified during implementation of the Fitness for Duty Program shall be **[documented and]** tracked **[in a log book maintained]** by the Fitness for Duty Supervisor.

OM14.ID5, "For Cause Chemical Testing"

[1.5 This procedure and changes thereto require PSRC review and Plant Manager approval.]

9.1 Form 69-13222 "Observed Behavior Checklist," [11/05/91] 10/07/93

OM14.DC2, "Protection of Information"

[1.4 This procedure and changes thereto require PSRC review and Plant Manager approval.]

5.1.7 The [Permanent Record] Book shall remain in the control of the Collection Site Person. Access to the book by other than a Collection Site Person must be authorized by the Fitness for Duty Supervisor. The book shall be [locked in a drawer] maintained at the Collection Site Facility in a locked, secured area when left unattended.

5.2.3 The HHS-certified laboratory shall release the results of a [specific] presumptive positive test, [positive or negative,] only to the MRO. Purely administrative matters and summary type information required for periodic reporting to the NRC may be discussed between the HHS-certified laboratory and the Fitness for Duty Supervisor, but references readily identifying individuals must be deleted.

8.2 [EP G-3,] EP G-2 "Establishing the Emergency Organization."

OM14.DC3, "Specimen Collection Process"

[1.6 This procedure and changes thereto require PSRC review and Plant Manager approval.]

6.4.3 Temperature Measurement - Time Limit

a. The Collection Site Person shall immediately measure the temperature of the urine specimen using [a digital thermometer with disposable probe covers or a device which accurately reflects the temperature of the specimen. Consideration must be given to inadvertent contamination of the specimen during this process. A new probe cover shall be used for each measurement.] the temperature strip on the outside of the specimen collection cup.

6.4.4 Temperature Ranges

a. A more stringent Administrative temperature range has been established from 95.0 F to 99.1 F (35.0 C to 37.3 C). If the measure temperature falls outside of this range, the Collection Site Person shall **[notify the Fitness for Duty Supervisor and request further direction.] use a digital thermometer with disposable probe covers or a device which accurately reflects the temperature of the specimen. With both measurements, the Collection Site Person shall notify the Fitness for Duty Supervisor and request further direction.**

NOTE: Calibration checks of these [temperature measurement devices] **digital thermometers** are automatically performed each time the unit is placed in operation.

6.5.3 Breath Specimen Collection and Analysis

k.4. Ask the individual if he/she requests a further confirmatory test of his/her BAC using a blood specimen from him/her to be analyzed by gas chromatography. (See Section 6.3.5.a.) Document on Form 69-13212, "[Appeal] Blood Sample **Form**" (Reference 9.8).

OM14.DC6, "Program Operation Procedures - Breath Alcohol Analysis Device"

[1.4 This procedure and changes thereto require PSRC review and Plant Manager approval.]

7.3.7 (n) If the individual does request further confirmation using a blood specimen, **[ensure they have agreed to provide a blood specimen for BACs greater than or equal to 0.04% on "Consent to Testing" form.]** refer to OM14.DC3 "Specimen Collection Process" for the actual collection of a blood specimen.