

PG and E

FOR INTRA - COMPANY USES

DIVISION OR DEPARTMENT **INDUSTRIAL RELATIONS**
FILE NO. **741.5**
RE LETTER OF
SUBJECT **Review Committee File No. 1341**
 Coast Valleys Division Grievance No. D.Gr/C 18-74-1
 Employee Search Procedure

October 11, 1974

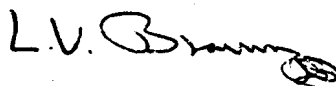
MR. D. W. PHIPPS, Chairman
Coast Valleys Division
Joint Grievance Committee

The above-subject grievance has been discussed by the Review Committee and is being returned to the Division for settlement in accordance with the following:

1. The search procedure established by Company in December 1973 at Diablo Canyon Power Plant was discontinued prior to October 1, 1974, thereby resolving the grievance.

2. As of October 3, 1974, the contractors, sub-contractors and building trades craft unions at Diablo Canyon orally agreed to the establishment of contractor work rules concerning Company security measures at the project work area which applies to all persons entering and leaving the job site (work rules attached). These work rules have been reviewed prior to their implementation by Local Union 1245, IBEW.

This case is considered closed without prejudice to the positions of either Company or Union. The closure should be so noted in the minutes of your next Joint Grievance Committee meeting.



L. V. BROWN, Chairman
Review Committee

DJBergman:rto

Attachment

cc: WLMurray
 IWBonbright
 JAFairchild
 PMatthew
 Personnel Managers
 LNFoss, IBEW

SECURITY REGULATIONS

WHEREAS the OWNER Pacific Gas & Electric Company has an obligation under the Regulatory Standards of the United States Atomic Energy Commission; and

WHEREAS their Standards are to enforce security systems with due consideration for the unique character of the Project; and

WHEREAS normal industrial installations have traditionally been oriented toward protection of a given facility against theft and acts of malicious mischief, vandalism or against the potential hazard of casual intruders;

WHEREAS there is potential hazard to off-site members of the public which are not normally considered to be directly associated with industrial security programs;

WHEREAS the close relationship between the health and safety consideration for the off-site public as well as on-site personnel creates the need for an augmented industrial security measure; and

WHEREAS these industrial security measures will apply to all persons entering and leaving the Project work area;

IT IS THEREFORE AGREED between all construction contractors, subcontractors at any tier, and the Building Trades Craft Unions, as follows:

SECTION I

COVERAGE OF SECURITY REGULATIONS

1. All employees represented by the Building & Construction Trades Craft Unions or the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, hereinafter referred to as UNIONS, employed at the Diablo Canyon Project job site by contractors and subcontractors, at any tier, hereinafter referred to as CONTRACTORS, shall be subject to the security inspection policy of the Pacific Gas & Electric Company, hereinafter referred to as OWNER.
2. That authorized representatives of the UNIONS shall also be subject to the security regulations of the OWNER in the same fashion as all persons either entering and leaving the Project.
3. All contractor personnel, including supervision and authorized representatives shall also be subject to the security regulation of the OWNER in the same fashion as all persons entering and leaving the Project.
4. All personnel employed directly by the OWNER shall also be subject to the security regulations of the OWNER in the same fashion as all persons entering and leaving the Project.

ARTICLE II

PROCEDURE

1. All personnel referred to in Section I above, upon entering or departing the Project will be subject to the package, parcel, tool box, lunch box or vehicle inspection program of the OWNER.
2. All vehicles will be subject to inspection on entering and leaving the South exit of the construction site adjacent to the lower parking lot entrance.
3. Security gates will be established at various strategic personnel entry and exit locations at the parking area on the Project as designated by the OWNER. Employees will be advised of the designated security gates which they will be required to use upon entering and leaving the Project.
4. All employees, to avoid delay in entering and leaving the site, shall open all packages, parcels, tool boxes and lunch boxes in order that they will be unobstructed for security inspection.
5. All employees will be required to proceed to the designated security check point in sufficient time prior to the designated starting time in order to be at their Employer's change shack or their place of work at their regular starting time.
6. Employees will be allowed reasonable amount of time in addition to their regular pickup time (not to exceed five (5) minutes in order to proceed through security inspection on the Employer's time.)
7. Should any employee be delayed in starting work at his regular starting time solely because of security inspection his pay shall not be docked accordingly.

8. Should any employee be delayed past his regular quitting time solely because of security inspection he shall receive a minimum of fifteen (15) minutes of pay at the applicable overtime rate. Should he be delayed more than fifteen (15) minutes he shall receive one-half hour at the applicable overtime rate. Any further delays longer than one-half hour shall be paid at fifteen (15) minute intervals at the applicable overtime rate.
9. All employees will make every effort to expedite the security inspection process and recognize that compliance with such security regulations will be considered a contractor work rule for this Project.
10. Refusal by an employee to submit to security inspection will be reported to the employing contractor. Plant security forces will take no direct action towards personnel who do not submit items for inspection but will identify the individual to the employing contractor.
11. It is agreed that refusal to submit items for inspection is just and sufficient cause for immediate discharge subject to grievance procedure contained in appropriate local or National collective Bargaining Agreements between contractors and unions.
12. All contractors will submit a copy of this understanding to all present and future employees in order that such employees will be fully cognizant of the security regulations requirements and their individual responsibility to comply with such regulations. Employees will acknowledge that they have read and understood these Security Regulations by signing a receipt which will be held on file.
13. Any changes or modifications in security procedures of the OWNER, required by AEC regulations which materially and substantially change the rules outlined herein, will be discussed with the UNION prior to implementation.