

PACIFIC GAS AND ELECTRIC COMPANY

PGE

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October 1, 1985

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:

Since the Company announced its decision in June 1983 to decommission Humboldt Bay Power Plant, Unit 3, a decommissioning project has been underway to bring Unit 3 to the final goal of being in a Custodial Safstor mode. As a result of action taken thus far, the need to have a NRC-licensed Reactor Operator in the Unit 3 Control Room no longer exists. Accordingly, the Initial Licensing and Special Licensing provisions of Exhibit VI-B are no longer applicable to Humboldt Bay Power Plant. The Company, therefore, proposes to modify Sections III.A, III.B and IV.A of Exhibit VI-B of the Physical Agreement to more accurately reflect the Plant's current status during this interim period. The proposed modifications are attached.

It is our understanding that the proposed changes have been discussed with Mr. Bob Gibbs, Union Business Representative.

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

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

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

Oct 31, 1985

By *Jack McNally*
 Business Manager

III. Initial Licensing

A. Requirements

1. An employee must obtain an NRC Reactor Operator's License to operate No. 1 and No. 2 at Diablo Canyon Power Plant before the employee will be considered qualified for promotion or transfer to Assistant Control Operator or higher at that plant.
2. The NRC licensing program necessitates a concerted training effort both by the concerned employee and the Company. This program shall be administered as outlined below.

B. NRC Reactor Operator License

1. Employees at Diablo Canyon Power Plant who have prebids on file for the Assistant Control Operator classification in that Plant shall receive training for the NRC 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 such licenses required at the Plant and the number of licensed Operators already at the Plant.
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.
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. 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. 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.
4. Should an employee at Diablo Canyon Power Plant fail to pass the third Company examination, such employee shall be maintained in the Auxiliary Operator classification until he has had an opportunity to transfer to another plant within his own Division as an Auxiliary Operator under the applicable provisions of Subsection 205.7(a) and the Lines of Progression. If he does

IV. Special Licensing Provisions

A. Humboldt Bay Power Plant

In June 1983 the Company announced its decision to decommission Unit No. 3. During January-February, 1984, the reactor core was unloaded and in July a license amendment was requested from the NRC to change the facility "Operating" License to a "Possession Only" License. As a result of these actions, the need to have a NRC licensed Reactor Operator in the Unit 3 Control Room no longer exists. The Company has committed, however, to staffing the plant during the period until the requested license amendment is approved so that there is always one NRC licensed Senior Reactor Operator and one NRC licensed Reactor Operator on shift. This commitment will be met by utilizing the existing licensed plant personnel.

The following special licensing provisions are now applicable for Humboldt and will remain in effect until the facility Operating License is modified (changed to Possession Only License) for the anticipated Safestor period or for some alternate Unit 3 disposition:

1. For purposes of the application of Title 205 of the Physical Agreement, Humboldt Bay Power Plant will be considered as a single plant.
2. The initial NRC Licensed Operator Training Program is terminated (no additional personnel will be licensed).
3. NRC Reactor Operator licenses will not be required for advancement to Assistant Control Operator, Control Operator, or Senior Control Operator or any related relief positions.
4. The Shift Crew Organizations will be established and maintained so that at all times at least one existing NRC licensed Reactor Operator is assigned to each crew.
5. The Licensed Operator Requalification Program will remain in effect until the need for the existing Operator licenses ceases to exist and all existing licensed personnel must continue to participate in this program.
6. Except for employees limited by health requirements, all operating employees may be required to work in any part of the Humboldt Bay Power Plant.

not avail himself of such opportunity, he shall be placed in accordance with the provisions of Sections 206.13 and 205.19 of the Physical Agreement. If no agreement can be reached between Company and Union on his 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 Auxiliary Operator at Diablo Canyon Power Plant who passes the Company examination shall be given the Auxiliary Operator Nuclear premium payable in the biweekly pay period which immediately follows the period in which such Operator qualified. An Auxiliary Operator who passes the NRC examination shall then be eligible to continue to receive such premium for as long as the Operator is assigned to the Plant and obtains and maintains the NRC Reactor Operator License for the Plant. If the Operator fails the NRC examination, such Operator shall not be qualified for the Nuclear premium.
6. An Auxiliary Operator who fails the first NRC examination shall be eligible for up to a total of three retests. The retests shall be administered in accordance with the current federal regulations (presently contained in Title 10, Code of Federal Regulations, Section 55.12). If an employee fails to obtain an NRC license after the third retest, he shall be placed in accordance with the provisions of the third paragraph of this Subsection I-B.