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April 17, 1967

Dear Mr. Woodrow:

In conjunction with the Agreement of Amendment dated April 28, 1967, incorporating the San Onofre Nuclear Generating Station into the Collective Bargaining Agreement between the Southern California Edison Company and Local Union No. 246 of the Utility Workers Union of America, AFL-CIO, it is further understood that:

1. At the time an employee classified as a Nuclear Plant Equipment Operator becomes qualified as a Nuclear Assistant Control Operator and is in the judgment of station supervision ready to take the NRC licensing examinations for a Reactor Operator's license, supervision will with reasonable promptness, request the NRC to send an examiner to San Onofre.

2. When the number of employees classified as Nuclear Assistant Control Operator exceeds the normal complement needed to operate the San Onofre Nuclear Generating Station, the normal rotation assignments of personnel in this classification may be adjusted to include Nuclear Plant Equipment Operator duties. Assignments will be made within the normal rotation sequence pattern for the number of operators involved without regard to seniority.

If the Union is in concurrence with the above proposal, please sign one copy of this letter and return it to us at your earliest convenience.

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Very truly yours,

C. H. Faulkner  
Manager, Industrial Relations  
Southern California Edison Company

Approved:  
George A. Woodrow  
President

Edward T. Shedlock  
Regional Director

Dated: April 28, 1967

November 4, 1969

Mr. W. C. Dixon, President  
Local 246, UWUA, AFL-CIO  
18510 Gridley Road  
Artesia, Calif. 90701

Dear Mr. Dixon:

In confirmation of the telephone conversation October 27, 1969, between Mr. Thomas and Mr. Hillebrandt with respect to the Company's clerical proposal recently ratified by the membership of Local 246, UWUA, the following is a statement of the changes made by this proposal:

1. Amend Exhibit A as follows:

CANCEL

Station Clerk		
1st 6 months	\$797.51	\$4.601
Thereafter	824.38	4.756
Senior Clerk		
1st 6 months	\$721.07	\$4.160
2nd 6 months	738.23	4.259
Thereafter	762.50	4.399

ESTABLISH

Supervising Station Clerk		
1st 6 months	\$846.56*	\$4.884*
Thereafter	866.15	4.997

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### Station Accounting Clerk

1st 6 months	\$721.07	\$4.160
2nd 6 months	738.23	4.259
3rd 6 months	762.50	4.399
Thereafter	779.31	4.496

#### \*Relief rate for job

2. Provide that the Supervising Station Clerk will act for the Division Clerical Supervisor as required without upgrade to Division Clerical Supervisor.

3. *Provide that in the absence of the Supervising Station Clerk from the storeroom for one day or more a qualified Station Accounting Clerk will be upgraded to Supervising Station Clerk providing there are one or more other employees assigned in the storeroom requiring work direction. It is understood that the Supervising Station Clerk is considered absent from the storeroom when he is acting as Division Clerical Supervisor or off the job for one day or more due to vacation, illness or other reasons.*

The following Practices will continue as before:

1. If there are no qualified Station Accounting Clerks to be upgraded to Supervising Station Clerk and it is necessary to assign an employee to work alone in the storeroom during regular work hours on work days, a Records Clerk or Junior Clerk, if any, will be temporarily upgraded to Station Accounting Clerk. Such Records Clerk or Junior Clerk will be directly supervised by the Division Clerical Supervisor (Supervising Station Clerk).

Any upgrading in accordance with the foregoing will be by assignment.

2. A Records Clerk or Junior Clerk will not at any time be upgraded to Supervising Station Clerk in the absence of the Supervising Station Clerk.

3. Employees who work in the storeroom on nights or weekends will not be upgraded.

The above provisions supersede and cancel the Supplemental Agreement of May 22, 1956 between parties.

The above will become effective on the 1st Monday following acknowledgement of this letter by the Union.

Yours very truly,

L. A. Lundgren  
Director of Labor Relations  
Southern California Edison Company

/s/

W. C. Dixon  
President  
UWUA, Local 246, AFL-CIO  
Dated: November 10, 1969

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May 13, 1972

Mr. W. C. Hillebrandt  
Business Agent  
Local 246, UAWA, AFL-CIO  
1544 East 7th Street  
Long Beach, California 90813

Dear Mr. Hillebrandt:

As a result of informal discussions on January 18, 1971, February 15, 1972, and March 7, 1972, between Messrs. Lundgren and Thomas for the Company, and Messrs. Dixon and Hillebrandt for the Union, relative to grievances 10-70-4, 10-70-5, and 10-71-9, it is the Company's understanding that if a satisfactory clarification of Mr. Lundgren's letter of June 4, 1971, is submitted to the Union, these grievances which are now appealed to arbitration will be resolved.

The Company, therefore, submits the following clarification: In order for a steward to be present when an employee wishes to review all or a portion of his personnel file the following conditions must exist:

- 1) The employee would have filed a grievance relative to his personnel file based on some reference to the file by supervision.

- 2) Items in the employee's personnel file would be open to such inspection based upon the scope of the remarks made by the supervisor which provoked the grievance, *i.e.*, a) the specific documents referred to or shown to the employee by the

supervisor or, b) the entire file if the supervisor had referred to the personnel file in general in a manner which caused the employee to become aggrieved.

It is understood that copies of any document which the employee previously had received or had seen and initiated more than 14 days prior to the reference made by the supervisor could no longer be the basis for a grievance about that document or its contents per se.

It is further understood that an employee who receives a memorandum which he signs as having received a copy, will be informed that any grievance filed regarding this memorandum must be submitted within 14 days.

If you concur with the above please sign and return one copy of this letter. Upon receipt of Union concurrence we will consider these grievances resolved.

Very truly yours,

L. A. Lundgren  
Director of Labor Relations  
Southern California Edison Company

I CONCUR:  
W. C. Hillebrandt  
Business Agent  
UWUA, Local 246, AFL-CIO  
Dated: June 15, 1972

HWT: mwb

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February 6, 1975

Mr. D. D. Galbraith  
Business Agent  
Local 246, UWUA, AFL-CIO  
1544 East 7th Street  
Long Beach, California 90813

Dear Mr. Galbraith:

This letter is to confirm the understanding in connection with the suspension of authorized payroll deduction of union dues or an agency fee under certain conditions reached between Local 246, Utility Workers Union of America and the Company, at the meeting of January 31, 1975 between yourself and William T. Murray for the Union and H. W. Thomas, G. A. Woodrow, M. A. Aurelius and H. F. Marshall for the Company.

It was agreed that when an employee, who is receiving Industrial Accident Compensation in the pay period of any month in which an authorized union dues or an agency fee deduction is taken, and when at the time such deductions are to be taken it is known that there will be insufficient earnings, the Company will automatically suspend the taking of such deduction for that month. Such suspension will normally end when the Industrial Accident Compensation ends. However, if the employee does not then return to work the provisions below concerning the Comprehensive Disability Plan extended benefits will prevail.

It was further agreed that when an employee is on the extended benefits provisions of the Comprehensive Disability Plan, or is receiving compensation under the provisions of the Long-Term Disability Plan, and when at the time union dues or an agency fee is to be taken it is known that there will be insufficient earnings, the Company will automatically suspend the deducting of any such authorized union dues or an agency fee until such time as the employee returns to work.

If the Union concurs with the above understanding, please sign one copy of this letter and return it to me. The effective date of such understanding shall commence with the dues or fees deducted in the month following the month in which the Union concurs.

Very truly yours,

L. A. Lundgren  
Manager, Labor Relations  
Southern California Edison Company

I CONCUR:  
D. D. Galbraith, Business Agent  
UWUA, Local 246, AFL-CIO  
Dated: February 10, 1975

HWT: stb

April 28, 1980

### LETTER OF UNDERSTANDING

In conjunction with 1980-81 negotiations between Local 246, UWUA and the Southern California Edison Company regarding the Letter dated March 31, 1978 between the parties with respect to the Employee Electric Discount Rate the parties agreed that the following modifies and supersedes that letter:

Employees whose established base is Mohave Generating Station or San Onofre Nuclear Generating Station, whose residence is not served from Edison lines, and who upon retirement, are receiving Employee Electric Discount Rate shall continue to receive the Employee Electric Discount Rate in accordance with Article IX, Section I of the 1978 Agreement. This discount will remain in effect only if the retiree continues to live, following retirement, in the same community in which he or she was receiving the Employee Electric Discount Rate at the time of retirement.

Currently under the provisions of the tariff schedule employees and retirees, whose residences are not served from Edison lines, who are otherwise eligible to receive the discount, and who subsequently move to a residence which is served by Edison lines and which meets the conditions of the tariff schedule, are then eligible to receive the discount.

J. Michael Mendez  
Labor Relations Manager  
Southern California Edison Company

/s/

C. E. Carter  
Agent  
UWUA, Local 246, AFL-CIO  
Dated: April 28, 1980

May 27, 1982

### LETTER OF UNDERSTANDING

In conjunction with the 1982 negotiations between the Southern California Edison Company and Local 246, UWUA, AFL-CIO, relative to the Company's need to establish provisions for the utilization of temporary employees, the parties agreed to the following:

1. The purpose of the Temporary Employee classification is to provide temporary manpower for short term absence relief, manpower needs such as *required during overhauil and major outages*, and projects requiring temporary manpower needs. It is not the intent of the Company to use *this provision to erode the permanent work force* but rather to supplement the work force on an as-needed basis.

a. *Temporary employees will not be hired during a period of layoffs or temporary curtailment of work so long as there is a full-time qualified employee available to do the work who is affected by the lay-off or temporary curtailment. If there are no qualified employees available, then a temporary employee may be hired into the classification of the work to be performed.*

b. *In the event of a reduction of forces, temporary employees within the working unit will be subject to displacement by a full-time employee affected by the reduction of forces. Such employee can displace a temporary employee in a similar or lower level classification if otherwise qualified. If*

two or more employees desire to displace the same temporary employee, Company seniority will be used in making the determination. An employee who displaces a temporary employee will remain a full-time employee for the duration of the temporary assignment.

### 2. Term of Employment:

a. Persons employed under this Agreement will retain the status of temporary employee up to a maximum continuous period of five months.

b. A temporary employee will not be eligible for seniority except as specifically provided for in this Agreement.

c. Any qualified temporary employee who is employed beyond five continuous months will at his option automatically be instated as a regular employee.

d. In addition at the Company's option a temporary employee with his consent may at any time during the five continuous months of temporary employment be hired into regular employee status.

e. Any temporary employee terminated during the five month period cannot be rehired for at least thirty (30) days.

f. If an employee converts (is changed from temporary to regular status without a break in service) to regular employee status under c. or d. above he/she will assume Company seniority back to the most recent date of hire as a temporary employee. Working unit seniority shall begin when he/she becomes a regular employee.

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Such employee will then become eligible for all accrued benefits of regular employment based on seniority including but not limited to earned vacation and sick leave. It is understood such benefits are not to be applied retroactively.

3. Temporary employees will receive the rate of pay equivalent to that of the same regular full time classification as set forth in Exhibit A of the Agreement between the parties.

4. Within sixty days of date of hire every employee covered by this Letter of Understanding shall, as a condition of employment, become subject to the provisions of Article I, Sections A(3), A(5), A(7), A(8).

5. Vacation: Temporary employees shall not be eligible to earn vacation.

6. Holidays: Temporary employees will be eligible for all paid holidays, except floating holidays, as set forth in Article X, Section L of the Agreement between the parties.

7. Health and Welfare Benefits: Temporary employees will receive only those legally required health and welfare benefits.

8. Pension and Security Benefits: Temporary employees will receive only those legally required pension and security benefits.

9. *Grievance Procedure*: The grievance procedure in force between the parties will be open to temporary employees except that the provisions of Articles IV, V, and VI shall not apply to the discharge or layoff of any temporary employee covered by this agreement. However, the Company

agrees to discuss with the Union the reason for such discharge upon timely request by the Union.

10. Layoffs will be by management selection.

11. Bid rights: Temporary employees will not be eligible to bid or transfer to vacant positions.

12. Overtime: In accordance with Article X-J as modified by the Letter of Understanding dated May 27/28, 1982, all regular employees in classifications held by temporary employees at the payroll location where the job is will be afforded an opportunity to work an overtime assignment before such assignment is offered to a temporary employee assigned to that job. However, qualified temporary employees will be assigned work declined by regular employees before assigning such regular employees in accordance with Article X-J as modified by the Letter of Understanding dated May 27/28, 1982.

13. Beginning August 1, 1982 the Company will furnish the Union with bi-weekly listings of temporary employees working in the Bargaining Unit showing name, classification, payroll location, date of hire and date of layoff or termination.

J. Michael Mendez  
Labor Relations Manager  
Southern California Edison Company  
Dated: May 27, 1982

C. E. Carter,  
Business Agent  
UWUA, Local 246, AFL-CIO  
Dated: May 28, 1982

May 27, 1982

### LETTER OF UNDERSTANDING

In conjunction with the 1982 negotiations between the parties, the Company stated the following policy concerning its aptitude and job knowledge tests:

1. If an employee is concerned about the accuracy of the scoring of his or her test, the Company will rescore the test.

2. If a UWUA represented employee wishes to have a third party review the scoring of his or her test, the Union's Business Agent and President or Vice President may, with written consent of the employee, be permitted to examine the answer sheet (when such is separate from the test booklet) and to actually verify the accuracy of the scoring of that answer sheet.

3. If the Union has general questions regarding the validity or other aspects of the testing program, arrangements can be made for the Business Agent and the President or Vice President to meet with one of the Company's industrial psychologists for the purpose of discussing those questions.

4. If the Union has specific questions regarding specific tests which cannot be answered by means of paragraph 3 above, the Company would be willing to permit an Industrial Psychologist who is a member of the Industrial Division of the American Psychological Association to meet with a Company Industrial Psychologist to review test

and related documents under certain circumstances:

- a. That he or she would sign a statement that the content of the material reviewed would remain confidential
- b. That no copies would be made of the material
- c. That the review would be conducted at the General Office of the Company
- d. That the test publisher agree to such a review.

J. Michael Mendez  
Labor Relations Manager  
Southern California Edison Company  
Dated: May 27, 1982

I CONCUR:  
C. E. Carter,  
Business Agent  
UWUA, Local 246, AFL-CIO  
Dated: May 28, 1982

May 27, 1982

### LETTER OF UNDERSTANDING

In conjunction with the 1982-83 negotiations between Local 246, UWUA and the Southern California Edison Company and relative to the establishment of a plan for employees in specific classifications who provide some tools for their job, the parties hereby agree to the following Tool Purchase Plan:

#### A. GENERAL

1. Eligible personnel may purchase specified job-related tools by means of interest free, extended payroll deductions with supervisory approval. (See Attachment A)\*

2. Employees become eligible to participate in this plan when they complete 6 months or more of Company service and are in one of the following classifications:

Electrician	Machinist, Maintenance
Electrician, Apprentice	Machinist, Apprentice
Mechanic, Boiler & Condenser	Technician, Test A Technician, Test
Mechanic, Power Plant A	
Mechanic, Power Plant B	
Technician, Instrument Apprentice	

3. Tools purchased under this plan are limited to tools specified on the attached list and specialty tools approved by Division Manager or his/her authorized representative(s).

4. The eligible employee selects the desired tools and secures an itemized manifest from the supplier.

5. The eligible employee prepares and submits form ED193, "Request for Approval of Loan for Purchase of Tools".

6. The eligible employee completes form 37-1, "Employee Installment Agreement".

7. The maximum unpaid balance for all current and previous tool purchases and the maximum time allowed for repayment is listed as follows for each classification:

Technician, Test A	\$300.00	8 months
Technician, Test	300.00	8 months
Technician, Instrument	500.00	12 months
Technician, Apprentice Instrument	500.00	12 months
Electrician	500.00	12 months
Electrician, Apprentice	500.00	12 months
Mechanic, Boiler & Cond.	500.00	12 months
Machinist, Maintenance	1,500.00	36 months
Machinist, Apprentice	2,500.00	36 months
Mechanic, Power Plant A	1,500.00	36 months
Mechanic, Power Plant B	1,500.00	36 months

8. Loan balance and deduction amounts are reflected on form 9-2, "Interim/Bi-Weekly Register", DPB1042, "Employee Tool Purchase Plan", and the employee's payroll draft stub.

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9. Employee submits approved "Employee Purchase Order", form ED205, to supplier to receive tools.

10. Employee displays tools to supervisor and submits itemized list to be added to employee's "Personal Tool Inventory".

J. Michael Mendez  
Labor Relations Manager  
Southern California Edison Company  
Dated: May 27, 1982

C. E. Carter  
Business Agent  
UWUA, Local 246, AFL-CIO  
Dated: May 28, 1982

August 2, 1983

Mr. Michael J. Feeney  
Business Agent  
Local 246, UWUA, AFL-CIO  
11455 East Carson Street  
Lakewood, California 90715

Dear Mr. Feeney:

The Company's long standing practice in processing grievances involving Memorandums for File has been to provide the Union with all relevant and pertinent information, but not to provide a copy of such memorandum. It is recognized that in a few rare instances copies of memorandums have been provided, but again against established Company policy. The same situation holds true regarding an employee's request for a copy of a memorandum for file, notwithstanding the agreement reached during the 1982-1983 negotiations where certain copies would be provided when an employee reviews his/her personal file.

In order to resolve our differences in this matter, the Company would propose that when a Memorandum for File is written that the employee would be provided a copy of the memorandum with the clear understanding that this is not disciplinary action as defined in Article III, J.(1) a. and a steward would not be provided.

The Union would also be entitled to copies of memoranda to file in connection with a grievance provided the Union first attempts to obtain such

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copies from the aggrieved employee and provided the aggrieved employee authorizes its release. By agreeing to the Letter of Understanding, the Company is not waiving its right to challenge the relevancy of a specific request nor is there anything in this letter that constitutes a waiver of rights presently held by either party.

If the Union is in concurrence with this proposal, please sign one copy of this letter and return it to me at your earliest convenience.

Very truly yours,

J. Michael Mendez  
Labor Relations Manager  
Southern California Edison Company

I CONCUR:  
Michael J. Feeney  
Business Agent  
UWUA, Local 246, AFL-CIO  
Dated: August 5, 1983

June 13, 1984

**LETTER OF UNDERSTANDING**

Mr. Michael J. Feeney  
Business Agent  
Local 246, UWUA, AFL-CIO  
10355 Los Alamitos Blvd.  
Los Alamitos, CA 90720

Dear Mike:

In conjunction with the 1984-86 contract negotiations, the parties agreed to the following with regard to the assignment of station resident personnel to other locations:

The Company will first ask for volunteers among those employees at the station who are qualified and available. If there are no such volunteers, then employees will be assigned on the basis of working unit seniority with the qualified and available junior employees being assigned first.

In agreeing to the above the Union is not relinquishing its position that the Company does not have the right to make such assignments without Union concurrence.

Sincerely,

D. J. Norton  
Labor Relations Manager  
Southern California Edison Company

I CONCUR:  
Michael J. Feeney  
Business Agent  
UWUA, Local 246, AFL-CIO  
Dated: June 19, 1984

May 8, 1984

### AGREEMENT REGARDING THE PLACEMENT OF PLANT EQUIPMENT AND APPRENTICE PLANT EQUIPMENT OPERATORS AT SAN ONOFRE NUCLEAR GENERATING STATION

As a result of negotiations concerning the establishment of the Plant Equipment Operator (PEO) and the Apprentice Plant Equipment Operator (APEO) classifications at San Onofre Nuclear Generating Station, Units 2 & 3, the parties agreed to the following:

1) With regard to overtime standing, it was agreed that overtime for these classifications would be handled in accordance with the provisions of the current labor agreement and current practices. Further, the parties affirmed that PEOs would be a part of the operating working group as provided in Article X-J for overtime purposes.

2) With regard to vacation scheduling for employees in these classifications, it was agreed that vacation scheduling would be handled in accordance with the provisions of the current agreement and current practice.

3) With regard to the bidding and filling of vacancies for these classifications, it was agreed that the APEO position would remain an entry level classification as called for in the current labor agreement and that further the PEO classification would remain a bid job as currently agreed to. Further, it

was agreed that the bidding of PEO jobs would be handled in accordance with the provisions of our current agreement and current practice.

4) The parties agreed to modify Exhibit B of the Labor Agreement to provide an additional steward and alternate steward for the operating group at San Onofre Units 2 and 3.

5) The parties agreed that PEOs at San Onofre will be considered qualified for PEO positions at fossil stations. Also, PEOs at fossil stations will be considered qualified for PEO positions at San Onofre. The parties also agreed that since the San Onofre APEOs would not initially receive classroom or on-the-job training regarding boiler operation that at such time as a PEO from San Onofre bid and transferred to a fossil station he/she would receive such training. Further, the employee would be permitted to remain in the PEO classification at his/her current rate until the completion of the training period.

6) Further, the parties agreed that the training program for APEOs would include 18 weeks of classroom training which would be concluded prior to being assigned operator duties in accordance with ANSI N-18.1-1971 (or latest revision) Sec. 5-3.

7) The parties agreed that the extent of the duties to be performed by the PEO classification will be limited to unit #2 turbine, unit #3 turbine, outside position consisting of the switch yard and diesel generator, makeup demineralizer, auxiliary

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boiler and blowdown processor demineralizer. The new PEO duties and assignments specifically exclude the 23, 33, 41, 42 and 43 positions as constituted on 5/14/83. The 23 and 33 positions consist of nuclear steam system, the 43 position consists of the radioactive waste processing system and the 41 and 42 positions consist of the common ACO and CO positions in the central control room.

The parties agreed that prior to expanding the PEO duties as described in the preceding paragraph the Company will request to convene section "M" negotiations for that purpose and will reach agreement with the Union prior to implementing any changes.

8) The Company will provide requalification training for PEOs that will meet or exceed NRC requirements set forth in ANSI 18.1-1971 (or latest revision) Sec. 5.5.1. Training will consist of one day per month.

9) This Agreement cancels and supersedes the letter of agreement of July 1, 1983, relative to this matter.

J. Michael Mendez  
Labor Relations Manager  
Southern California Edison Company

/s/

Michael J. Feeney  
Business Agent  
UWUA, Local 246, AFL-CIO  
Dated: May 8, 1984

May 8, 1984

## LETTER OF UNDERSTANDING

In conjunction with the 1984–86 negotiations between the parties the following was agreed to regarding leaves of absence under Article XI, Sections D and G.

The purpose of the Union leaves of absence provision is to provide the Union with the manpower to manage and staff the local. The Union agrees to the concept that full-time Union officials will take a leave of absence. It is not the intent of the Union to use Article XI, Section G as a method of bypassing the purpose and intent of Article XI, Section D and this Letter of Understanding.

Employees who are elected or appointed to full-time positions with Local Union 246 or an elected position with the National Union on assignment to Local 246 will be required to take a leave of absence in accordance with the provisions of Article XI, Section D. An employee will be considered to be in a full-time position and required to take a leave of absence if he is off on Union business under Article XI, Section G for more than the specified hours, as listed below, in a given year.

To phase in the leaves of absence requirement, two (2) employees, if full-time, will take a leave of absence effective two (2) years from the signing date of the 1984–86 Agreement. Effective January 1, 1987, an employee will be considered as being in a full-time position if he is off under Article XI,

## Appendix

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Section G for more than 1500 hours in that year. In 1988 and thereafter, an employee will be considered as being in a full-time position if he is off under Article XI, Section G for more than 1,100 hours in a given year.

Upon completion of a leave of absence in accordance with Article XI, Section D, the employee will be allowed to bid any job in the working unit for which he has seniority and qualifications or displace the junior employee, if any, in his last classification held at his last work location. An employee will not be granted another leave of absence under Article XI, Section D until a period of at least one (1) year has passed since the end of his last leave of absence under Article XI, Section D.

Effective January 1, 1987, no more than 2 consecutive 30 day leaves under Article XI, Section G will be granted to the same employee.

J. Michael Mendez  
Labor Relations Manager  
Southern California Edison Company

/s/  
M. J. Feeney  
Business Agent  
UWUA, Local 246, AFL-CIO  
Dated: May 8, 1984

February 25, 1985

Mr. M. J. Feeney, Business Agent  
Local 246, UWUA, AFL-CIO  
10355 Los Alamitos Blvd.  
Los Alamitos, CA 90720

Dear Mr. Feeney:

With respect to the fixed shifts for certain maintenance classifications at the Mohave Generating Station, the following practices and procedures will be followed.

Shifts will initially be filled by Mohave maintenance employees on an in-house volunteer system utilizing unit seniority as the determining factor. The Company will assign junior seniority employees to complete shift manning as necessary. The initial manning of maintenance employees per shift will be approximately 55% day shift, 25% swing shift and 20% graveyard shift. This manning is subject to change as stated and defined in this Letter of Understanding.

The bid procedure for Maintenance openings at Mohave will be revised to allow each employee the opportunity to designate their individual shift preference, on a single bid sheet, for the opening they desire.

The revised PSSD 237 will indicate the specific opening and any possible subsequent opening resulting from the senior qualified bidder being awarded the job.

## Appendix

As in the past, the maintenance work schedule will be subject to temporary changes during equipment outages. Although temporary changes are not subject to the one year cancellation agreement, the Company agrees to provide for employee input in accordance with the July 26, 1978 Letter of Understanding. Shift changes to accommodate manning requirements will continue to be made as in the past.

It is agreed that all maintenance classifications with the exception of Insulators, Instrument Technicians and Test Technicians will be assigned on a fixed shift basis.

Mohave Maintenance Department employees will no longer be charged with "declined" overtime (except Instrument Technicians and Test Technicians).

The fixed shift schedule will be implemented within thirty (30) days upon receiving concurrence from the Union.

The attached procedure regarding the initial filling of fixed shifts and the subsequent bid procedure is a part of this Agreement.

If you concur, please sign and return this letter to the Manager of Labor Relations.

Very truly yours,

D. J. Norton  
Labor Relations Manager  
Southern California Edison Company

I CONCUR:

M. J. Feeney

Business Agent

UWUA, Local 246, AFL-CIO

Dated: March 5, 1985

March 20, 1987

### LETTER OF UNDERSTANDING

In conjunction with the 1987-88 negotiations between Local 246, UWUA and the Southern California Edison Company relative to the Letter of Understanding dated May 8, 1984 on the subject of the establishment of the Apprentice Nuclear Plant Equipment Operator (ANPEO) classification and operator manning at San Onofre, the parties agreed that the above letter is hereby superseded and cancelled by the following:

#### ANPEO ASSIGNMENTS

Employees becoming ANPEO's at San Onofre will be assigned either to Unit 1 or Units 2 and 3 for licensing training and other duties. If vacancies occurs at both locations (Unit 1 or Units 2 and 3) simultaneously, employees may select, on the basis of seniority, the Unit to which they would be assigned.

#### ANPEO FUNCTION

The ANPEO classification is considered an apprenticeship. Primary job goal is successful training and qualification for progression to Nuclear Plant Equipment Operator (NPEO). An ANPEO can be assigned to shift work during his training program but will not fill a NPEO shift billet. An ANPEO can assist in, or perform by himself, operating evolutions as part of his on-the-job training under the guidance of qualified shift personnel.

### ANPEO TRAINING

Training for the ANPEO will consist of classroom and on-the-job training. This program will prepare an ANPEO to fill all NPEO shift positions after successful completion of the program. Classroom instruction, written exams, field instruction, check-off books and supervisory interviews will all be involved during the training period.

It is anticipated that completion of the program will take approximately one year for most employees. This can, however, be longer or shorter based on past experience, the development of new training techniques, or other such factors. Maximum time permitted to complete the program will be 18 months.

### ANPEO PROGRESSION

Upon satisfactory completion of classroom and on-the-job training an ANPEO will automatically be reclassified to NPEO. An employee will not be promoted to NPEO if he cannot stand all NPEO shift positions. An employee who is not able to complete or show satisfactory progression will be handled the same way the Company has handled Apprentice Plant Equipment Operators.

### NPEO POSITION

The NPEO position will provide a solid nucleus of employees to perform operator duties other than control room operations. **If an employee NPEO/ANPEO bids or transfers out of the NPEO/ANPEO position as a result of not being**

able to maintain satisfactory progress or failing the operations NPEO/ANPEO training program, a thirty-six month bid or transfer restriction to return to NPEO/ANPEO position will apply. This restriction will not apply during a reduction in forces.

Employees will be selected from the NPEO classification to pursue license training when new classes are necessary. Selection will be voluntary and in accordance with Article VIII, Section A(1) of the Agreement between the parties.

If voluntary selection does not fill the new license class, the Company will assign the senior, qualified NPEO, in accordance with Article VIII Section B(3)(d)2 of the Agreement. The employee will receive the Nuclear License Premium provided he/she is making satisfactory progress in the program. If an employee fails on his/her first attempt at an NRC license, the employee will receive a Nuclear Non-License Premium until he/she re-enters the license path, at which time he/she will receive the Nuclear License Premium and will enter the next license class provided he/she is the senior, qualified employee in accordance with Article VIII, section A(1). If the employee fails on the second attempt, he/she will be assigned per Article VIII Section B(3)(d)2.

**NACO POSITION**

Upon successful completion of the qualification requirements, the senior qualified Nuclear Plant Equipment Operator, having been selected and acquiring an NRC Reactor Operator's (RO) license, will be reclassified to a Nuclear Assistant Control Operator (NACO) and receive the applicable bonus for an RO license.

**NCO POSITION**

Promotion from NACO to Nuclear Control Operator (NCO) will be on a bid basis. When a vacancy occurs for NCO at San Onofre the job posting will be designated whether it is for Unit 1 or Units 2 and 3. Employees will be considered qualified for such a vacancy only if they have a valid NRC license for the unit(s) where the vacancy exists.

*/s/*

**Raydonna S. Adams**  
**Manager, Labor Relations Department**  
**Southern California Edison Company**  
**Dated: March 16, 2004**

*/s/*

**Daniel Dominguez**  
**Business Manager**  
**UWUA, Local 246, AFL-CIO**  
**Dated: March 16, 2004**

March 16, 1989

### LETTER OF UNDERSTANDING

In conjunction with the 1989-90 Contract negotiations between Local 246, UWUA, and the Southern California Edison Company and in connection with the classification of Mechanic, Utility, (Special) the parties agree to the following:

1. The Company in assigning employees to this classification will apply the same zone concept as is used in the Long Term Disability Plan of the Benefit Agreement, it being understood that the use of such zone concept does not make this classification a part of the Benefit Agreement or rehabilitation job.

2. When it has been medically determined that an employee's restrictions preclude him from performing his normal and customary occupation, but are within the physical demands of Utility Mechanic, the position of Utility Mechanic will be offered when the Company determines that there is work available in that classification.

If the subject employee declines the position of Utility Mechanic or if it is medically determined to be beyond his physical capabilities, then the employee will be referred to Employee Services to determine the feasibility of further rehabilitation efforts.

3. In the event of a conflict in medical opinions between the employee's attending physician and Company's Medical Director, with regard to the

employee's physical capabilities the matter will be submitted to a qualified third medical person agreed to by the parties. The opinion of this third person shall be binding upon the parties. If no agreement can be reached on selection of the third medical person, an Independent Medical Examiner chosen by lot from a list of Medical Board Certified Independent Medical Examiners will be utilized.

J. Michael Mendez  
Manager of Employee Relations  
Southern California Edison Company  
Dated: March 16, 1989

/s/  
Bernardo R. Garcia  
Business Agent  
UWUA, Local 246, AFL-CIO  
Dated: March 16, 1989

**November 21, 1989**

**LETTER OF UNDERSTANDING**

Mr. Bernardo R. Garcia  
Business Agent  
Local 246, UWUA, AFL-CIO  
10355 Los Alamitos Blvd.  
Los Alamitos, CA 90720

Subject: Temporary Assignment of Craft Between  
the Unit 1 and Units 2/3 Maintenance  
Organizations at San Onofre

Dear Mr. Garcia:

As a result of meetings between the parties, agreement has been reached in regard to the subject heading. The purpose of this agreement is to establish the method for assigning the unaffected unit's employees to the affected unit for an outage or to man a project. The manning levels necessary to perform the work will be established by the Company.

**A. WORK ASSIGNMENTS**

(1) Temporary work assignments between the units shall normally be limited to 90 days for special unit outage project work, 60 days for all other unit outage work, and 30 days for specific non outage projects.

Time limits can be altered by mutual agreement between the UWUA Business Agent and the Company.

It is understood that opportunities to work unit outage project work and specific non outage projects will be rotated among qualified employees.

Special unit outage project work is defined as: diesel generator overhauls, RCP work, refueling crews, or other tasks mutually agreed to by the UWUA Business Agent and the Company.

(2) Emergency work assignments between the units of short duration (less than 8 hours) will be manned as deemed appropriate by local supervision; if said assignment is expected to exceed 2 hours, the affected unit's employees will be called out in accordance with Article X, Sections H and J.

(3) Work assignments will be offered to those employees regularly scheduled on the shift where the temporary manpower is required, down to the operational minimum for the shift. The assignment will be offered to the senior employee first (on said shift) based upon unit seniority.

(4) If this does not result in sufficient backshift manning, dayshift personnel will be offered the assignment as a temporary shift change, to the senior employee based upon unit seniority.

(5) If the number of employees volunteering is not sufficient, employees regularly scheduled on the shift where manpower is required, will be assigned. Assignments will be made to the junior employee utilizing unit seniority down to the operational minimum for the shift.

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(6) If this does not result in sufficient backshift manning, dayshift personnel will be assigned as a temporary shift change. Assignments will be made to the junior employee utilizing unit seniority. Volunteers from day shift on temporary assignment are not exempt from this assignment to backshift.

(7) Manning the backshifts will be divided between personnel from the affected and unaffected units in proportion similar to the number of employees in the classifications in the respective units. If there are sufficient volunteers to fill a backshift, the proportion need not be observed. The fixed shift letter of understanding shall continue to be used for backshift assignments of affected unit personnel.

### B. OVERTIME GUIDELINES

Employees shall be scheduled for overtime periods involving full shift coverage by Evergreen standing and the overtime policy delineated in the Letter of Understanding dated October 16, 1987, in the following sequence:

(1) Overtime necessary to continue special unit outage project work will be offered/assigned to the employees currently assigned to those projects, regardless of the unit they are normally assigned to. Whenever practicable, such overtime will be offered to employees not currently assigned to projects prior to assigning overtime to the employees assigned to those projects.

Special unit outage project work is defined as: diesel generator overhauls, RCP work, refueling crews, or other tasks mutually agreed to by the UWUA Business Agent and the Company.

(2) Overtime will be offered to the affected unit's employees as follows:

a) Available employees on regular days off regularly scheduled on the shift where the overtime is required.

b) Employees working adjacent shifts will be offered in-early and holdover assignments.

c) Available employees regularly scheduled on a shift other than the shift where the overtime is required.

(3) Overtime will be offered to the unaffected unit's employees, who are on the temporary work assignment, in the order as specified in paragraphs 2 a, b, and c.

(4) Whenever practical, overtime will be offered to the unaffected unit's employees on regular days off who are not on the temporary work assignment, in the order as specified in paragraphs 2 a, b, and c.

(5) Overtime will be assigned to the affected unit's employees as follows:

a) Assign employees to work in-early and holdovers.

b) Assign those employees on regular days off regularly scheduled on the shift where the overtime is required.

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c) Assign those employees on regular days off regularly scheduled on shifts other than the shift where the overtime is required.

(6) Overtime will be assigned to the unaffected unit's employees, on the temporary work assignment, in the order as specified in paragraphs 5 a, b, and C.

(7) Overtime on the unaffected unit will be offered to the unaffected unit's employees on temporary assignment (on regular days off) in the order as specified in paragraphs 2 a, b, and c; prior to assigning employees at the unaffected unit not on temporary assignment.

/s/

W. Blaine, Jr.

Labor Relations Manager

Southern California Edison Company

/s/

Bernardo R. Garcia

Business Agent

UWUA, Local 246, AFL-CIO

/lm1606

March 5, 1991

## LETTER OF UNDERSTANDING

In conjunction with the 1991-92 negotiations between Local 246, UWUA and the Southern California Edison Company, the parties agreed to the establishment of an Expedited Arbitration Procedure. The procedure agreed to is as follows:

1. The provisions of Article IV and Article V are modified to provide for an expedited arbitration procedure. It is understood and agreed the parties shall use best efforts to utilize this expedited arbitration procedure to the fullest extent practicable.

All grievances properly appealed to arbitration involving loss of income to the employee due to the disciplinary action of suspension will be subject to this procedure. A termination grievance may also be arbitrated under this procedure provided there is mutual agreement to do so.

2. If either party elects to be represented by an attorney, notice shall be provided to the other party as soon as practical, but no less than fifteen (15) days prior to the date scheduled for the arbitration hearing. This period may be shortened for good cause. If the party electing to be represented by an attorney provides a notice of less than thirty (30) days, the case may be continued to a date mutually agreed upon provided that the party requesting the continuance notifies the other party within five (5) days.

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3. Either party may utilize a certified shorthand reporter and any per diem expense for the reporter will be borne by the Company. The expenses of a transcript will be borne by the party who requests its preparation.

4. The Union will identify in writing at least forty-five (45) days prior to the scheduled hearing date the grievance to be arbitrated under this procedure.

5. The Union, with a minimum of forty-five (45) days notice to the Company, may add one hearing date in a month in which to arbitrate an additional case under this procedure. Arbitrator selection for this additional date of hearing will be in rotation, starting with the first name on the list of panel arbitrators selected by the parties for this expedited procedure.

6. Time requirements for the arbitrator's decision, as described below, shall be mutually agreed to by the parties prior to the hearing. In the event the parties are unable to agree, the arbitrator shall determine at the close of the hearing which of the following time requirements will be followed:

(a) Bench Decision to be submitted by the arbitrator following the parties oral arguments and private consultation with the parties advocates. A brief written award will be signed off by the Arbitrator and the parties advocates at the close of the hearing.

(b) Brief written award within five (5) working days, (Saturdays, Sundays and contractual holidays excluded) from the close of the hearing. Written briefs may not be filed under this paragraph unless requested by the arbitrator.

(c) Written opinion and award within thirty (30) days from the close of the hearing. In the event either party elects to file a brief (such brief not to exceed twenty (20) pages in length), the written opinion and award must be submitted within thirty (30) days from the arbitrators receipt of the brief(s).

7. All expedited arbitration decisions will be without precedent or prejudice to either party's position in any matter not related to the grievant.

8. With at least thirty (30) days notice, either party may inform the other that a grievance which is scheduled to be heard under this expedited arbitration procedure will instead be conducted under the provisions of Article V, but the grievance will be heard on the date, and before the arbitrator, initially scheduled under this procedure. It is understood and agreed that such action will not be taken on a routine or repetitive basis as it is the intent of the parties that this expedited arbitration procedure be utilized to the fullest extent practicable.

9. All of the provisions of Article V which are not in conflict with the provisions set forth herein shall apply to this expedited arbitration procedure. Article V, Section C as it refers to a tripartite arbitration panel will not apply.

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10. On or before the eleventh (11th) month after the first hearing date under the provisions of this expedited arbitration procedure, the parties will meet to discuss its continuation. The parties may agree to modify the procedure, continue with it unchanged or to terminate it. In the event agreement is not reached, the procedure will terminate one (1) year or twelve (12) full months after the first hearing date referred to above.

/s/

Bernardo R. Garcia  
Business Agent  
UWUA, Local 246, AFL-CIO  
Dated: March 5, 1991

/s/

W. Blaine, Jr.  
General Manager, Labor Relations  
Southern California Edison Company  
Dated: March 5, 1991

April 5, 1991

**LETTER OF UNDERSTANDING**

**EXPERIMENTAL WORK SCHEDULES**

In conjunction with the Section M negotiations between the utility Workers Union of America, AFL-CIO, Local 246 and the Southern California Edison Company, it is agreed that this Letter of Understanding sets forth these modifications to the Agreement between the parties to effect certain Experimental Work Schedules. Unless expressly stated, only those sections of the Agreement identified in this letter are subject to modification by this letter.

This Agreement will apply to those groups of Bargaining Unit employees which are identified in various addenda which may be attached hereto when such experimental work schedules are agreed to by the Union and the Company. The addenda shall be incorporated into this Letter of Understanding by reference. Only the addenda negotiated and agreed upon by the Union and the Company shall be incorporated into this letter. It is not the intent of the parties to reduce manning levels as a result of Experimental Work Schedules.

It is the intent of the Company and the Union to cooperate with one another in the resolution of issues that may arise in administering Experimental Work Schedules. The Company

and the Union will meet on a mutually agreed basis to review issues that may arise as a result of Experimental Work Schedules. These meetings shall not be used as a substitute procedure for the settlement of grievances as set forth in Article IV of the Agreement.

### **A. APPLICATION**

(1) Groups of represented employees eligible to work the Experimental Work Schedules are identified in the addenda to this Letter of Understanding. Only those groups of represented employees who elect by a 75% majority vote (of the affected group) to work the Experimental Work Schedule, will do so. The election will be conducted by the steward of the affected group(s). Groups of employees that do not elect to work Experimental Work Schedules, will continue to work an eight (8) hour schedule in accordance with Article X of the Collective Bargaining Agreement. Within sixty (60) days after reaching agreement with the Union on a particular addenda, the Company may implement the Experimental Work Schedules agreed to by the parties.

(2) The Experimental Work Schedule shall be posted at least two (2) weeks prior to implementation of the schedule and thereafter will be posted in accordance with Article X of the Agreement.

(3) An employee on rotating days off schedule may, in individual cases and with supervisory approval, trade shift assignments with another employee in the same classification who is also on a rotating days off schedule at the same work location. Such a trade will be considered by supervision on an individual basis, and will be evaluated on the basis of the individual need and operating requirements. It is intended that such trading be done on the same basis as has been allowed with operators.

(4) Either party may cancel the Experimental Work Schedule at an affected location, or addenda attached hereto by providing sixty (60) days written notice. The return to an eight (8) hour schedule as provided for in Article IX of the Collective Bargaining Agreement will take effect within sixty (60) days following receipt of the written notification of cancellation.

## **B. OVERTIME**

Overtime shall be scheduled and paid in accordance with the Collective Bargaining Agreement except as provided below:

(1) Overtime compensation shall be paid at the applicable rate as specified in Article X of the Agreement for any hours worked in excess of forty (40) in a work week, for all hours worked in excess of the regularly scheduled work shift, and for all hours worked on regular days off.

(2) No meal expenses will be paid for a regularly scheduled shift assignment. Meal allowance will be paid when an employee works two (2) hours beyond the normal eight (8) hour work day, when working on a regularly scheduled day off.

### **C. HOLIDAYS:**

(1) All Company holidays and floating holidays shall be converted to hours on the basis of eight (8) hours for each holiday and will be designated as holiday hours.

(2) An employee who is required to work on the days which he/she is scheduled to observe as the holiday, shall be paid his/her straight time rate, plus double-time his/her hourly rate, for each hour actually worked on such days. An equivalent number of hours will be deducted from the employee's allocated holiday hours for the year.

(3) With supervisory approval an employee scheduled to work on a holiday may elect not to work the holiday and use vacation or holiday hours to take the day off.

### **D. VACATION**

(1) Vacation credits shall be converted to hours on the basis of eight (8) hours for each day of vacation accrued in accordance with Article XII of the Collective Bargaining Agreement. An employee working an Experimental Work Schedule shall take his/her

**vacation in hours consistent with his/her schedule. Vacation scheduling shall be unaffected by Experimental Work Schedules.**

**(2) An employee will not normally be asked for overtime or subject to assignment when on days off provided he/she schedules at least two (2) shifts of vacation time in conjunction with up to four (4) regular days off and at least three (3) shifts of vacation time in conjunction with five (5) or more regular days off.**

#### **E. SHIFT DIFFERENTIAL**

**Shift differential shall be paid to employees in accordance with the addenda agreed to by the parties and attached hereto.**

#### **F. DEATH IN THE IMMEDIATE FAMILY**

**In the event of a death in the immediate family of a regular employee, time off with pay as necessary may be allowed with the approval of supervision to make arrangements for and attend the funeral, but such paid time shall not exceed twenty-four (24) hours. To complete the regularly scheduled shift an employee may use vacation (Code 59) or time off without pay (Code 76). Immediate family is defined in Article IX, section F(2) of the Agreement**

#### **G. FAMILY ILLNESS**

**Full-time employees who have completed six (6) months of service may, if required and with supervisory approval, be paid time off for**

illness or accident in the immediate family, not to exceed sixteen (16) hours. If necessary to complete regularly scheduled shift an employee may use vacation (Code 59) or time off without pay (Code 76). Immediate family is defined in Article IX, Section F(2) of the Agreement.

### **H. PAID SICK TIME**

When a disability occurs an employee will be paid the applicable disability benefits for the full regularly scheduled shift for the sick day. The employee's disability benefit credits will be charged accordingly in hours.

*/s/*

**Bernardo R. Garcia**  
**Business Agent**  
**Local 246, UWUA, AFL-CIO**  
**Dated: April 1, 1991**

*/s/*

**Rogelio Padilla, Jr.**  
**Unit Manager**  
**Labor Relations**  
**Dated: May 2, 1991**

May 20, 1991

**UWUA EXPERIMENTAL WORK HOURS**

**ADDENDUM —  
MOHAVE GENERATING STATION**

In conjunction with the Section M negotiations between the Utility Workers Union of America, AFL-CIO, Local 246 and the Southern California Edison Company regarding the Letter Of Understanding dated May 1, 1991 this Addendum was agreed to for the purposes of establishing twelve (12) hour shift *schedules for operators at Mohave Generating Station* and applies only to those employees in operating classifications as defined in Exhibit A of the Collective Bargaining Agreement.

In accordance with the terms of the Letter of Understanding, the Company was notified on April 1, 1991 of the operators' vote in favor of twelve (12) hour shift schedules. This *Addendum when ratified will become effective within sixty (60) days from the date of notice of ratification by the Union.*

**SCHEDULE**

The schedule to be worked by the Mohave operators is attached and will be subject to revisions only after such revisions are discussed and agreed upon by the parties.

### SHIFT DIFFERENTIAL

Swing shift differential will be paid for all hours worked in the last four (4) hours of the regularly scheduled day shift hours and the first four (4) hours of the regularly scheduled night shift. Graveyard shift differential will be paid for all hours worked in the last eight (8) hours of the regularly scheduled night shift.

### HOLIDAYS

For purposes of this Addendum operators will be allowed a total of one hundred and four (104) hours of holiday hour credits in a calendar year. However, the number of hours which each employee is credited is dependent on the date of hire during the calendar year and/or the number of holidays that an employee has used as of the date of movement into the operator classification at this location. Holiday hours may not be banked beyond the current year.

### VACATION

All vacation hours utilized under the schedule subject to this Addendum will be paid at the normal time rate of pay.

### PAID SICK TIME

All paid time off covered by the Benefit plan will be paid at the normal time rate of pay.

**BIDS/TRANSFERS/NEW HIRES**

**Employees Bidding, Transferring or Hiring into Mohave Generating Station Operations during the time that this Addendum is in effect will be subject to the schedule which is the subject of this Addendum.**

**Employees Bidding or Transferring out of Mohave Generating Station operations and into another work location that is not on a schedule covered by this Addendum will revert to the schedule for the new work location and be subject to the schedule and provisions of the Bargaining Unit Agreement in place for the new work location.**

**/s/**

**Bernardo R. Garcia  
Business Agent  
Local 246, UWUA, AFL-CIO  
Dated: May 20, 1991**

**/s/**

**Rogelio Padilla, Jr.  
Unit Manager  
Labor Relations  
Dated: May 20, 1991**

**June 24, 1991**

**Mr. Bernardo R. Garcia  
Business Agent  
Local 246, UWUA, AFL-CIO  
10355 Los Alamitos Blvd.  
Los Alamitos, CA 90720**

**Subject: SONGS Operations Experimental Work  
Schedule**

**Dear Bernardo:**

**EXPERIMENTAL WORK SCHEDULE**

**ADDENDUM — SONGS 2/3 OPERATIONS**

**In conjunction with the Section M negotiations between the Utility Workers Union of America, AFL-CIO, Local 246, and the Southern California Edison Company, regarding the Letter of Understanding dated May 1, 1991. This Addendum was agreed to for the purpose of establishing a twelve (12) hour shift experimental work schedule for Operators at San Onofre Nuclear Generating Station (SONGS) Units 2 and 3. This Addendum applies only to those employees in operating classifications at SONGS Units 2 and 3, as defined in Exhibit A of the Collective Bargaining Agreement, that are assigned on-shift.**

**In accordance with the terms of the Letter of Understanding, the Company was notified on**

May 17, 1991, of the operators' vote in favor of twelve (12) hour shift schedules. This Addendum when ratified will become effective within sixty (60) days from the date of notice of ratification by the Union.

## **1. SCHEDULE**

The experimental schedule to be worked by the SONGS Units 2 and 3 operators is attached and will be subject to revisions only after such revisions are discussed and agreed upon by the parties covered by this Addendum.

## **2. TRAINING/RELIEF SHIFT**

When on training/relief shift, thirty two (32) hours shall constitute the regularly scheduled training/relief period. Hours worked in excess of the relief period will be paid at the applicable overtime rate as provided in Article X of the Bargaining Unit Agreement.

When an employee is scheduled to work three (3) twelve (12) hour shifts during his/her relief period, the four (4) overtime hours necessary to complete his/her regularly scheduled shift shall be exempt from the Evergreen scheduling provisions of the Bargaining Unit Agreement.

If an employee is required to work three (3) twelve (12) hour shifts during his/her relief period, then on the third twelve (12) hour shift they will be paid a meal allowance, and the time in which to eat the meal, in accordance

## **Appendix**

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with overtime meal provisions of Article XIII of the Bargaining Unit Agreement.

### **3. SHIFT PREMIUM**

When working the experimental work schedule specified in paragraph (1), no shift premium will be paid for hours worked on the day shift. The graveyard shift premium specified in Article IX of the Collective Bargaining Agreement will be paid for all hours worked on the night shift.

### **4. SHIFT START TIMES**

The day shift shall be the hours from 06:30 to 18:30 and the night shift shall be the hours from 18:30 to 06:30. When on relief shift, the regularly scheduled day shift shall start at 06:30 and the regularly scheduled night shift shall start at 18:30.

### **5. VACATION**

All vacation hours utilized under the schedule subject to this Addendum will be paid at the normal time rate or pay.

### **6. PAID TIME OFF**

All paid time off covered by the Benefit Plan will be paid at the normal time rate of pay.

### **7. HOLIDAYS**

For purposes of this Addendum, Operators will be allowed a total of one hundred and four (104) hours of holiday hour credits in a

calendar year. However, the number of hours each individual is credited with is dependent on the date of hire or transfer into the Operator classification. Holiday hours will not be allowed to be banked beyond the current year.

#### **8. BIDS/TRANSFERS/NEW HIRES**

Employees bidding, transferring or hiring into SONGS Units 2 and 3 Operations during the time that this Addendum is in effect, will be subject to the schedule which is the subject of this Addendum.

Employees bidding or transferring out of SONGS Units 2 and 3 Operations and into another work location that is not on a schedule covered by this Addendum will revert to the schedule and provisions of the Bargaining Unit Agreement in place for the new work location.

*/s/*

**Bernardo R. Garcia**  
**Business Agent**  
**Local 246, UWUA, AFL-CIO**  
**Dated: June 30, 1991**

*/s/*

**Rogelio Padilla, Jr.**  
**Unit Manager**  
**Labor Relations**  
**Dated: June 24, 1991**



**November 20, 1991**

**EXPERIMENTAL WORK SCHEDULE**

**ADDENDUM —  
MOHAVE GENERATING STATION  
(Chemistry Technicians)**

**In conjunction with the Section M negotiations between the utility Workers Union of America, AFL-CIO, Local 246, and the Southern California Edison Company, regarding the Letter of Understanding dated May 1, 1991 this Addendum was agreed to for the purposes of establishing twelve (12) hour shift schedules for Chemistry Technicians at the Mohave Generating Station and applies only to those employees in the chemistry classifications as defined in Exhibit A of the Collective Bargaining Agreement.**

**In accordance with the terms of the Letter of Understanding, the Company was notified on June 29, 1991, of the Chemistry Technician's vote in favor of twelve (12) hour shift schedules. This Addendum when ratified will become effective within sixty (60) days from the date of notice of ratification by the Union.**

### SCHEDULE

The schedule to be worked by the Mohave Chemistry Technicians is attached and will be subject to revisions only after such revisions are discussed and agreed upon by the parties.

### SHIFT DIFFERENTIAL

Swing shift differential will be paid for all hours worked in the last four (4) hours of the regularly scheduled day shift hours and the first four (4) hours of the regularly scheduled night shift. Graveyard shift differential will be paid for all hours worked in the last eight (8) hours of the regularly scheduled night shift.

### HOLIDAYS

For the purpose of this addendum, Chemistry Technicians will be allowed a total of one hundred and four (104) hours of holiday hour credits in a calendar year. However, the number of hours which each employee is credited is dependent on the date of hire during the calendar year and/or the number of holidays that an employee has used as of the date of movement into the Chemistry classification at this location. Holiday hours may not be banked beyond the current year.

### VACATION

All vacation hours utilized under the schedule subject to this Addendum will be paid at the normal time rate of pay.

**PAID SICK TIME**

All paid time off covered by the Benefit Plan will be paid at the normal time rate of pay.

**BIDS/TRANSFERS/NEW HIRES**

Employees Bidding, Transferring or Hiring into Mohave Generating Station Chemistry classifications during the time that this Addendum is in effect, will be subject to the schedule which is the subject of this Addendum.

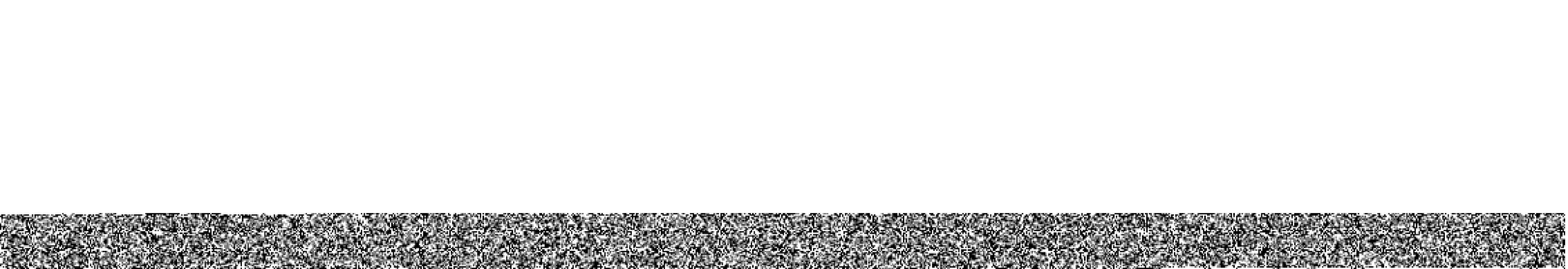
Employees Bidding or Transferring out of the Mohave Generating Station Chemistry classifications into another work location that is not on a schedule covered by this Addendum will revert to the schedule for the new work location and will be subject to the schedule and provisions of the Bargaining Unit Agreement in place for the new work location.

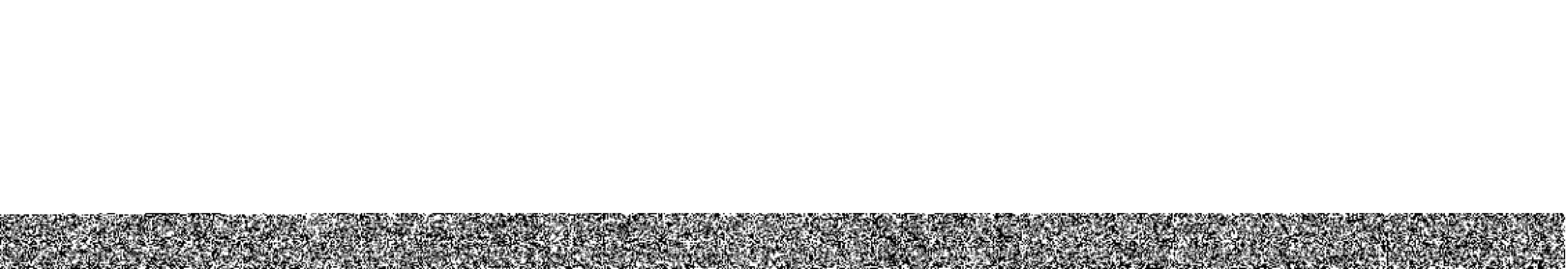
/s/

Carl W. Wood  
Business Agent  
Local 246, UWUA, AFL-CIO  
Dated: November 20, 1991

/s/

Ray Perez  
Unit Manager  
Labor Relations  
Dated: November 22, 1991





**February 19, 1992**

**LETTER OF UNDERSTANDING**

Mr. Carl W. Wood  
Business Agent  
Local 246, UWUA, AFL-CIO  
10355 Los Alamitos Blvd.  
Los Alamitos, CA 90720 2190

Subject: Possible Closure of SONGS Unit 1

Dear Mr. Wood:

As a result of the discussions held between the parties on January 29, 1992, regarding the possible closure of SONGS Unit 1 the following was agreed:

The Company has no intention of laying off or force reducing any employees from Unit 1 affected by this action. Upon shutdown of SONGS Unit 1, and as it becomes necessary to reduce the number of employees there, all Bargaining Unit employees will be provided an opportunity to transfer to SONGS Units 2&3 as Unit 1 manning levels are reduced. It is the Company's intention to enter negotiations when required to establish specific requirements to allow these actions to be effected. This process will supersede the "request for transfer" procedure under Article VIII B(2) for entry into SONGS Units 2&3.

The Company will continue paying employees transferred to SONGS Units 2&3, the wage level

achieved at SONGS Unit 1, including applicable bonuses and any general increases negotiated by the parties in the future. Transferred employees will be trained as appropriate to fulfill job requirements on Units 2&3. This training will be conducted in accordance with the training programs in effect for the employee's division of such time.

For all personnel, it is required that continuous and satisfactory progress be maintained to attain qualifications in the SONGS Units 2&3 training progression equal to that previously held at SONGS Unit 1, in order to continue receiving the wages, bonuses and upgrade pay carried over from Unit 1.

The following will apply to SONGS Unit 1 Operations:

- ANPEO class #191-1 will be transferred to SONGS Units 2&3. The maximum time permitted to complete the ANPEO Program will be eighteen (18) months from such transfer date.

- The twenty-four (24) month bid restriction for ANPEO class #191-1 will be waived upon Union ratification of this Letter. This waiver will terminate on the date ANPEO class #191-1 commences secondary systems training.

- ANPEO class #191-1 will commence secondary systems classroom training in May 1992.

- An opportunity for four (4) SONGS Unit 1 NPEOs to transfer to SONGS Units 2&3 as

## Appendix

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ANPEOs by working unit seniority will be provided at the same time class #191-1 transfers to SONGS Units 2&3. NPEOs transferring to SONGS Units 2&3 will enter the ANPEO progression at the first step NPEO (\$19.756) rate of pay. Unit 1 operators transferring into the Units 2&3 progression will stand 750 hours of secondary watch time after qualification, prior to being considered for primary system training. All hours spent working on shift after completion of secondary system training will be considered secondary watch time hours.

- Remaining NPEOs at SONGS Unit 1 will be provided adequate training to qualify for upgrade to "limited NACO." In the event the training is not provided by the time Unit 1 is shut down, these employees will be considered qualified for upgrade to "limited NACO" at Unit 1 for the purposes of establishing transfer pay rates.

/s/

W. Blaine, Jr.

General Manager, Labor Relations  
Southern California Edison Company

Dated: February 19, 1992

/s/

C. W. Wood

Business Agent  
UWUA, Local 246, AFL-CIO

Dated: February 21, 1992

November 13, 1992

LETTER OF UNDERSTANDING

SONGS UNIT 1 CLOSURE

As a result of negotiations held between Southern California Edison Company (the Company) and Utility Workers Union of America, Local, 246 (UWUA) regarding the closure of San Onofre Nuclear Generating Station (SONGS) Unit 1, the following agreement was reached:

This Letter of Understanding is non-precedent setting to either party and in no way supersedes the provisions of Article VIII of the Collective Bargaining Agreement (the Agreement) in the future. Nor does this Letter of Understanding in any way create a separation in the UWUA Working Unit between Nuclear Generation Department and other UWUA represented departments.

It is further agreed, that no employee will be laid-off as a result of the implementation of this Letter of Understanding. This does not constitute a waiver of the ability to reduce forces in accordance with Article VIII of the Agreement in the future.

I. Purpose

In order to avoid a Reduction in Forces (R.I.F.) and the impact it would cause the Company and employees represented by UWUA, Local 246, the following will allow for the smooth transition of employees from SONGS Unit 1 to other work

groups at SONGS following the shutdown of SONGS Unit 1.

### II. General Provisions

A. Effective upon completion of the post SONGS Unit 1 shutdown staffing plan and ratification of this agreement, the Company will discontinue posting bids for SONGS Chemistry and Maintenance job vacancies except as indicated in Sections III and IV of this Letter of Understanding.

B. Regular bid postings for Chemistry and Maintenance job vacancies will be reinstated once all SONGS Chemistry and Maintenance employees are reassigned to shifts and locations in accordance with this Letter of Understanding.

C. The bid restrictions in Article VIII Sections C- (1) (6-month bid restriction), C- (4) (24-month SONGS ANPEO bid restriction) and C- (5) (24-month SONGS Maintenance/Technical bid restriction) of the Agreement will not apply to bid location, shift realignments and transfers provided for in Sections III, IV, V and VI of this Letter of Understanding.

D. SONGS Unit 1 Chemistry, Maintenance and Operations employees will be transferred to their new location/shift in accordance with the SONGS Unit 1 shutdown staffing plan on the basis of Company Seniority. The senior employee will be offered the option of transferring first. In the event no employees elect to transfer, the junior employee will be assigned the earliest transfer date.

The Company will provide a two weeks notice prior to transfer of employees to their new shifts and locations. Transfer dates may be delayed in accordance with the Unit 1 shutdown staffing plan. All Maintenance and Chemistry employees will transfer by June 1, 1993; all Operations employees will transfer by December 31, 1994. Reasonable delays in transfer by dates beyond June 1, 1993 for Maintenance and Chemistry, or beyond December 31, 1994 for Operations, will be permitted with Union concurrence.

E. Employees who are on leave of absence or disability and who are expected to return to work will be provided an opportunity to sign location/shift preference form.

Employees who are not expected to return to work and do so at a future date, will be given a location/shift preference form upon return. These employees will be carried as excess manning at the location and shift they select based upon their seniority at the time of the original location/shift realignment.

F. Employees immediately affected by this Letter of Understanding (SONGS Unit 1 and Units 2/3 Chemistry, SONGS Unit 1 and Units 2/3 Maintenance and SONGS Unit 1 Operations) will have an extended time frame to submit 1993 vacation requests. The deadline to submit vacation requests will be February 1, 1993.

### III. Chemistry Employees

SONGS Unit 1 Chemistry employees will be transferred to a combined SONGS Units 1/2/3 bid location following the shutdown of Unit 1 in accordance with the following provisions:

A. All SONGS (Unit 1 and Units 2/3) Chemistry employees working in an affected job classification following ratification of this Agreement by the Union, will sign a preference form indicating shift preference. Employees will be expected to prioritize their selections in a manner similar to the process for filling bids at fixed shift work locations.

These shift preferences will be awarded on the basis of Working Unit Seniority in a manner consistent with the awarding of bids. Shift selections will be awarded 10 working days following the selection process. All affected employees will be expected to sign a shift "preference form". Any affected employee who fails to do so will be assigned a vacant position.

The shift choices will be:

SONGS Chemistry Units 1/2/3 — Day shift, Swing shift or Graveyard shift

The only option available to Assistant Nuclear Chemistry Technicians will be day shift. Neither party waives its position on the ability, or lack thereof, for the Company to assign Assistant Nuclear Chemistry Technicians to backshifts.

B. The new location/shift preference forms will be offered only to the affected Chemistry employees from SONGS Unit 1 and Units 2/3. The affected Chemistry classifications are: Nuclear Chemistry Technician and Assistant Nuclear Chemistry Technician.

C., Chemistry employees entering the combined SONGS Chemistry Units 1/2/3 bid location will:

1. Carry existing Evergreen overtime hours to the new combined Evergreen list (former Units, 2/3 Evergreen list).
2. Be averaged into the backshift assignment list (former Units 2/3. backshift list) in accordance with the provisions of the Backshift Assignment Letter of Understanding.

#### IV. Maintenance Employees

SONGS Unit 1 Maintenance employees will be transferred to other SONGS work groups following the shutdown of Unit 1 in accordance with the following provisions:

A. All SONGS (Unit 1 and Units 2/3) Maintenance employees working in an affected job classification following ratification of this Agreement by the Union, will sign a preference form indicating bid location and shift preference. Employees will be expected to prioritize their selections in a manner similar to the process for filling bids at fixed shift work locations.

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These bid locations/shift preferences will be awarded on the basis of Working Unit Seniority in a manner consistent with the awarding of bids. Bid location/shift selections will be awarded 10 working days following the selection process. All affected employees will be expected to sign a location/shift "preference form". Any affected employee who fails to do so will be assigned a vacant position.

The bid location and shift choices will be:

- SONGS Maintenance Units 1/2/3 — Day shift, Swing shift or Graveyard shift.
- SONGS Maintenance Engineering and Services — Day shift.
- SONGS Nuclear Construction Group — Day shift.

Each of these bid locations will have its own Evergreen List.

B. The new location/shift preference forms will be offered only to the affected Maintenance employees from SONGS Unit 1 and Units 2/3. The affected Maintenance classifications are: Nuclear B&C Mechanic; Nuclear Maintenance Electrician; Steam Maintenance Helper; Nuclear Maintenance Machinist; Nuclear Instrument Technician; Nuclear Test Technician A; and Nuclear Maintenance Welder.

C. Maintenance employees entering the combined SONGS Units 1/2/3 Maintenance bid location will:

1. Carry existing Evergreen overtime hours to the new combined list (former Units 2/3 Evergreen list).
2. Be averaged into the backshift assignment list (former Units 2/3 Backshift list) in accordance with the provisions of the Backshift Assignment Letter of Understanding.
3. Be added to the Running Unit/Outage Unit List based upon Working Unit Seniority. Future assignments will start with the least senior employee who has not been previously assigned. Normal Running Unit/Outage Unit assignments will resume at the normal point on the list once all junior employees not previously assigned, have been assigned a Running Unit assignment.

D. When work demands dictate maintenance employees can be utilized within their same job classification at any of the other site bid locations referenced in this letter.

1. When such assignments are made, the senior employee will be offered the temporary assignment first based upon Working Unit Seniority. In the event no employee volunteers, or an insufficient number volunteer, the junior employee /employees will be assigned.

2. Regarding overtime, permanent bid location personnel will be offered overtime first, before personnel temporarily assigned to the bid location.

3. Before assigning employees to work overtime assignments, employees at the bid location of the temporarily assigned employees will be offered the overtime assignments in accordance with the overtime procedure specified in the SONGS Fixed Shift Letter of Understanding.

E. All of the Jobs specified in this part IV of this Letter of understanding will be subject to the provisions of Article IX Section B of the Agreement (Nuclear Journeyman Premium).

### V. Operations Employees

SONGS Unit 1 Operations employees will be transferred to a combined SONGS Operations Units 1/2/3 bid location following the shutdown of SONGS Unit 1 in accordance with the following provisions:

A. All SONGS Operations employees working in an affected job classification following ratification of this Agreement by the Union, will be considered part of a new SONGS Units 1/2/3 bid location for Operations.

B. The new SONGS Operations Units 1/2/3 bid location will consist of 2 work groups, SONGS Unit 1 work group and SONGS Units 2/3 work group. Each work group, SONGS Unit 1 and SONGS Units 2/3, will retain its own separate Evergreen list.

C. All SONGS Operations Units 2/3 work group employees will work 12-hour shift schedule as previously negotiated for SONGS Operations units 2/3 (as specified in the SONGS Operations Units 2/3 addendum to the Experimental Schedule Letter of Understanding). All Operations Unit 1 work group employees will continue to work an 8-hour rotating shift schedule. This does not preclude the parties from negotiating a 12-hour shift schedule for the Unit 1 work group in the future.

D. The minimum staffing requirements as delineated in Article VIII, Section C of the Agreement will prevail over seniority if a conflict arises. Effective September 1, 1993, the minimum staffing requirements for SONGS Operations Unit 1 will be four (4) Nuclear Control Operators and four (4) Nuclear Plant Equipment Operators.

E. The Non-License path NPEO positions as described in Article VIII, Section B, 3, (d) of the Agreement, will be a minimum of ten (10) positions for SONGS Operations Units 1/2/3.

F. SONGS Operations employees transferred to the SONGS Operations Units 1/2/3 work group will continue receiving the wage level achieved at SONGS Unit 1, including applicable bonuses, upgrade pay and any general wage increases negotiated by the Union in the future. Transferred employees will be trained as appropriate to fulfill job requirements on SONGS Units 1/2/3. This training will be conducted in accordance with the

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training programs in effect for the employee's division at such time.

For all personnel, it is required that continuous and satisfactory progress be maintained to attain qualifications in the SONGS Units 2/3 training progression equal to that previously held at SONGS Unit 1, in order to continue receiving wages, bonuses and upgrade pay carried over from Unit 1.

### VI. Units 1/2/3 Operations/Chemistry Staffing Level

Following the movement of Operations personnel from Unit 1 to the combined Units 1/2/3 bid location, it is expected that staffing levels will have to be decreased during late 1993 and again in 1994. Any such reductions will be accomplished in accordance with this Letter of Understanding. Any future staffing reduction subsequent to December 31, 1994 will be accomplished in accordance with the force reduction provisions of Article VIII of the Agreement.

It is also anticipated that SONGS Chemistry Units 1/2/3 staffing levels may need to be reduced following the transfer of Chemistry personnel from Unit 1 to the combined SONGS Chemistry Units 1/2/3 bid location. Any further staffing reduction subsequent to December 31, 1993 will be accomplished in accordance with the force reduction provisions of Article VIII of the Agreement.

A. Employees in the SONGS Operations Units 1/2/3 or SONGS Chemistry Units 1/2/3 bid locations will be given 90 days notice based upon Company Seniority when it is determined that staffing levels must be decreased. At such time an employee will be given 90 days to secure another position for which they are qualified within the Company at San Onofre. Any such employee who fails to secure a new position after 90 days, will be made aware of vacancies within the Bargaining Unit at San Onofre. If the employee fails to select a job for which he/she is qualified and has seniority, for the identified vacancies, the Company will assign the employee a vacancy at San Onofre for which he/she is qualified and has seniority.

B. Operations and Chemistry employees who bid/transfer to another position after transferring from Unit 1 to the Units 1/2/3 bid location, or who bid/transfer to another position after receiving 90 days notice will receive red-circle wage level protection (does not include any license premiums, qualified upgrades or general, wage increases) for a period of five (5) years from the actual date of the bid/transfer to the new position outside of Operations or Chemistry.

Employees eligible to receive this additional wage protection are employees who receive a 90-day notice as described in part VI of this Letter of Understanding, or are expected to receive a 90-day notice in the future based on the number of personnel being reduced from SONGS Unit 1.

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Employees who do not receive the 90-day notice as described in part VI of this Letter of Understanding, and who are not expected, due to their Company Seniority, to receive the 90-day notice and who bid or transfer to another position, will be given the wage protection on a case by case basis. These employees shall be notified prior to their accepting said bid or transfer as to whether they will be eligible for the wage protection.

This wage protection will cease if an employee successfully bids/transfers to a lower paid or equally paid position after the initial bid/transfer from Operations or Chemistry. This limitation will not apply to a subsequent job/bid transfer within the same job progression (i.e. Senior Radioactive Material Handler bidding to Radioactive Material Control Technician) or a bid/transfer which is a promotion from the present position.

*Any employee who fails to actively pursue securing another position after receiving 90 days notice will not be eligible to receive this continued wage protection.*

C. Any employee who is reduced from SONGS Operation Units 1/2/3 or SONGS Chemistry Units 1/2/3 as a result of this Letter of Understanding will retain preferential bid/transfer rights to SONGS Units 1/2/3 Operations Division or SONGS Units 1/2/3 Chemistry Division. This preferential bid/transfer right will be in accordance with Article VIII, Section, E of the Agreement.

1. Employees who return to the Operations Division within three (3) years from the time they left will enter the Operator progression at the top step NPEO rate of pay. Employees who return after a period of three (3) years will be evaluated and placed at the appropriate step in the ANPEO/NPEO progression.

### VII. New bid Locations and Job Vacancies

In an effort to minimize the impact the closure of Unit 1 will have on the Bargaining Unit and in order to create job vacancies to absorb the employees displaced in accordance with part VI of this Letter of Understanding, the Company agrees to displace some of the contractors currently performing Facilities Management and HVAC Maintenance at SONGS.

A. A new SONGS Facilities Management bid location will be established. The following job vacancies will be posted for bid within the Local 246 Working Unit:

- Nuclear Maintenance Electrician — 6;
- Material Handler — 1.

Facilities Management personnel temporarily assigned within the SONGS Maintenance Organization to perform nuclear plant maintenance and repair will also be eligible to receive the Journeyman Premium if qualified. The Journeyman Premium will be paid on the same basis as SONGS Maintenance personnel, and, the smallest unit of premium will be for a period of one shift.

## **Appendix**

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B. The new HVAC Technician job will be created, and 10 job vacancies will be posted for HVAC Technician SONGS Maintenance Units 1/2/3. These job vacancies will be posted for bid within the Local 246 Working Unit.

The Company will fill these job vacancies from within the Local 246 Working Unit and not hire the existing contractors to fill these positions. The Company will provide study guides and assistance to employees who express a desire to fill these positions. However, should the Company be unable to fill any of these positions with sufficient qualified personnel from within the Local 246 Working Unit, the Company retains the ability to hire as necessary.

C. The Company agreed to negotiate with the Union in accordance with Article IX, Section G of the Agreement for the HVAC Technician positions.

D. The HVAC Technician position posted for SONGS Maintenance Units 1/2/3 will be subject to the provisions of Article IX, Section B of the Agreement (Nuclear Journeyman Premium), and will receive the applicable Journeyman Premium.

E. Any job vacancies at SONGS which result from employees successfully bidding one of these new positions will be posted for bid in accordance with Article VIII of the Agreement.

**VIII. Health Physics Technician Vacancies and Progression**

In addition to the bid locations and job vacancies identified in part VII of this Letter of Understanding in order to create job vacancies to absorb the employees displaced in accordance with part VI of this Letter of Understanding, the Company agrees to displace some of the contractors currently performing Health Physics (HP) support at SONGS.

A. Additional HP Technician job vacancies will be posted for bid at three different time intervals following ratification of this Letter of Understanding. The posting of these job vacancies will create up to 60 additional jobs within the Health Physics Organization.

B. HP Technician job vacancies will be posted and qualified bidders will be awarded the job based on working unit seniority. Jobs not awarded as HP Technician will be awarded as Assistant HP Technician to the senior qualified bidder based on Working Unit Seniority.

The successful bidders for the Assistant HP Technician positions will enter the appropriate step in the Assistant HP Technician progression based upon their previous health physics experience.

All of the job vacancies mentioned in part VII of this Letter of Understanding will be posted for bid no later than June 1, 1993. All of the job vacancies identified in part VIII of this Letter of Understanding

## **Appendix**

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will be posted for bid no later than December 31, 1994.

This Letter of Understanding does not constitute a waiver of either party's position on the right, or lack thereof to utilize contractors at San Onofre.

This Agreement is conditioned upon all seniority list disputes being resolved prior to any location/shift preferences and transfers being made. The Company will post an updated seniority list on all bid boards at SONGS at least 30 days prior to the effective date of this Agreement. All UWUA stewards at SONGS will be provided a copy of the updated seniority list at the time it is posted.

/s/

Carl W. Wood  
Business Agent  
UWUA, Local 246, AFL-CIO  
Dated: December 4, 1992

/s/

Rumaldo Perez  
Unit Manager, Labor Relations  
Southern California Edison Company  
Dated: December 4, 1992

March 18, 1993

**LETTER OF UNDERSTANDING**

In conjunction with the 1991-92 contract negotiations between Local 246, UWUA and the Southern California Edison Company, the parties have agreed to the adjustment of Company Seniority for employees whose Company Seniority was adjusted during the 1978 labor dispute between the parties. The adjustment will apply only to an employee's future retirement, Comprehensive Disability Plan, and vacation benefits. It is not intended to be applied retroactively or to other benefits.

The above-mentioned Company seniority was amended in conjunction with the 1993-94 contract negotiations to include affected employees from the 1953 labor dispute between the Company and IBEW, Local 47.

/s/

Carl Wood  
Business Agent  
UWUA, Local 246, AFL-CIO  
Dated: March 18, 1993

/s/

W. Blaine, Jr.  
General Manager, Labor Relations  
Southern California Edison Company  
Dated: March 18, 1993

**May 10, 1993**

Mr. Carl W. Wood  
Business Agent  
Local 246, UWUA, AFL-CIO  
10355 Los Alamitos Blvd.  
Los Alamitos, California 90720

Subject: Part-Time Employees

In conjunction with the Letter of Understanding dated March 18, 1993 between the Company and Union regarding proposal C-98 (see Attachment A), relative to part time employees, the parties agree that benefits will be provided to UWUA-represented part time employees based on benefits currently allowed for all other part-time employees. This letter dated May 10, 1993 supplements the Benefits Agreement between the Company and UWUA. The benefits for part-time employees are summarized in Attachment B (on file). It is recognized that the utilization of part-time employees is governed by and subject to the limitations as set forth in the Letter of Understanding, Attachment A.

If you concur, please sign one copy of this letter and return it to my office.

Sincerely,

W. Blaine, Jr.  
General Manager of Labor Relations  
Southern California Edison Company

/s/

Carl W. Wood  
Business Agent  
UWUA, Local 246, AFL-CIO  
Dated: June 10, 1993

Attachments

### ATTACHMENT A

#### LETTER OF UNDERSTANDING

In conjunction with the 1993-94 negotiations between the Southern California Edison Company and Local 246, UWUA, AFL-CIO, relative to the Company's need to establish provisions for the utilization of part-time employees, the parties agreed to the following:

1. Allow with supervisory approval, for permanent full-time employees with at least one year of service to become part-time for renewable periods of up to one year.
2. Part-time employees will continue to accrue Company and working unit seniority and have bid and transfer rights.
3. Part-time employees may not work overtime.
4. Part-time employees will be provided only those benefits allowed for part-time employees.
5. Assignment to part-time status will be voluntary and will not be used in lieu of a force reduction.
6. This Letter of Understanding will expire at the end of the term of this Agreement unless extended by mutual agreement of the Union and the Company.

/s/

W. Blaine, Jr.

General Manager, Labor Relations

Southern California Edison Company

Dated: March 18, 1993

/s/

Carl Wood

Business Agent

UWUA, Local 246, AFL-CIO

Dated: March 18, 1993

**October 5, 1993**

**UWUA EXPERIMENTAL WORK HOURS**

**ADDENDUM — SONGS, UNIT 1**

In conjunction with the Section M negotiations between the Utility Workers Union of America, AFL-CIO, Local 246 and the Southern California Edison Company regarding the Letter of Understanding dated May 1, 1991 this Addendum was agreed to for the purposes of establishing twelve (12) hour shift schedules for operators at SONGS Unit 1 and applies only to those employees in operating classifications as defined in Exhibit A of the Collective Bargaining Agreement.

In accordance with the terms of the Letter of Understanding, the Company was notified February 1, 1993 of the operators' vote in favor of twelve (12) hour shift schedules. This Addendum when ratified will become effective within sixty (60) days from the date of notice of ratification by the Union.

**SCHEDULE**

The schedule to be worked by the SONGS Unit 1 operators is attached and will be subject to revisions only after such revisions are discussed and agreed upon by the parties.

**SHIFT DIFFERENTIAL**

No shift premium will be paid for hours worked on the day shift. Graveyard shift differential will be paid for all hours worked on night shift.

**HOLIDAYS**

For purposed of this Addendum operators will be allowed a total of one hundred and four (104) hours of holiday hour credits in a calendar year. However, the number of hours which each employee is credited is dependent on the date of hire during the calendar year and/or the number of holidays that an employee has used as of the date of movement into the operator classification at this location. Holiday hours may not be banked beyond the current year.

**VACATION**

All vacation hours utilized under the schedule subject to this Addendum will be paid at the normal time rate of pay.

**PAID SICK TIME**

All paid time off covered by the Benefit plan will be paid at the normal time rate pay.

**BIDS/TRANSFERS/NEW HIRES**

Employees Bidding, Transferring or Hiring into SONGS Unit 1 Operations during the time that this Addendum is in affect will be subject

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**to the schedule which is the subject of this Addendum.**

**Employees Bidding or Transferring out of SONGS Unit 1 operations and into another work location that is not on a schedule covered by this Addendum will revert to the schedule for the new work locations and be subject to the schedule and provisions of the Bargaining Unit Agreement in place of the new work location.**

**/s/**

**Carl Wood**

**President**

**Local 246, UWUA, AFL-CIO**

**Dated: October 8, 1993**

**/s/**

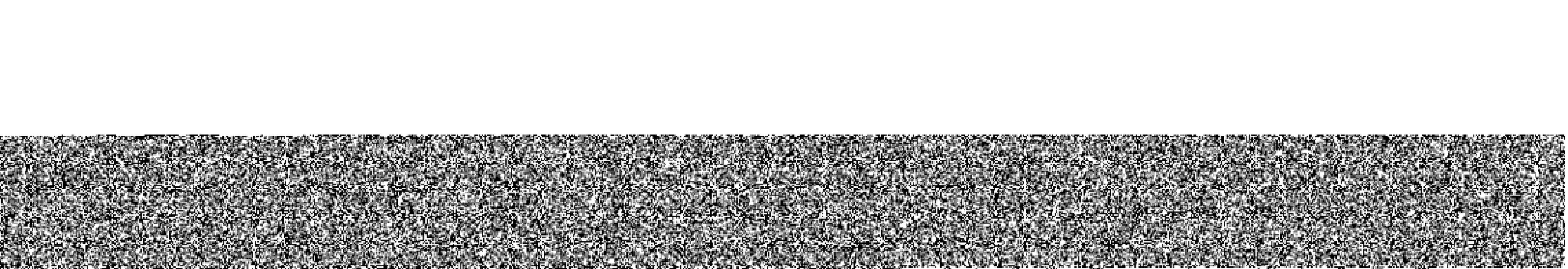
**Ray Perez**

**Unit Manager**

**Labor Relations**

**Dated: October 5, 1993**

**12hours.U1:LMF/lrb**



June 23, 1995

### LETTER OF UNDERSTANDING

With respect to the establishment of fixed shift schedules for certain designated classifications at the San Onofre Nuclear Generating Station, the following guidelines have been developed:

Classifications involved: Machinists, Electricians, Boiler and Condenser Mechanics, Maintenance Helpers — Steam, Tool Room Attendants, Senior Materials Handlers, Health Physics Technicians, Assistant Health Physics Technicians, **Junior Health Physics Technicians**, Nuclear Crane Operators, Health Physics Instrument Technicians, **Office Assistant 2 working in the Micrographics/Reprographics work group**, **Nuclear Chemistry Technicians**, and **Nuclear Instrument and Control Technicians**.

#### Shifts:

Shifts will initially be filled by SONGS employees on an in-house basis by bid location bidding system. The shifts will be filled by preference utilizing unit seniority as the determining factor. The Company will assign junior employees to complete shift manning as necessary. The initial manning will be according to the schedules presented and are listed in Attachment "B".

### Bid Procedure:

The bid procedure using the revised PSSD 237 will provide each employee the opportunity to bid a shift vacancy and will also provide a means to bid openings resulting from the original bid award.

### Shift Changes:

As agreed, when it becomes necessary to temporarily change an employee's shift (*i.e.*, training, balancing skills, long-term illness or due to shift vacancies), the following method will be used to ensure that the same employee's shift will not be changed continually to satisfy needs:

Shift rotation assignments will be changed on a two week basis. Supervision will maintain the rotation list and equally distribute such assignments using the shift change notice form. Each day of shift change will be credited on this list. It is understood that there will be no shift rotation during Unit refueling outages.

### Schedule Changes:

All schedules are subject to temporary changes during equipment outages. The Company agrees to provide for employee input in accordance with Article X, Section E(1), when temporary schedule changes are anticipated.

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### **Implementation:**

The fixed shift schedule will be implemented within thirty (30) days of concurrence to this letter by the parties.

### **Vacation Policy:**

The vacation policy will be unaffected by this letter and will remain as specified in the Agreement.

### **Trades:**

Trades of up to six months in a calendar year will be allowed with supervisory approval. Trades for educational purposes in pursuit of a degree will be approved on a case-by-case basis and may be approved for more than six months. Trades are not intended to interfere with Article VIII seniority rights of any employee.

### **Holidays:**

Employees who are on a fixed shift schedule may bank holidays according to Article X, Section L (6).

### **Signed:**

Mark E. Mikulka  
Director of Labor Relations  
Southern California Edison Company

Carl Wood  
Business Agent  
UWUA, Local 246, AFL-CIO

June 23, 1995

## LETTER OF UNDERSTANDING

In conjunction with the 1987-88 negotiations between Local 246, UWUA and the Southern California Edison Company, the parties agreed to the establishment of the Station Accounting Clerk and Material Handler progressions within the Steam Generation Division and at SONGS. This letter was amended in conjunction with the 1995-96 negotiations between the parties. In connection with these progressions, the parties also agreed to the following:

1. Station Accounting Clerk 3 and Assistant Material Handler will be bid jobs.

2. After being awarded a bid to Station Accounting Clerk 3, an employee will progress through the progression to Station Accounting Clerk 1 without the requirement of a bid if the employee is performing satisfactorily and is otherwise qualified.

3. After being awarded a bid to Assistant Material Handler at SONGS, an employee will progress to Material Handler without the requirement of a bid if the employee is performing satisfactorily, passes the required test and is otherwise qualified, and then to Senior Material Handler if the employee passes the required test and is otherwise qualified.

After being awarded a bid to Assistant Material Handler in Steam Generation, an employee will

## Appendix

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progress to Material Handler without the requirement of a bid if the employee is performing satisfactorily, passes the required test and is otherwise qualified, and then to Warehouse Clerk if the employee passes the required test and is otherwise qualified.

4. If an employee is otherwise qualified, progression to Warehouse Clerk (SONGS), and Station Statistical Clerk will be by bid.

5. Station Statistical Clerk may be utilized within the Steam Generation Division or at SONGS based on the Company's determination.

6. An employee at top step Station Office Clerk who is awarded a bid to Station Statistical Clerk will be placed at 3rd step Station Statistical Clerk. An employee at any other step in the Station Office Clerk progression will be placed at 1st step Station Statistical Clerk.

7. Employees at the time of implementation who are in the classifications of Junior Clerk and Records Clerk will be grandfathered and allowed to progress to top step Records Clerk and then be reclassified to the appropriate classification as outlined in #8 below.

8. Employees who are in the classification of Material Handler prior to implementation, 6/23/95, may elect to remain in that classification. They may subsequently elect to progress to the Senior Material Handler classification if located at SONGS, or the Warehouse Clerk classification if located in Steam Generation, or they may elect to

bid to the Warehouse Clerk classification at SONGS.

9. At the time of initial implementation, the Company will determine its manning needs in the various classifications and employees will be reclassified to the new classifications, in accordance with the implementation schedules, by bid location based on employee preference and seniority except as identified in #7 above. This will include employees classified as Junior Clerk and Records Clerk even though they will not be reclassified immediately.

10. After initial implementation, vacancies in the Station Accounting Clerk progression and the Assistant Material Handler/Material Handler progression will be filled first by bidding Station Accounting Clerk 3 or Assistant Material Handler. An employee will be awarded the appropriate job within the progression based on qualifications.

11. For a period of 18 months after ratification of the 1987-88 Agreement, employees who were in the classifications of Junior Clerk, Records Clerk and Station Accounting Clerk in the Steam Generation Division or at SONGS at the time of ratification, will be exempted from any test requirements if the employee wishes to change progressions. To change progressions a vacancy must exist and the employee must be otherwise qualified. This exemption will also be applicable if a force reduction should occur within 18 months after ratification of the 1987-88 Agreement.

## Appendix

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Mark E. Mikulka  
Director of Labor Relations  
Southern California Edison Company

Carl Wood  
Business Agent  
UWUA, Local 246, AFL-CIO

June 23, 1995

LETTER OF UNDERSTANDING

Mr. Carl Wood  
Business Agent  
Local 246, UWUA, AFL-CIO  
10355 Los Alamitos Blvd.  
Los Alamitos, California 90720

Dear Carl:

In conjunction with the 1995-1996 negotiations between Local 246, UWUA and the Southern California Edison Company relative to modifications to the Letter of Understanding between the parties dated February 28, 1989 concerning coal handling equipment work, it is agreed between Local 246, UWUA and Southern California Edison Company that the switchyard operation and maintenance work will be transferred out of the UWUA Bargaining Unit. The parties further agree to the following:

1. A new journeyman classification, **Coal Handling Equipment Mechanic (title changed to Power Plant Mechanic A)**, will be established in the 1989-90 Collective Bargaining Agreement and paid the journeyman's rate. A copy of the job specification for the new classification has been provided to the Union.

2. Forty (40) **Coal Handling Equipment Mechanic (title changed to Power Plant Mechanic A)** positions will be created at Mohave

## Appendix

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Generating Station. These positions will be assigned a fixed shift schedule and will be subject to the fixed shift Letter of Understanding for Mohave maintenance employees dated February 25, 1985.

3. Prior to recruiting from the outside, at least ten (10) of the new jobs described in paragraph 1 above will be posted as day shift vacancies pursuant to Article VIII of the Collective Bargaining Agreement. For the initial filling of the vacancies, those existing top step B&C Mechanics and Maintenance Machinists who have previously worked for Combustion Engineering as coal handling equipment mechanics for at least one year will be considered qualified for the new positions. All other candidates must pass the promotional test for this job to be considered qualified.

4. One additional Steward will be allotted to the group created by the new classification. Exhibit B of the 1989-90 Collective Bargaining Agreement will be modified accordingly.

5. One additional bulletin board will be added for the coal handling group. Article XIV of the 1989-90 Collective Bargaining Agreement will be modified accordingly.

6. The Company will not transfer coal handling equipment maintenance work from the Bargaining Unit represented by UWUA without first negotiating such transfer.

7. The Company will not contract out routine coal handling equipment maintenance work except as

follows; nothing herein shall in any way be construed to prohibit, limit, or restrict the Company's right to contract out coal handling equipment maintenance work in excess of the normal workload which is the work performed by approximately 40 new employees in this classification.

- a. Any qualified maintenance classification can perform work on coal pipes and screw gates.
- b. Any qualified maintenance classification can perform work on coal handling equipment if the unit is restricted and coal handling equipment to be worked on is causing that restriction.

8. Article XIII.C.(2).(b) of the Collective Bargaining Agreement will be modified to read as follows:

"Employees who are assigned to temporary work bases within Zone 4 will be paid a flat allowance of \$61.00 in 1989 and \$64.00 in 1990. The allowance will be paid for all days the employee remains at the temporary working base except for: (1) vacation days and (2) regular days off not worked with vacation days attached thereto. If a holiday is attached to an employee's regular days off not worked and the employee also attaches vacation days thereto, the allowance will not be paid for any of these days."

9. The overtime scheduling practices for Division Maintenance employees on seven (7) day coverage when on two (2) or three (3) shift operations will be modified to that of the Mohave Maintenance

## Appendix

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employees on fixed shifts as identified in the current Fixed Shift Letter of Understanding for certain employees at the Mohave Generating Station dated February 25, 1985.

10. The Company will cooperate with the Union in permitting the Union to recover its \$50,000 undertaking posted in connection with seeking an injunction pending arbitration in Case No. CV. 86-8250 HCH (TX). The parties agree that the return of the undertaking is conditioned on the ratification of the 1989-90 Collective Bargaining Agreement by UWUA members.

11. The approximate effective date for the assignment of the routine maintenance of coal handling equipment work at Mohave Generating Station to employees represented by UWUA will be January 1, 1990.

12. The parties agree that this agreement relieves the Company of any further compliance with the arbitration award in Grievance Nos. 10-86-186, 10-86-202, and 2-86-77, insofar as the restoration of the switchyard maintenance work, as of the date of the execution of this agreement.

This agreement modifies the parties' Collective Bargaining Agreement solely as to the switchyard operation and maintenance work and the new terms relating to coal handling equipment maintenance. Nothing in this agreement affects or waives the parties' contracting out and force reduction rights.

Carl Wood  
Business Agent  
UWUA, Local 246, AFL-CIO

Mark E. Mikulka  
Director of Labor Relations  
Southern California Edison Company

October 8, 1996

### LETTER OF UNDERSTANDING

It is agreed between Southern California Edison Company and Local 246, UWUA that the progressions of Station Accounting Clerk 3/2/1 and Assistant Material Handler/Material Handler/Warehouse Clerk will be established at the Mechanical Services Shop (MSS), SSID. In connection with these progressions, the parties also agreed to the following:

1. At the time of initial implementation, the Company will determine its manning needs in the Station Accounting Clerk 1 and Warehouse Clerk classifications. Employees currently in the Station Accounting Clerk title will be reclassified to the new classifications, in accordance with an implementation schedule, based on employee preference and unit seniority.

2. After initial implementation, vacancies in the Station Accounting Clerk 3/2/1 progression and the Assistant Material Handler/Material Handler Warehouse Clerk progression will be filled first by bidding Station Accounting Clerk 3 or Assistant Material Handler. An employee will be awarded the appropriate job within the progression based on qualifications.

3. For a period of eighteen (18) months after ratification of this agreement, employees who were in the classification of Station Accounting Clerk at the Mechanical Services Shop at the time

of ratification will be exempted from any test requirements if the employee wishes to change between the newly established progressions. To change progressions, a vacancy must exist and the employee must be otherwise qualified. This exemption will also be applicable if a force reduction should occur within 18 months after ratification of this agreement.

/s/

Raydonna S. Adams  
Unit Manager, Labor Relations  
Southern California Edison Company  
Dated: October 8, 1996

/s/

Carl Wood  
Business Agent  
UWUA, Local 246, AFL-CIO  
Dated: October 10, 1996

**March 1, 1998****WORKER PROTECTION BENEFITS  
AGREEMENT BETWEEN  
SOUTHERN CALIFORNIA EDISON  
COMPANY AND  
UTILITY WORKERS UNION OF AMERICA,  
LOCAL 246**

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**WORKER PROTECTION BENEFITS  
AGREEMENT BETWEEN  
SOUTHERN CALIFORNIA EDISON  
COMPANY AND  
UTILITY WORKERS UNION OF AMERICA,  
LOCAL 246**

This Agreement between the Southern California Edison Company (the Company) and the Utility Workers Union of America, Local 246, (the Union) is entered into for the purpose of providing Worker Protection Benefits to employees represented by the Union in order to mitigate the impact of restructuring on these employees.

**APPLICABILITY**

This Agreement shall apply to all regular and part time employees within the Edison Operations and Maintenance (O&M) Services and Nuclear Generation organizations of the Generation Business Unit (GBU), and the Mechanical Services Shop in the Shop Services and Instrumentation Department (SSID) of the Transmission and Distribution (T&D) Wires Business Unit who are represented by the UWUA and whose employment is impacted by a plant closure or any force reduction.

## TERM OF AGREEMENT

This agreement shall be effective from March 1, 1998 through December 31, 2005.

## RE-OPENER

1. If any provisions of Public Utilities Code Section 375 or CPUC Decision No. 97-06-060 (authorizing recovery of employee transition costs by the Company) are over-turned or modified in a manner that impacts the Company's ability to recover the costs of worker protection benefits either party to this Agreement may reopen the Agreement for negotiations concerning any covered matter affected by the reversal or modification(s).

2 If Edison International should form a subsidiary for the purpose of performing Operations and Maintenance (O&M) work in generating plants, the Company and the Union will enter into negotiations, in accordance with Article III Section M of the Collective Bargaining Agreement concerning the placement of UWUA represented employees in such subsidiary. It is the Company's intent that employees in the UWUA Local 246 Bargaining Unit would fill similar positions in the new subsidiary.

## WORKER PROTECTION BENEFITS (WPB)

The Company and the Union have agreed to the following Worker Protection Benefits (WPB):

- Severance benefits

- Special early retirement benefits
- Additional retirement benefits
- Health care coverage
- Training and educational reimbursement
- Outplacement benefits

These benefits will be made available to employees whose employment is severed (except for the educational reimbursement benefit which is also available to current employees) in accordance with the alternative reduction in forces procedure in Appendix 1 and who meet the eligibility requirements for them.

The following rules govern eligibility for Worker Protection Benefits:

1 Employees that elect to accept a Worker Protection Benefits package during the RIF process instead of filling a vacant position, or bumping into another position, must sign the Separation Agreement and Release in Appendix 5 of this Agreement to receive the Worker Protection Benefits.

2. If an employee's employment is severed as a result of the RIF process and the employee did not have the option of filling a vacant position or exercise additional bumping rights, the employee will be eligible for the severance benefit without signing the Separation Agreement and Release in Appendix

3. An employee who leaves the Company outside of the RIF Process, or who refuses to accept assignment to a vacancy in his/her classification that is within forty (40) miles of their permanent work base location or to participate in the bumping process, will be considered to have voluntarily terminated employment and will not be eligible for any Worker Protection Benefits.

### Severance Benefits

This benefit is a cash payment based on the eligible employee's completed years of service as follows:

- Four (4) weeks of base pay, plus
- One (1) week of base pay for each year of completed service, plus
- One (1) week of base pay for each year of completed service after nine years, plus
- One (1) week of base pay for each year of completed service after 19 years, plus
- Six (6) weeks of base pay for each year of completed service after December 31, 1997, up to a maximum of 12 weeks, prorated based on the following formula:

$(\text{Day of year employment terminated}/365) \times (6)$   
six weeks base pay.

### Retirement Benefits

#### Special Early Retirement ("68 Point" Feature)

1. An eligible employee may elect Special Early Retirement if the employee:

- has completed at least five (5) years of service on the date of severance, and
- his/her age (in whole years) plus years of service (in whole years) equals, or would equal, sixty eight (68) by December 31st of the year employment is severed by the Company.

2. The regular early retirement reduction factor of 77% at age 55 in the *Retirement Plan* will apply and be extended to lower ages at a rate of 2% per year. The special early retirement benefit is payable at retirement as a monthly lifetime annuity or as a lump sum cash payment. Lump sums will be calculated based on the provisions of the *Retirement Plan*.

3. The employee shall receive the benefit plan of higher value between this Special Early Retirement Feature, the Voluntary Retirement Offer (VRO) benefits if eligible, or the normal or early retirement benefit under the *Retirement Plan*.

### Additional Retirement Benefits

An employee who is severed pursuant to this Agreement and is qualified as a retiree in one of the three ways described below will receive a Social Security Bridge Benefit, sick leave pay out and Stock Savings Plus Plan account distribution:

- Qualifies for the Special Early Retirement benefit described in this Agreement; or
- Is eligible for normal or early retirement benefits under the

#### Retirement Plan

- Was eligible for the Voluntary Retirement Offer (VRO) benefits in accordance with the VRO agreement dated September 25, 1996.

#### Social Security Bridge Benefit

A payment of five hundred dollars (\$500) per month will be made from the date of retirement to age sixty two (62) if the retiree also has Edison retiree health care coverage, or to age sixty five (65) if the retiree does not have Edison sponsored retiree health care coverage. The Social Security Bridge Benefit is also available as a life annuity or as an equivalent lump sum payment. This benefit is in addition to other *Retirement Plan* benefits.

#### Sick Leave Pay out Benefit

Earned, unused sick leave days will be paid out at the rate of twenty percent (20%) of the employee's average base monthly pay during the employee's highest paid thirty six (36) consecutive months, in accordance with the current Employee Benefit Plan dated March 9, 1993.

#### Stock Savings Plus Plan

The following Stock Savings Plus Plan (SSPP) plan options are available:

1. Pension lump sum cash payment may be rolled into the SSPP.
2. Lump sum or partial distributions and installments payments may be arranged.
3. Outstanding SSPP loans may be continued upon retirement.

#### Retiree Life Insurance

The Company will provide five thousand dollars (\$5,000) of retiree term life insurance.

#### Special Year 2000 Transition Recognition

An employee who would attain 68 points by adding his/her whole years of age and whole years of service by December 31, 2000 and receives a Worker Protection Package in 1998 or 1999 shall be considered eligible to retire and will be eligible to receive worker protection benefits. Pension benefits will be calculated using actual years of age and service at date of retirement. Fractional years (*i.e.*, months) will not be considered in this calculation.

#### Pension Lump Sum Pay Out

An employee who is qualified for a deferred vested benefit under the *Retirement Plan* but does not qualify for retirement at the time of severance, may elect to withdraw the present value of that deferred vested benefit in a Jump sum payment. This is a distribution from a "qualified plan" and may be rolled over into an Individual Retirement Account (IRA) or other qualified plan.

### Health Care Coverage

Retiree Health Care coverage is available to employees if they meet at least one of the following criteria:

- qualifies under the Special Early Retirement Feature of this Agreement and has attained at least fifty (50) years of age and ten (10) completed years of service at date of retirement, or
- qualified for the VRO and has attained at least fifty (50) years of age and ten (10) completed years of service at date of retirement, or
- qualifies under the traditional early retirement provisions of the *Retirement Plan* (that is, has attained aged 55) and has attained ten (10) completed years of service.

The Retiree Health Care Coverage will provide benefits in a manner consistent with the Retiree Health Care coverage that an employee retiring in the year of the signing of this Agreement receives. However, the contributions and cost sharing required by the retiree for Retiree Health Care Coverage will be subject to the provisions of the Employee Benefit Plan in effect at the time the employee retires under the terms of this Agreement.

An employee who does not qualify for Retiree Health Care as described above, will be eligible for extended health care coverage (medical, mental health/substance abuse, dental and vision benefits) on the same basis as an active employee

through the end of the month the employee is severed and for an additional period as indicated below.

Completed Years of Service	Period of Extended Coverage
0-4 years	3 months
5-9 years	6 months
10-14 years	9 months
15 or more years	12 months

When the subsidized extended employee health care benefits end, the employee may continue coverage through the provisions of the Consolidated Omnibus Budget Reconciliation Act (COBRA) for an additional 18 months at one hundred and two percent (102%) of the premium cost.

#### Training and Educational Reimbursement

Educational assistance reimbursement, under the guidelines developed by the Joint Oversight Training Committee, will be available for qualifying educational expenses as follows:

- Up to five thousand two hundred fifty dollars (\$5,260) per calendar year while employed.
- Up to five thousand dollars (\$5,000) per year, with a maximum of ten thousand dollars (\$10,000) available over the course of four years following severance under this Agreement.

A Joint Oversight Training Committee shall be established to:

- Develop guidelines and policy to assist employees in developing future career skills (*i.e.*, individual course vs. degree or certificate program) for qualifying for the five thousand two hundred fifty dollars (\$5,250) educational benefit for current employees, focusing on employees whose jobs are at risk.
- Implement plant visits for identifying and resolving training issues such as those related to resource availability, job and test requirements, visibility, and periodic access to career counselors at all represented work locations.

#### Outplacement Benefits

Outplacement assistance such as workshops, individual counseling, and office support services will be made available, up to maximum cost of one thousand five hundred (\$1,500), during the first year after the end of regular employment.

#### Other Benefits

##### Results Sharing

Results Sharing payments will be made per the applicable *Results Sharing Agreements* between the Company and the Union.

### Unused Floating/Personal Holidays

Unused floating and personal holidays will be paid for the calendar year in which an employee's employment is severed.

### Preferential Transfer Rights

Employees with transfer requests for IBEW, Local 47 job vacancies will have preferential rights over new hires or transfers from outside IBEW, Local 47, for previously posted jobs for which there are no qualified bidders. In cases where more than one qualified UWUA represented employee puts in for transfer to a position within IBEW, Local 47, the determining factor in awarding the job will be their company seniority. The Company will post IBEW, Local 47 vacancies on UWUA, Local 246 bid boards to provide UWUA employees with visibility on IBEW vacancies for purposes of submitting transfer requests for any unfilled vacancies.

### ALTERNATIVE REDUCTION IN FORCES (RIF) PROCESS

#### 1. Notice of Displacement

The Company will provide a minimum of thirty (30) days notice to impacted employees during which time the employees will have:

1. an individual benefit package stating the benefits or potential benefits effective as of the projected departure date;
2. a list of vacancies as of the notice date; and
3. the current seniority list.

This minimum notice may not apply in the second or subsequent rounds of a force reduction, but in no event will employees be required to make a decision without having had access to their individual benefit packages for at least thirty (30) days.

## 2. Staffing and Vacancy Report

The Company will determine the staffing for each UWUA steam generating station, Nuclear Generating Station and the Mechanical Services Shop at SSID prior to the implementation of this Agreement. Once the staffing has been determined and identified in the Staffing and Vacancy Report, it will be relied on by the parties for the implementation of this Agreement, understanding that the staffing may change over time based on the new owners' operating intent, attrition and other business reasons.

The Company will provide the Staffing and Vacancy Report to the Union on a monthly basis and shall meet with the union leadership at the beginning of each month to review the current Staffing and Vacancy Report. The Company will provide explanations for any vacancy modifications.

The Company agrees to periodically fill vacancies by posting them for bid in accordance with Article VIII of the Collective Bargaining Agreement.

## 3. Alternative Reduction in Forces (RIF) Procedure

The RIF procedure will be in accordance with Appendix 1 of this Agreement.

#### **4. Temporary Transfers to IBEW Locations Agreement Modifications**

The letter of understanding dated May 23, 1996 regarding Temporary Transfers to IBEW, Local 47 locations will be modified as shown in Appendix 4 of this Agreement.

### **DISPUTE RESOLUTION**

In the event any dispute arises concerning the interpretation and application of any of the terms of this Agreement by the UWUA, the Company, or employees who have not executed a Settlement Agreement and Release, such disputes will be resolved in the following manner:

1. Disputes concerning the denial, in whole or in part, of any retirement, special Year 2000 transition recognition, health care, SSPP, or retiree life insurance benefits described in the Worker Protection Benefits section of this Agreement shall be resolved according to the claims and appeal procedures provided in the Employee Benefit Plans Agreement for the respective Plans in effect at the time of the dispute.

2. Disputes concerning the denial, in whole or in part, of the cash severance benefit described in the Worker Protection Benefits section of this Agreement shall be resolved according to the following claims and appeal procedure.

### a. Claims

Claims may be submitted in writing within 90 days to Benefits Administration, Southern California Edison Company, P.O. Box 800, Rosemead, California 91770. Each claimant may submit any information to be considered in resolving the claim.

### b. Appeals

A denied claim may be appealed by writing to the Secretary of the Employee Benefits/Health Care Committee, Southern California Edison Company, P.O. Box 800, Rosemead, California 91770, within 60 days after receipt of the notice of denial of the claim. The appellant may submit any information he or she wishes the Committee to consider.

The Secretary of the Committee will provide a written notice of the Committee's decision which specifies the reasons for the decision within 60 days after receipt of the appeal (unless special circumstances require an extension of time up to 120 days).

3. All other disputes concerning the interpretation and application of this Agreement, including but not limited to claims concerning the RIF process, education assistance reimbursement, outplacement assistance, and vacancy premiums, shall be resolved in accordance with the grievance and arbitration procedures contained in the Agreement between the Company and the UWUA, dated January 1, 1995, or its successor.

**SOUTHERN CALIFORNIA EDISON COMPANY***/s/***J. Michael Mendez****Vice President, Labor Relations***/s/***Donna Adams****Manager, Labor Relations***/s/***Jiggs Travis****Manager, Labor Relations***/s/***Barbara Decker****Committee Member***/s/***Mike Varvis****Committee Member***/s/***Russ Harding****Committee Member****UTILITY WORKERS UNION OF AMERICA,  
LOCAL 246, AFL-CIO***/s/***JIM Turner****Business Agent**

*/s/*

Dan A. Davis  
President

*/s/*

Daniel Dominguez  
Vice President

*/s/*

William C. Reid  
Financial Secretary

*/s/*

Monte Kotur  
Committee Member

*/s/*

Carlton Jones  
Committee Member

*/s/*

Mary Barnett  
Committee Member

*/s/*

Robert Perez  
Committee Member

*/s/*

Bernardo Garcia  
Regional Director, Region 5

## APPENDIX 1

ALTERNATIVE REDUCTION IN FORCES  
PROCEDURE (RIF)I. Reduction In Forces

A. For the term of the Worker Protection Benefit Agreement, the following alternative reduction in forces (RIF) procedure shall be used for force reductions in the UWUA Local 246 Bargaining Unit.

## 1. Prior to the start of a RIF:

a) The Company will notify the Union Business Agent a minimum of thirty (30) days prior to the initiation of a RIF.

b) Upon notification of a RIF, all employees potentially affected by the RIF will receive a personalized Worker Protection Benefits (WPB) package detailing the specific benefits available to him/her if severed.

c) All UWUA job vacancies within the Company shall be posted for bid 30 days prior to the start of the reduction in forces. It is understood and agreed that where ability and qualifications are sufficient to meet the standards of the job to be filled, working unit seniority shall be used in filling these job vacancies. Employees that fill these vacancies will not be eligible for a vacancy premium under Section A.1.f.(2) of this Agreement.

d) Employee are presumed to be qualified for like classifications, within Steam Generation Division, Shop Services and Instrumentation

Division — Mechanical Services Shop and Nuclear Generation Site Department — San Onofre, for the purpose of bids, transfers, and in the event of a RIF.

e) The Union may designate an observer for RIF related processing associated with this Agreement. The Company will pay a maximum of 20 regular normal time hours per week for the observer. Any additional hours utilized by the observer will be paid by the Union.

f.) The Company will offer vacancies which are not filled through the normal bid process during the 30 day pre-RIF posting period, including vacancies resulting from the original postings, to employees at the affected location. These vacancies will be filled by qualifications and company seniority, beginning with the most senior employee.

(1) Affected employees that voluntarily fill a vacancy in a lower classification will maintain the wage rate they had prior to filling the lower classification vacancy. This wage rate will remain in effect (not to include any subsequently negotiated increases) until the rate of pay for the employee's current job classification equals or exceeds the maintained rate or the employee declines to accept a vacancy offered under Sections A.4.(a) or A.4.(c) of this Agreement.

(2) A vacancy premium, in the amounts specified in Appendix 2, will be paid to employees that voluntarily fill vacancies at the listed locations as a result of Subsection A.1.f of this Article I and retain

them through the conclusion of the RIF. The vacancy premium is in addition to any applicable relocation allowance and moving expenses provided for in Article VIII, Section E.(5) of the *Collective Bargaining Agreement*.

(3) If an employee relocates to a new residence as a result of filling a vacancy under Section A.1.f. or Section A.1.(3)(e) of this Article I of this Agreement, all moving expenses will be paid by the Company when all of the following conditions are met:

(a) The employee's new permanent work location must be twenty (20) miles or more from the employee's old permanent work location;

(b) The employee's new residence is closer to the new work location than his/her present residence;

(c) The employee's commuting time to the new work location from his/her new residence is less than the commuting time to the new work location from his/her old residence; and

(d) The employee must move within one (1) year from the effective date of the transfer to qualify for moving expenses under this provision.

(e) The Company will assign any remaining affected employees to vacancies in the employees' classifications which are within forty (40) miles of the employee's permanent base work location by Company seniority beginning with the least senior employee. A vacancy premium will not

be paid. Relocation and moving expenses will be paid in accordance with Section A.1.f.(3) of this agreement and Article VIII.E.(5) of the Collective Bargaining Agreement. If multiple vacancies exist, assignment will begin with the most senior employee to the nearest location.

2. The RIF will be initiated as follows:

a) Any remaining unassigned employees at the affected work location who are in a job classification for which there are no existing vacancies within the Bargaining Unit will be considered excess employees. Individual WPB packages consisting of retirement and/or severance, depending on the employee's eligibility, will be offered to these excess employees. The employees have the option of taking the WPB package or "bumping" according to Company seniority to a similar level or lower classification, in the Steam Generation Division, Shop Services Instrumentation Division — Mechanical Services Shop, or Nuclear Generation Site Department — San Onofre provided he/she has Company seniority over an employee then occupying such classification and is otherwise qualified. Any existing vacancies will be included as "bump" choices for employees involved in the RIF. In the event more than one (1) employee elects and is qualified to fill a vacancy offered during a RIF cycle, the vacancy will be offered according to company seniority, beginning with the most senior employee.

(1) When an excess employee exercises his/her seniority rights and bumps an employee in his/her classification, an individual WPB package will be offered to an employee within the same bid location (see Appendix 3 for established bid locations) and in the same classification the excess employee has bumped into. This package will be offered by company seniority starting with the most senior employee. This process will continue until an employee accepts a WPB package. If none of the employees accept a WPB package, then the junior employee in the classification where the excess employee bumped into, will be subject to the provisions of this Article 1, Section A.2.

(2) When an excess employee bumps an employee at a combined bid location, per Appendix 3, the WP13 package will be offered to the most senior employee in that classification at that combined work location. Redistribution of manpower will be accomplished by an in-house offering based on Company seniority. If there are no volunteers, the junior employee will be assigned.

No vacancy premium will be paid. ALGS Operations is not included in this provision.

(3) When an excess employee exercises his/her seniority rights and "bumps" an employee in a different classification, and vacancies exist for this classification in the Bargaining Unit, a WPB package will not be offered to the employees in the classification the excess employee bumped into. If

no vacancies exist for this classification in the Bargaining Unit, then a WPB package will be offered in accordance with Section A.2.(a)(1) of this Article 1.

b) Any remaining unassigned employees at the affected work location in a job classification for which there are vacancies existing in the Bargaining Unit for their classification will be considered surplus employees. These employees can "bump" according to Company seniority to a similar level or lower classification, in the Steam Generation Division, Shop Services Instrumentation Division — Mechanical Services Shop, or Nuclear Generation Site Department — San Onofre provided he/she has Company seniority over an employee then occupying such classification and is otherwise qualified. Any existing vacancies will be included as "bump" choices for employees involved in the RIF. In the event more than one (1) employee is qualified to fill a vacancy, the vacancy will be offered according to Company seniority, beginning with the most senior employee. It is understood that as a result of the bumping process for surplus employees, an employee could become excess, and subject to the provisions of Section A.2.(a)(1) of this Article 1.

c) Employees that "bump" or fill a vacancy in a lower classification will maintain the wage rate they had prior to filling the lower classification. This wage rate will remain in effect (not to include any subsequently negotiated increases) until the rate

of pay for the employee's current job classification equals or exceeds the maintained rate or the employee declines to accept a vacancy offered under Sections A.4. (a) or A.4. (c) of this Agreement.

3. At the conclusion of the RIF:

a) Employees that are faced with severance as a result of the RIF can elect one of the following three (3) options:

(1) Option one: Allow the senior employee within the Bargaining Unit and in the same pre RIF classification as the employee facing severance, the option of taking a WPB package.

(a) If an employee elects option one, the Company will contact the most senior employee in the pre-RIF classification and offer a WPB package. If the senior employee declines the offer, the Company will continue the process until an offer is accepted. If an offer to take the WPB package is not accepted, the employee facing severance will be severed in accordance with the WPB Agreement. If an offer to take the WPB package is accepted, the employee facing severance must be willing to fill the vacancy created by the senior employee who accepted the WPB package. Vacancy premiums, relocation allowances, and moving expenses will not be paid. If the employee facing severance is unwilling to fill the vacancy created then he/she will be severed in accordance with this Agreement and the WPB package offered to the senior employee will be withdrawn.

(2) Option two: Accept the WPB package.

(3) Option three: Lay off with recall rights in accordance with Article 11 of this Agreement.

4. Subsequent to a RIF, the following procedure will be followed in filling vacancies which occur in classifications from which employees have been reduced:

a) In the event a job vacancy occurs in a classification and at a location from which an employee was forced reduced, the vacancy will be offered to this employee. In the event more than one (1) employee meets the criteria to be offered this vacancy, the vacancy will be offered according to Company seniority beginning with the most senior employee.

b) The vacancy will be posted for bid in accordance with Article VIII of the Collective Bargaining Agreement.

c) In the event a job vacancy occurs for which there are no qualified bidders or transferees, the vacancy will be offered to employees reduced from that classification whose pre-reduction established working base was within fifty (50) miles of the location at which the vacancy occurs. In the event more than one (1) employee meets the criteria to be offered this vacancy, the vacancy will be offered according to Company seniority beginning with the least senior employee.

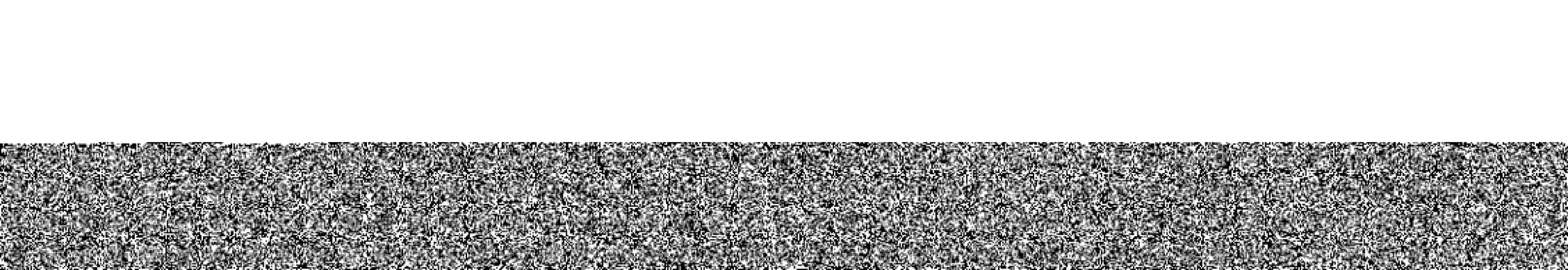
## II. Recall Rights

A. A laid off employee will be recalled prior to the Company hiring a new employee in the same classification the laid off employee formerly held. Reemployment shall be in reverse order of layoffs, *i.e.*, the last employee laid off shall be the first re-employed. The Company shall notify former employees who were laid off in writing by registered mail addressed to the last address of record to report back to work when jobs are available. If such a former employee does not report within ten (10) days (Saturdays, Sundays, and holidays excluded) after the sending of such notice, he shall lose his/her seniority, except that if the failure to so report is due to a substantiated illness, injury, or some cause beyond his control, the former employee shall be put back to work when he is able to report provided he notifies the Company within such ten (10) day period the approximate date when he/she will be able to return and there is on such date an available job for which he/she is qualified.

1. It is the responsibility of the employee to see that the Company is advised of his/her current mailing address.

2. All former employees so re employed must pass a physical examination and upon re-employment shall receive the prevailing rate of pay for the classification in which they are re-employed.

3. Employees who are involuntarily laid off after exhausting all their rights within the provisions of this agreement will be allowed to sign bids and be awarded jobs on the same basis as active employees.



APPENDIX 2 (Cont'd)  
VACANCY PREMIUMS

	MOGS MILL MTCE	MOGS TRNG	OBGS	PGM	RBGS	SONGS	SONGS CONST	SONGS FAC MTCE	SONGS WHSE	IVISS	WTR
ALGS (F)	\$10,000	\$10,000	\$10,000	\$3,000	\$5,000	\$10,000	\$10,000	\$10,000	\$10,000	\$5,000	\$5,000
ALGS (B)	\$10,000	\$10,000	\$10,000	\$3,000	\$5,000	\$10,000	\$10,000	\$10,000	\$10,000	\$5,000	\$5,000
ELGS	\$10,000	\$10,000	\$10,000	\$5,000	\$5,000	\$10,000	\$10,000	\$10,000	\$10,000	\$5,000	\$5,000
ETGS	\$10,000	\$10,000	\$10,000	\$5,000	\$5,000	\$10,000	\$10,000	\$10,000	\$10,000	\$5,000	\$5,000
HBGS	\$10,000	\$10,000	\$10,000	\$5,000	\$5,000	\$10,000	\$10,000	\$10,000	\$10,000	\$5,000	\$5,000
ITAC	\$10,000	\$10,000	\$10,000	\$3,000	\$5,000	\$10,000	\$10,000	\$10,000	\$10,000	\$5,000	\$5,000
LBGS	\$10,000	\$10,000	\$10,000	\$5,000	\$5,000	\$10,000	\$10,000	\$10,000	\$10,000	\$5,000	\$6,000
MDSS	\$10,000	\$10,000	\$10,000	\$5,000	\$5,000	\$10,000	\$10,000	\$10,000	\$10,000	\$3,000	\$5,000
MAGS	\$10,000	\$10,000	\$5,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000
MOGS	\$3,000	\$3,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000
MOGS MILL MTCE	\$1,500	\$3,000	\$10,000	\$10,000	\$5,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000
MOGS TRNG	\$3,000	\$1,500	\$10,000	\$10,000	\$5,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000
OBGS	\$10,000	\$10,000	\$1,500	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000
PGM	\$10,000	\$10,000	\$10,000	\$1,500	\$5,000	\$10,000	\$10,000	\$10,000	\$10,000	\$5,000	\$5,000
RBGS	\$10,000	\$10,000	\$10,000	\$5,000	\$1,500	\$10,000	\$10,000	\$10,000	\$10,000	\$5,000	\$5,000
SONGS	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$1,500	\$3,000	\$3,000	\$3,000	\$10,000	\$10,000
SONGS CONST	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$3,000	\$1,500	\$3,000	\$3,000	\$10,000	\$10,000
SONGS FAC MTCE	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$3,000	\$3,000	\$1,500	\$3,000	\$10,000	\$10,000
SONGS WHSE	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$3,000	\$3,000	\$3,000	\$1,500	\$10,000	\$10,000
MSS	\$10,000	\$10,000	\$10,000	\$5,000	\$5,000	\$10,000	\$10,000	\$10,000	\$10,000	\$1,500	\$5,000
WTR	\$10,000	\$10,000	\$10,000	\$5,000	\$5,000	\$10,000	\$10,000	\$10,000	\$10,000	\$5,000	\$1,500

## APPENDIX 3

ESTABLISHED BID LOCATIONS  
WITHIN UWUA

ALGS (F) <sup>(1)</sup>	Alamitos Generating Station, Front Yard
ALGS (13) <sup>(1)</sup>	Alamitos Generating Station, Back Yard
ELGS	El Segundo Generating Station
ETGS	Etiwanda Generating Station
HBGS	Huntington Beach Generating Station
ITAC	Division Training located at ALGS
LBGS	Long Beach Generating Station
MDSS	Material Distribution Supply Services at Westminster
MAGS Operations	Mandalay Generating Station
MOGS <sup>(2)</sup>	Mohave Generating Station
MOGS MILL MACH <sup>(2)</sup>	Mill Machinist at Mohave
MOGS TRNG <sup>(2)</sup>	Training School at Mohave

OBGS Operations	Ormond Beach Generating Station
OBGS/MAGS	Ormond Beach Generating Station/Mandalay Generating Station
PGM	Power Generation Maintenance (Division Maintenance)
RBGS	Redondo Beach Generating Station
SONGS <sup>(3)</sup>	San Onofre Nuclear Generating Station
SONGS CONST <sup>(3)</sup>	SONGS Construction Group
SONGS FAC. MAINT <sup>(3)</sup>	Facility Maintenance Group at SONGS
SONGS WHSE <sup>(3)</sup>	SONGS Warehouse
MSS	<i>Mechanical Services</i> Shop at Shop Services and Instrumentation Division
WTR	Division Chemical, Paramount

Note: Combined locations ALGS<sup>(1)</sup>, MOGS<sup>(2)</sup>, or SONGS<sup>(3)</sup> per Section 1.A.2.a)(2). of this Agreement.

## APPENDIX 4

TEMPORARY TRANSFERS TO IBEW  
LOCATIONS AGREEMENT MODIFICATIONS

The Letter of Understanding regarding Temporary Transfers to IBEW Locations dated May 26, 1996 will be modified as follows:

1. All UWUA employees currently holding a cross training vacancy at an IBEW work location based on the Solar Two Project Agreement will be returned to their original UWUA classification and work location if replaced by an IBEW employee returning to their former location based on the new IBEW Solar Two Agreement. If not affected, they will continue their work assignment in accordance with the separate joint agreement between the parties until Solar Two is demobilized or an IBEW vacancy is declared and filled in accordance with the applicable CBA or WPB Agreement provisions.

2. In the event of a reduction in forces within IBEW, UWUA cross trainees will be returned to their original classification and work location, unless they are still needed to fill an IBEW vacancy created by the manning of Solar Two. If their original classification and work location has changed based on a reduction in forces within the UWUA, they will be returned to the classification and work location determined by the RIF.

3. In the event of a reduction in forces within the UWUA, an affected employee who is cross-training in IBEW will participate, but will remain at the

IBEW location for the duration of the Solar Two project, unless the employee is returned to his appropriate UWUA work location based on a RIF in the IBEW, or he is no longer needed to fill a vacancy created by the manning of Solar Two.

**APPENDIX 5****SEVERANCE AGREEMENT AND RELEASE**

When properly executed by both parties, this Separation Agreement and Release ("Agreement") is made and entered into between you and Southern California Edison Company ("SCE"). You and SCE (collectively referred to as "the parties"), in our wish to compromise, resolve, settle, and terminate any dispute or claim between us with respect to the termination of your employment with SCE, have agreed as follows:

1. Your employment with SCE will terminate on\_\_\_\_\_. Within two weeks after the execution of this Agreement by you and SCE, SCE shall pay to you a severance payment in the gross amount reflected on your Personal Benefit Statement, which is included with these materials and incorporated herein by this reference. SCE shall also provide the additional benefits listed on your Personal Benefit Statement.

2. In consideration for the payment and benefits which you shall be provided under this Agreement, you, on behalf of yourself, your heirs, estate, executors, administrators, successors and assigns, hereby release and agree to hold harmless SCE, including its parent, subsidiary and affiliated companies, and its and their officers, directors, shareholders, agents, employees, assigns and successors (collectively "Edison"), and all its and their employee benefit plans and their admin-

istrators, trustees, and other fiduciaries, from all actions, causes of action, claims, disputes, judgments, obligations, damages and liabilities of whatsoever kind and character, in law or equity, known or unknown, relating to the termination of your employment with SCE, except as specifically provided in paragraph 3, below. Specifically, you understand and agree that the actions, causes of action, claims, disputes, judgments, obligations, damages, and liabilities released by you include, but are not limited to, those arising under the Collective Bargaining Agreements between SCE and Local 47 of the International Brotherhood of Electrical Workers, and Local 246 of the Utility Workers Union of America, Title VII of the Civil Rights Act of 1964, the California Fair Employment and Housing Act, and any other federal, state or local statute, regulation, order or common law relating to employment or employment discrimination so long as they relate directly or indirectly to the termination of your employment.

3. The release contained in this Agreement shall not apply to the following: (a) benefits vested under the Southern California Edison Company *Retirement Plan* and Stock Savings Plus Plan (SSPP); (b) claims for workers' compensation and unemployment insurance benefits; (c) claims for damages asserted and determined to be payable through the Consent Decree entered in the action entitled *Rice v. SCEcorp, et al*, Case No. 94-6353-JMI; and (d) administrative claims and appeals for benefits under SCE's health, dental, vision,

employee assistance program and retiree life insurance plans.

4. With the exceptions noted in paragraph 3, you understand and agree that the release contained in this Agreement extends to all claims of every nature and kind whatsoever relating to the termination of your employment with SCE, known or unknown, suspected or unsuspected, past or present, including but not limited to benefits from any SCE benefit plans and practices. You expressly waive all rights under Section 1542 of the California Civil Code, which reads as follows:

A general release does not extend to claims which the creditor does not know or suspect to exist in his favor at the time of executing the release, which if known to him must have materially affected his settlement with the debtor.

5. You agree not to initiate any grievance, lawsuit or proceeding upon any claim released by you under paragraphs 2 and 4 of this Agreement. You understand and agree that if you violate your promise in the preceding sentence, you have engaged in a material breach of this Agreement.

6. You agree not to use, disclose, publicize, or communicate to any person or entity, in any manner whatsoever, any confidential or proprietary information concerning SCE or Edison, which has come to your attention during your employment with SCE, unless authorized in writing by SCE or required by law. As used in this Agreement, "confidential and proprietary informa-

tion" includes information specifically designated as confidential materials; bid prices, quantities or other terms of sale of electricity or related services; maintenance or outage schedules at any SCE owned or operated facility; facility specific operating data; or any other information not publicly available concerning matters affecting or relating to the business of SCE. Confidential or proprietary information does not include information that is general knowledge useful to allow employees to better perform their work; facility specific operating data that is provided to the owner of the facility; or information which is already available to the general public or members of the industry who are not related to SCE.

Before making any legally required disclosure of confidential or proprietary information, you shall give SCE as much advance written notice as possible. You further agree that unauthorized disclosure of SCE's and/or Edison's confidential or proprietary information shall constitute material breach of this Agreement and would cause it or them irreparable harm. Therefore, upon the breach or threatened breach of paragraph 6 of this Agreement, SCE and/or Edison shall be entitled to preliminary and permanent injunction restraining the breach, including but not limited to injunction pending arbitration. This right to an injunction shall not prohibit SCE and/or Edison from pursuing any other remedies available to them.

7. Nothing in this Agreement shall be construed to prohibit you from filing a complaint or reporting any concern to any federal or state agency or legislature, or prohibit you from participating in any proceeding or investigation regarding such concern.

8. You agree to deliver to SCE, on or before the effective date of the termination of your employment, all equipment, documents, files, lists, or other written graphic or electronic records relating to SCE's business, and all copies of such materials, which are or have been in your possession or under your control.

9. You agree that if you engage in a material breach of this Agreement, you shall repay the severance benefits, educational expenses and outplacement benefits provided to you under this Agreement and you will not be entitled to any future benefits in these categories. Should SCE or Edison, as a result of your breach of this Agreement, institute or be required to defend itself or themselves in any legal or administrative action arising out of the Agreement or its breach, SCE and/or Edison shall be entitled to recover from you all of their damages and costs, including attorneys' fees, if it or they prevail.

10. The parties intend the amounts paid under this Agreement to ease your separation from SCE employment and transition to other employment or activities. Accordingly, you agree that no amounts paid under this Agreement shall be considered

amounts for labor performed, and that you shall repay all severance benefits, educational expenses and outplacement benefits provided to you under this Agreement, and all future benefits under this Agreement shall cease, if you are re employed within 18 months of the effective date of the termination of your employment, except that employment in a temporary or part time represented position at SCE's request, shall not be considered reemployment for purposes of this Agreement. You agree that the release in paragraphs 2 and 4 shall continue in full force and effect notwithstanding any obligation to repay compensation and/or cessation of benefits under these paragraphs 9 and 10.

11. This Agreement shall not be considered as an admission of liability or a violation of any applicable Collective Bargaining Agreement, contract, law, rule, regulation, or order of any kind.

12. Except as provided in paragraphs 3 and 6, any controversy or claim arising out of or relating to this Agreement or for the breach thereof, if not otherwise settled by the parties, shall be finally settled by arbitration to be held in Los Angeles County, California in accordance with the Employment Dispute Resolution Rules of the American Arbitration Association. The parties hereby consent to personal jurisdiction in Los Angeles County, California with respect to such arbitration. This Agreement shall be governed by, construed, and interpreted according to the laws of

the State of California. At the request of either party, arbitration proceedings shall be confidential, and in such case all documents, records, and testimony shall be received, heard, and maintained confidentially by the parties and their respective attorneys and experts, who shall agree in advance and in writing to receive all such information confidentially and to maintain the secrecy of such information. The award resulting from such arbitration shall be final and binding upon both the parties. Judgment upon said award may be entered under seal in any court having jurisdiction thereof. In the event that any arbitration or other proceeding shall be brought by any party hereto in respect of an alleged breach by or default in the performance of the other party hereto, the non-prevailing party, as determined by the arbitrator, shall pay the other party's reasonable attorneys' fees and costs associated with or arising from such arbitration and shall be responsible for its own costs of transportation and room and board to prepare for or attend the arbitration.

13. By signing this Agreement, you acknowledge that you have been given a reasonable time to review and consider this Agreement before signing and returning it to SCE. You are encouraged to consult with an attorney before signing this Agreement.

14. If any provision or application of this Agreement is held by any arbitrator or court of competent jurisdiction to be invalid, the invalidity

shall not affect the validity of the remaining provisions or applications of this Agreement, and to that end the provisions of this Agreement are declared severable.

15. This Agreement sets forth the entire agreement between the parties and fully supersedes any and all prior agreements or understandings between the parties pertaining to the subject matter of this Agreement.

16. By signing this Agreement, you make the following representation: "I have read this Agreement (including its attachments) in its entirety. I have been advised to consult with an attorney before signing it, I have been given the necessary time to consider its contents, and I fully understand its terms and consequences. I am signing this Agreement voluntarily."

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Employee's Name (Please Print)

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Employee's Signature

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Date

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Signature of Southern California Edison  
Company Officer

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Date

**June 26, 1998**

### **WORKER PROTECTION EDUCATIONAL REIMBURSEMENT PROGRAM**

Effective January 1, 1998 through December 31, 2005, the Worker Protection Benefits (WPB) Agreement provides for the reimbursement of qualifying educational expenses up to \$5250 per calendar year.

#### **Eligibility:**

To be eligible for this program, the employee must be:

- Covered under a Worker Protection Benefits Agreement between the Southern California Edison Company and UWUA, Local 246.
- A regular, full time employee (see note below).

Note: This includes UWUA regular employees who have temporarily converted to part-time status per the Collective Bargaining Agreement (CBA) provisions, or are on a paid or unpaid leave of absence, but are not on long term disability (LTD) status.

#### **Educational Programs:**

Types of educational programs eligible for reimbursement are:

- Degree (Associate, Bachelor, Master, Doctorate).
- Certificate Programs (series of classes).

For example: Business oriented computer certificate programs.

- Professional Credential.
- Correspondence Programs that offer a certificate or degree.
- Other non degree programs or classes that would provide vocational skill development that will advance the employee's personal career objectives.

Current IRS rules do not allow for non-taxable educational reimbursements for classes or education involving sports, hobbies or games that are not part of a degree program. Reimbursements made for these types of programs must meet the criteria under this agreement, will be considered taxable compensation, and will not be part of the qualified educational reimbursements made according to IRS Code, Section 127.

### Program Requirements:

- Approved programs must relate to the employee's personal career objective.
- Employees must attend the programs/class(es) on their own time, not during their normal work hours.

### Acceptable Educational Institutions:

The educational institutions must be accredited by recognized agencies and/or associations (*i.e.*, U.S. Department of Education, State of California License Board (Contractor/Real Estate), North

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Central Association of Colleges and Schools (CACCS) Federal Aviation Administration). Examples of valid institutions are four year colleges or universities, community colleges, correspondence, business or technical schools, and business oriented computer certificate providers (*i.e.*, Novell, CompuServe).

### Enrollment:

- Complete the Educational Assistance Request form 19-383 prior to the start date of the program or class. Follow processing, approval, and reimbursement procedures indicated on form 19-383.
- Complete the attachment form, "Worker Protection Educational Reimbursement Program Participation Approval" (see Attachment to this Agreement) to the 19-383, and obtain approval from the immediate supervisor. This form can be obtained from the Payroll Location Office.

### Approval Requirements:

Applications: An employee's application forms (19-383 and the Worker Protection Educational Reimbursement Program Participation Approval) must be approved prior to commencement of class(es) by his/her immediate supervisor and second level supervisor/manager. (Classes that began after January 1, 1998 but prior to July 1, 1998, will not require prior approval but will require submittal of the proper forms.)

**Reimbursements:** Reimbursement requests after the completion of the class(es) can be approved by the employee's immediate supervisor. The supervisor signature shows that he/she has validated the employee's successful completion of the class and that the employee has provided all required receipts and documentation to be filed in the employee's personnel file maintained at the Payroll Location.

*If the employee has received educational reimbursements under the Corporate Educational Assistance Program (ESM 19.17.21) or other established educational reimbursement programs, the amount received under those programs plus the amount received under the Worker Protection Educational Reimbursement Program cannot exceed \$5,250 in a calendar year unless his/her employment is severed under the Worker Protection Benefits Agreement provisions. See Program Disqualification section of this document.*

All reimbursements over \$5,250 in a calendar year will be considered taxable compensation and the employee will be responsible for paying taxes on applicable reimbursed expenses in accordance with the Internal Revenue Code, Section 127, which governs the taxability of educational reimbursements.

### Reimbursable Expenses:

The following expenses are appropriate for reimbursement:

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- Tuition and registration fees. (e.g., SAT or GMSAT if required for acceptance to a school and only if the employee is actually accepted to the school).

- Required enrollment and graduation fees (e.g., student body and health care fees, graduation request fees).

- Books.

- Parking.

- Required exam or grade request fees.

- Mandatory laboratory fees.

The following expenses are not appropriate for reimbursement:

- Fees for exams taken to renew licenses or certificates.

- License fees.

- Supplies (e.g., notebook paper, calculators, personal computers and software, pens/pencils, computer disks) or tools.

- Personal expenses (e.g., mileage, meals, lodging, transportation, school logo merchandise).

- Deferred payments, finance or late fees.

- Cap and gown fees.

### Reimbursement Requirements:

To be eligible for reimbursement, you must provide all of the following within 90 days of completion of classes:

- Educational Assistance Request form 19-383 and Determination of Tax Status form 19-383-1 and the original Worker Protection Benefit Educational Assistance Approval Form.
- Documentation of satisfactory completion of each class with a grade of "C" or better or the equivalent as defined by the educational institution (*i.e.*, certificate of completion; pass/credit).
- Paid receipts for all eligible expenses (Note: No reimbursements will be made without receipts for all eligible expenses).

### Taxation of Reimbursement:

Employees are responsible for paying taxes on applicable reimbursed expenses. The Internal Revenue Code, Section 127, governs the taxability of educational reimbursements. Currently, the IRS Code allows reimbursement for undergraduate (*Certificate, Associate, Bachelor*) programs/classes to be excluded from gross income. Reimbursement for graduate (*Master, Doctorate*) programs or classes are not excluded from gross income and are currently taxable. If appropriate, taxes on the reimbursed amount will be deducted from the employee's biweekly paycheck and reflected on the W-2 Wage and Tax Statement.

### Program Disqualification:

Employees will not be eligible to be reimbursed for educational expenses if any of the above requirements of the program are not met or if the employee:

## Appendix

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- Terminates his/her employment with the Company (voluntary or involuntary). See note below regarding employees who are severed under the Worker Protection Benefits Agreement.

- Does not obtain prior approval. Classes that began after January 1, 1998 but prior to July 1, 1998, will not require prior approval but will require submittal of the proper forms.

- Does not submit the request in accordance with requirements of this program.

Note: Employees who are severed by the Company under the Worker Protection Benefit Agreement, and are eligible to receive the post employment Worker Protection Educational Reimbursement Benefit, will continue to receive educational reimbursements as defined by the WPB Agreement.

### Audits:

The Audits Department will periodically audit the Worker Protection Educational Assistance Program to ensure that policies are being applied correctly and consistently. The audit would include a review of documents pertaining to eligible receipts and satisfactory completion of classes, maintenance of documentation in the employee's personnel file at the work location, etc.

## Participation Approval Form (Addendum to SCE Form 19-383)

**WORKER PROTECTION  
EDUCATIONAL REIMBURSEMENT PROGRAM  
PARTICIPATION APPROVAL FORM  
(ADDENDUM TO SCE FORM 19-383)**

All sections of this form must be completed prior to the beginning date of the class(es) described on the attached Educational Reimbursement Request form 19-383. The purpose of this form is to verify that the employee is eligible to participate in the Post Worker Protection Educational Reimbursement Program.

**Employee Information:**

I request approval to participate in the Worker Protection Educational Reimbursement Program.

Date: \_\_\_\_\_ Social Security #: \_\_\_\_\_

Name: \_\_\_\_\_ Name: \_\_\_\_\_  
(Print) (Signature)

Work Location: \_\_\_\_\_

Career Objective: \_\_\_\_\_

Educational Institution is \_\_\_\_\_

Accredited/Recognized by: \_\_\_\_\_

The employee retains this approval until completion of class(es). Submit original to supervisor with the Educational Assistance Request form 19-383 when requesting reimbursement. A copy should be retained by employee for his/her records.

**Supervisor/Manager Approval:**

I approve the above employee's request for the Worker Protection Educational Reimbursement Program.

**First Level Supervisor/Manager:**

Name: \_\_\_\_\_ Name: \_\_\_\_\_  
(Print) (Signature)

Date: \_\_\_\_\_ PAX: \_\_\_\_\_

**Second Level Supervisor/Manager:**

Name: \_\_\_\_\_ Name: \_\_\_\_\_  
(Print) (Signature)

Date: \_\_\_\_\_ PAX: \_\_\_\_\_

The supervisor is to send this form with the approved Educational Assistance Request form 19-383 and 19-383-1 to Human Resources Service Center, 3<sup>rd</sup> Floor, GO 4 for reimbursement processing.

**NOTE:** The Supervisor is responsible for forwarding copies of all documentation, receipts for qualified expenses and record of satisfactory completion of class(es) to the employee personnel file maintained at the Payroll Location for auditing purposes.

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## Appendix

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/s/

J. Michael Mendez  
Vice President, Labor Relations  
Southern California Edison Company  
Dated: June 25, 1998

/s/

Jim Turner  
Business Agent  
UWUA, LOCAL 246, AFL-CIO  
Dated: June 26, 1998

**August 19, 1998**

Jiggs R. Travis  
Manager, Labor Relations  
San Onofre Nuclear Generating Station  
Southern California Edison Company  
P.O. Box 128  
San Clemente, CA 92672

Re: Inclusion of SONGS Welders in the SONGS  
Overtime Agreement

Dear Mr. Travis:

It is the Union's understanding that SONGS Management has agreed to include the welders into the SONGS Overtime Agreement. This letter is intended to memorialize that understanding.

If you concur, please indicate below and return a copy to the Union.

Sincerely,

Jim Turner  
Business Agent  
UWUA, Local 246, AFL-CIO

I CONCUR:

Jiggs R. Travis  
Manager, Labor Relations  
Southern California Edison Company  
Dated: August 27, 1998

JT: jm

September 8, 1998

Mr. Jim Turner  
Business Agent  
Local 246, UWUA, AFL-CIO  
10355 Los Alamitos Blvd.  
Los Alamitos, CA 90720-2190

*Subject: Tool Purchase Program*

Dear Mr. Turner:

The purpose of this letter is to confirm the results of our discussions regarding modification of the Collective Bargaining Agreement's Letter of Understanding involving the Tool Purchase Program.

Currently, and in accordance with the Letter of Understanding, titled "Tool Purchase Program," eligible personnel may purchase specified job-related tools by means of interest free, extended payroll deductions with supervisory approval.

Recently, the Company has undertaken a comprehensive review of the program, a program begun in conjunction during the 1982-83 negotiations between Local 246, UWUA and the Southern California Edison Company. From the review, the Company has identified an area it believes will be of mutual interest to both the Union and the Company involving the classification of apprentice machinist. The Company is prepared to offer the following:

Effective September 1, 1998, the Company will raise the Machinist, Apprentice classification's maximum unpaid balance to \$2500.00. The repayment period will remain unchanged and continue to be 36 months.

Discussions between the Company and the Union will resume on other job classifications included in the Letter of Understanding at the conclusion of the Company's review. The Company anticipates conclusion of the review during the 4th quarter of 1998.

Based on our previous discussions regarding this subject matter and your subsequent concurrence, would you please sign below and return one copy to my office. Upon receipt of your signature, a letter will be forwarded to all affected payroll locations memorializing the modification to the Letter of Understanding.

Respectfully,

Jeffrey E. Paul  
Human Resources Consultant

I CONCUR:  
Jim Turner  
Business Agent  
Local 246, UWUA, AFL-CIO  
Dated: September 10, 1998

**September 22, 1998**

Jim Turner  
Business Agent  
UWUA, Local 246, AFL-CIO  
10355 Los Alamitos Blvd.  
Los Alamitos, CA 90720

**RE: Fuel Handling Operations at SONGS**

Dear Mr. Turner:

The purpose of this letter is to confirm the agreement reached between the Utility Workers Union of America, Local 246 and the Southern California Edison Company regarding the utilization of Bargaining Unit operations personnel, hereinafter referred to as the Operations Refueling Group, in handling fuel.

1. The Operations Refueling Group will operate the spent fuel handling machine during all modes of operation which are directly associated with the on-load and off-load of fuel to/from the reactor core and during the receipt of new fuel. It is understood that during situations in which fuel movement delays would occur as a result of insufficient Operations Refueling Group personnel, Nuclear Fuel Services, or its contractor(s), may operate the spent fuel handling Machine, as necessary, until sufficient Operations Refueling Group support can be summoned.

2. Nuclear Fuel Services group, or its contractor(s), may operate the spent fuel handling

machine and the spent fuel pool upender during periods of design change package testing, control element assembly movements, fuel inspections, pre-operational testing and other testing not directly associated with actual refueling operations or during the receiving of new fuel.

3. The Operations Refueling Group, Nuclear Fuel Services and/or its contractor(s) may man the spent fuel engineer position. The determination as to who will man the spent fuel engineer position will be made by Nuclear Fuel Services.

4. Nuclear Fuel Services, or its contractor(s) will operate the refueling machine and the containment upender. However, during periods of equipment failure, Nuclear Fuel Services may request the Operations Refueling Group operate the containment upender.

5. The Operations Refueling Group will operate the spent fuel pool upender, during periods of equipment failure. It is understood that during situations in which fuel movement delays would occur as a result of insufficient Operations Refueling Group personnel, Nuclear Fuel Services, or its contractor(s), may operate the spent fuel pool upender, as necessary, until sufficient Operations Refueling Group support can be summoned,

6. Six (6) operators will be assigned to the refueling group. Selection for the Operations Refueling Group will be from the most senior non-licensed volunteers that are qualified Nuclear Plant Equipment Operator (NPEO). Licensed operators

## Appendix

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may also volunteer, but will only be selected if the licensed operator manning needs permit. NPEO(s) that are Shut Down Control Operator (SCRO) qualified will be precluded from volunteering if they are the only SCRO qualified operator on their shift. If insufficient volunteers are received, then the junior qualified (NPEO(s)) will be assigned. Working unit seniority shall be the basis for determining seniority.

7. The Operations Refueling Group will work a regular eight (8) hour schedule in accordance with Article X of the Collective Bargaining Agreement. Shift differential will be paid in accordance with Article IX of the Collective Bargaining Agreement.

8. In addition to the six (6) operators assigned to the Operations Refueling Group, a minimum of one (1) refueling qualified operator will be assigned to each of the five (5) operating crews. The purpose of this operator is to provide Nuclear Fuel Services with extra manpower should the need arise, and to provide breaks, etc, if needed. These operators will work the normal twelve (12) hour shift schedule. Selection for this assignment will be on the same basis as paragraph six (6) above, except that volunteers and seniority will be segregated by crew.

9. The duration of the operator assignments contained in this letter are for one set of refueling outages. A set of refueling outages is defined as a Unit 2 and Unit 3 outage or vice versa.

The parties agree to meet at the conclusion of the Cycle 10 refueling outages and discuss the continued use of this Letter of Agreement and may extend this letter by mutual agreement to future outages. Either party may cancel this agreement by providing written notification to the other party at least 120 days prior to a set of scheduled refueling outages.

*If the Union concurs with the above understanding, please sign one copy of this letter and return it to me. The effective date of such understanding shall commence with your concurrence.*

Sincerely,

Jiggs R. Travis  
Manager, Labor Relations  
Southern California Edison Company

I CONCUR:  
Jim Turner  
Business Agent  
UWUA, Local 246, AFL-CIO  
Dated: September 28, 1998

September 29, 1998

Jim Turner  
Business Agent  
UWUA, Local 246, AFL-CIO  
10355 Los Alamitos Blvd.  
Los Alamitos, CA 90720

Subject: SONGS Unit 1 Shutdown Control Room Operators (SCRO) and Non-Certified Equipment Operators (NCEO)

Dear Mr. Turner:

This letter is to confirm the understanding reached between UWUA Local 246 and Southern California Edison concerning the SCRO and NCEO positions at the San Onofre Nuclear Generating Site. The parties have agreed to the following:

1. The SCRO position will remain a Nuclear Control Operator position.
2. Operators for SCRO training will be selected from the most senior, non-licensed (may include licensed operators, based on the operational needs of the plant) volunteers that are qualified Nuclear Plant Equipment Operator (NPEO). If the number of volunteers is not sufficient, the junior qualified NPEO(s) will be assigned. Working unit seniority shall be the basis for determining seniority.
3. Operators that are selected for SCRO training will be required to maintain a grade of 80% or

greater in the program. It is understood that two (2) consecutive test failures in the program will trigger a review board by management to determine eligibility to continue in the SCRO training program. If it is determined that a trainee is no longer eligible to continue in the program, he/she will be returned to previous duties and will retain his/her bonus status. Employees deemed ineligible to continue in the program will be given only one (1) additional opportunity to complete this training program.

4. The following named employees will recertify as NCEO, but will not be eligible for SCRO certification until they meet the seniority requirements defined above:

T. A. Deighan	B. W. Mahler	M. D. Merry
F. J. Tingler	M. G. Sanchez	S. W. Steeg

5. In addition to the employees listed above the following named individuals who are currently qualified NCEO, will not be permitted to qualify for SCRO until they too meet the seniority requirements defined in paragraph 2:

A. W. Arr	M. R. Blumling	W. F. Jarrard
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If the Union concurs with the above understanding, please sign one copy of this letter and return it to me. The effective date of this understanding shall commence with your concurrence.

## Appendix

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Sincerely,

Jiggs R. Travis  
Manager, Labor Relations Department  
Southern California Edison Company

I CONCUR:

Jim Turner  
Business Agent  
UWUA, Local 246, AFL-CIO  
Dated: October 22, 1998

**December 18, 1998****LETTER OF UNDERSTANDING****POWER PLANT MECHANIC "A" & "B"****I Introduction**

Southern California Edison Company (hereinafter referred to as the Company) and the Utility Workers Union of America, Local 246 (hereinafter referred to as the Union), commenced Section M bargaining in December, 1998 to create and implement two new classifications and eliminate one existing classification.

The Company and Union have agreed to establish a classification known as a Power Plant Mechanic A (PPMA) to replace the existing classification of the Coal Handling Equipment Mechanic (Occupational Code L 9487). Upon ratification, existing employees in the Coal Handling Equipment Mechanic position will automatically convert to the classification of Power Plant Mechanic A at which time they shall assume conventional job specifications and duties in accordance with Attachments B & C.

In addition, the Company and Union have agreed to establishing a Power Plant Mechanic B (PPMB) classification. The PPMB will be a developmental classification containing a recognized progression into the PPMA position. The PPMB shall be required to complete a series of tests before promoting into the PPMA position including PPMB

training module tests and the promotional knowledge test for PPMA.

### II. Progression of Power Plant Mechanic B to Power Plant Mechanic A

The PPMB progression into the PPMA classification shall be for a period of two (2) years consisting of four (4) steps known as modules. Each module must be successfully completed within a maximum of six (6) calendar months.

A. The Company will implement a four (4) step progression toward the development of personnel into the PPMA classification. During this four (4) step progression, the employee shall be designated a PPMB.

B. Each of the progression's four (4) modules will hold the same value relative to each step progression and equity increases. No module is nor will be designed to be more difficult than another.

C. Module 1 shall be completed first during the PPMB progression. Upon completion of Module 1, an employee has the option to pursue either modules 2, 3, or 4 determined by the number of bidders, volunteers, and working unit seniority.

D. Each module will consist of job-related knowledge and skills. Once a skill and knowledge is learned, the PPMB will be required to perform a proficiency check-off on each task. At the conclusion of each respective module, the PPMB will be required to pass a written examination involving the module's curriculum.

E. Once a PPMB begins a module, the PPMB shall complete the module prior to moving into a different module, unless certain operating or business conditions do not permit such completion. Should operating or business conditions interfere with the progression, the PPMB will be permitted to pursue other module related tasks to complete the training and shall not be penalized in the progression.

F. Upon successful completion of an individual module, the PPMB will realize an equity increase in accordance with the Collective Bargaining Agreement's Appendix A. Successful completion of a module is dependent upon completing all necessary check-offs and passing the written examination.

G. PPMB's will be permitted to accelerate through the progression in a minimum of one (1) year providing check-off and testing requirements are satisfied, however, employees will not be permitted to accelerate through the first 6 month module.

### III. Progression Failures

A. If management determines that an employee is failing or unable to meet the requirements of the PPMB progression and should be removed from the progression, the employee will be reassigned to either of the following classifications:

(1) For employees unsuccessful in the PPMB progression; prior journeyman or employees of

## Appendix

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equal or higher wages prior to entering the PPMB progression will be permitted to enter into the helper classification (Occupational Code E 9567). All others will enter the Utilityman classification (Occupational Code C 9969).<sup>1</sup>

(2) Placements resulting from the above conditions shall be at the Mohave Generating Station.

B. For purposes of this Letter of Understanding, Progression Failures, Sections A., (1), (2), will expire in two years from the date of the progression's implementation unless extended by mutual agreement of the Company and the Union.

C. An employee not completing the PPMB progression due to not meeting the program requirements, will not be allowed to re-enter the progression for a period of two (2) years; to be effective from the date of removal from the progression.

### V. Testing

Testing will be developed and administered by the Company. Information within this section shall not be construed as management's relinquishment of their right to establish job classifications or develop and administer tests accordingly. It is without

<sup>1</sup> Personnel who enter the helper classification (occupational code E 9567) will enter at the top step of the Collective Bargaining Agreement's Appendix A wage schedule. Personnel entering the Utilityman classification (occupational code C 9969) will enter at the top step of the wage progression so long as the wage does not exceed their previous classification wage at the time they entered into the PPMB classification. Otherwise, the employee will be placed at the appropriate wage scale directly below their previous job classification wage within the Utilityman classification.

prejudice to either parties position regarding management's right and does not establish a precedent regarding this subject.

A. The PPMB progression testing requirements will include the MASS battery and PPMB knowledge test (employees who have previously passed the Utilityman battery do not have to re-qualify on the MASS battery).

B. The MASS battery will be administered to non-maintenance journeyman only in accordance with the established Power Production practice.<sup>2</sup>

If and when a PPMB fails a required module-related test and/or promotional knowledge test, the PPMB will be allowed to retest within a reasonable time period from the previous failed test date. Current Company and Power Production policies will determine the proper retesting provisions. Failure to pass the required testing standards including retest(s) will result in removal from the progression.

D. No step increase will be paid until the PPMB successfully completes each module-related test and its associated requirements. The Company will determine if the PPMB has met the above mentioned requirements.<sup>3</sup>

<sup>2</sup> Employees who have successfully passed the utility battery test will be treated as employees who have successfully passed the mass battery examination.

<sup>3</sup> If a PPMB is unsuccessful in meeting a module requirements within the six (6) month time period, retroactive pay will not be applied when the PPMB successfully completes the module requirements beyond the six (6) month time period.

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### V. Training

A. PPMB progression will be originally structured approximately 25% classroom training and 75% in the field under the jurisdiction of subject matter experts and PPMA's. Management will reserve the right to revise the curriculum based on operational or business requirements.

### IX. Overtime

A. For purposes of this agreement, overtime will be administered in accordance with Article X "Employees on Fixed Shifts" Mohave Generating Station of the CBA.

B. The Company shall maintain separate Evergreen overtime lists between the PPM's and PPMB's. PPMB overtime will be administered for training purposes or where overtime vacancies exist.

### X. Tool Purchase Program

Power Plant Mechanics A & B will be included in the CBA's Tool Purchase Program. The maximum unpaid balance for all current and previous tool purchases will be \$1500.00. The maximum time allowed for repayment shall be thirty six (36) months.

### XI. Advisory Committee

An advisory committee comprised of management personnel and union leadership will be established to discuss any issues or concerns arising from the administration of the PPMB's

progression program. The Company and the Union will meet on a mutually agreed upon basis to review issues and concerns, and will cooperate with each other in the resolution of any identified issues. These meetings will not be used as a substitute for the grievance procedure provisions of Article IV of the Agreement.

The advisory committee shall be discontinued at the conclusion of the initial 2-year progression.

### XII. Coal Handling Equipment Mechanic Position

Upon ratification of this Agreement, the Coal Handling Equipment Mechanic position shall be removed from future or updated Appendix As of the CBA, however, the classification and title shall remain unchanged in the appendix's Letter of Understanding dated February 28, 1989.

/s/

Jeff Paul

Human Resources Consultant

Southern California Edison Company

Dated: February 10, 1999

/s/

Jim Turner

Business Agent

UWUA, Local 246, AFL CIO

Dated: February 11, 1999

## Appendix

MECHANIC, POWER PLANT — B  
EXHIBIT A — UWUA — LOCAL 246  
STEAM GENERATION DIVISION  
POWER PRODUCTION DEPARTMENT  
GENERATION BUSINESS UNIT  
Proposed 1998 Wage Rates  
Hired Prior to 4-9-84

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
K xxxx	Mechanic, Power Plant — B		
	1st 6 months.....	\$3215.16	\$18.549
	Progress, transfer or terminate		
	2nd 6 months .....	3375.67	19.475
	Progress as qualified, transfer or terminate		
	3rd 6 months .....	3535.83	20.399
	Progress as qualified, transfer or terminate		
	4th 6 months .....	3858.40	22.260
	Then promote, transfer or terminate		

January 8, 1999

Mr. Jiggs Travis  
Labor Relations  
San Onofre Nuclear Generating Station  
P. O. Box 128  
San Clemente, CA 92674-0128

Subject: SONGS Nuclear Test Technician Assigned  
Back Shift Manning Agreement

Dear Mr. Travis:

The following is the proposed methodology for the assignment of personnel to the manning of the backshift, both Swing and Grave, in the Test Shop at San Onofre Nuclear Generating Station.

1. List contains all Test Technicians eligible for back shift assignments, initially by reverse seniority.
2. Management is responsible for administering the accumulated back shift assignment list, to be updated concurrent with the Evergreen list.
3. List reflects actual days of assigned back shifts and does not re-zero.
4. New Test Technicians brought in as follows: Individual will be credited on a scale "one day lower than the 75th percentile back shift" basis. (See asterisk on the next page.)

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\*Back shift ranking to be from most (top) shifts to least (bottom) shifts

Tech #8	}	25%
Tech #7		
Tech #6	}	50%
Tech #5		
Tech #4	}	75%
Tech #3		
		————— average
Tech #2	}	100%
Tech #1		

5. Normal assignment duration to be two (2) weeks. Assignment extensions for special projects will be considered on a case-by-case basis.

6. Accumulated days of assignment are based on whole days, regardless of hour duration.

7. At implementation, Test Technicians to be assigned from least to most senior, based upon working unit seniority. Once all Test Technicians on the list have been assigned, subsequent assignments will be based on accumulated days of back shifts.

8. This method of Test Technician back shift assignment to be utilized during both outage and non-outage periods.

9. This list is to track assignment to back shift — sick days, volunteers, vacation, holidays, trades and other no shows do not count.

10. One list applies to Graves and Swings.

11. The Test Technician back shift assignment list does not supersede the Evergreen list.

12. In the event of a numerical tie due to equal back shift credit, the junior employee, based on working unit seniority, will be assigned.

13. Vacation requests will be honored during back shift assignments, but, upon return from such vacation, employee will complete remainder, if any, of back shift assignment.

14. Only those backshifts which are assigned will be credited; voluntary assignments will not.

15. Forced backshifts overtime days will be credited; voluntary assignments will not.

If the Company concurs with this agreement, please sign below and return a copy of this letter to me. Should you have any questions or desire additional information, please do not hesitate to call.

Sincerely,

Dan A. Davis  
President  
UWUA, Local 246

## **Appendix**

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I CONCUR:

Jiggs R. Travis

Manager, Labor Relations

Southern California Edison

Dated: January 27, 1999

**January 11, 1999**

Jim Turner  
Business Agent  
UWUA, Local 246, AFL-CIO  
10355 Los Alamitos Blvd.  
Los Alamitos, CA 90720

Subject: Experimental Work Schedules for San Onofre Operators

Dear Mr. Turner,

Enclosed you will find a proposed addendum to the Experimental Work Schedules Letter of Understanding, dated May 1, 1991. The Company has agreed with the terms described within this document and it is my understanding that the Union is also in agreement.

If my understanding is correct, please sign a copy of the Addendum and return it to me. Should you have any questions or desire further information please Contact me.

Sincerely,

Jiggs R. Travis  
Manager, Labor Relations  
Southern California Edison Company

JRT/dbm  
LS99-003

Enclosure

### EXPERIMENTAL WORK SCHEDULES

#### ADDENDUM — OPERATIONS TEST GROUP AND WORK IT NOW GROUP

In conjunction with the Section M Negotiations between the Utility Workers Union of American, AFL-CIO, Local 246, and the Southern California Edison Company, hereinafter called the parties, regarding the Experimental Work Schedules Letter of Understanding, dated May 1, 1991, this Addendum was agreed to for the purpose of establishing a ten (10) hour compressed normal work schedule for the operators in the Operations Test Group (OTG) and the operators in the Work it Now group (WIN).

#### APPLICABILITY

This addendum only applies to operators in OTG and/or WIN that volunteer to work the ten (10) hour compressed schedule. Operators in OTG and/or WIN that choose not to work a ten (10) hour compressed schedule will remain on their normal eight (8) hour schedule. This addendum does not apply to maintenance employees in the WIN and/or OTG groups.

#### SCHEDULE SELECTION

Operators in OTG and/or WIN that wish to work the ten (10) hour compressed schedule will notify supervision of their desire to do so by December 1st. The schedule will become effective in the first

pay period of the new year and will remain in effect for a year. Employees may only opt in or out of the ten (10) hour compressed work schedule annually by notifying supervision by December 1st.

### SCHEDULE

Normal work days will be ten (10) hours in length and will be the normal day shift hours. Normal work weeks, except training weeks, will consist of four (4) ten (10) hour work days and three (3) regular days off (RDOs). The schedule to be worked by the OTG and/or WIN operators is attached and will be subject to revisions only after such revisions are discussed and agreed upon by the parties. It is understood that the attached schedule does not commit operations management to a specific number of operators in OTG and/or WIN.

### TRAINING

Training weeks will consist of five (5) eight (8) hour days. Any days the employee is not in training will be eight (8) hour work days in the plant. If no training is conducted during the training week, then, the employee(s) will be kept on the compressed schedule they normally work. If the training week consists of only one (1) day of training, then if possible, the employee(s) may be allowed to work a ten (10) hour compressed schedule for that week.

### HOLIDAYS

For the purposes of this addendum each operator will be allowed a total of one hundred and four (104) hours of holiday hour credits in a calendar year. However, the number of hours which each employee is credited is dependent on the date of hire during the calendar year and/or the number of holidays that an employee has used as of the date of movement into the OTG and/or the WIN group. *Holiday hours may not be banked beyond the current year.*

### TRANSFERS

Employee(s) that transfer into the OTG and/or WIN group will work the schedule of the employee(s) they replaced in the group for the remainder of the calendar year. Employee(s) that transfer in, but do not replace another employee(s), will have two (2) weeks from their date of transfer to notify supervision of their desire to work a ten (10) hour compressed schedule. The schedule will become effective in the first pay period following the two (2) WEEK PERIOD. Subsequent Schedule selections for either employee(s) will be in accordance with the previous paragraph on schedule selection.

Employees that transfer out of OTG and/or WIN into another work location not covered by this addendum will revert to the schedule for the new work location and be subject to the schedule and provisions of the Bargaining Unit Agreement in place for the new work location.

/s/

Jiggs R. Travis

Manager, Labor Relations

Southern California Edison Company

Dated: January 11, 1999

/s/

Jim Turner

Business Agent

UWUA, Local 246, AFL-CIO

Dated: January 12, 1999

## Appendix

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March 1, 1999

Mr. Jim Turner  
Business Agent  
UWUA, Local 246, AFL-CIO  
10355 Los Alamitos Blvd.  
Los Alamitos, CA 90720

Re: Horizontal and Downward Movement

Dear Jim:

During negotiations on the accelerated apprenticeships and worker protection benefits (WPB), the parties did not clearly outline the understandings relative to horizontal and downward movement after an employee completes the apprenticeship or accepts a vacancy during a reduction in forces. The following is provided for clarification.

As per the Letter of Understanding dated December 31, 1997 relative to accelerated apprenticeships within Power Production, there is a twelve month horizontal or downward move bid restriction from the date of award to a journeyman position. The letter further provides that the restriction does not apply if: 1) a fixed shift employee bids horizontally to a different fixed shift for the same job and at the same bid location, or 2) the employee is declared surplus or is displaced during a reduction in forces (RIF). As clarified by this letter dated March 1, 1999, the restriction also does not apply if there is no other qualified bidder to be considered.

2. The Collective Bargaining Agreement (CBA) is silent on whether the twenty-four month bid restriction for SONGS positions and Service Shop Mechanics positions in the Mechanical Services Shop applies when there is no other qualified bidder to be considered. As clarified by this letter dated March 1, 1999, the restriction does not apply in the aforementioned circumstance.

3. The WPB agreement is silent on whether the six month bid restriction or twenty-four month restriction for SONGS' positions and Service Shop Mechanic positions in the Mechanical Services Shop (MSS) applies to horizontal or downward movement after an employee has voluntarily accepted a vacancy through the RIF process. Based on the voluntary acceptance and associated vacancy premium for filling the vacancy, it is understood the horizontal or downward movement restriction will apply to a bid or transfer that occurs subsequent to the filling of that vacancy. The restriction does not apply if 1) the employee was assigned to the vacancy and received no vacancy premium, or 2) there is no other qualified bidder to be considered for the bid or transfer.

4. As per Article VIII, sections C (1) and C (8)(b) in the CBA, the ineligibility to move horizontally or downward by bid or transfer shall be from the award date of the bidder's current job to the removal date of the job posting on which the employee is bidding.

## **Appendix**

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All provisions of the respective agreements remain the same, with the clarifications set forth above. If you concur, please indicate by signature below.

Very truly yours,

Donna S. Adams  
Manager, Labor Relations Department  
Southern California Edison Company

I CONCUR:

Jim Turner  
Business Agent  
UWUA, Local 246, AFL-CIO  
Dated: March 5, 1999

**June 25, 1999**

**LETTER OF UNDERSTANDING**

**MOHAVE OFF-SITE WORK ASSIGNMENTS**

**I. Introduction**

Southern California Edison Company (hereinafter referred to as the Company) and the Utility Workers Union of America, Local 246 (hereinafter referred to as the Union), commenced Section M bargaining in February, 1999 to amend the current Collective Bargaining Agreements Letter of Understanding, "Assignment of Station Resident Personnel to other Locations."

The Company and Union have agreed to establish a rotation process for determining off-site job assignments for represented employees at *Mohave Generating Station*.

**II. Implementation**

Upon ratification, the Company will setup an off-site work rotation list for each classification that will participate in off-site work. The senior-qualified employee within that classification will be placed at the top of the rotational list and shall initially be the first employee offered the assignment.

In offering future assignments, the first employee asked shall be the employee on the rotational list directly below the last employee who volunteered and worked the previous off-site work assignment.

For purposes of off-site work assignments, the Mohave station machinist and the Mohave mill machinist will be combined onto one classification list by the employee's working unit seniority.

### III. Duration and Selection of Job Assignments

The duration of an off-site work assignment, non-availability, or accepting or declining off-site work assignments will all carry the same weight before moving to the next eligible employee on the rotational work list.

If and when there are not enough volunteers within classification to meet the off-site job requirements, the Company will consider asking all other qualified and available employees outside the original classification requested. These employees will be offered the assignment and asked by working unit seniority before assigning personnel from within the original classification requested. It will not be the intent of the Company to assign qualified and available employees outside the original classification requested for the off-site work assignment.

Job assignments shall be scheduled for the complete job with allowances for cycling of employees for the purpose(s) of balancing shift skills and/or training of employees.

If and when there are still not enough volunteers, employees within the classification requested will be assigned on the basis of working unit seniority

with the qualified and available junior employees being assigned first.

Employees assigned to off-site work assignments shall be allowed to volunteer to rotate out of the assignment at the end of four (4) weeks. No more than 50% of these employees will be rotated out during any given four-week cycle. If the need arises to return only part of the off-site assignment crew, the crew will return on a "first in, first out" basis. If employees were sent to the work assignment at the same time, the Company would ask and return by unit seniority, with the senior employee being asked if he/she wishes to return, and the junior employee being returned first if no one volunteers.

Employees who do not wish to be considered for field assignments as volunteers may submit a memorandum to their immediate supervisor:

a) Such memorandums will remain in effect until withdrawn in the same manner. b) This action implies no exemption from being assigned to a field assignment.

#### IV. Misassignment of Off-Site Work

If an employee is bypassed for an off-site work assignment, the employee will be considered eligible to be first asked for the next off-site work assignment.

#### V. Transfers and New Hires

Employees transferring into the classification will be placed on the rotation list by working unit

## Appendix

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seniority, with no affect on who is the next employee asked to work an off-site job.

### VI. Journeyman in Training

For the purposes of this Agreement, Journeyman in Training (JITS) are included in their respective classification by working unit seniority and will not be subject to the provisions of the Collective Bargaining Agreement's Article VIII, Section B(6).

### VII. Overtime

An off-site Evergreen list will be established which will use unit seniority to initially establish the order for overtime at each field assignment; once established, the overtime list will be updated daily. If and when no supervision is assigned to the field assignment, the overtime list will be maintained and administered by the employees on the field assignment. Personnel rotated into the job assignment will be averaged into the existing job assignment overtime list being utilized.

Employees available and working at Mohave Generating Station during a field assignment will be considered available for overtime, provided such overtime does not interfere with the resumption of the field assignment.

Employees on field assignments will not be considered for overtime at the Mohave Generating Station. Employees on off-site job assignments within zones 1 and 2 will be considered available for RDO overtime.

### VIII. Vacation

Any employee with pre-arranged vacation days scheduled within the same time slot as a field assignment will not be normally be considered available for that work assignment, however, such employees will be given the option of postponing their scheduled vacation and will be canvassed for the assignment in the regular order.

### IX. Dispute Resolution

All disputes arising from the administration of this Agreement and/or any other concerns which may arise may be settled by discussion between the Company and the Main Union Office of Local 246, UWUA. These types of discussions are not to be misconstrued as a substitute of Article IV of the *Collective Bargaining Agreement*.

### X. Duration

Either party may cancel this Agreement by providing sixty (60) days written notice. If canceled, the *Collective Bargaining Agreement's* Letter of Understanding "Assignment of station resident personnel to other locations," will be enforced. The action will take effect within sixty (60) day following receipt of the written notification of cancellation.

/s/

Jim Turner

UWUA, Local 246, AFL-CIO

Dated: July 7, 1999

## Appendix

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/s/

Jeffrey E. Paul

Southern California Edison Company

Dated: July 2, 1999

**August 19, 1999**

Mr. Jim Turner  
Local 246, UWUA, AFL-CIO  
10355 Los Alamitos Blvd.  
Los Alamitos, CA 90720 2190

Dear Jim:

*In an effort to address an equity issue related to the rehiring of SCE retirees into regular UWUA-represented positions, the parties have agreed to the following:*

The provision for the reinstatement of prior Company seniority after a reemployment period of one year ("bridging") as defined in Article VIII Section A(1) shall not apply to individuals who have retired from the Company and are subsequently rehired into a regular UWUA-represented full-time position.

Likewise, the provision for the bridging of "working unit" seniority after a reemployment period of one year as defined in Article VIII Section A(2) shall not apply to individuals who have retired from the Company and are subsequently rehired into a regular UWUA-represented full-time position.

This modification is intended to affect seniority rights for bid, transfer, and reduction in force purposes. This modification does not amend our Benefits agreement nor does it amend any agreement between the parties related to the rehiring of formerly retired employees.

## **Appendix**

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Sincerely,

J. Michael Mendez  
Vice President  
Southern California Edison Company

I CONCUR:  
Jim Turner  
Business Manager  
UWUA, Local 246, AFL-CIO

cc: Donna Adams  
Barbara Decker

August 25, 2000

**LETTER OF UNDERSTANDING**  
**WORKING UPGRADE IN THE**  
**POWER PRODUCTION DEPARTMENT**

As a result of discussions held between the Southern California Edison Company (Company) and the Utility Workers Union of America, Local 246, (Union) the parties have realized the need for a Working Upgrade assignment within the Power Production Department.

Nothing in this agreement is intended to set a precedent beyond the Power Production Department. This agreement shall not cover the implementation of a Working Upgrade position at the San Onofre Nuclear Generating Station (SONGS) or at the Mechanical Services Shop (MSS) in the Shop Services and Instrumentation Department (SSID).

All provisions of the Collective Bargaining Agreement (CBA) between the Union and the Company remains in full force and in effect for the duration of that Agreement except where is Letter of Understanding provides otherwise.

**PURPOSE**

The purpose of this agreement is to establish guidelines for the temporary assignment of employees to a working upgrade status to facilitate supervision.

## Appendix

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This agreement will supercede all references to the Regional Working Upgrade outlined in the Letter of Understanding regarding Regionalization of PGM dated January 21, 2000.

### DEFINITIONS

**Working Upgrade** — An employee who is temporarily assigned to supervise other employees while performing his or her regular duties.

### WORKING UPGRADE

The functional role of the Working Upgrade is to fulfill the duties of his or her assigned job classification and to perform some of the duties of supervision as directed by management.

The typical administrative responsibilities of the Working Upgrade will include maintaining records of customer billing, interfacing with customers, timecards, schedule training, insure tailboard communication to crew, manage work schedules and vacations, conduct safety meetings and administer the equitable distribution of overtime assignments and call outs.

The Working Upgrade will also perform any other administrative duties as directed by management, with exception to those duties specifically noted below.

Working Upgrades may supply input for employee appraisals and participate in investigations. They may educate employees regarding job performance and work rules and enforcement issues,

but they will not be expected to prepare written employee appraisals, responses to oral grievances, memos to file or administer disciplinary action.

When an employee is temporarily assigned by management as a Working Upgrade, he or she shall receive in addition to the rate of his/her classification two dollars and seventy-five cents (\$2.75) per hour for such upgrade time worked.

It is understood that the signatures appearing below of representatives of the Edison Operations and Maintenance Services, Southern California Edison Company and the Utility Workers Union of America, on behalf of Local 246, A.F.L.-C.I.O., constitutes acceptance of this Agreement and all clauses within it, by the parties hereto.

Donna Adams  
Manager, Labor Relations  
Southern California Edison Company  
Dated: August 25, 2000

Larry D. Hamlin  
Vice President, Power Production  
Edison O&M Services  
Dated: September 8, 2000

## **Appendix**

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J. Mike Mendez

Vice President, Labor Relations

Southern California Edison Company

Dated: November 2, 2000

Jim Turner

Business Manager

UWUA, Local 246, AFL-CIO

Dated: September 8, 2000

March 15, 2001

LETTER OF AGREEMENT

SAN ONOFRE  
NUCLEAR GENERATING STATION  
"OTHER OPERATING REVENUES"

I. Introduction

Based on discussions between Southern California Edison Company (hereinafter referred to as the Company) and the Utility Workers Union of America, Local 246 (hereinafter referred to as the Union), the parties have agreed to the following regarding the use of SONGS skilled nuclear work-force for pursuing other operating revenues (OOR) work at other nuclear facilities.

Notwithstanding the provisions of this Agreement, the Collective Bargaining Agreement (CBA) and the Worker Protection Benefits (WPB) Agreement between the Company and the Union remains in force and effect for the duration of those agreements.

II. Travel Time and Expenses for Non-Owned and Operated Edison Facilities

A. Employee will travel on company time, not to exceed a maximum of eight (8) hours pay in any one day.<sup>1</sup>

<sup>1</sup> The Company may consider and approve payment in excess of 8 hours on a case-by-case basis.

## Appendix

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B. Board and Lodging provisions at work locations located within the continental United States shall be provided and determined by the customer using the customer's Living Expenses Schedule, *Options 1 or 2*. The per diem provided under Sections, II B. and II F., shall be paid weekly if overnight courier or carrier is available.

Option 1: A per diem allowance per day for each day as set by the customer's schedule of rates. No per diem shall be paid on the return travel date, however, an allowance of \$32.00 will be provided on such date.

Option 1 is intended to provide for routine and customary board and lodging expenses, local transportation (*i.e.*, rental car), meals, laundering and phone calls.

Option 2: Board & Lodging and including local transportation (rental car as supplied by the customer)<sup>2</sup>. A \$32.00 per diem allowance for each day deployed for meals, laundering and phone calls. The \$32.00 allowance is also provided on the return travel date.

Prior to the start of OOR work assignments, responsible OOR management will disclose (as provided) to OOR designated employees the per diem rates covered under Sections II B. and II F., for the upcoming work assignment.

<sup>2</sup> Rental cars will be provided on the assumption that multiple employees will share one vehicle. Unless agreed otherwise, a maximum of three (3) employees will be assigned to a vehicle.

C. The customer will determine and arrange all air travel, however at the customer's request, responsible OOR agents will arrange air travel using SONGS travel request work sheet process. When practicable, efforts will be made to schedule direct flights including ground transportation to and from the customer's work location.

D. Employees assigned to OOR work locations shall be given the option to be returned to SONGS as follows:

1. At the completion of four (4) calendar weeks of the assignment. The time spent by such employees in traveling to SONGS and returning to the OOR work shall be paid by the Company. Air and travel arrangements will be in accordance with Section II A.

2. If the employee decides to return from the OOR assignment at the conclusion of the four (4) calendar week assignment, the Company will determine the return travel date.

3. The return date shall not exceed five (5) calendar days from the conclusion of the four (4) calendar week assignment.

E. Travel related expenses shall be itemized using SONGS internal expense report process before submitting to management for approval and appropriate payment.

F. Should an established rate schedule be unavailable, the Company may consider applying the United States Government per diem rates

identified by the location's ZIP code within the respective area. The decision to use such a benchmark will be determined by the Company.

G. Miscellaneous, actual and reasonable expenses not covered under the aforementioned provisions shall be reviewed and authorized for payment by the customer's supervision and/or SCE management using SONGS internal expense report process.

### III. Testing / Interviews

If necessary, testing and/or interviews will be developed and/or administered by the Company.

Additional testing and/or interviews may be customer requested or required. If such testing and/or interviewing is requested or required, OOR personnel will be required to participate and meet the customer's established standards. The Joint Advisory Committee will act as OOR's liaison to testing concerns or related criteria's involving such subject matter.

#### A. Drug Testing

All participants involved or performing OOR projects shall continue to adhere to SONGS Nuclear Organization Directive D-006 Fitness for Duty and 10-CFPI-26, unless otherwise specified.

### IV. Training

A. Mandatory training requirements to perform OOR work at non-Edison facility locations will be provided and paid by the Company.

B. Reasonable expenses for transportation, meals and hotels for such assignments at non-Edison facilities will be covered in accordance with Section III of this agreement.

### V. Selection of OOR Personnel

A. Participation in OOR work will be on a voluntary basis only. A core group of approximately thirty five (35) employees will be initially selected to represent OOR projects and work. A second group of employees will be selected to backfill OOR staffing shortages or assist during high period/peak activities.

B. A Union/Company interview board will be established for purposes of interviewing employee applicants interested in performing OOR work. The Joint Advisory Committee will determine the members of the interview board

C. The Company will reserve the right to determine OOR applicant qualifications, standards of performance and responsibilities.

D. It is not the Company's intent or premonition to use contractors or subcontract work for purposes of backfilling behind union employees who are unavailable for SONGS Bargaining Unit work due to OOR assignments.

### VI. Reduction In Forces / Plant Closure

A. A reduction in force (RIF) will be handled in accordance with Article VIII of the CBA and/or any other negotiated interim agreements.

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B. During a reduction in forces, employees involved in OOR projects will participate, however, OOR employees will be exempt from being relocated if force-reduced during ongoing OOR project(s) or work assignment(s) unless the Company determines the OOR work assignment no longer exists and/or a reduction in staffing is permissible.

### VII. Wages

Wages will remain as specified in Article IX (including nuclear License/Journeyman Premium if applicable) and Exhibit A of the CBA.

1. Employees unavailable to attend journeyman training (hereinafter referred to as *block* training) due to an OOR work assignment will be rescheduled to attend *block* training upon their subsequent return to SONGS. The nuclear License/Journeyman Premium will not be considered for interruption if an employee has not completed *block* training due to being on an OOR assignment.

### VIII. Working Hours, Overtime, Holidays, and Safety

Article X, Working Hours, Overtime, Holidays and Safety provisions will remain as specified in the CBA between the parties with the following modifications:

A. For purposes of this agreement, overtime will be divided as equally as proficient operations permit among the employees who are performing similar work in the group. A record of OOR over-

time worked by the employees (or credited to them) will be maintained by the Foreman or Superintendent for his group and will be available for the employees upon request. This paragraph A will terminate (1) year from the implementation of this letter, unless the parties mutually agree to extend.

B. Management or the Customer may need to establish temporary alternate work schedules to meet the operational needs of the project and/or client preferences. In today's nuclear refueling environment, the parties recognize the need for flexibility and temporary alternate work schedule requirements.<sup>3</sup> The Company and/or the Customer will attempt to provide advance notice to the employees regarding any project related programs and/or schedules which impact employees working within the OOR work group.

C. For purposes of this agreement, shift differential, paid meal time and meal money will not be provided to employees performing OOR work.

D. The Customer has established worker safety and ALARA targets at each work location. OOR employees will support customers with a high level of commitment to work safety and ALARA. OOR employees shall cooperate in promoting the realization of the responsibility of the individual with regard to the prevention of accidents.

<sup>3</sup> Temporary alternate work schedule requirements are not to be confused or misconstrued as a compressed work schedule (*i.e.*, 9/80 or 4/ 10 work schedules).

E. The joint oversight committee will review and consider the implementation of a personnel rotation for OOR assignments.

### **IX. Joint Advisory Committee**

An advisory committee comprised of two (2) management personnel and two (2) UWUA, Local 246 representatives appointed by the UWUA Business Manager will be established to discuss any issues or concerns arising from the implementation or application of OOR work or administration. The Company and the Union will meet on a mutually agreed upon basis to review issues and concerns, and will cooperate with each other in the resolution of any identified issues. These meetings will not be used as a substitute for the grievance procedure provisions of Article IV of the Agreement. The advisory committee shall be discontinued two (2) years after the date of this LOU, unless mutually extended by the parties of signature.

### **X. Health and Welfare**

The Company recognizes special circumstances can exist when employees are assigned to work away from their assigned home base. To assist and improve health and welfare issues, the Company during OOR assignments will provide electronic pagers to employees requesting such consideration. Terms and conditions for pager usage will be determined by pre-existing policies.

Should an employee emergency condition arise while an affected employee is on OOR assignment, the Company will cooperate in making all reasonable efforts required to meet the employee's needs in mitigating the emergency.

### XI. Dispute Resolution

It is the intent of the Company and the Union to cooperate with one another in resolution of issues and/or disputes that may arise in administering this letter of agreement. It shall be OOR's policy forbidding pursuit of such disputes in the presence of the customer(s). Outside the presence of the customer, the Union is free to pursue resolution of issues, including if necessary, the grievance and arbitration procedures governed under the Collective Bargaining Agreement. In addition, any grievance time requirements impacted by OOR's policy of forbidding disputes in the presence of the customer will be waived.<sup>4</sup>

### XII. Duration

This letter of understanding may be canceled by either party providing sixty (60) calendar days written notice. If canceled, affected employees will be returned to SONGS if involved in OOR projects or related work.

<sup>4</sup> Time limits imposed within the Collective Bargaining Agreement's Article IV will begin upon the aggrieved party's return to SONGS.

## **Appendix**

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### **SOUTHERN CALIFORNIA EDISON COMPANY**

*/s/*

Jack Cronk  
Manager, SONGS OOR  
Dated: May 18, 2001

*/s/*

Jeff Paul  
Labor Relations Consultant  
Dated: May 18, 2001

### **LOCAL UNION 246, UTILITY WORKERS UNION OF AMERICA, AFL-CIO**

*/s/*

Dan Davis  
Business Manager  
Dated: May 21, 2001

*/s/*

Dan Dominguez  
President  
Dated: May 21, 2001

*/s/*

Monte Kotur  
Committee Member  
Dated: May 23, 2001

**June 20, 2001****LETTER OF UNDERSTANDING****SAN ONOFRE NUCLEAR GENERATION SITE  
(SONGS) SAFETY INCENTIVE PROGRAM**

The SONGS Safety Incentive Program is an *opportunity for employees to earn rewards based on the success they help create*. Employees can earn a cash award based on individual performance toward established safety goals. The program is intended to be a carve-out to the Results Sharing Program.

**Effective Period**

This agreement is effective as of the date of ratification by the UWUA, Local 246 and SOFA, Local 246-A. The term of this agreement is July 1, 2001 through December 31, 2001, and for additional periods of one year thereafter, with the proviso that should either party desire to terminate or modify this agreement, it shall notify the other party in writing not less than sixty (60) days prior to the end of a performance incentive period.

**Definitions**

"PARTICIPANT(S)" is a SCE employee eligible to participate in the SONGS Safety Incentive Program.

"PROGRAM" is defined to be the SONGS Safety Incentive Program as described herein.

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"PERFORMANCE PERIOD" shall mean the period(s) within the calendar year during which performance is measured, and for which incentive awards are determined.

"BI-MONTHLY SAFETY AWARD" is the amount paid upon successful achievement of the target goal and after the close of a two month performance period.

"ANNUAL SAFETY AWARD" is the amount paid upon successful achievement of the target goal and after the close of the calendar year performance period.

"PROGRAM ADMINISTRATOR" is defined as the Human Resources organization responsible for administering the program and interpreting the program provisions in coordination with the Site Emergency Preparedness Division.

### Eligibility

All active UWUA and SOFA represented regular full-time, part-time and temporary SCE employees based at SONGS are eligible to participate in the Program. Additionally, active UWUA-represented regular full-time, part-time and temporary SCE employees in other SCE business units who work at SONGS are eligible to participate when they meet the award eligibility criteria. Contract and agency employees are not eligible to participate.

Award eligibility and achievement is linked to each employee's active work status for SCE during the Performance Periods. For the bi-monthly safety award, eligible employees must have 1) achieved the target goal and 2) worked at SONGS at least eight hours during the two-month Performance Period. For the annual safety award, eligible employees must have achieved the target goal in each bi-monthly performance period within the calendar year.

Employees who retire, die, terminate or are involuntarily separated will receive a bi-monthly or annual safety award if they met the target goal within the respective period(s).

### Target Goal

The overall goal is to perform work in a manner that prevents accidents, minimizes risks of injuries to site workers, minimizes risks of damage to property, and complies with all federal, state, and local occupational health and safety laws and regulations. This Program is expected to improve safe behavior while maintaining required reporting.

*To achieve the target goal, a program participant must not incur an avoidable OSHA recordable injury or illness within the established performance period(s).*

Occupational health and safety performance will be measured by recordable injuries or illnesses at SONGS. A recordable injury or illness is defined as any injury that is reported on an OSHA 200 log.

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The Emergency Preparedness Division will conduct a safety audit each two-month period. The audit will be conducted by the responsible location management and reviewed with the UWUA's designated Safety Director.

### Target Award

*A participant will earn the bi-monthly safety award for each two-month performance period in which he or she does not incur an avoidable recordable injury or illness. The award will be \$100 for each two-month performance period and will not be prorated. The award payment will be made within four weeks of the end of the performance period.*

*If a participant does not have an avoidable recordable injury or illness in any of the two-month performance periods within the calendar year, he or she will receive the annual safety award. The award amount for calendar year 2001 will be \$125. The award amount for calendar year 2002 will be \$250. The award payment will be made within four weeks of the end of the performance period.*

The incentive performance periods for 2001 and 2002 will commence July 1, 2001 and January 1, 2002, respectively. The first payout under this Program will occur in September 2001.

Incentive payment opportunities are as follows:

Year:	2001
Bi-monthly Safety Award:	\$100
Annual Safety Award:	\$125
MAX ANNUAL PAYOUT (Bi monthly plus annual awards)	\$425
Performance periods in calendar year	Jul/Aug Sep/Oct Nov/Dec

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Year:	2002
Bi-monthly Safety Award:	\$100
Annual Safety Award:	\$250
MAX ANNUAL PAYOUT (Bi monthly plus annual awards)	\$850
Performance periods in calendar year	Jan/Feb Mar/Apr May/Jun Jul/Aug Sep/Oct Nov/Dec

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### *Award Distribution*

The awards will be distributed as a lump sum payment to all eligible participants, and will normally be placed on the regular payroll check. These payouts will be subject to income and social security taxes and other withholdings required by law.

### Safety Recognition Event(s)

A joint labor management safety recognition event planning committee will be established and sponsored by the Emergency Preparedness Division. The union's designated Safety Director will actively participate on this committee. The committee will be responsible for planning site-wide safety recognition events, normally two events per calendar year. They may also plan and facilitate information exchange sessions geared toward educating site workers on industrial injury and illness prevention and awareness.

Individual group safety recognition events (non-cash and diminutive) sponsored by responsible supervision and management may continue where practicable. Some examples of individual group recognition events are luncheons, drawing for management parking space, etc.

### Agreement Acknowledgement

It is understood that the signatures appearing below of representatives of the Southern California Edison Company and the Utility Workers Union of America, Local 246, AFL-CIO, constitutes acceptance of this Agreement and all clauses within it, by the parties hereto.

**SOUTHERN CALIFORNIA EDISON COMPANY***/s/*

Donna Adams  
Manager, Labor Relations  
Dated: June 22, 2001

*/s/*

Cyrus Anderson  
Manager, Emergency Preparedness  
Dated: June 29, 2001

*/s/*

Gary Zwissler  
Project Manager, Labor Relations  
Dated: June 29, 2001

*/s/*

Russ Krieger  
Vice President, Nuclear  
Dated: July 2, 2001

*/s/*

Joe Wambold  
Vice President, Nuclear  
Dated: July 2, 2001

## Appendix

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### LOCAL UNION 246, UTILITY WORKERS UNION OF AMERICA, AFL-CIO

/s/

Dan Dominguez  
Business Manager

Dated: 7/9/01

/s/

Monte Kotur  
Union Representative

Dated: 6/29/01

/s/

Albert Veytia  
President, Local 246-A  
San Onofre Firefighters Association

Dated: 7/2/01

**July 22, 2001**

**LETTER OF UNDERSTANDING**

**FIELD AND SHOP PROJECTS**

**Mechanical Services Shop  
SSID, Westminster**

Based on discussions held between the parties, the Company and the Union have agreed to the following regarding shop and field projects as covered by the *Collective Bargaining Agreement* currently in effect.

1. All field projects will be filled according to unit seniority and qualifications. Employees assigned to this work will continue on the assignment from start to finish and will be expected to work all overtime associated with the project, regardless of Evergreen standing. Employees assigned to field projects will be allowed to volunteer to rotate out of the assignment as the end of four (4) weeks. No more than 50% of these employees will be rotated out during any given four week cycle.

2. Field projects will be made in the following sequence:

a) The field project will be offered to the available employees on the shift where the assignment is required.

b) Assignments made to the field project for purposes of filling, out the allotment of employees required, shall be done by seniority and qualifica-

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tions from the shift where the assignment is required.

c) It is understood that requests for volunteers will be made with the most senior qualified employee being asked first and that assignments will be made with the least senior qualified employee being assigned first.

3. The shop manager, or his representative(s), may designate certain work as shop project work. All shop project work will be filled by Evergreen and qualifications. Employees assigned to these projects will be expected to work all overtime associated with the project, regardless of their Evergreen standing. The Union steward on shift at the time will be informed of any plans to designate shop project work prior to the assignment being made.

4. The parties agree that trades will not be allowed for employees assigned to field projects and shop projects.

5. Service Shop Mechanics and Service Shop Machinists will be combined into one Evergreen list.

6. Employees on field projects within Zones 1 and 2 will be considered available for overtime in the shop on all scheduled Regular-Days-Off (RDOs).

a) Employees working in the shop during a break in a field project will be considered available

for shop overtime, provided such overtime does not interfere with the field project.

b) Employees working on shop projects will be available for all other shop overtime provided such overtime does not interfere with the shop project.

7. Employees who wish to be considered available for field projects while they are absent from MSS must make prior arrangements for this consideration in writing through their supervisor. Such memorandums will not imply an acceptance of the project.

8. Employees who do not wish to be asked for field projects as volunteers may submit a memorandum to their immediate supervisor to this effect.

a) Such memorandums will remain in effect until withdrawn in the same manner.

b) This action implies no exemption from a field project.

9. Any employee with pre-arranged vacation days scheduled within the same time slot as a field project will not normally be considered available for that project; however, such employees will be given the option of postponing their scheduled vacation and will be canvassed for the project in the regular order.

10. All represented employees will be considered eligible and available for a field project, with the exception of upgrades or those employees already assigned to a field or shop project.

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11. All disputes arising from the administration of this procedure and/or any logistical concerns, which may arise during this agreement, may be settled by discussion between management and the Union.

12. This letter of understanding may be canceled by either party provided a sixty (60) days written notice is executed notifying the other party of its intent to cancel.

*/s/*

Dan Dominguez  
Business Manager  
UWUA, Local 246, AFL-CIO  
Dated: August 7, 2001

*/s/*

Jeff Paul  
Labor Relations consultant  
Southern California Edison Company  
Dated: July 22, 2001

October 5, 2001

**LETTER OF UNDERSTANDING**

**SAN ONOFRE — DRY CASK  
STORAGE CONSTRUCTION PROJECT —  
PROJECT REGULAR EMPLOYEE  
AGREEMENT**

In order to support the business needs of the San Onofre dry cask storage construction project, the Southern California Edison Company (hereinafter referred to as the "Company") and the Utility Workers Union of America, Local 246, AFI-CIO (hereinafter referred to as the "Union") have agreed to establishment of a full-time regular employee category (hereinafter referred to as project regular) with restricted rights as delineated below, and in the following classifications: Fabricator 1, 2, 3, Maintenance Helper — Steam, and Attendant, Tool Room.

1. All rights afforded existing full-time regular employees will be provided to the project regular employee with the following modifications:

a. Subject to direct layoff (by Company seniority in accordance with the provisions of this letter).

b. No bid, or "bump" rights.

c. Transfer rights to the following unfilled regular full-time SCE-UWUA represented classifications apply for project regular fabricators — welder, machinist, service shop mechanic, power plant mechanic A or boiler and condenser mechanic. They must satisfy all qualification standards for the

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full-time regular position, inclusive of passing the requisite tests.

d. Transfer rights to the following unfilled regular full-time SCE-UWUA represented classifications apply for project regular helpers — helpers and Utilityman. They must satisfy all qualification standards for the full-time regular position, inclusive of passing the requisite tests.

e. Transfer rights to the following unfilled regular full-time SCE-UWUA represented classifications apply for project regular tool room attendants — tool room attendants. They must satisfy all qualification standards for the full-time regular position, inclusive of passing the requisite tests.

f. Cannot be "bumped" during a reduction in forces (RIF).

g. No recall rights.

2. Employees may be hired directly, without posting a bid, into the project regular employee category at the discretion of San Onofre management to support the San Onofre dry cask construction project. The employees will be subject to a six-month probationary period.

3. Employees hired specifically for the dry cask construction project will not be required to have a red badge for unescorted access into the protected areas of the plant.<sup>1</sup>

<sup>1</sup> If the need for unescorted access to any portion of SONGS should arise, the parties will reconvene to discuss any implications.

4. Current temporary employees working to set up the fabrication construction project may be converted (changed from temporary status to regular status without a break in service) to a project regular after meeting job requirement/qualifications and within thirty days of ratification of this agreement. They will be given Company seniority and working unit seniority credit back to the most recent date of hire as a temporary employee.

5. Future temporary employees, who convert to project regular status, will assume Company seniority back to the most recent date of hire as a temporary employee. Working unit seniority shall begin when he/she becomes a regular employee.

6. When project needs dictate, project regular employees shall be laid off by Company seniority within each affected classification (*i.e.*, the first person laid off will be the last person hired). For purposes of this agreement, the fabricator positions shall be treated as one affected classification only when employees in the fabricator progression are being laid off.

7. Project regular employees may be reclassified to a full-time regular employee category if an unfilled vacancy within their current classification should occur. They must satisfy all qualification standards for the full-time regular position, inclusive of passing of the requisite tests.

8. Transfer requests submitted by qualified project regular employees for the classifications identified in Section 1 of this letter will take precedence

over transfer requests from IBEW Local 47, non-represented employees, and external hires. They will not have preference over qualified UWUA represented employees in Edison O&M Services who submit transfer requests to SCE under the preferential transfer provisions of the WPB agreement.

9. During or after a reduction in forces within SCE, an affected employee or former employee who is laid off or is being laid off by SCE may fill a project regular vacancy if qualified and available. The vacancy will be offered to the senior qualified employee laid off or being laid off. The employee may accept or decline the offer without any impact to their recall rights.

### OVERTIME ADMINISTRATION

For purposes of the SONGS Dry Cask Storage Construction Project agreement, Article X J. of the existing Collective Bargaining Agreement shall be modified to reflect the following:

J. Overtime work shall be distributed as equally as practicable among those employees qualified and available who normally perform such work without regard for classification. The Maintenance Helper — Steam (Project) and Attendant, Tool Room (Project) classifications will establish their own combined overtime list. At the conclusion of the first year of the combined overtime list, the Union and Company will review overall results and determine whether to continue combining the overtime list for the two affected classifications.

Only overtime hours actually worked will be recorded on the overtime lists.

The following guidelines shall be used in applying this section of the Project Regular Agreement:

(1) When practicable, the low person in overtime who is qualified, available, and who normally performs such work without regard for classification will be the first person offered the overtime.

(2) When overtime work is to be offered to an employee, the contract will be made in person by telephone or writing by supervisor.

(3) Employees shall be scheduled for pre-arranged and/or callout overtime in the sequence that pertains to their location and/or schedule. Employees may initially decline such overtime except as otherwise noted.

(4) Employees will not normally be asked for overtime or subject to assignment when on days off in conjunction with vacation periods of two or more days' duration.

(5) Employees who return to their jobs after being off work because of illness, injury or leave of absence for more than thirty (30) days shall be given the option of either 1) taking the average overtime hours of their classification in their work group at the time of return or, 2) returning with the overtime hours they had before such absence.

## **Appendix**

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(6) SONGS — Classifications involved: Fabricators 1, 2, or 3 (Project), Maintenance Helpers — Steam (Project), and Attendant, Tool Room (Project).

Overtime Periods Involving Full Shift Coverage (Vacancy or Extra)

(a) Overtime will be offered to available employees on RDO's regularly scheduled on the shift where the overtime is required.

(b) Employees working adjacent shifts may be offered in-early and holdover assignments.

(c) Overtime will be offered to an available employee regularly scheduled on a shift other than the shift where the overtime is required.

(d) Assign employees to work in-early and holdovers if offered in Section (6) (b).

(e) Assign RDO's regularly scheduled on the shift where the overtime is required.

(f) Assign RDO's regularly scheduled on shifts other than the shift where the overtime is required.

(g) Assign sixteen (16) hour shifts.

### **WAGES**

The wage schedule for the Fabricator 1, 2, and 3 (Project) has been established as indicated in Attachment A of this document. The Maintenance Helper Steam (Project) and Attendant, Tool Room (Project) wage schedules (noted in Attachments B and C) shall remain in accordance with the exist-

ing like classifications found in Exhibit A of the current Collective Bargaining Agreement.

### PRODUCTION/ALTERNATE WORK SCHEDULES

Given the unique nature of the work, the SONGS Dry Cask Storage Fabrication Project will likely need to establish alternate work schedules (*i.e.*, 4-10's or 9-80's) to meet manufacturing or production scheduling requirements. To increase business efficiencies, the parties recognize the need for flexibility and any alternate work schedule temporarily adopted for such work requirements will be in accordance with existing employment regulations and require the concurrence of the Company's responsible manager and the Union's Business Manager.

The Company will establish shifts as necessary. Employees will initially be hired to work dayshift, with the understanding that they must be willing to work all shifts. Established shifts will be filled by qualified employees exercising their shift preference utilizing company seniority as the determining factor. The Company will assign junior employee's shift (*i.e.*, training, shift balance skills, long term illness or shift vacancies); management will notify the employee twenty-four (24) hours in advance of the starting time of the new schedule.

### DURATION — SUNSET PROVISION

This letter of Understanding will expire upon receipt of the final Unit 1 canister certificate of compliance from the designer, Trans Nuclear West

## **Appendix**

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(or it's designated agent), unless extended by mutual agreement between the Union and the Company. If during the term of this agreement SONGS is solicited and secures a purchase order for SONGS Units 2 & 3 canisters from the designer, the Company will immediately commence discussions and subsequent negotiations with the UWUA prior to there aforementioned expiration period.

### **LOCAL UNION 246, UTILITY WORKERS UNION OF AMERICA, AFL-CIO**

Daniel Dominguez  
Business Manager  
Dated: February 19, 2002

Dan Davis  
President  
Dated: February 20, 2002

Monte Kotur  
Financial Secretary  
Dated: January 16, 2002

Phil Setzler  
Chief Steward  
Dated: March 6, 2002

Tom Johnson  
Committeeman  
Dated: January 16, 2002

**SOUTHERN CALIFORNIA EDISON COMPANY**

Rick Busnardo  
Manager, SONGS DCSC  
Dated: January 14, 2002

Raydonna "Donna" Adams  
Manager, Labor Relations  
Dated: March 20, 2002

Lynn Pressey  
Manager, SONGS  
Dated: January 22, 2002

Jeff Paul  
Labor Relations Consultant  
Dated: January 21, 2002

**ADDITIONAL INFORMATION:**

1. Labor Relations will notify the Union of any status changes, reductions or termination of employment of project regular employees via the union dues deduction reports.

2. San Onofre will routinely request from Labor Relations an updated listing of UWUA represented employees who have been laid off from SCE. This listing will be utilized to determine the status of laid off employees and facilitate hiring of any former employees to fill project regular vacancies.

3. San Onofre will annotate "project regular employee" and the name of any requested former employee(s) on employment requisitions submitted to Staffing Services for purposes of direct

## **Appendix**

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hiring of applicants into the project regular employee category.

4. During the hiring process, Staffing Services will ensure the project regular applicant signs the Letter of Understanding (LOU) regarding the San Onofre dry cask project regular agreement and the statement of understanding and receipt pertaining to conditions of employment. Copies will be distributed to the cognizant Payroll Location Supervisor, Labor Relations Manager, and HR Manager — Nuclear Generation.

5. A project regular employee cannot be converted to a full-time regular position until an employment requisition (generated when there are no qualified bidders or eligible transfers on file) goes unfilled due to lack of or unavailability of laid off employees to be recalled.

6. When a project regular employee is released from their employment assignment, the status record entry should reflect terminated versus laid off, unless the employee was formerly a laid off regular employee with remaining recall rights. If such were the case, the record entry at the conclusion of the project would be laid off with recall rights.

December 19, 2001

Mr. Dan Dominguez  
Business Manager  
Local 246, UWUA, AFL CIO  
10355 Los Alamitos Blvd.  
Los Alamitos, CA 90720 2190

Subject: Extended Military Leave

Dear Mr. Dominguez:

Currently, the Company compensates employees for the difference between Edison base pay and military pay for up to two weeks (80 hours) annually (calendar year). This differential pay is paid upon the employee's return from military service.

Per our earlier conversation, in the wake of the September 11 terrorist attacks, the Company decided to temporarily amend its military leave provisions by providing pay supplements up to their base pay and benefit subsidies for up to one year to employees who are involuntarily deployed on active duty between September 1, 2001 and August 31, 2002. Augmented payment will occur for up to one year from date of deployment within this timeframe. Employees who volunteer for military service fall under the provisions of the existing policy.

If you concur with this temporary amendment to the military leave provisions as stated above,

## **Appendix**

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please indicate your concurrence below.  
Questions may be directed to me.

Sincerely,

Raydonna (Donna) S. Adams  
Manager, Labor Relations  
Southern California Edison Company

I CONCUR:

Dan Dominguez  
Business Manager  
UWUA, Local 246, AFL-CIO  
Dated: January 24, 2002

April 7, 2002

**ADDENDUM TO  
LETTER OF UNDERSTANDING**

**SAN ONOFRE — DRY CASK  
STORAGE CONSTRUCTION PROJECT —  
PROJECT REGULAR EMPLOYEE  
AGREEMENT**

*After commencement of the Dry Cask Storage Construction Project, the Company determined a business and operational desire for tool room attendant personnel. As such, the Company would like to expand the existing classifications staffed for the Dry Cask Storage Construction Project to include the Attendant, Tool Room (Project) classification. Additionally, if the Company needs to backfill behind a Tool Room Attendant (Project) vacancy created by his or her absence, the Company would intend to use qualified Tool Room Attendants from SONGS 2 & 3. However, it would not be the intention(s) of the Company to use the SONGS 2 & 3 Tool Room Attendant for additional dry cask storage work in the "Helper" classification. All amendments needed to be made due to this addendum are indicated by BOLD print in the Letter of Understanding's text.*

Jeff Paul  
Labor Relations Consultant  
Southern California Edison Company  
Dated: May 6, 2002

## **Appendix**

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

Daniel Dominguez  
Business Manager  
UWUA, Local 246, AFL-CIO  
Dated: May 6, 2002

May 31, 2002

Mr. Daniel Dominguez  
Business Manager  
Local 246, UWUA, AFL-CIO  
10355 Los Alamitos Blvd.  
Los Alamitos, CA 90720

Subject: MOGS Recognition Programs

Dear Mr. Dan:

This letter is to confirm our agreement regarding conversion of awards for existing MOGS recognition programs from cash/tangible items to equivalent award points, effective upon ratification of this agreement. The existing MOGS programs are attendance recognition, peer recognition, and productivity recognition. When established program criteria are met, point awards will be made as follows to eligible full time regular and part-time UWUA represented employees:

Attendance:

Based on an existing annual maximum of \$100 for this award, the maximum equivalent annual award points are 40, to be earned at 10 points per quarter.

Peer Recognition:

Based on an existing annual maximum of \$100 for this award, the maximum equivalent annual award points are 40, to be earned at 10 points per award occurrence.

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### Productivity Recognition:

Based on an existing annual local award maximum of \$600 and an annual individual department award maximum of \$2400, the maximum equivalent annual award points are 240 and 960, respectively.

### Award Distribution:

Points awarded in the individual recognition programs will accumulate in a combined employee account and will be deposited within four weeks of the end of the performance period. These points cannot be merged with points awarded in the safety recognition program due to IRS guidelines related to taxation. Award points for the individual recognition programs are considered taxable income subject to IRS guidelines.

The term of this agreement is July 1, 2002 through December 31, 2002, and for additional periods of one year thereafter, with the proviso that should either party desire to terminate or modify this agreement, it shall notify the other party in writing not less than sixty (60) days prior to the end of the calendar year. If cancellation occurs, the program awards would revert to the previous award distribution process.

Please sign and return one copy of this letter to my office to acknowledge your concurrence.

Respectfully

Donna Adams  
Manager, Labor Relations Department  
Southern California Edison Company

I CONCUR:  
Daniel Dominguez  
Business Manager  
UWUA, Local 246, AFL-CIO  
Dated: May 31, 2002

May 31, 2002

### LETTER OF UNDERSTANDING

#### MOHAVE GENERATION SITE (MOGS) SAFETY RECOGNITION PROGRAM

The MOGS Safety Recognition Program is an opportunity for employees to earn rewards based on the success they help create. Employees can earn awards based on individual and station performance toward established safety goals. The program allows employees to choose from a number of awards through redemption of award points. This program is a stand alone MOGS funded program and will not have an effect on the corporate results sharing program.

#### Effective Period

This agreement is effective as of the date of ratification by the UWUA, Local 246. The term of this agreement is July 1, 2002 through December 31, 2002, and for additional periods of one year thereafter, with the proviso that should either party desire to terminate or modify this agreement, it shall notify the other party in writing not less than sixty (60) days prior to the end of a performance recognition period.

#### Definitions

"PARTICIPANT(S)" is a SCE employee eligible to participate in the MOGS Safety Recognition Program.

"PROGRAM" is defined to be the MOGS Safety Recognition Program as described herein.

"PERFORMANCE PERIOD" shall mean the quarterly period within the calendar year during which performance is measured, and for which recognition awards are determined.

"INDIVIDUAL SAFETY AWARD" is the number of points received upon successful achievement of the individual target goal(s) and after the close of a quarter performance period.

"STATION SAFETY AWARD" is the number of points received upon successful achievement of the station target goal(s) and after the close of a quarter performance period.

"PROGRAM ADMINISTRATOR" is defined as the Manager, Security/Safety and Health, responsible for administering the program and interpreting the program provisions in coordination with the Human Resources organization.

### Eligibility

All active UWUA represented regular full time, part time and temporary SCE resident employees based at MOGS are eligible to participate in the Program. Contract and agency employees are not eligible to participate.

Award eligibility and achievement is linked to each employee's active work status for SCE during the Performance Periods. Eligible employees must have 1) achieved the target goal and 2)

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worked at MOGS at least eighty (80) hours during the Performance Period.

Employees who retire, die, terminate or are involuntarily separated will receive a safety award if they met the target goal within the respective period(s).

### Target Goal

The overall goal is to perform work in a manner that prevents accidents, minimizes risks of injuries to site workers, minimizes risks of damage to property, and complies with all federal, state, and local occupational health and safety laws and regulations. This Program is expected to improve safe behavior while maintaining required reporting. Recognition will be provided in two categories: individual and station.

*To achieve the individual target goal, a program participant must not incur an avoidable OSHA recordable injury or illness within the established performance period(s).*

*To achieve the station target goal, the station must meet the Safety and Health Key Performance Indicators (KPI) set forth in the MOGS business plan.*

Occupational health and safety performance will be measured by recordable injuries or illnesses at MOGS. A recordable injury or illness is defined as any injury that is reported on an OSHA 300 log. The Site Safety Division will conduct a safety audit each quarterly period. The audit will be conducted

by the responsible location management and reviewed with the Site Safety Team.

### Target Award

*A participant will earn the individual safety award for each quarter performance period in which he or she does not incur an avoidable recordable injury or illness. The award will be 50 points per quarter, up to a maximum of 200 points in the calendar year. The award points will be deposited within four weeks of the end of the performance period.*

*A participant will earn the station safety award for each quarter performance period in which the station meets the Safety and Health KPI milestones within the quarter. The award will be 25 points per quarter, up to a maximum of 100 points in the calendar year.*

*If the station meets the Safety and Health KPI milestones each quarter within a calendar year, an eligible program participant will earn additional points at the end of the calendar year. The award will be 15 points for calendar year 2002. The award will be 30 points for calendar year 2003. The award points will be deposited within four weeks of the end of the calendar year.*

The recognition performance periods for 2002 and 2003 will commence July 1, 2002 and January 1, 2003, respectively. The first deposit of points under this Program will occur in September 2002.

### Award Distribution

The awards will be distributed as points to all eligible participants, and will be deposited within four weeks of the end of the performance period. Award points for the recognition program will follow the IRS guidelines relative to taxation and the maximum permissible value amount for safety incentive programs. Points deposited in this program cannot be consolidated with points received in other recognition programs due to IRS guidelines related to taxation.

### Other

If the program is cancelled, an employee transfers out of MOGS, or an employee's employment is voluntarily or involuntarily terminated, any points earned must be redeemed within 90 days of the effective date of the event.

### Agreement Acknowledgement

It is understood that the signatures appearing below of representatives of the Southern California Edison Company and the Utility Workers Union of America, Local 246, AFL CIO, constitutes acceptance of this Agreement and all clauses within it, by the parties hereto.

**SOUTHERN CALIFORNIA EDISON COMPANY**

*/s/*

Raydonna S. Adams  
Manager, Labor Relations Department  
Dated: June 6, 2002

*/s/*

Tony Beacom  
Manager, MOGS Security/Safety & Health  
Dated: May 28, 2002

*/s/*

Don Hendren  
Manager, MOGS Public Affairs  
Dated: May 28, 2002

*/s/*

Roy Padilla  
Manager, Human Resources  
Dated: May 30, 2002

## **Appendix**

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### **LOCAL UNION 246, UTILITY WORKERS UNION OF AMERICA, AFL-CIO**

*/s/*

**David Callahan  
Committee Member  
Dated: May 28, 2002**

*/s/*

**Daniel Dominguez  
Business Manager  
Dated: May 31, 2002**

*/s/*

**Henry Phillips  
Committee Member  
Dated: May 29, 2002**

*/s/*

**Richard Silvers  
Committee Member  
Dated: May 29, 2002**

February 17, 2003

**LETTER OF UNDERSTANDING**

Daniel Dominguez  
Business Manager  
UWUA, Local 246  
10355 Los Alamitos Blvd.  
Los Alamitos, California 90720

**Subject: Instrument Technician and Crane Operator  
Wage Changes**

Dear Mr. Dominguez:

In accordance with the recent discussions between Southern California Edison and UWUA, Local 246, the parties have reached agreement on the following:

1. Modify Instrument Technician (N 9931) wage schedule to match Nuclear Instrument Technician (N 9938), effective February 24, 2003.

From:	1st 6 months	\$29.904
	Thereafter	\$30.859
To:	1st 6 months	\$29.904
	2nd 6 months	\$30.859
	Thereafter	\$31.357

2. Instrument Technician incumbents at the top step of the existing wage schedule will progress to the thereafter step of the new schedule, effective February 24, 2003.

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3. Modify Crane Operator (J 9709) wage schedule to match Nuclear Maintenance Crane Operator (K 9675), effective February 24, 2003.

From:	1st 6 months	\$25.049
	Thereafter	\$25.628
To:	1st 6 months	\$25.628
	Thereafter	\$26.526

4. Delete cancellation clause in the Letter of Understanding regarding working upgrade in the Power Production Department dated August 25, 2000. The agreement will become an addendum to the Collective Bargaining Agreement.

We have also agreed that current and future 2003 Section M requests, excluding the Clerical Section M, will be incorporated into general contract negotiations, unless the parties jointly agree to an alternate agreement.

Please sign and return one copy of this letter to my office to acknowledge your concurrence.

Very truly yours,

Donna Adams, Manager

Labor Relations

Southern California Edison Company

I CONCUR:

Daniel Dominguez, Business Manager

UWUA, Local 246, AFL-CIO

Dated: March 21, 2003

**August 4, 2003****LETTER OF UNDERSTANDING****JOB SKILLS PARTNERSHIP PROGRAM**

As a result of negotiations between Southern California Edison (SCE) and the Utility Workers Union of America (UWUA), Local 246, hereinafter referred to as the "the parties", it is agreed the following Job Skills Partnership (JSP) provisions will apply to all established JSP/SCE locations whereby UWUA represented employees actively participate in the JSP program.

**I. Purpose:**

To target selected high school junior and senior students who have a willingness to commit to the program for the school year. The program strives to raise student's basic skill levels, which will enable them to improve their marketability for entry level positions. The Program provides real life role models in an industrial environment. Students must have good attendance and grades sufficient to get and maintain a work permit.

**II. Working Hours:**

The student participant shall be assigned a schedule of not less than 2-1/2 hours per day, and not more than four (4) hours per day, Monday through Friday. These hourly limits may be changed with mutual consent of the Joint Advisory Group (JAG).

## **Appendix**

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Students enrolled in Work Experience class or students 18 years of age, may work up to 6 hours a day on a school day provided there is a mentor.

On school holidays and during winter and spring recesses, the Company may offer the student participant the opportunity to work an 8 hour day. The student may decline such assignments. When working an 8-hour day, 8-1/2 consecutive hours with 1/2 hour off for a meal shall constitute the day's work.

The student participant will not be allow to work overtime under any circumstance.

The student participant will be paid for observed Company holidays for all hours normally scheduled. The student participant shall receive no floating or personal holidays.

The student participant will be expected to abide by the Company's safe work rules and will be provided safety equipment and clothing when required by the job.

The student participant will be provided access to a copy of the Accident Prevention Manual.

The student participant will not work alone and will always work under the direction of a mentor or supervisor.

Students may be allowed to participate as observers in union related activities when such activities are held at the work location during normal time hours. Unless both parties mutually agree otherwise, all costs of releasing the students to

participate in any such activity will be incurred by the union.

### III. Compensation

The student participant's job title is Student Utility Trainee, and will be paid as follows:

1st	150 hours worked	\$7.50 per hour
2nd	150 hours worked	\$8.00 per hour
Thereafter		\$8.50

The wage rates shall be subject to the general wage increase if ratified by the Union during a program period. However, the wage rate will revert to the schedule above for Student Utility Trainees hired for the next program year.

### IV. Benefits

Student participants will receive only those legally required health and welfare, pension and security benefits. They shall not be eligible to earn vacation.

### V. Bid Rights

Student participants will not be eligible to accrue seniority or bid or transfer to vacant positions.

### VI. Joint Advisory Group (JAG)

A Joint Advisory Group (JAG) at each participating location will be comprised of one representative selected by the Union, and one representative selected by the Company. If necessary, additional representatives can be provided from both the Union and the Company to the JAG as long as the number of Union and Company representatives

remains equal or either party serves notice they are waiving this requirement.

The JAG will oversee student progress and make suggestions to the program manager and program coordinator for changes to the program's content.

Union representatives serving on the JAG not on leave of absence as defined in the working agreement will be paid for all hours attending JSP meetings and other JSP activities.

### VII. Work Rotation and Schedules

The student participant will be hired for a specific work location and will be provided exposure to as many different rotations as mentors are available. The student participant will be rotated through these functions on a six week rotation. However the Joint Advisory Group (JAG) can extend or reduce this time based on the student's needs or due to business and/or operational reasons.

### VIII. Mentor Selection and Responsibility

At each participating location, mentors will be selected by the JAG from a solicited group of volunteers. The mentors will provide progress reports to the JAG.

Mentors will be assigned work that will maximize the participant's exposure to the respective function. The mentors will communicate, coach, educate and counsel participants in the performance of their jobs.

Alternate mentor will be available in case of sickness, vacation or other time-off required by the regular mentor.

### IX. Grievance Procedure

The grievance procedure in force between the parties will be open to the student participant except that the provisions of Article IV, V and VI of the Working Agreement shall not apply to the discharge of any student participant covered by this Letter of Understanding.

### X. Union Security

Within 30 (thirty) days of date of hire every student participant covered by this Letter of Understanding shall as a condition of employment, become subject to the provisions of Section A(3) (UWUA).

### XI. Management Rights

Except as otherwise provided herein, Article VI, Management Prerogative is applicable to this program.

### XII. Program Duration

This Letter of Understanding is effective as of the date of execution. Should the Union or the Company desire to terminate this agreement, it may do so by notifying the other party writing of such desire prior to June 1 of the existing calendar year. Upon such notice, this agreement will terminate effective August 1 of the same year.

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/s/

Shannon Barton  
Manager Labor Relations Department  
SONGS  
Southern California Edison Company  
Dated: September 9, 2003

/s/

Daniel Dominguez  
Business Manager  
UWUA, LOCAL 246, AFL-CIO  
Dated: September 9, 2003

August 29, 2003

LETTER OF UNDERSTANDING

SAN ONOFRE PROJECT REGULAR  
EMPLOYEE AGREEMENT

To support the fluctuating business resource needs of the San Onofre Nuclear Generating Station, the Southern California Edison Company (hereinafter referred to as the "Company") and the Utility Workers Union of America, Local 246, AFL-CIO (hereinafter referred to as the "Union") have agreed to establishment of a full-time regular employee category (hereinafter referred to as project regular) with restricted rights as delineated below, in the Nuclear Maintenance Painter (Project) classification.

1. All rights afforded existing full time regular employees will be provided to the project regular employee with the following modifications:

a. Subject to direct layoff (by Company seniority in accordance with the provisions of this letter).

b. No bid, or "bump" rights.

c. Transfer rights only to unfilled regular full-time SCE-UWUA represented classifications. ANSI qualification standards for the full time regular position, inclusive of passing the requisite tests, must be satisfied.

d. Cannot be "bumped" during a reduction in forces (RIF).

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2. Employees may be hired directly, without posting a bid, into the project regular employee category at the discretion of San Onofre management to support operational needs. The employees will be subject to a six-month probationary period.

3. When project needs dictate, project regular employees shall be laid off by company seniority within the affected classification (*i.e.*, the first person laid off will be the last person hired). A laid off project regular employee will have recall rights to his former project regular job title. Reemployment shall be in reverse order of layoff (*i.e.*, the first person laid off will be the first reemployed). Employees discharged for cause do not have recall rights.

Project regular employee will not be allowed to sign bids and be awarded jobs on the same basis as a full-time regular employee who has been laid off.

4. Project regular employees may be reclassified to a full-time regular UWUA represented employee category via the transfer process if an unfilled vacancy within their current classification should occur. They must satisfy all qualification standards for the full-time regular position, inclusive of passing the requisite tests.

5. Transfer requests submitted by qualified project regular employees for the classifications identified in Section 1 of this letter will take precedence

over transfer requests from IBEW, Local 47, non-represented employees, and external hires.

6. During or after a reduction in forces within SCE, an affected full-time regular employee being laid off or a former full time regular employee who is laid off by SCE may fill a project regular vacancy if qualified and available. The vacancy will be offered to the senior qualified employee laid off or being laid off. The employee may accept or decline the offer without any impact to their recall rights.

### OVERTIME ADMINISTRATION

For purposes of this agreement, Article X J. of the existing Collective Bargaining Agreement shall be modified to reflect the following:

*J. Overtime work shall be distributed as equally as practicable among those employees qualified and available who normally perform such work without regard to the SCE Nuclear Maintenance Painter category. All SCE Nuclear Maintenance Painters (full-time regular and project regular) will be on the same overtime list. Only overtime hours actually worked will be recorded on the overtime list.*

The following guidelines shall be used in applying this section of the Project Regular Agreement:

(1) When practicable, the low person in overtime who is qualified, available, and who normally performs such work without regard to employee category will be the first person offered the overtime.

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(2) When overtime work is to be offered to an employee, the contact will be made in person by telephone or writing by supervision.

(3) Employees shall be scheduled for pre-arranged and/or callout overtime in the sequence that pertains to their location and/or schedule. Employees may initially decline such overtime except as otherwise noted.

(4) Employees will not normally be asked for overtime or subject to assignment when on days off in conjunction with vacation periods of two or more day's duration.

(5) Employees who return to their jobs after being off work because of illness, injury or leave of absence for more than thirty (30) days shall be given the option of either 1) taking the average overtime hours of their classification in their work group at the time of return or, 2) returning with the overtime hours they had before such absence.

(6) Overtime Periods involving full shift coverage (vacancy or extra) will be in the following order:

(a) Overtime will be offered to available employees on RDO's regularly scheduled on the shift where the overtime is required.

(b) Employees working adjacent shifts may be offered in-early and holdover assignments.

(c) Overtime will be offered to an available employee regularly scheduled on a shift other than the shift where the overtime is required.

(d) Assign employees to work in-early and holdovers if offered in Section (6)(b).

(e) Assign RDO's regularly scheduled on the shift where the overtime is required.

(f) Assign RDO's regularly scheduled on shifts other than the shift where the overtime is required.

(g) Assign sixteen (16) hour shifts.

### WAGES

The wage schedule for the Nuclear Maintenance Painter (Project) has been established as indicated in Attachment A of this document and shall remain in accordance with the existing "like" classifications found in Exhibit A of the current Collective Bargaining Agreement.

### WORK SCHEDULES

The Company will establish shifts as necessary. Employees will initially be hired to work day shift, with the understanding they must be willing to work all shifts in accordance with their non-shift designation. Established shifts will be filled by qualified employees exercising their shift preference utilizing company seniority as the determining factor. The Company will assign junior employees to complete shift manning as necessary. If necessary to temporarily change an employee's shift (*i.e.*, training, shift balance skills, long term illness or shift vacancies); management will notify the employee twenty four (24) hours in advance of the starting time of the new schedule.

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### DURATION — SUNSET PROVISION

This Letter of Understanding will remain in effect unless either party notifies the other of its intent to cancel at least sixty days prior to the expiration of the Collective Bargaining Agreement.

### SOUTHERN CALIFORNIA EDISON COMPANY

/s/

Raydonna S. Adams  
Manager, Labor Relations Department  
Dated: September 15, 2003

/s/

Michael D. Love  
Manager  
SONGS Maintenance Division  
Dated: September 22, 2003

### LOCAL UNION 246, UTILITY WORKERS UNION OF AMERICA, AFL-CIO

/s/

Dan Dominguez  
Business Manager  
Dated: September 19, 2003

/s/

Bernardo Garcia  
Regional Director  
Dated: September 19, 2003

/s/

Monte Kotur  
President  
Dated: September 19, 2003

### ADDITIONAL INFORMATION

1. Labor Relations will notify the Union of any status changes, reductions or termination of employment of project regular employees via the union dues deduction reports.

2. San Onofre will routinely request from Labor Relations an updated listing of UWUA represented employees who have been laid off from SCE. This listing will be utilized to determine the status of laid off full-time regular employees and facilitate hiring of any former full-time regular employees to fill project regular vacancies.

3. San Onofre will annotate "project regular employee" and the name of any requested former full-time regular employee(s) on employment requisitions submitted to Staffing Services for purposes of direct hiring of applicants into the project regular employee category.

4. During the hiring process, Staffing Services will ensure the project regular applicant signs the Letter of Understanding (LOU) regarding the San Onofre project regular agreement and the statement of understanding and receipt pertaining to conditions of employment. Copies will be distributed to the cognizant Payroll Location Supervisor, Labor Relations Managers, and HR Manager Nuclear Generation.

5. A project regular employee cannot be converted to a full-time regular position until an employment requisition (generated when there are no qualified bidders or eligible transfers on file)

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goes unfilled due to lack of or unavailability of laid off full-time regular employees to be recalled.

6. When a project regular employee is released from their employment assignment, the status record entry will reflect laid off, unless discharged for cause.

## ATTACHMENT A

PAINTER, NUCLEAR MAINTENANCE  
(PROJECT)EXHIBIT A — UWUA — LOCAL 246  
GENERATION BUSINESS UNIT  
NUCLEAR GENERATING STATION  
Standard Classification and Wage Schedule  
for Non-Supervisory Personnel  
2003 Wage Rates  
Hired Prior to 5-14-84

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
J 9789	Painter, Nuclear Maintenance (Project)		
	1 st 6 months.....	\$3945.41	\$22.762
	2nd 6 months .....	4100.20	23.655
	3rd 6 months .....	4263.31	24.596
	Thereafter .....	4520.53	26.080

**March 16, 2004**

**LETTER OF UNDERSTANDING**

**Re: Overtime Administration —**

**SONGS AND OTHER UWUA REPRESENTED  
WORK LOCATIONS/GROUPS UTILIZING THE  
COMMITMENT TO WORK (CTW) PROCESS**

**I. General**

**A. The following Commitment to Work (CTW) overtime administration guidelines and process will be utilized when scheduling SONGS fixed shift employees for prearranged and emergency overtime. This Letter of Understanding does not apply to SONGS clerical (including Micrographics operators) and operating personnel.**

**B. Management may also establish the CTW process at other work locations/work groups. The Company will notify union leadership of other work locations/work groups where the CTW process will be established. Once the CTW process is established at the other work locations/groups, it will remain in place unless either party (Union or the Company) notifies the other party in writing of their desire to terminate it<sup>1</sup>. If the CTW process is terminated or not implemented at the other work**

<sup>1</sup> Applies to the employee(s) working the bypass work or any other employee(s) that is scheduled for overtime.

locations/groups, affected employees will use the traditional overtime process in the Collective Bargaining Agreement between the parties.

C. In utilizing these guidelines, it is recognized that overtime shall be divided as equally as practicable among those classifications qualified and available for work in each classification.

### II. Basic Guidance

A. Overtime Commitment To Work (CTW) sign-up sheets will be hard copy and maintained in a central location for each classification. A copy of the current Evergreen list will be kept with the sign-up sheets.

B. The CTW sign-up sheets will not exceed a two week period, and will be configured to allow employees to indicate by initial their commitment to work an overtime assignment. Employees will be listed by shift and Evergreen order on the CTW.

C. The Company will publish the CTW sign-up sheet prior to the start of each two-week Evergreen period and will make it available to employees for their daily review and modification.

D. Scheduled overtime assignments will be posted or communicated prior to the actual work period.

**E. Employees will indicate their commitment and availability for overtime by signing the hardcopy commitment sheet, for each day they are able to work overtime.**

**F. Employees who desire to work overtime during each two-week Evergreen period will indicate so by signing the hardcopy CTW sign-up sheet, published prior to the Evergreen period.**

**1. When an employee signs the hard copy CTW sheet they have committed to work the overtime assignment on a particular day(s). Supervision will assign (without canvassing) the overtime to the qualified employee with the lowest Evergreen hours that signed the CTW sheet.**

**2. If an insufficient number, or no employees, signed the CTW sheet; overtime will be assigned (without canvassing) to the employee(s) with the lowest Evergreen hours that are qualified and available to work the overtime, even though they may not have signed the CTW sheet.**

**G. Employees who have not signed the CTW sign-up sheet will be considered as having declined any overtime assignment for that day. However, employees may still be assigned overtime based on their Evergreen standing if there are insufficient volunteers for the overtime.**

**H. Employees may cancel their commitment to working overtime by notifying management of the change, or removing their name from the CTW sign-up sheet, by the end of the first break on the day of a hold-over assignment or by the end of the first break two days before commencement of an overtime assignment scheduled for a regular days off period.**

**I. In case of an emergency, the employee would be released from the commitment and the next employee would be assigned the work.**

### **III. Responsibilities**

#### **A. Supervision**

**1) Provide training on this process for all affected employees prior to implementation.**

**2) Inform all employees when new sign-up sheets are available.**

**3) Make reasonable effort to contact employees in training or at remote work locations.**

**4) Maintain positive control of the sign-up sheets.**

**5) Inform employees of any known planned overtime assignments.**

**6) When overtime work is to be offered to an employee, supervision will contact the employee in one of the following ways, in person, by telephone, in writing, or via electronic technologies that have been mutually agreed to by the Union and the Company.**

## **Appendix**

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7) Ask only those employees who have indicated their commitment to work the overtime by initialing the CTW sheet.

8) Assign employees as necessary based on number of overtime assignments to be filled.

9) Contact in person those employees that are to be working the overtime assignment.

### **B. Employees**

1. Review CTW sign-up sheet when available and indicate overtime commitment(s) by initialing the appropriate block(s).

2. Provide supervision and payroll location with current phone number(s).

### **IV. Decline Time — SONGS Fixed Shift Employees Only**

A. Decline time will be added to an employee's Evergreen total for overtime.

B. No credit for decline will be given for travel time.

C. Total Evergreen hours will not be "zeroed out" at the end of the year but may be adjusted by reducing the lowest Evergreen total in the specific work group to zero and subtracting a like amount from the other employees in that work group.

D. Decline time will be recorded only for actual hours worked or declined in a work day, not both.

**V. Bypass Work**

**A. Bypass work will be provided to an employee who signed the CTW sheet, is qualified and available to work the overtime assignment; and was bypassed due to supervisor error.**

**a. Bypass work must be offered, accepted and worked within thirty calendar days of the bypass incident or unless mutually extended by the Union and the Company.**

**b. Any pre-arranged and/or scheduled overtime<sup>2</sup> shall not be changed/cancelled as a result of an employee performing bypass work.**

**c. The employee will notify the supervisor of the day(s) in which he/she is available to work the bypass work. The bypass work will be in the same increments and work periods as the hours bypassed, unless alternate arrangements are mutually agreed upon by the employee and the supervisor.**

**d. Bypass work will be an amount equal to the number of hours the bypassed employee would have received for work time on the assignment.**

**e. The number of hours worked by the employee for bypass will be credited to the employee's total hours on the Evergreen list.**

<sup>2</sup> Applies to the employee(s) working the bypass work or any other employee(s) that is scheduled for overtime.

## Appendix

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**f. Bypass work will be paid at a rate of pay equivalent to that of the overtime assignment for which the employee was bypassed.**

### **SOUTHERN CALIFORNIA EDISON COMPANY**

**/s/**

**Raydonna S. Adams**

**Manager, Labor Relations Department**

**Dated: December 20, 2004**

**/s/**

**Shannon Barton**

**Manager, Labor Relations**

**San Onofre Nuclear Generating Station**

**Dated: December 20, 2004**

### **LOCAL UNION 246, UTILITY WORKERS UNION OF AMERICA, AFL-CIO**

**/s/**

**Daniel Dominguez**

**Business Manager**

**Dated: December 20, 2004**

**/s/**

**Monte Kotur**

**President**

**Dated: December 20, 2004**

**/s/**

**Phil Setzler**

**Committee Member**

**Dated: January 27, 2005**

March 16, 2004

**POST WORKER PROTECTION BENEFITS  
AGREEMENT BETWEEN SOUTHERN  
CALIFORNIA EDISON COMPANY AND THE  
UTILITY WORKERS UNION OF AMERICA,  
LOCAL 246**

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**POST WORKER PROTECTION BENEFITS  
AGREEMENT BETWEEN  
SOUTHERN CALIFORNIA EDISON COMPANY  
AND UTILITY WORKERS UNION OF AMERICA,  
LOCAL 246**

**This Agreement between the Southern California Edison Company (the Company) and the Utility Workers Union of America, Local 246, (the Union) is entered into for the purpose of providing Post Worker Protection Benefits to employees represented by the Union in order to mitigate the impact of a closure or reduction in forces at the Mohave Generating Station.**

**APPLICABILITY**

**This Agreement shall apply to all regular full-time and part-time employees at the Mohave Generating Station who are represented by the Utility Workers Union of America, Local 246 and whose employment is impacted by a plant closure or any force reduction. In addition, this Agreement applies to UWUA represented employees in the San Onofre Nuclear Generation Site Department (SONGS) and Power Production Department (PPD) organizations of the Generation Business Unit (GBU), and the Mechanical Services Shop in the Shop Services and Instrumentation Division (SSID) of the Transmission and Distribution Business Unit (T&DBU) whose employment is impacted**

by a bumping process undertaken in accordance with this Agreement.

### TERM OF AGREEMENT

This agreement shall be effective from January 1, 2006 through June 30, 2008.

### POST WORKER PROTECTION BENEFITS (PWPB)

The Company and the Union have agreed to the following Post Worker Protection Benefits (PWPB). These benefits are available only to employees whose employment is severed, with the exception of training and educational reimbursement benefits which are available to all UWUA represented regular full-time employees, in accordance with the alternative Reduction in Forces (RIF) process described in this Agreement. Post Worker Protection Benefits include:

- Severance benefits
- Special early retirement benefits
- Additional retirement benefits
- Health care coverage
- Training and educational reimbursement
- Outplacement benefits

These benefits will be made available to employees whose employment is severed (except for the educational reimbursement benefit which is also available to current

employees) in accordance with the alternative reduction in forces procedure in Appendix 1 and who meet the eligibility requirements for them.

The following rules govern eligibility for Post Worker Protection Benefits:

1. Employees that elect to accept a PWPB package during the RIF process instead of filling a vacant position, or bumping into another position, must sign the Separation Agreement and Release in Appendix 5 of this Agreement to receive the Post Worker Protection Benefits.

2. If an employee's employment is severed as a result of the RIF process and the employee did not have the option of filling a vacant position or exercise additional bumping rights, the employee will be eligible for the severance benefit without signing the Separation Agreement and Release in Appendix 5.

3. An employee who leaves the Company outside of the RIF Process, or who refuses to accept assignment to a vacancy in his/her classification that is within fifty (50) miles of their permanent work base location or to participate in the bumping process, will be considered to have voluntarily terminated employment and will not be eligible for any Post Worker Protection Benefits.

### Severance Benefits

This benefit is a cash payment based on the eligible employee's completed years of service as follows:

- Four (4) weeks of base pay, plus
- One (1) week of base pay for each year of completed service, plus
- One (1) week of base pay for each year of completed service after nine (9) years, plus
- One (1) week of base pay for each year of completed service after nineteen (19) years, plus
- Six (6) weeks of base pay for each year of completed service after December 31, 2003, up to a maximum of 12 weeks, prorated based on the following formula:  
(Day of year employment terminated/365) x (6) six weeks base pay.

### Retirement Benefits

#### Special Early Retirement ("68 Point" Feature)

1. An eligible employee may elect Special Early Retirement if the employee:

- has completed at least five (5) years of service on the date of severance, and
- his/her age (in whole years) plus years of service (in whole years) equals, or would equal, sixty eight (68) by December 31st of the year employment is severed by the Company.

2. The regular early retirement reduction factor of 77% at age 55 in the *Retirement Plan* will apply and be extended to lower ages at a rate of 2% per year. The special early retirement benefit is payable at retirement as a monthly lifetime annuity or as a lump sum cash payment. Lump sums will be calculated based on the provisions of the *Retirement Plan*.

3. The employee shall receive the benefit plan of higher value between this Special Early Retirement Feature, the Voluntary Retirement Offer (VRO) benefits if eligible, or the normal or early retirement benefit under the *Retirement Plan*.

#### **Additional Retirement Benefits**

An employee who is severed pursuant to this Agreement and is qualified as a retiree in one of the three ways described below will receive a Social Security Bridge Benefit, sick leave pay out and Stock Savings Plus Plan account distribution:

- Qualifies for the Special Early Retirement benefit described in this Agreement; or
- Is eligible for normal or early retirement benefits under the *Retirement Plan*.
- Was eligible for the Voluntary Retirement Offer (VRO) benefits in accordance with the VRO agreement dated September 25, 1996.

### Social Security Bridge Benefit

A payment of five hundred dollars (\$500) per month will be made from the date of retirement to age sixty two (62) if the retiree also has Edison retiree health care coverage, or to age sixty five (65) if the retiree does not have Edison sponsored retiree health care coverage. The Social Security Bridge Benefit is also available as a life annuity or as an equivalent lump sum payment. This benefit is in addition to other *Retirement Plan* benefits.

### Sick Leave Pay out Benefit

Earned, unused sick leave days will be paid out at the rate of twenty percent (20%) of the employee's average base monthly pay during the employee's highest-paid thirty-six (36) consecutive months, in accordance with the current Employee Benefit Plan dated July 1, 1999.

### Stock Savings Plus Plan

The following Stock Savings Plus Plan (SSPP) plan options are available:

1. Pension lump sum cash payment may be rolled into the SSPP.
2. Lump sum or partial distributions and installments payments may be arranged.
3. Outstanding SSPP loans may be continued upon retirement.

### **Retiree Life Insurance**

The Company will provide five thousand dollars (\$5,000) of retiree term life insurance.

### **Pension Lump Sum Pay Out**

An employee who is qualified for a deferred vested benefit under the *Retirement Plan* but does not qualify for retirement at the time of severance, may elect to withdraw the present value of that deferred vested benefit in a lump sum payment. This is a distribution from a "qualified plan" and may be rolled over into an Individual Retirement Account (IRA) or other qualified plan.

### **Health Care Coverage**

Retiree Health Care coverage is available to employees if they meet at least one of the following criteria:

- has attained at least fifty (50) years of age and ten (10) completed years of service at date of retirement, or
- qualified for the VRO and has attained at least fifty (50) years of age and ten (10) completed years of service at date of retirement, or
- qualifies under the traditional early retirement provisions of the *Retirement Plan* (that is, has attained aged 55) and has attained ten (10) completed years of service.

The Retiree Health Care Coverage will provide benefits in a manner consistent with the Retiree Health Care coverage that an employee retiring in the year of the signing of this Agreement receives. However, the contributions and cost sharing required by the retiree for Retiree Health Care Coverage will be subject to the provisions of the Employee Benefit Plan in effect at the time the employee retires under the terms of this Agreement.

An employee who does not qualify for Retiree Health Care as described above, will be eligible for extended health care coverage (medical, mental health/substance abuse, dental and vision benefits) on the same basis as an active employee through the end of the month the employee is severed and for an additional period as indicated below.

<u>Completed Years of Service</u>	<u>Period of Extended Coverage</u>
0-4 years	3 months
5-9 years	6 months
10-14 years	9 months
15 or more years	12 months

When the subsidized extended employee health care benefits end, the employee may continue coverage through the provisions of the Consolidated Omnibus Budget Reconciliation Act (COBRA) for an additional 18 months at one hundred and two percent (102%) of the premium cost.

### **Training and Educational Reimbursement**

Educational assistance reimbursement, under the guidelines developed by the Joint Oversight Training Committee, will be available for qualifying educational expenses as follows:

- *Up to five thousand two hundred fifty dollars (\$5,250) per calendar year while employed.*
- *Up to five thousand dollars (\$5,000) per year, with a maximum of ten thousand dollars (\$10,000) available over the course of four years following severance under this Agreement.*

### **Outplacement Benefits**

Outplacement assistance such as workshops, individual counseling, and office support services will be made available, up to maximum cost of one thousand five hundred (\$1,500), during the first year after the end of regular employment.

### **Other Benefits**

#### **Results Sharing**

Results Sharing payments will be made per the applicable Results Sharing Agreements between the Company and the Union.

**Unused Floating/Personal Holidays**

Unused floating and personal holidays will be paid for the calendar year in which an employee's employment is severed.

**Preferential Transfer Rights**

Employees with transfer requests for IBEW, Local 47 job vacancies will have preferential rights over new hires or transfers from outside IBEW, Local 47, for previously posted jobs for which there are no qualified bidders. In cases where more than one qualified UWUA represented employee puts in for transfer to a position within IBEW, Local 47, the determining factor in awarding the job will be their company seniority. The Company will post IBEW, Local 47 vacancies on UWUA, Local 246 bid boards to provide UWUA employees with visibility on IBEW vacancies for purposes of submitting transfer requests for any unfilled vacancies.

**ALTERNATIVE REDUCTION IN FORCES (RIF) PROCESS****1. Notice of Displacement**

The Company will provide a minimum of thirty (30) days notice to impacted employees during which time the employees will have the following information:

1) an individual benefit package stating the benefits or potential benefits effective as of the projected departure date;

2) a list of vacancies as of the notice date;  
and

3) the current seniority list.

*This minimum notice may not apply in the second or subsequent rounds of a force reduction, but in no event will employees be required to make a decision without having*

*had access to their individual benefit packages for at least thirty (30) days.*

## 2. Staffing and Vacancy Report

The Company will determine the staffing for each UWUA Power Production work location, Nuclear Generating Station and the Mechanical Services Shop at SSID prior to the implementation of this Agreement. Once the staffing has been determined and identified in the Staffing and Vacancy Report, it will be relied on by the parties for the implementation of this Agreement, understanding that the staffing may change over time based attrition and other business reasons.

The Company will provide the Staffing and Vacancy Report to the Union on a monthly basis and shall meet with the union leadership at the beginning of each month to review the current Staffing and Vacancy Report. The Company will provide explanations for any vacancy modifications.

The Company agrees to periodically fill vacancies by posting them for bid in

accordance with Article VIII of the Collective Bargaining Agreement.

**3. Alternative Reduction in Forces (RIF) Procedure**

The RIF procedure will be in accordance with Appendix 1 of this Agreement.

**DISPUTE RESOLUTION**

In the event any dispute arises concerning the interpretation and application of any of the terms of this Agreement by the UWUA, the Company, or employees who have not executed a Settlement Agreement and Release, such disputes will be resolved in the following manner:

1. Disputes concerning the denial, in whole or in part, of any retirement, health care, SSPP, or retiree life insurance benefits described in the Post Worker Protection Benefits section of this Agreement shall be resolved according to the claims and appeal procedures provided in the Employee Benefit Plans Agreement for the respective Plans in effect at the time of the dispute.

2. Disputes concerning the denial, in whole or in part, of the cash severance benefit described in the Post Worker Protection Benefits section of this Agreement shall be resolved according to the following claims and appeal procedure.

### **a. Claims**

Claims may be submitted in writing within 90 days to Benefits Administration, Southern California Edison Company, P. O. Box 800, Rosemead, California 91770. Each claimant may submit any information to be considered in resolving the claim.

### **b. Appeals**

A denied claim may be appealed by writing to the Secretary of the Employee Benefits/Health Care Committee, Southern California Edison Company, P.O. Box 800, Rosemead, California 91770, within 60 days after receipt of the notice of denial of the claim. The appellant may submit any information he or she wishes the *Committee* to consider.

The Secretary of the *Committee* will provide a written notice of the *Committee's* decision that specifies the reasons for the decision within 60 days after receipt of the appeal (unless special circumstances require an extension of time up to 120 days).

3. All other disputes concerning the interpretation and application of this Agreement, including but not limited to claims concerning the RIF process, education assistance reimbursement, and outplacement assistance shall be resolved in accordance with the grievance and arbitration procedures contained in the Agreement between the Company and the *UWUA*, dated January 1, 2004, or its successor.

**APPENDIX 1 - ALTERNATIVE REDUCTION IN FORCES PROCEDURE (RIF)****I. Reduction in Forces**

**A. For the term of the Post Worker Protection Benefit Agreement, the following alternative reduction in forces (RIF) procedure shall be used for a force reduction at the Mohave Generating Station and at locations impacted by said force reduction in the UWUA Local 246 Bargaining Unit.**

**1. Prior to the start of a RIF:**

**a) The Company will notify the Union Business Manager a minimum of thirty (30) days prior to the initiation of a RIF.**

**b) Upon notification of a RIF, all employees potentially affected by the RIF will receive a personalized PWPB package detailing the specific benefits available to him/her if severed.**

**c) All UWUA job vacancies within the Company shall be posted for bid thirty (30) days prior to the start of the reduction in forces. It is understood and agreed that where ability and qualifications are sufficient to meet the standards of the job to be filled, working unit seniority shall be used in filling these job vacancies.**

d) Employee are presumed to be qualified for like classifications, within the Power Production Department (PPD), Shop Services and Instrumentation Division (SSID) — Mechanical Services Shop (MSS) and San Onofre Nuclear Generation Site Department (SONGS), for the purpose of bids, transfers, and in the event of a RIF.

e) The Union may designate an observer for RIF related processing associated with this Agreement. The Company will pay a maximum of twenty (20) regular normal time hours per week for the observer. Any additional hours utilized by the observer will be paid by the Union.

f) The Company will offer vacancies which are not filled through the normal bid process during the 30 day pre-RIF posting period, including vacancies resulting from the original postings, to employees at the affected location. These vacancies will be filled by qualifications and company seniority, beginning with the most senior employee.

(1) Affected employees that voluntarily fill a vacancy in a lower classification will maintain the wage rate they had prior to filling the lower classification vacancy. This wage rate will remain in effect (not to include any subsequently negotiated increases) until the rate of pay for the employee's current job classification equals or exceeds the main-

tained rate, or the employee declines to accept a vacancy offered under sections A.4.(a) or A.4.(c) of this Agreement, or five (5) years have elapsed since the employee received the wage protection (red circle).

(2) If a surplus or displaced employee is successful in ultimately filling a vacancy in lieu of displacing another employee, the employee will receive a relocation allowance in the amount of one thousand dollars (\$1,000).

(3) If an employee relocates to a new residence as a result of filling a vacancy under section A.1.f. or section A.1.(3)(4) of this Article I of this Agreement, all moving expenses will be paid by the Company when all of the following conditions are met:

(a) The employee's new permanent work location must be twenty (20) miles or more from the employee's old permanent work location;

(b) The employee's new residence is closer to the new work location than his/her present residence;

(c) The employee's commuting time to the new work location from his/her new residence is less than the commuting time to the new work location from his/her old residence; and

(d) The employee must move within one (1) year from the effective date of the transfer to qualify for moving expenses under this provision.

**(4) The Company will assign any remaining affected employees to vacancies in the employees' classifications that are within fifty (50) miles of the employee's permanent base work location by Company seniority beginning with the least senior employee. Relocation and moving expenses will be paid in accordance with Section A.1.f.(3) of this agreement and Article VIII.E.(5) of the Collective Bargaining Agreement. If multiple vacancies exist, assignment will begin with the most senior employee to the nearest location.**

**2. The RIF will be initiated as follows:**

**a) Any remaining unassigned employees at the affected work location who are in a job classification for which there are no existing vacancies within the Bargaining Unit will be considered excess employees. Individual PWPB packages consisting of retirement and/or severance, depending on the employee's eligibility, will be offered to these excess employees. The employees have the option of taking the PWPB package or "bumping" according to Company seniority to a similar level or lower classification, in the Power Production Department, Shop Services Instrumentation Division — Mechanical Services Shop, or San Onofre Nuclear Generation Site Department provided he/she has Company seniority over an employee then occupying such classification and is otherwise qualified.**

**Any existing vacancies will be included as "bump" choices for employees involved in the RIF. In the event more than one (1) employee elects and is qualified to fill a vacancy offered during a RIF cycle, the vacancy will be offered according to company seniority, beginning with the most senior employee.**

**(1) When an excess employee exercises his/her seniority rights and bumps an employee in his/her classification, an individual PWPB package will be offered to an employee within the same bid location (see Appendix 3 for established bid locations) and in the same classification the excess employee has bumped into. This package will be offered by company seniority starting with the most senior employee. Employees will only have the option of accepting the package or rejecting it. This process will continue until an employee accepts a PWPB package. If none of the employees accept a PWPB package, then the junior employee in the classification where the excess employee bumped into, will be subject to the provisions of this Article I, section A.2.**

**(2) When an excess employee bumps an employee at a combined bid location, per Appendix 3, the PWPB package will be offered to the most senior employee in that classification at that combined work location. Employees will only have the option of accepting the package or rejecting it. Redistribution**

of manpower will be accomplished by an in-house offering based on Company seniority. If there are no volunteers, the junior employee will be assigned.

(3) When an excess employee exercises his/her seniority rights and "bumps" an employee in a different classification, and vacancies exist for this classification in the Bargaining Unit, a PWPB package will not be offered to the employees in the classification the excess employee bumped into. If no vacancies exist for this classification in the Bargaining Unit, then a PWPB package will be offered in accordance with Section A.2.(a)(1) of this Article I.

b) Any remaining unassigned employees at the affected work location in a job classification for which there are vacancies existing in the Bargaining Unit for their classification will be considered surplus employees. These employees can "bump" according to Company seniority to a similar level or lower classification, in the Power Production Department, Shop Services and Instrumentation Division — Mechanical Services Shop, or San Onofre Nuclear Generation Site Department provided he/she has Company seniority over an employee then occupying such classification and is otherwise qualified. Any existing vacancies will be included as "bump" choices for employees involved in the RIF. In the event

more than one (1) employee is qualified to fill a vacancy, the vacancy will be offered according to Company seniority, beginning with the most senior employee. It is understood that as a result of the bumping process for surplus employees, an employee could become excess, and subject to the provisions of Section A.2.(a)(1) of this Article I.

c) Employees that "bump" or fill a vacancy in a lower classification will maintain the wage rate they had prior to filling the lower classification. This wage rate will remain in effect (not to include any subsequently negotiated increases) until the rate of pay for the employee's current job classification equals or exceeds the maintained rate, or the employee declines to accept a vacancy offered under sections A.4.(a) or A.4.(c) of this Agreement, or five (5) years have elapsed since the employee received wage protection (red circle).

**3. At the conclusion of the RIF:**

a) Employees that are faced with severance as a result of the RIF can elect one of the following three (3) options:

(1) Option one: Allow the senior employee within the Bargaining Unit and in the same pre-RIF classification as the employee facing severance, the option of taking a PWPB package.

(a) If an employee elects option one, the Company will contact the most senior

employee in the pre-RIF classification and offer a PWPB package. If the senior employee declines the offer, the Company will continue the process until an offer is accepted. If an offer to take the PWPB package is not accepted, the employee facing severance will be severed in accordance with the PWPB Agreement. If an offer to take the PWPB package is accepted, the employee facing severance must be willing to fill the vacancy created by the senior employee who accepted the PWPB package. Relocation allowances and moving expenses will not be paid. If the employee facing severance is unwilling to fill the vacancy created, then he/she will be severed in accordance with this Agreement and the PWPB package offered to the senior employee will be withdrawn.

(2) Option two: Accept the PWPB package.

(3) Option three: Lay off with recall rights in accordance with Article II of this Agreement.

(4) Option four: If qualified, fill a temporary position in accordance with the provisions of the Letter of Understanding regarding Temporary Employees in the Collective Bargaining Agreement.

4. Subsequent to a RIF, the following procedure will be followed in filling vacancies which occur in classifications from which employees have been reduced:

a) In the event a job vacancy occurs in a classification and at a location from which an

employee was forced reduced, the vacancy will be offered to this employee. In the event more than one (1) employee meets the criteria to be offered this vacancy, the vacancy will be offered according to Company seniority beginning with the most senior employee.

b) The vacancy will be posted for bid in accordance with Article VIII of the Collective Bargaining Agreement.

c) In the event a job vacancy occurs for which there are no qualified bidders or transferees, the vacancy will be offered to employees reduced from that classification whose pre-reduction established working base was within fifty (50) miles of the location at which the vacancy occurs. In the event more than one (1) employee meets the criteria to be offered this vacancy, the vacancy will be offered according to Company seniority beginning with the least senior employee.

## **II. Recall Rights**

A. A laid off employee will be recalled prior to the Company hiring a new employee in the same classification the laid off employee formerly held. Reemployment shall be in reverse order of layoffs, *i.e.*, the last employee laid off shall be the first re-employed. The Company shall notify former employees who were laid off in writing by registered mail addressed to the last address of record to report back to work when jobs are available. If such a former

employee does not report within ten (10) days (Saturdays, Sundays, and holidays excluded) after the sending of such notice, he shall lose his/her seniority, except that if the failure to so report is due to a substantiated illness, injury, or some cause beyond his control, the former employee shall be put back to work when he is able to report provided he notifies the Company within such ten (10) day period the approximate date when he/she will be able to return and there is on such date an available job for which he/she is qualified.

1. It is the responsibility of the employee to see that the Company is advised of his/her current mailing address.

2. All former employees so re-employed must pass a physical examination and upon re-employment shall receive the prevailing rate of pay for the classification in which they are re-employed.

3. Employees who are involuntarily laid off after exhausting all their rights within the provisions of this agreement will be allowed to sign bids and be awarded jobs on the same basis as active employees.

**APPENDIX 2 — ESTABLISHED BID LOCATIONS WITHIN UWUA**

<b>MOGS <sup>(1)</sup></b>	<b>Mohave Generating Station</b>
<b>MOGS MILL MACH <sup>(1)</sup></b>	<b>Mill Machinist at Mohave</b>
<b>MOGS TRNG <sup>(1)</sup></b>	<b>Training School at Mohave</b>
<b>SONGS <sup>(2)</sup></b>	<b>San Onofre Nuclear Generating Station</b>
<b>SONGS CONST <sup>(2)</sup></b>	<b>SONGS Construction Group</b>
<b>SONGS FAC. MAINT <sup>(2)</sup></b>	<b>Facility Maintenance Group at SONGS</b>
<b>SONGS WHSE <sup>(2)</sup></b>	<b>SONGS Warehouse</b>
<b>MSS</b>	<b>Mechanical Services Shop at Shop Services and Instrumentation Division</b>
<b>ECS</b>	<b>Power Production Training and Edison Chemical Services, SSID</b>

**Note: Combined locations <sup>(1)</sup> MOGS and <sup>(2)</sup> SONGS per section I.A.2.a) (2) of this Agreement.**

## **APPENDIX 3 — SEVERANCE AGREEMENT AND RELEASE**

### **Severance Agreement and Release**

When properly executed by both parties, this Separation Agreement and Release ("Agreement") is made and entered into between you and Southern California Edison Company ("SCE"). You and SCE (collectively referred to as "the parties"), in our wish to compromise, resolve, settle, and terminate any dispute or claim between us with respect to the termination of your employment with SCE, have agreed as follows:

1. Your employment with SCE will terminate on \_\_\_\_\_. Within two weeks after the execution of this Agreement by you and SCE, SCE shall pay to you a severance payment in the gross amount reflected on your Personal Benefit Statement, which is included with these materials and incorporated herein by this reference. SCE shall also provide the additional benefits listed on your Personal Benefit Statement.

2. In consideration for the payment and benefits which you shall be provided under this Agreement, you, on behalf of yourself, your heirs, estate, executors, administrators, successors and assigns, hereby release and agree to hold harmless SCE, including its parent, subsidiary and affiliated companies, and its and their officers, directors, shareholders,

agents, employees, assigns and successors (collectively "Edison"), and all its and their employee benefit plans and their administrators, trustees, and other fiduciaries, from all actions, causes of action, claims, disputes, judgments, obligations, damages and liabilities of whatsoever kind and character, in law or equity, known or unknown, relating to the termination of your employment with SCE, except as specifically provided in paragraph 3, below. Specifically, you understand and agree that the actions, causes of action, claims, disputes, judgments, obligations, damages, and liabilities released by you include, but are not limited to, those arising under the Collective Bargaining Agreements between SCE and Local 47 of the International Brotherhood of Electrical Workers, and Local 246 of the Utility Workers Union of America, Title VII of the Civil Rights Act of 1964, the California Fair Employment and Housing Act, and any other federal, state or local statute, regulation, order or common law relating to employment or employment discrimination so long as they relate directly or indirectly to the termination of your employment.

3. The release contained in this Agreement shall not apply to the following: (a) benefits vested under the Southern California Edison Company *Retirement Plan and Stock Savings Plus Plan (SSPP)*; (b) claims for workers' compensation and unemployment insurance

benefits; (c) claims for damages asserted and determined to be payable through the Consent Decree entered in the action entitled *Rice v. SCEcorp, et al.*, Case No. 94-6353-JMI; and (d) administrative claims and appeals for benefits under SCE's health, dental, vision, employee assistance program and retiree life insurance plans.

4. With the exceptions noted in paragraph 3, you understand and agree that the release contained in this Agreement extends to all claims of every nature and kind whatsoever relating to the termination of your employment with SCE, known or unknown, suspected or unsuspected, past or present, including but not limited to benefits from any SCE benefit plans and practices. You expressly waive all rights under Section 1542 of the California Civil Code, which reads as follows:

A general release does not extend to claims which the creditor does not know or suspect to exist in his favor at the time of executing the release, which if known to him must have materially affected his settlement with the debtor.

5. You agree not to initiate any grievance, lawsuit or proceeding upon any claim released by you under paragraphs 2 and 4 of this Agreement. You understand and agree that if you violate your promise in the preceding

sentence, you have engaged in a material breach of this Agreement.

6. You agree not to use, disclose, publicize, or communicate to any person or entity, in any manner whatsoever, any confidential or proprietary information concerning SCE or Edison, which has come to your attention during your employment with SCE, unless authorized in writing by SCE or required by law. As used in this Agreement, "confidential and proprietary information" includes information specifically designated as confidential materials; bid prices, quantities or other terms of sale of electricity or related services; maintenance or outage schedules at any SCE owned or operated facility; facility-specific operating data; or any other information not publicly available concerning matters affecting or relating to the business of SCE. Confidential or proprietary information does not include information that is general knowledge useful to allow employees to better perform their work; facility-specific operating data that is provided to the owner of the facility; or information that is already available to the general public or members of the industry who are not related to SCE.

Before making any legally required disclosure of confidential or proprietary information, you shall give SCE as much advance written notice as possible. You further

agree that unauthorized disclosure of SCE's and/or Edison's confidential or proprietary information shall constitute material breach of this Agreement and would cause it or them irreparable harm. Therefore, upon the breach or threatened breach of paragraph 6 of this Agreement, SCE and/or Edison shall be entitled to preliminary and permanent injunction restraining the breach, including but not limited to injunction pending arbitration. This right to an injunction shall not prohibit SCE and/or Edison from pursuing any other remedies available to them.

7. Nothing in this Agreement shall be construed to prohibit you from filing a complaint or reporting any concern to any federal or state agency or legislature, or prohibit you from participating in any proceeding or investigation regarding such concern.

8. You agree to deliver to SCE, on or before the effective date of the termination of your employment, all equipment, documents, files, lists, or other written graphic or electronic records relating to SCE's business, and all copies of such materials, which are or have been in your possession or under your control.

9. You agree that if you engage in a material breach of this Agreement, you shall repay the severance benefits, educational expenses and outplacement benefits provided to you under this Agreement and you will not be entitled to

any future benefits in these categories. Should SCE or Edison, as a result of your breach of this Agreement, institute or be required to defend itself or themselves in any legal or administrative action arising out of the Agreement or its breach, SCE and/or Edison shall be entitled to recover from you all of their damages and costs, including attorneys' fees, if it or they prevail.

10. The parties intend the amounts paid under this Agreement to ease your separation from SCE employment and transition to other employment or activities. Accordingly, you agree that no amounts paid under this Agreement shall be considered amounts for labor performed, and that you shall repay all severance benefits, educational expenses and outplacement benefits provided to you under this Agreement, and all future benefits under this Agreement shall cease, if you are re-employed within 18 months of the effective date of the termination of your employment, except that employment in a temporary or part-time represented position at SCE's request, shall not be considered reemployment for purposes of this Agreement. You agree that the release in paragraphs 2 and 4 shall continue in full force and effect notwithstanding any obligation to repay compensation and/or cessation of benefits under these paragraphs 9 and 10.

11. This agreement shall not be considered as an admission of liability or a violation of any applicable collective bargaining agreement, contract, law, rule, regulation, or order of any kind.

12. Except as provided in paragraphs 3 and 6, any controversy or claim arising out of or relating to this Agreement or for the breach thereof, if not otherwise settled by the parties, shall be finally settled by arbitration to be held in Los Angeles County, California in accordance with the Employment Dispute Resolution Rules of the American Arbitration Association. The parties hereby consent to personal jurisdiction in Los Angeles County, California with respect to such arbitration. This Agreement shall be governed by, construed, and interpreted according to the laws of the State of California. At the request of either party, arbitration proceedings shall be confidential, and in such case all documents, records, and testimony shall be received, heard, and maintained confidentially by the parties and their respective attorneys and experts, who shall agree in advance and in writing to receive all such information confidentially and to maintain the secrecy of such information. The award resulting from such arbitration shall be final and binding upon both the parties. Judgment upon said award may be entered under seal in any court having jurisdiction thereof. In the event that any arbitration or other proceeding shall be brought by any

party hereto in respect of an alleged breach by or default in the performance of the other party hereto, the non-prevailing party, as determined by the arbitrator, shall pay the other party's reasonable attorneys' fees and costs associated with or arising from such arbitration and shall be responsible for its own costs of transportation and room and board to prepare for or attend the arbitration.

13. By signing this Agreement, you acknowledge that you have been given a reasonable time to review and consider this Agreement before signing and returning it to SCE. You are encouraged to consult with an attorney before signing this Agreement.

14. If any provision or application of this Agreement is held by any arbitrator or court of competent jurisdiction to be invalid, the invalidity shall not affect the validity of the remaining provisions or applications of this Agreement, and to that end the provisions of this Agreement are declared severable.

15. This Agreement sets forth the entire agreement between the parties and fully supersedes any and all prior agreements or understandings between the parties pertaining to the subject matter of this Agreement.

16. By signing this Agreement, you make the following representation: "I have read this Agreement (including its attachments) in its entirety. I have been advised to consult with an

**attorney before signing it, I have been given the necessary time to consider its contents, and I fully understand its terms and consequences. I am signing this Agreement voluntarily."**

\_\_\_\_\_  
**Employee's Name (Please Print)**

\_\_\_\_\_  
**Employee's Signature**

\_\_\_\_\_  
**Date**

\_\_\_\_\_  
**Signature of Southern California Edison  
Company Officer**

\_\_\_\_\_  
**Date**

## **APPENDIX 4 — POST WORKER PROTECTION BENEFITS EDUCATIONAL REIMBURSEMENT PROGRAM**

### **Post Worker Protection Benefits Educational Reimbursement Program**

Effective January 1, 2006 through June 30, 2008, the Post Worker Protection Benefits (WPB) Agreement provides for

the reimbursement of qualifying educational expenses up to \$5250 per calendar year.

#### **Eligibility:**

To be eligible for this program, the employee must be:

- Covered under a Post Worker Protection Benefits Agreement between the Southern California Edison Company and UWUA, Local 246.
- A regular, full-time employee (see note below).

**Note:** This includes UWUA represented regular employees who have temporarily converted to part-time status per the Collective Bargaining Agreement (CBA) provisions, or are on a paid or unpaid leave of absence, but are not on long term disability (LTD) status.

#### **Educational Programs:**

Types of educational programs eligible for reimbursement are:

- Degree (Associate, Bachelor, Master, Doctorate).
- Certificate Programs (series of classes).

**For example: Business oriented computer certificate programs.**

- Professional Credential.
- Correspondence Programs that offer a certificate or degree.
- Other non-degree programs or classes that would provide vocational skill development that will advance the employee's personal career objectives.

**Current IRS rules do not allow for non-taxable educational reimbursements for classes or education involving sports, hobbies or games that are not part of a degree program. Reimbursements made for these types of programs must meet the criteria under this agreement, will be considered taxable compensation, and will not be part of the qualified educational reimbursements made according to IRS Code, Section 127.**

#### **Program Requirements:**

- Approved programs must relate to the employee's personal career objective.
- Employees must attend the programs/class(es) on their own time, not during their normal work hours.

**Acceptable Educational Institutions:**

The educational institutions must be accredited by recognized agencies and/or associations (i.e., U.S. Department of Education, State of California License Board (Contractor/Real Estate), North Central Association of Colleges and Schools (CACs) Federal Aviation Administration). Examples of valid institutions are four-year colleges or universities, community colleges, correspondence, business or technical schools, and business oriented computer certificate providers (i.e., Novell, CompuServe).

**Enrollment:**

- Complete the Educational Assistance Request form 19-383 prior to the start date of the program or class. Follow processing, approval, and reimbursement procedures indicated on form 19-383.
- Complete the attachment form, "Worker Protection Educational Reimbursement Program Participation Approval" (see Attachment to this Agreement) to the 19-383, and obtain approval from the immediate supervisor. This form can be obtained from the Payroll Location Office.

After being severed, the employee must request the Educational Reimbursement Benefit information by contacting the following address: Southern California Edison, Human

Resources Service Center, Benefits Administration, P. O. Box 800, Rosemead, CA 91770.

**Approval Requirements:**

**Applications:** An employee's application forms (19-383 and the Post Worker Protection Educational Reimbursement Program Participation Approval) must be approved prior to commencement of class(es) by his/her immediate supervisor and second level supervisor/manager.

**Reimbursements:** Reimbursement requests after the completion of the class(es) can be approved by the employee's immediate supervisor. The supervisor signature shows that he/she has validated the employee's successful completion of the class and that the employee has provided all required receipts and documentation to be filed in the employee's personnel file maintained at the Payroll Location.

If the employee has received educational reimbursements under the Corporate Educational Assistance Program (ESM 19.17.21) or other established educational reimbursement programs, the amount received under those programs plus the amount received under the Post Worker Protection Educational Reimbursement Program cannot exceed \$5,250 in a calendar year unless his/her employment is severed

under the Post Worker Protection Benefits Agreement provisions. See Program Disqualification section of this document.

All reimbursements over \$5250 in a calendar year will be considered taxable compensation and the employee will be responsible for paying taxes on applicable reimbursed expenses in accordance with the Internal Revenue Code, Section 127, which governs the taxability of educational reimbursements.

**Reimbursable Expenses:**

The following expenses are appropriate for reimbursement:

- Tuition and registration fees. (e.g., SAT or GMSAT if required for acceptance to a school and only if the employee is actually accepted to the school).
- Required enrollment and graduation fees (e.g., student body and health care fees, graduation request fees).
- Books.
- Parking.
- Required exam or grade request fees.
- Mandatory laboratory fees.

The following expenses are not appropriate for reimbursement:

- Fees for exams taken to renew licenses or certificates.

- **License fees.**
- **Supplies (e.g., notebook paper, calculators, personal computers and software, pens/pencils, computer disks) or tools.**
- **Personal expenses (e.g., mileage, meals, lodging, transportation, school logo merchandise).**
- **Deferred payments, finance or late fees.**
- **Cap and gown fees.**

#### **Reimbursement Requirements:**

**To be eligible for reimbursement, you must provide all of the following within 90 days of completion of classes:**

- **Educational Assistance Request form 19-383 and Determination of Tax Status form 19-383-1 and the original Worker Protection Benefit Educational Assistance Approval Form.**
- **Documentation of satisfactory completion of each class with a grade of "C" or better or the equivalent as defined by the educational institution (*i.e.*, certificate of completion; pass/credit).**
- **Paid receipts for all eligible expenses (Note: No reimbursements will be made without receipts for all eligible expenses).**

**Taxation of Reimbursement:**

Employees are responsible for paying taxes on applicable reimbursed expenses. The Internal Revenue Code, Section 127, governs the taxability of educational reimbursements. Currently, the IRS Code allows reimbursement for undergraduate (Certificate, Associate, Bachelor) programs/classes to be excluded from gross income. Reimbursement for graduate (Master, Doctorate) programs or classes is not excluded from gross income and is currently taxable. If appropriate, taxes on the reimbursed amount will be deducted from the employee's biweekly paycheck and reflected on the W-2 Wage and Tax Statement.

**Program Disqualification:**

Employees will not be eligible to be reimbursed for educational expenses if any of the above requirements of the program are not met or if the employee:

- Terminates his/her employment with the Company (voluntary or involuntary). See note below regarding employees who are severed under the Post Worker Protection Benefits Agreement.
- Does not obtain prior approval.
- Does not submit the request in accordance with requirements of this program.

**Note:** Employees who are severed by the Company under the Post Worker Protection Benefits Agreement, and are eligible to receive the post employment PWPB Educational Reimbursement Benefit, will continue to receive educational reimbursements as defined by the PWPB Agreement.

**Audits:**

The Audits Department may periodically audit the Post Worker Protection Educational Assistance Program to ensure that policies are being applied correctly and consistently. The audit would include a review of documents pertaining to eligible receipts and satisfactory completion of classes, maintenance of documentation in the employee's personnel file at the work location, etc.

## Participation Approval Form (Addendum to SCE Form 19-383)

### POST WORKER PROTECTION EDUCATIONAL REIMBURSEMENT PROGRAM PARTICIPATION APPROVAL FORM (ADDENDUM TO SCE FORM 19-383)

All sections of this form must be completed prior to the beginning date of the class(es) described on the attached Educational Reimbursement Request form 19-383. The purpose of this form is to verify that the employee is eligible to participate in the Post Worker Protection Educational Reimbursement Program.

**Employee Information:**

I request approval to participate in the Post Worker Protection Educational Reimbursement Program.

Date: \_\_\_\_\_ Social Security #: \_\_\_\_\_

Name: \_\_\_\_\_ Name: \_\_\_\_\_  
(Print) (Signature)

Work Location: \_\_\_\_\_

Career Objective: \_\_\_\_\_

Educational Institution is  
Accredited/Recognized by: \_\_\_\_\_

The employee retains this approval until completion of class(es). Submit original to supervisor with the Educational Assistance Request form 19-383 when requesting reimbursement. A copy should be retained by employee for his/her records.

**Supervisor/Manager Approval:**

I approve the above employee's request for the Worker Protection Educational Reimbursement Program.

**First Level Supervisor/Manager:**

Name: \_\_\_\_\_ Name: \_\_\_\_\_  
(Print) (Signature)

Date: \_\_\_\_\_ PAX: \_\_\_\_\_

**Second Level Supervisor/Manager:**

Name: \_\_\_\_\_ Name: \_\_\_\_\_  
(Print) (Signature)

Date: \_\_\_\_\_ PAX: \_\_\_\_\_

The supervisor must send this form with the approved Educational Assistance Request form 19-383 and 19-383-1 to Human Resources Service Center, 3<sup>rd</sup> Floor, GO 4 for reimbursement processing.

**NOTE:** The Supervisor is responsible for forwarding copies of all documentation, receipts for qualified expenses and record of satisfactory completion of class(es) to the employee personnel file maintained at the Payroll Location for auditing purposes.

*/s/*

**Raydonna S. Adams**  
**Manager, Labor Relations Department**  
**Southern California Edison Company**  
**Dated: December 20, 2004**

*/s/*

**Daniel Dominguez**  
**Business Manager**  
**UWUA, Local 246, AFL-CIO**  
**Dated: December 20, 2004**

*/s/*

**Monte Kotur**  
**President**  
**UWUA, Local 246, AFL-CIO**  
**Dated: December 20, 2004**

March 16, 2004

**LETTER OF UNDERSTANDING**

As a result of the 2003 negotiations between Southern California Edison (hereinafter referred to as Company) and Utility Workers Union of America, UWUA, Local 246, (hereinafter referred to as Union) the parties agreed to the restructuring of certain clerical progressions within the UWUA Bargaining Unit. Conversion to the new structure will be implemented no later than ninety (90) days after the ratification of the 2004–2008 Collective Bargaining Agreement which includes this Letter of Understanding, except as provided in Section II.C below. The parties agree to the following:

**I. Introduction**

A. The parties agree to restructure specific existing UWUA clerical classifications by closing twenty-six (26) current classifications in the “hired prior to 1984” and “hired after 1984” wage schedules. The affected incumbents in these classifications will be transitioned into four new classifications within two clerical levels, as shown in Section II, Table A — Closed Classifications and Section III, Table B — Reclassification of Affected Employees.

B. Any omissions or terms and conditions not addressed involving the restructuring of the Clerical progressions in this Letter of Understanding will defer and be governed by the terms and conditions of the Collective Bargaining Agreement (CBA) between the parties.

## II. Clerical Restructuring

A. Four new classifications will be created — Office Assistant 2 (OA2), Office Assistant 1 — Administrative Services (OA1-AS), Office Assistant 1 — Documentation Services (OA1-DS), and Office Assistant 1 — Access Authorization (OA1-AA). The OA2 classification is the entering level clerical position. The OA1 classifications are the senior level clerical positions.

B. The twenty-six (26) clerical classifications listed in Table A will be closed. Incumbents in the Secretary Stenographer (UWUA) classification may elect to remain in that classification or transition to the new OA2 classification. If the employee elects to remain in that classification, they will have up to twelve months from the date of implementation to change their election and convert to the new OA2 classification. At the close of that twelve-month period, they will remain in the Secretary Stenographer (UWUA) classification until they promote, transfer or terminate.

**Table A — Closed Classifications**

<b>Occupational Code</b>	<b>Classification</b>
<b>7093</b>	<b>Operator, Assistant Micro/Reprographics Equipment</b>
<b>7094</b>	<b>Operator, Assistant Micro/Reprographics Equipment</b>
<b>7408</b>	<b>Operator, Micro/Reprographics Equipment</b>
<b>7409</b>	<b>Operator, Micro/Reprographics Equipment</b>
<b>7493</b>	<b>Clerk, Assistant Document Control</b>
<b>7494</b>	<b>Clerk, Assistant Document Control</b>
<b>7726</b>	<b>Operator, Lead Computer Terminal</b>
<b>7866</b>	<b>Secretary — Stenographer (UWUA)</b>
<b>7869</b>	<b>Secretary — Stenographer (UWUA)</b>
<b>8065</b>	<b>Clerk, Office</b>
<b>8066</b>	<b>Clerk, Office</b>
<b>8069</b>	<b>Clerk, Station Office</b>

**Table A** (Cont'd)

<b>Occupational Code</b>	<b>Classification</b>
8070	Clerk, Station Office
8071	Clerk, Senior Station Office
8074	Operator, Word Processing
8075	Operator, Word Processing
8076	Operator, Senior Word Processing
8077	Clerk, Document Control
8078	Clerk, Document Control
8079	Clerk, Senior Document Control
8080	Clerk, Assistant Badge Processing
8081	Clerk, Assistant Badge Processing
8082	Clerk, Badge Processing
8083	Clerk, Badge Processing
8084	Clerk, Senior Badge Processing
9692	Clerk, Station Statistical

**III. Affected Employees**

Upon implementation, employees affected by this restructuring will be moved into either the OA2 or OA1 classifications as shown in Table B below, with the exception of the Secretary Stenographer (UWUA) classification as described in Section II.C above.

**Table B —  
Reclassification of Affected Employees**

<b>Occupational Code</b>	<b>Affected Classification</b>	<b>New Classification</b>
<b>7093/7094</b>	<b>Operator, Assistant Micro/Reprographics Equipment</b>	<b>OA2</b>
<b>7408/7409</b>	<b>Operator, Micro/Reprographics Equipment</b>	<b>OA2</b>
<b>7493/7494</b>	<b>Clerk, Assistant Document Control</b>	<b>OA2</b>
<b>7726</b>	<b>Operator, Lead Computer Terminal</b>	<b>OA2</b>
<b>7866/7869</b>	<b>Secretary — Stenographer (UWUA)</b>	<b>OA2</b>
<b>8065/8066</b>	<b>Clerk, Office</b>	<b>OA2</b>
<b>8069/8070</b>	<b>Clerk, Station Office</b>	<b>OA2</b>
<b>8074/8075</b>	<b>Operator, Word Processing</b>	<b>OA2</b>

Table B (Cont'd)

Occupational Code	Affected Classification	New Classification
8077/8078	Clerk, Document Control	OA2
8080/8081	Clerk, Assistant Badge Processing	OA2
8082/8083	Clerk, Badge Processing	OA2
8071	Clerk, Senior Station Office	OA1-AS
8076	Operator, Senior Word Processing	OA1-AS
8079	Clerk, Senior Document Control	OA1-DS
8084	Clerk, Senior Badge Processing	OA1-AA
9692	Clerk, Station Statistical	OA1-AS

#### IV. Changes to the Clerical Progression Path

The existing twenty-six (26) clerical classifications (refer to Table A) will become two separate classification levels within a progression consisting of the new OA2 and OA1 classifications. The OA2 classification is the entry point into the clerical progression and consists of six steps, each step being 6 months. Entry into the OA2 classification is through bid and test. Employees reaching step 6 of the OA2 classifi-

## Appendix

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cation are considered at "top step" and will remain at that step "thereafter", or until they promote to an OA1 vacancy via bid and test.

A. The OA1 classifications are the senior level positions within the progression. Each OA1 classification consists of four steps, each step being 6 months. Entry into the OA1 classifications is through bid and tests that are specific to the knowledge, skills, and abilities of the particular OA1 classification.

### V. Wages

A. Employees transitioning into the OA2 or OA1 classifications will receive the 2004 General Increase to their hourly wage upon implementation of this agreement.

B. Employees transitioning into the new OA2 and OA1 classifications will be placed at an equivalent step to their current step wage. If the OA2 and OA1 classifications do not contain a progression step equal to their current step wage, employees will be placed at the nearest higher step wage of the classification into which they transition. If an employee's current step is greater than the top step wage of the classification into which they transition, the employee will remain at their current hourly wage and continue to receive applicable wage adjustments as negotiated by the parties.

1. An employee who currently has a higher step wage due to red circle provisions associated with a reduction in forces (RIF) will maintain that wage rate (not to include any subsequently negotiated increases) in accordance with Article VIII.E. (2) of the Collective Bargaining Agreement, or any other applicable negotiated alternate reduction in forces procedure.

2. An employee who currently has a higher step wage due to non-RIF related reasons will continue to receive any subsequently negotiated increases ("gold circled") until the employee is no longer in the OA2 or OA1 classification.

3. Wages for the OA2 and OA1 classifications are shown in Table C below.

**Table C —  
OA2 and OA1 Classifications Wage Structure**

<b>Classification</b>	<b>2003 Hourly Wage (effective 12/31/2003)</b>
<b>Office Assistant 2</b>	
1st 6 months	12.579
2nd 6 months	14.070
3rd 6 months	15.561
4th 6 months	17.051
5th 6 months	18.542
Thereafter	20.033

## Appendix

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### Office Assistant 1 — AS, DS, AA

1st 6 months	20.494
2nd 6 months	21.538
3rd 6 months	22.583
Thereafter	23.626

### VI. Fixed Shifts — Micro/Reprographics

A. Employees in the Assistant Micro/Reprographics Equipment Operator and Micro/Reprographics Equipment Operator fixed-shift clerical classifications will transition to the OA2 classification.

1. Employees in the OA2 classification, who are assigned to the Micro/Reprographics work group, will be considered fixed shift employees in accordance with Article X.J. regarding "Employees on Fixed Shifts at SONGS Nuclear Generating Station".

2. Employees in the OA2 classification working in the Micro/Reprographics work group will return to non-shift status upon leaving the work group, either voluntarily or when reassigned to a different work group by management.

B. Article X J. Employees on Fixed Shifts. (2) SONGS Nuclear Generating Station will be amended to replace the "Assistant Micro/Reprographics Equipment Operator and Micro/Reprographics Equipment Operator" with "Office Assistant 2 — working in the Micro/Reprographics work group", as follows:

**MODIFY**

**(2) SONGS Nuclear Generating Station — Classifications involved: Machinist, Electricians, Boiler and Condenser Mechanics, Maintenance Helpers-Steam, Tool Room Attendants, Senior Material Handlers, Health Physics Technicians, Assistant Health Physics Technicians, Nuclear Crane Operators, Health Physics Instrument Technicians, Office Assistant 2 — working in the Micro/Reprographics work group, Nuclear Chemistry Technicians, Nuclear Instrument Technicians.**

**VII. Reduction in Forces/Plant Closure**

**A. A reduction-in-force (RIF) will be handled in accordance with Article VIII. E. of the CBA and/or any other applicable negotiated interim agreements.**

**B. For the duration of the Worker Protection Benefits Agreement or the Mohave Generating Station (MOGS) Post-WPB Agreement, the OA2 and OA1 classifications at a work site will be combined for the purpose of offering and processing any Worker Protection Benefit severance packages. During a RIF, an offer for a Worker Protection Benefit package, created by an employee bumping into either the OA2 or OA1 classification will be offered to the most senior employee in the combined OA2 and OA1 classifications (OA2, OA1-AS, OA1-DS, OA1-AA) first, then subsequently to the next most senior employee in the combined OA2**

and OA1 classifications, and continuing through the combined OA2 and OA1 classifications until the package is processed in accordance with the Worker Protection Benefits Agreement or the Mohave Generating Station (MOGS) Post-WPB Agreement in place at the time of the RIF.

### VIII. Overtime

A. The Company shall maintain a separate electronic overtime Evergreen system, or hard-copy overtime Evergreen list, for the OA2 and OA1 classifications at each UWUA represented work locations (SONGS, MOGS, and SSID).

B. For the purposes of this agreement, overtime will be administered in accordance with Article X of the Collective Bargaining Agreement, with the following modifications:

1. Commitment to Work (CTW) Sheet — An overtime CTW sign-up sheet procedure shall be established within OA2 and OA1 work groups at clerical work locations where management will establish the CTW process. The Company will notify union leadership of work locations where the CTW process will be established prior to the transitioning of the clerical employees into the OA2 and OA1 positions. Once the CTW process is established at a clerical work location it will remain in place unless either party (Union or the Company) notifies the other party in writing of their desire to terminate it. If the CTW

process is terminated or not implemented for a work group, affected employees will use the traditional overtime process in the Collective Bargaining Agreement between the parties.

a. **Basic Guidance** — When a CTW procedure is established, employees who desire to work overtime during each two-week Evergreen period will indicate so by signing the hardcopy CTW sign-up sheet, or updating the electronic system, published prior to the Evergreen period.

1. When an employee signs the hard copy CTW sheet (or updates the electronic CTW sheet) they have committed to work the overtime assignment. Supervision will assign (without canvassing) the overtime to the qualified employee with the lowest Evergreen hours that signed/updated the CTW sheet. If an insufficient number, or no employees, signed/updated the CTW sheet; overtime will be assigned (without canvassing) to the employee(s) with the lowest Evergreen hours that are available and qualified to work the overtime; even though they may not have signed the CTW sheet.

b. The Company will publish the CTW sign-up sheet prior to the start of each two-week Evergreen period and will make it available to employees for their daily review and modification.

## **Appendix**

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**c. Employees will indicate their commitment and availability for overtime by signing the hardcopy commitment sheet, or updating the electronic system, for each day they are able to work overtime.**

**d. Employees who have not initialed or updated the CTW sign-up sheet will be considered as having declined any overtime assignment for that day. However, employees may still be assigned overtime based on their Evergreen standing if there are insufficient volunteers for the overtime.**

**e. Employees may cancel their commitment to working overtime by notifying management of the change prior to 9:00 a.m. on the day before holdover overtime, or by 9:00 a.m. two days before the scheduled regular day off overtime.**

**f. Overtime assignments will be filled by the qualified employees who have signed the CTW sign-up sheet (or updated the electronic system) for the specific day the overtime will be worked in accordance with paragraph a. 1 above.**

**2. Bypass work will be provided to an employee who signed the CTW sheet, or updated the electronic CTW system; is qualified and available to work the overtime assignment; and was bypassed due to supervisor error.**

a. Bypass work must be offered, accepted and worked within thirty calendar days of the bypass incident unless mutually extended by the Union and the Company.

b. Any pre-arranged and/or scheduled overtime<sup>1</sup> shall not be changed/cancelled as a result of an employee performing bypass work.

c. The employee will notify the supervisor of the day(s) in which he/she is available to work the bypass work. The bypass work will be in the same increments and work periods as the hours bypassed, unless alternate arrangements are mutually agreed upon by the employee and the supervisor.

d. Bypass work will be an amount equal to the number of hours the bypassed employee would have received for work time on the assignment.

e. The number of hours worked by the employee for bypass will be credited to the employee's total hours on the Evergreen list.

f. Bypass work will be paid at a rate of pay equivalent to that of the overtime assignment for which the employee was bypassed.

<sup>1</sup> Applies to the employee(s) working the bypass work or any other employee(s) that may be scheduled for overtime.

**2. Continuation-Of-The-Work-Day Overtime Assignments — Employees in the OA2 and OA1 classifications will be allowed no more than 40 hours of overtime per calendar year, without regard to Evergreen standing, for continuation-of-the-work-day overtime assignments. The overtime will be reflected on the Evergreen for the applicable classification.**

**3. Pre-Scheduled Outage Overtime Assignments — Employees in the OA2 and OA1 classifications may be “pre-scheduled” for pre-arranged outage overtime assignments as follows:**

**a. The first two-week outage Evergreen period will be scheduled using the Evergreen in place when the pre-scheduling begins.**

**b. After awarding assignments for the first two-week outage Evergreen period, the projected hours worked will be calculated into a new projected Evergreen for the second two-week Evergreen period.**

**c. Outage assignments for the second two-week Evergreen period will be made using the new projected Evergreen.**

**d. The same process will be used for each subsequent two-week Evergreen period.**

**e. Qualified and available applicants will be awarded assignments based on their Evergreen standing for each two-week outage period.**

**f. Unexpected emergent overtime assignments, not included in the pre-scheduling, will**

be scheduled as new assignments using the current Evergreen in place when the overtime assignment occurs.

**4. Project Overtime — Employees in the OA2 and OA1 classifications may work project overtime in accordance with the project overtime provisions of the Collective Bargaining Agreement between the Union and the Company.**

*/s/*  
**Raydonna S. Adams**  
**Manager, Labor Relations Department**  
**Southern California Edison Company**  
**Dated: December 20, 2004**

*/s/*  
**Gary Zwissler**  
**Manager, Administration Services**  
**San Onofre Nuclear Generating Station**  
**Southern California Edison Company**  
**Dated: January 27, 2005**

*/s/*  
**Daniel Dominguez**  
**Business Manager**  
**UWUA, Local 246, AFL-CIO**  
**Dated: December 20, 2004**

*/s/*  
**Monte Kotur**  
**President**  
**UWUA, Local 246, AFL-CIO**  
**Dated: December 20, 2004**

March 16, 2004

### LETTER OF UNDERSTANDING

In conjunction with the 2003-2004 negotiations between Southern California Edison (hereinafter referred to as Company) and Utility Workers Union of America, UAWA, Local 246, (hereinafter referred to as Union) the parties agreed to restructuring of the Nuclear Instrument Technician (N9938) and Radiation Instrument Technician (N9959) classifications, inclusive of establishing new wage schedules and closing affected classifications.

#### I. Introduction

A. The duties of the existing Nuclear Instrument Technician and the Radiation Instrument Technician will be combined, and a new classification entitled Nuclear Instrument and Control Technician (referred to as Nuclear I&C Technician) will be established, with a *corresponding adjusted wage schedule*. The Nuclear Instrument Technician classification and Radiation Instrument Technician classification will be closed, and will no longer be used. The job title will be cancelled when the title is vacated.

B. Since the Instrument Technician (N9931) classification in the Power Production Department (PPD) is considered a "like" classification to the Nuclear Instrument Technician classification, the classification will

also be closed, and incumbents moved to a new classification entitled Instrument and Control Technician-Power Production (I&C Tech — PPD), with the adjusted corresponding wage schedule.

C. Transition to the new classifications will be implemented no later than thirty (30) days after the ratification of the 2004–2008 Collective Bargaining Agreement, except as provided in Section II. B. below.

D. The wage schedule for the Control Room Operator, Nuclear Test Technician A, and Test Technician A classifications will be modified to correspond to the new wage schedule for the Nuclear I&C Technician.

## **II. Reclassification**

A. Incumbents in the Nuclear Instrument Technician and Instrument Technician classifications will be moved to the new Nuclear I & C Technician and Instrument Technician — PPD classifications as shown in Section III, Table A — Reclassification of Affected Employees and Table B — Appendix A Wage Schedule.

B. Incumbents in the Radiation Instrument Technician classification at the time of ratification may elect to remain in their current closed classification or transition to the new Nuclear I&C Technician classification.

1. If the employee elects to remain in the Radiation Instrument Technician classification, they will have up to twenty-four (24) months from the date of ratification of this agreement to change their election and convert to the new Nuclear I&C Technician classification.

2. They will be exempted from any test requirements for the Nuclear I&C Technician classification if they wish to change classifications during the twenty-four month period. At the close of the twenty-four month period, they will not have an option to convert to the Nuclear I&C Technician classification, and must meet all bid and test requirements for the position.

### III. Wages

A. For employees transitioning into the new Nuclear I & C Technician and the I&C Technician — PPD classifications, the 2004 General Increase will be applied to their negotiated 2003 adjusted hourly wage (See Table A — Appendix A — 2003 Adjusted Wage Schedule and Table B — Reclassification of Affected Employees) upon implementation of this agreement. The 2003 Adjusted Wage Schedule will also be established for the Control Operator (P8713), Nuclear Test Technician A (P9887) and Test Technician A — UWUA (P9930) classifications.

**B. Employees transitioning into the new wage schedule will be placed at an equivalent step to their current step wage. If the new wage schedule does not have a progression step equal to their current step wage, employees will be placed at the nearest higher step wage of the classification into which they transition.**

**C. The wage schedule for the Nuclear Instrument and Control Technician, Instrument and Control Technician — PPD, Control Operator, Nuclear Test Technician A and Test Technician A classifications is shown in Table A below.**

**Table A —  
Appendix A — 2003 Adjusted Wage Schedule**

Classification	2003 Adjusted Hourly Wage (effective 1/1/2004)
Nuclear Instrument and Control Technician; Instrument and Control Technician — PPD; Nuclear Test Technician A; Test Technician A — UWUA, Control Operator	1st six months \$32.510
	Thereafter \$33.460

**Table B —  
Reclassification of Affected Employees**

**Existing Classification Title:**

**Nuclear Instrument Technician (N9938)**

**New Classification Title:**

**Nuclear Instrument and Control Technician  
(Occ Cd N9664)**

**Step/2003 Wage —  
Old Job**

**Step 1 \$29.904  
Step 2 \$30.859  
Step 3 \$31.357**

**Step/2003 Adjusted Wage —  
New Job**

**Step 1 \$32.510  
Step 1 \$32.510  
Step 1 \$32.510**

**Existing Classification Title:**

**Instrument Technician (N9931)**

**New Classification Title:**

**Instrument and Control Technician —  
Power Production (Occ Cd N9667)**

**Step/2003 Wage —  
Old Job**

**Step 1 \$29.904  
Step 2 \$30.859  
Step 3 \$31.357**

**Step/2003 Adjusted Wage —  
New job**

**Step 1 \$32.510  
Step 1 \$32.510  
Step 1 \$32.510**

2. A core group of approximately thirty (30) employees within the needed classifications will be initially selected from the volunteer pool, based on company seniority, to be on five work crews associated with the WIN Team. Any additional volunteers will remain in the volunteer pool, and will be utilized to backfill for temporary shift needs or be considered for future full-time vacancies on the WIN Team.

3. WIN Team members and pool applicants, excluding Helpers, must satisfy the requirements outlined in Article IX.C. (Journeyman premium) of the Collective Bargaining Agreement and be considered a functioning journeyman.

### **VOLUNTEER APPLICANT POOL**

1. A pool applicant, excluding Helpers, must maintain the job requirements outlined in Article IX.C. of the collective bargaining agreement and be considered a functioning journeyman to remain in the WIN Team volunteer pool. If he or she does not, the applicant will be removed from the volunteer pool listing and must re-apply to be considered again.

2. When a WIN Team member is, or plans to be, absent for more than five consecutive working days, the position may be temporarily filled from the volunteer applicant pool.

3. Pool applicants may be considered for temporary WIN Team assignments, based on

## **Appendix**

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*/s/*

**Daniel Dominguez**

**Business Manager**

**UWUA, Local 246, AFL-CIO**

**Dated: December 20, 2004**

*/s/*

**Monte Kotur**

**President**

**UWUA, Local 246, AFL-CIO**

**Dated: December 20, 2004**

March 16, 2004

**"NO DOCKING" AGREEMENT  
LOCAL 246, UWUA OFFICIALS**

Southern California Edison Company ("Company") and Utility Workers Union of America, Local 246 ("Union") agree to modify Article XI of the current Collective Bargaining Agreement ("CBA"), regarding union leaves of absence as follows:

1. The Union may designate in writing no more than two (2) of the top four (4) union positions (Business Agent, President, Chief Steward, or Vice President) to which this No Docking Agreement shall apply. If the person occupying any such designated position is currently on a leave of absence in accordance with the provisions of Article XI, that person shall be reinstated as a regular Company employee in the job classification and work location to which he had been assigned at the time prior to taking his leaves of absence. Wages will be set in accordance with the applicable job classification in Exhibit A of the current CBA.

2. While recognizing that these two (2) Union officials will spend a significant amount of time performing activities on behalf of the Union pursuant to paragraphs 3 and 4 of this No Docking Agreement, they are also expected to perform work for the Company for a reason-

able amount of time (but shall not normally be considered available for overtime) and are subject to station rules and requirements. Failure to perform such amount of work for the Company will invalidate this No Docking Agreement.

3. These two (2) Union officials together shall be allowed a combined maximum of 60 hours with pay per pay period (every two weeks) to attend meetings with the Company, prepare and present grievances/arbitrations, write reports, and perform similar activities during normal working hours at their regular rate of pay, excluding premiums, differentials, and bonuses.

4. These two (2) Union officials will also be permitted time off to take care of Union business at the Union's expense in accordance with Article XI, Section G(1) of the CBA.

5. This No Docking Agreement will expire concurrently with the CBA, June 30, 2008, unless extended by mutual agreement.

*/s/*  
**Fred J. Grigsby, Jr.**  
**Vice President, Human Resources &  
Labor Relations**  
**Southern California Edison Company**  
**Dated: December 21, 2004**

*/s/*  
**Daniel Dominguez**  
**Business Manager, Local 246**  
**UWUA, Local 246**  
**Dated: December 20, 2004**

*/s/*  
**Monte Kotur**  
**President**  
**UWUA, Local 246, AFL-CIO**  
**Dated: December 20, 2004**

**March 16, 2004**

**LETTER OF AGREEMENT**

**SAN ONOFRE  
NUCLEAR GENERATING STATION  
WIN (WORK IT NOW) TEAMS**

**In conjunction with 2003 negotiations between Southern California Edison Company (hereinafter referred to as the Company) and the Utility Workers Union of America, Local 246 (hereinafter referred to as the Union) regarding the use of SONGS maintenance employees on rotating twelve-hour shift WIN Teams, the letter of understanding dated March 11, 1991 regarding experimental work schedules and this Addendum are agreed to for the purposes of establishing twelve (12) hour shift schedules for the WIN Team. The purpose of the rotating WIN Teams is to provide around the clock coverage for emergent work at the nuclear facility.**

**IMPLEMENTATION**

**1. In accordance with the terms of this letter of understanding, notification of the outcome of the maintenance employees' vote on the experimental work schedule will be provided to the Company by the Union. This Addendum when ratified will be implemented after June 1, 2004, but no later than January 1, 2005. The union will be notified thirty days prior to implementation.**

2. To facilitate employee rotations into and out of the twelve-hour schedule, WIN Team members are expected to commit to a one-year commitment period. Annual sign-ups will be solicited in November of the year preceding the annual commitment period, except in 2004 wherein solicitations will occur when implemented.

### SCHEDULE

1. The schedule to be worked by the WIN Team members is attached (see Appendix A) and will be the same as the SONGS 2/3 Operations twelve-hour shift schedule, including any revisions thereto. Management retains the right to determine the number of employees and classifications needed for the WIN Team.

2. To allow for consistency with the operator work schedules, the following work shift practices will also apply to the WIN Teams:

a. An additional one half hour shift turnover will be paid at the double-time rate of pay.

b. The two half hour meal periods and two ten minute rest periods included in the regular twelve hour workday will be paid at the normal time rate of pay by the Company.

c. The one half hour lunch period occurring on an eight hour training day on the dayshift will be paid by the Company.

**3. WIN Team members returning to the Maintenance Shop will revert back to their original work schedule and shift.**

### **SELECTION PROCESS**

**1. Participation on the WIN Team will be through a volunteer applicant pool, and forced assignments to the WIN Team may only be made from the pool. The volunteer pool will be established through management directed solicitations to the needed maintenance classifications. If enough volunteers are not received to fill the pool, management reserves the right to not implement the rotating twelve hour shifts, supplement the twelve hour shifts with existing eight hour shift employees, or utilize other appropriate scheduling options in accordance with the Collective Bargaining Agreement. Typical classifications required are Boiler and Condenser Mechanics, Electricians, Machinists, Instrument Technicians, and Health Physics Technicians.**

**a. Employees in the Helper classification may be utilized to supplement the WIN Team. However, full-time regular Helpers will be considered first. If none are available, temporary Helpers may be utilized.**

**b. The Helpers will work an eight hour work schedule, in accordance with the fixed shift provisions of the Collective Bargaining Agreement.**

2. A core group of approximately thirty (30) employees within the needed classifications will be initially selected from the volunteer pool, based on company seniority, to be on five work crews associated with the WIN Team. Any additional volunteers will remain in the volunteer pool, and will be utilized to backfill for temporary shift needs or be considered for future full-time vacancies on the WIN Team.

3. WIN Team members and pool applicants, excluding Helpers, must satisfy the requirements outlined in Article IX.C. (Journeyman premium) of the Collective Bargaining Agreement and be considered a functioning journeyman.

### VOLUNTEER APPLICANT POOL

1. A pool applicant, excluding Helpers, must maintain the job requirements outlined in Article IX.C. of the collective bargaining agreement and be considered a functioning journeyman to remain in the WIN Team volunteer pool. If he or she does not, the applicant will be removed from the volunteer pool listing and must re-apply to be considered again.

2. When a WIN Team member is, or plans to be, absent for more than five consecutive working days, the position may be temporarily filled from the volunteer applicant pool.

3. Pool applicants may be considered for temporary WIN Team assignments, based on

company seniority. When accepted for a temporary assignment, the pool applicant must commit to the assignment for up to ten weeks, with the ability to opt out after five weeks.

4. Qualified maintenance employees who are not in the volunteer pool may be considered for temporary WIN Team assignments on a volunteer basis, and only if they meet the pool applicant requirements and pool applicants are not available.

### WIN TEAM MEMBERS

1. WIN Team members may opt out of the WIN Team assignment after a minimum of fifteen (15) weeks.

a. The employee must submit fifteen days advance written notice of their intent to opt out to responsible supervision.

b. Consideration will be given to whether there is a pool applicant available to fill behind the WIN Team member. If a pool applicant is available, the WIN Team member may be released before the fifteen (15) week minimum.

c. The effective date for exercising the option will occur at the beginning of a pay period to facilitate work schedules and compensation processing.

d. Hardship requests will be evaluated based on the merits of the request and the appropriate reviews.

**TRAINING/RELIEF SHIFT**

1. When on the training/relief shift, thirty-two (32) hours shall constitute the regularly scheduled training/relief period. Hours worked in excess of the relief period will be paid at the applicable overtime rate as provided in Article X of the Bargaining Unit Agreement.

2. When an employee is scheduled to work three (3) twelve (12) hour shifts during his/her relief period, the four (4) overtime hours necessary to complete his/her regularly scheduled shift shall be exempt from the Evergreen scheduling provisions of the Collective Bargaining Agreement.

3. If an employee is required to work three (3) twelve (12) hour shifts during his/her relief shift period, on the third twelve hour shift, the employee will be paid in accordance with the overtime meal provisions of Article XIII of the Collective Bargaining Agreement.

4. The regular working schedules for relief shifts shall be made up and posted on the Company bulletin boards two (2) weeks in advance of their effective date. In accordance with Article X.D. of the Collective Bargaining Agreement, regular days off for relief shift employees shall be scheduled consecutively when possible.

### **WAGES**

Wages and premiums will remain as specified in Article IX and Exhibit A of the Collective Bargaining Agreement.

### **SHIFT DIFFERENTIAL**

1. No shift differential will be paid for hours worked on the day shift.
2. Graveyard shift differential will be paid for all hours worked on the night shift.

### **SHIFT START TIMES**

The shift start times shall be in accordance with the SONGS 2/3 Operations twelve hour shift schedules.

### **OVERTIME ADMINISTRATION**

1. All overtime hours worked will be counted as Evergreen hours, excluding overtime or double-time hours paid during a regularly scheduled shift or holiday.
2. WIN Team members overtime hours will be maintained on a separate Evergreen and grouped by classification.
3. WIN Team members will be offered or called in first, based on Evergreen standing, for any overtime associated with the WIN Team assignment. Maintenance shop employees may be offered or called in to supplement the WIN Team if there are no WIN Team members available. Only employees in the volunteer

applicant pool may be assigned (forced) to work the overtime.

a. Employees from fixed shifts who are utilized to supplement the WIN Team will retain a fixed shift work schedule. Overtime will be administered in accordance with the Collective Bargaining Agreement to fill a twelve-hour work day.

b. WIN Team members on regular days off (RDOs) will be offered planned or call-in overtime in the Maintenance shop before temporary employees. The bypass provision and commitment to work sheet in the letter of understanding regarding overtime administration at SONGS dated March 16, 2004 will not apply to the WIN Team members. The overtime offering sequence will be as follows:

1) Offer to regular employees within the classification in the Maintenance shop per the fixed shift letter

2) Offer to regular employees within the classification on the WIN team that are on regular days off (RDOs)

3) Offer to temporary employees within the classification in the Maintenance shop per the fixed shift letter

4) Assign to temporary employees within the classification in the Maintenance shop

5) Assign to regular employees within the classification in the Maintenance shop per the fixed shift letter

6) Assign to regular employees within the classification on the WIN Team that are on RDOs.

4. WIN Team members returning to fixed shifts will be subject to the provisions of the Collective Bargaining Agreement and the letter of understanding regarding back shift manning dated August 21, 1991.

a. Employees returning after less than six months on the WIN Team will retain their existing overtime hours and the back shift days they had before going to the WIN Team.

b. Employees returning after equal to or greater than six months on the WIN Team will have the option of retaining their existing overtime hours and the back shift days they had before going to the WIN Team or being averaged in.

5. The letter of understanding regarding overtime administration at SONGS dated March 16, 2004 will not apply to the WIN Team.

The annual Evergreen reset will be handled in the same manner as the maintenance shop when adjusted.

## HOLIDAYS

1. For the purposes of this Addendum, regularly scheduled WIN Team members will be allowed a total of one hundred four (104) hours of holiday hour credits in a calendar year. However, the number of hours that each employee is credited is dependent on the date of hire during the calendar year and/or the number of holidays that an employee has used as of the date of movement into the WIN Team at this location. Holiday hours may not be banked beyond the current year.

2. Pool applicants, or qualified Maintenance shop volunteers or helpers, may work or bank any holiday that occurs within their commitment period in accordance with the Collective Bargaining Agreement.

## VACATION

1. All vacation hours utilized under the schedule subject to this Addendum will be paid at the normal time rate of pay.

2. Qualified WIN Team pool applicants may be considered for temporary vacancies (e.g., coverage for employees on vacation, jury duty, short-term disability, etc.) on the WIN Team.

a. Prior to selecting a pool applicant to fill such a need, responsible management will evaluate planned WIN Team employee absences in concert with a discussion with the

potential temporary pool candidate regarding their availability.

b. If the pool applicant is not available or has time off that cannot be accommodated based on the work needs of the temporary assignment, the employee will remain in the WIN Team applicant pool.

### PAID TIME OFF

All paid time off covered by the benefit plan will be paid at the normal time rate of pay.

### BIDS/TRANSFERS/NEW HIRES

1. A separate bid location will not be established for the WIN Team. WIN Team members will retain their original bid location.

2. Employees bidding, transferring, or hiring into maintenance during the time that this Addendum is in effect will be subject to the fixed shift letter of understanding. This also applies to WIN Team members who return to their original maintenance work location.

3. Employees bidding or transferring out of maintenance, including WIN Team members, into another work group or location that is not on a twelve hour schedule or 104 hour holiday banking arrangement covered by this addendum, will revert to the schedule for the new work group or location, and will be subject to the schedule and provisions of the Bargaining Unit Agreement in place for the new work location.

### **REDUCTION IN FORCES**

1. A reduction in force (RIF) will be handled in accordance with Article VIII of the Collective Bargaining Agreement and/or any other negotiated interim agreements.

2. WIN Team members will utilize their original fixed shift and classification for RIF purposes.

3. Employees transferring into maintenance based on bumping provisions of the reduction in forces process will fill the original fixed shift and work location of the affected WIN team member.

### **OTHER PROVISIONS**

The parties agree to discuss any issues or concerns raised by either party regarding the implementation or application of WIN Teams. The Company and the Union will meet on a mutually agreed upon basis to review issues and concerns, and will strive to resolve any identified issues. These meetings will not be used as a substitute for the grievance procedure provisions of Article IV of the Agreement.

### **DURATION**

This letter of agreement may be canceled by either party providing sixty (60) calendar days written notice. If canceled, affected employees will be returned to the work location and shift they held prior to the WIN Team assignment.

## **Appendix**

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**The return will take effect within sixty days following receipt of written notification from either party.**

**/s/**

**Raydonna S. Adams  
Manager, Labor Relations Department  
Southern California Edison Company  
Dated: December 20, 2004**

**/s/**

**John Fee  
Manager,  
San Onofre Nuclear Generating Station  
Southern California Edison Company  
Dated: December 20, 2004**

**/s/**

**Daniel Dominguez  
Business Manager  
UWUA, Local 246, AFL-CIO  
Dated: December 20, 2004**

**/s/**

**Monte Kotur  
President  
UWUA, Local 246, AFL-CIO  
Dated: December 20, 2004**

**March 16, 2004****SUPPLEMENTAL AGREEMENT  
REGARDING RECOGNITION OF UWUA**

**Southern California Edison Company ("Company") and Utility Workers Union of America, Local 246 ("Union") agree to the following revisions with respect to recognition at location formerly owned by Southern California Edison.**

**1. The parties acknowledge the possibility that during the term of the current Collective Bargaining Agreement ("CBA") that commences in 2004, the Company could re-acquire one or more of the following generating stations: Long Beach, Redondo, Etiwanda, El Segundo, Alamitos, Huntington Beach, Mandalay and Ormond Beach. If the Southern California Edison Company, and/or any of its affiliates, acquires and/or any of the generating stations listed above, then the Company will utilize, upon Union request, the procedure set forth in this Supplemental Agreement to determine whether the employees at each re-acquired facility wish to be represented by the Union. The term "affiliates" in this Supplemental Agreement applies to Southern California Edison Company and any subsidiaries of the Southern California Edison Company.**

2. At any time after the Company hires employees at any of the generating stations listed above, the Company will provide the names, addresses, and classifications of the employees at the location to the Union upon request by the Union at reasonable intervals as requested by the Union. At any time after the Company has staffed the re-acquired facility with a representative complement of its workforce, and upon request by the Union, the Company shall submit to an authorization card check to determine the desires of its employees to be represented by the Union for the purposes of collective bargaining. In the event the California Mediation and Conciliation Service verified that a majority of the employees then employed by the Company at the re-acquired facility have signed cards authorizing the Union to act as their collective bargaining representative, the Company shall recognize the Union as the exclusive bargaining representative of such employees and such employees will be covered by the Collective Bargaining Agreement between the parties. The parties further agree that guards, supervisors, technical and confidential employees shall be excluded from the card check recognition process.

3. This agreement will terminate on June 30, 2008.

*/s/*  
**Fred J. Grigsby, Jr.**  
**Vice President, Human Resources**  
**Southern California Edison Company**  
**Dated: December 21, 2004**

*/s/*  
**Daniel Dominguez**  
**Business Manager, Local 246 UWUA**  
**UWUA, Local 246, AFL-CIO**  
**Dated: December 20, 2004**

*/s/*  
**Monte Kotur**  
**President**  
**UWUA, Local 246, AFL-CIO**  
**Dated: December 20, 2004**

March 16, 2004

**SONGS JOURNEYMAN SKILLS PREMIUM**

**A. OVERVIEW**

a. The Journeyman Skills Premium (hereinafter referred to as "the premium") is established to pay for attaining and maintaining additional task qualifications beyond those required for the existing Journeyman Premium described in Article IX. For each Journeyman classification identified in section B. 1. b, a list of associated task qualifications consisting of two different categories Core and Discretionary must be obtained to meet the criteria for receiving an additional 2% premium. In order to gain the 2% premium, the employee must obtain 100% of the Core Task Qualifications and at least 50% of the Discretionary Task Qualifications.

b. The Core and Discretionary Task Qualifications will be specified for each classification in the applicable SONGS Training Procedures. Core and Discretionary Task Qualifications may change based on operational needs. The selection of Discretionary tasks for each employee within the classification will reflect an effort to balance the skill sets of employees across the discipline. Management will make reasonable efforts to ensure that the training of employees in the different discretionary tasks will not impact the

equal distribution of overtime availability for employees in a given classification.

**B. JOURNEYMAN SKILLS PREMIUM**

1. To be eligible for the premium the employee must meet all of the following requirements:

a. Meet all Journeyman qualification requirements under Article IX C (2) and (3).

b. Be at the top step in one of the following job classifications:

- i. Nuclear Test Technician A
- ii. Nuclear Instrumentation and Control Technician
- ii. Radiation Instrument Technician
- iv. Nuclear Computer Technician
- v. Nuclear Maintenance Electrician
- vi. Nuclear Maintenance Machinist
- vii. Nuclear Maintenance Welder
- viii. Nuclear Boiler and Condenser Mechanic at any step of the progression
- ix. Nuclear Maintenance Crane Operator
- x. HVAC Technician
- xi. Nuclear Chemistry Technician
- xii. Radioactive Material Control Technician
- xiii. Health Physics Technician
- xiv. Health Physics Instrument Technician
- xv. Nuclear Maintenance Painter

c. Be currently qualified to receive the Journeyman Premium as described in Article IX.

d. Have completed 100% of the Core Task Qualifications for each eligible Journeyman Classification as identified in SONGS Training Procedures.

e. Have completed 50% of the Discretionary Task Qualifications for each eligible Journeyman Classification as identified in SONGS Training Procedures.

f. Have demonstrated continued qualification of the Core and Discretionary task qualifications on a regular basis as described in SONGS Training Procedures.

2. The premium is based on specific journeyman craft skills. The primary method for determining eligibility for the premium will be successful completion of the task qualifications for each of the specified Core or Discretionary Task Qualification requirements, including a task qualification evaluation. Successful completion includes an acknowledgement by the employee of their mastery of the specific tasks and their ability to perform the task independently per the applicable Company procedures.

3. The Company will select both the Core and Discretionary qualifications required for the premium. This includes the selection of the Discretionary Task Qualifications each

employee will be required to complete. The selection of Discretionary tasks for each employee, will reflect an effort to balance the skill sets across the discipline. Every effort will be made by management to ensure that the training of employees in the different discretionary tasks will not impact the equal distribution of overtime availability for employees in a given classification. The list of both the Core and Discretionary Task Qualifications will be maintained in applicable SONGS Training Procedures.

4. The premium will be paid beginning on the first day of the pay period following eligibility. Except as specified in Section (E), the premium will cease at the end of the pay period in which the employee no longer meets eligibility requirements as defined in Section B.(1) above.

### **C. TASK QUALIFICATIONS FOR INCUMBENT EMPLOYEES**

1. Within three months of ratification of this proposal and on an annual basis thereafter, the Company will develop and implement a training plan that will be communicated to each affected incumbent Journeyman who has not met the requirements for the premium. It will lay out the Core and Discretionary Tasks required to receive the premium, the status of each task with respect to the employee, and when the employee will be scheduled for the

training opportunities within that year. This will occur before December 1 of the year preceding the next years training schedule.

2. At least one qualification opportunity for each Core Task and a qualification opportunity for a sufficient number of Discretionary Tasks to meet the program eligibility criteria will be given to each incumbent journeyman within a two year period, commencing upon ratification of the Agreement. If the employee has been offered and scheduled for a qualification opportunity as described above, but fails to attain the task qualification(s) for the premium, the premium will not commence until met.

a. If an employee is not able to avail themselves of an offered and scheduled qualification opportunity for any reason, except for vacation scheduled prior to December 18 of the previous year (i.e. vacation<sup>1</sup>, sick, failure to complete classroom, on the job training (OJT) or task performance evaluation (TPE)) the qualification opportunity will still be counted.

3. If the Company has not provided the aforementioned qualification opportunity to an employee within the two year period after ratification, a premium will not be paid, but will commence accruing at the end of the two year period. The premium and any accrued monies will be paid on the first pay period following the attainment of the required task qualifications by the employee. If the employee has been

offered and scheduled for a qualification opportunity as described above, but does not attain the task qualification(s) for the premium, the premium accrual will stop.

a. The accrual amount will be paid if the employee has attained the task qualifications for the premium at the end of the accrual period.

b. If an employee is not able to avail themselves of an offered and scheduled qualification opportunity for any reason, (i.e. vacation<sup>1</sup>, sick, failure to complete classroom, OJT or TPE), the qualification opportunity will still be counted.

1. The employee will be scheduled for future opportunities; however, the premium accrual will be forfeited if a qualification opportunity for each Core Task Qualification and a sufficient number of Discretionary Task Qualifications (if necessary) has been offered and scheduled, and the employee has not met the premium eligibility requirements. The premium will commence when all task qualifications for the premium have been met.

#### **D. TASK QUALIFICATIONS FOR NEW SONGS EMPLOYEES**

For new or transferring employees into SONGS after the date of ratification of this

<sup>1</sup> Unless the vacation was scheduled prior to December 18 of the previous year, in which case it will not be counted as an opportunity.

agreement, management has the responsibility to provide task qualification opportunities to that employee over a reasonable time period. It is expected that a New/Transferring employee will successfully complete the Core and Discretionary Task Qualifications within a three year period from the date of hire or transfer to SONGS. The premium will commence when all task qualifications for the premium have been met in accordance with section B(4) above.

#### **E. ADDITIONS TO THE TASK QUALIFICATIONS LISTS**

1. The Company may, from time to time, change, delete or add a new task qualification(s) to both the Core and Discretionary Task Qualification list. When practicable, multiple task qualifications will be grouped as a set and established simultaneously. However, employees who are qualified to receive the premium prior to the task qualification changing, will continue to receive the premium until the employee has been offered and scheduled for a qualification opportunity but fails to attain the task qualification(s) for the premium.

##### **a. Employees Eligible for Premium Upon Ratification**

i. Incumbent employees who receive the premium will be offered and scheduled a qualification opportunity to attain the new Core Task Qualification(s) and a sufficient number

of the Discretionary Task Qualifications (if necessary), within a six month period from the date the task qualification or the set of task qualifications was established.

ii. If, at the end of the six month period, the employee has not been offered and scheduled a qualification opportunity for each additional Core Task Qualification and a sufficient number of Discretionary Task Qualifications (if necessary), but fails to attain the task qualifications for any reason [(i.e. vacation<sup>2</sup>, sick, failure to complete classroom, on the job training (OJT) or task performance evaluation (TPE)], the premium will cease at the end of that six month period, and will not commence until the task qualifications are attained.

**b. Employees Not Eligible for Premium Upon Ratification**

i. Incumbent employees who are not qualified to receive the premium will be given a six month period from the date the new task qualification or the new set of task qualifications was established to qualify on any additional Core Task Qualification(s) and a sufficient number of new Discretionary Task Qualifications (if necessary) added to their discipline. The six month period will commence after the initial two year period

<sup>2</sup> Unless the vacation was scheduled prior to December 18 of the previous year, in which case it will not be counted as an opportunity.

described in section C.2 above, or when the employee has met the premium eligibility requirements, whichever comes first.

ii. If the employee becomes eligible for the premium during the two year period, the premium will continue until a qualification opportunity has been offered and scheduled for each additional task qualification.

iii. If, at the end of the 6 month period, the employee has been offered and scheduled for a qualification opportunity to complete each *additional task qualification, but does not attain the task qualification(s)*, the premium will cease.

### F. DISQUALIFICATIONS

The premium will be discontinued if the employee cannot maintain his/her eligibility requirements. For task qualifications that require periodic re-qualification, the employee will be offered and scheduled an opportunity to perform that re-qualification. If the employee fails to attain the task qualifications for any reason [(i. e. vacation<sup>3</sup>, sick, failure to complete classroom, on the job training (OJT) or task performance evaluation (TPE)], the premium will cease as specified in Section (B). Upon meeting eligibility requirements in Section B, the premium will be restored as of the first day of the next pay period.

<sup>3</sup> Unless the vacation was scheduled prior to December 18 of the previous year, in which case it will not be counted as an opportunity.

**SOUTHERN CALIFORNIA EDISON COMPANY**

**/s/**

**Raydonna S. Adams**

**Manager, Labor Relations Department**

**Dated: December 20, 2004**

**/s/**

**Shannon Barton**

**Manager, Labor Relations Department**

**San Onofre Nuclear Generating Station**

**Dated: December 20, 2004**

**/s/**

**John Fee**

**Manager**

**San Onofre Nuclear Generating Station**

**Dated: December 20, 2004**

**LOCAL UNION 246, UTILITY WORKERS UNION  
OF AMERICA, AFL-CIO**

**/s/**

**Daniel Dominguez**

**Business Manager**

**Dated: December 20, 2004**

**/s/**

**Monte Kotur**

**President**

**Dated: December 20, 2004**

**/s/**

**Phil Setzler**

**UWUA Committee Member**

**Dated: January 27, 2005**

**March 16, 2004**

**LETTER OF UNDERSTANDING**

**HEALTH PHYSICS REORGANIZATION**

**I. INTRODUCTION**

**A. The Southern California Edison Company (hereinafter referred to as the Company) and the Utility Workers Union of America, Local 246 (hereinafter referred to as the Union), have agreed to restructuring the classifications within the Health Physics Division to create a career path for existing employees in the Health Physics Division at the San Onofre Nuclear Generating Station (SONGS) and modify the Assistant Health Physics Technician (AHPT) classification and progression.**

**B. Any omissions or terms and conditions not addressed involving the reorganization of the Health Physics Division in this Letter of Understanding will defer and be governed by the terms and conditions of the Collective Bargaining Agreement (CBA) between the parties.**

**II. HEALTH PHYSICS DIVISION REORGANIZATION**

**A. The Company and Union have agreed to restructure classifications within the Health Physics Division. As part of the restructuring, a new classification entitled Junior Health Physics Technician (JHPT) will be established.**

The JHPT classification will be a closed "developmental" classification created as a "transitional" position for employees directly affected by the restructuring of the classifications within the Division.

B. Under this agreement, only employees affected in the Division will be permitted to transition into the JHPT classification. The JHPT will assume the newly established job specification duties after transitioning from his/her previously held classification listed in section D. The Union's Business Manager and the Company's responsible Labor Relations Manager or his/her designated representative will determine the appropriate date for such transition to occur.

However, in no case will the transition date exceed ninety (90) days from the date of ratification of this Agreement.

C. JHPT's who complete the necessary training, step progression, and pass the promotional knowledge test(s) will be eligible to promote into the Health Physics Technician (HPT) classification by bid. Within thirty (30) days of a JHPT meeting all the requirements for HPT, the Company will post a HPT vacancy and subsequently fill the HPT vacancy (ies) in accordance with Article VIII B. of the CBA. All employees are eligible to bid such vacancy (ies). JHPT's that have met all the requirements to promote to HPT and do not fill an HPT

## Appendix

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vacancy will be assigned to any HPT vacancy that goes unfilled. JHPT's not fulfilling the necessary requirements to promote to HPT will be permitted to "hold" at the top-step (Step 3) of the JHPT progression until they meet such requirements.

D. As part of the restructuring, the Union and Company have agreed to eliminate the following classifications in the Health Physics Division:

---

Code	Occupational Classification
C 9514/9513	Handler, Assistant Radioactive Material
E 7133/7787	Clerk, Dosimetry
F 9508	Handler, Radioactive Material
G 7376	Specialist, Senior Dosimetry
H 9517	Handler, Senior Radioactive Material
K 9944	Technician, Radioactive Material Control

E. After all affected employees who transition into the JHPT's classification and subsequently depart the classification for whatever reason (e.g., promote, transfer or terminate their employment); the JHPT classification will be eliminated.

F. The JHPT classification/position will be considered a fixed dayshift position in accordance with the fixed shift letter of understanding between the parties.

### III. AFFECTED EMPLOYEES

A. Upon implementation, employees affected by the reorganization of the Division will be moved into the JHPT progression assuming the following progression step and hourly pay:

Occ. Code	Affected Classifications	Will assume the job classification of	@ step of the JHPT progression	Who's 12-31-03 hourly wage will be
C 9514/ 9513	Handler, Asst. Radioactive Material	JHPT	2	\$24.503
E 7133/ 7787	Clerk, Dosimetry	JHPT	1	\$23.943
F 9508	Handler, Radioactive Material	JHPT	2	\$24.503
G 7376	Specialist, Senior Dosimetry	JHPT	1	\$23.943
H 9517	Handler, Senior Radioactive Material	JHPT	2	\$24.503
K 9944	Technician, Radioactive Material Control	JHPT	2	\$24.503

### **IV. CHANGES TO THE ASSISTANT HEALTH PHYSICS TECHNICIAN PROGRESSION PATH**

A. The Assistant Health Physics Technician (AHPT) classification will become two classifications within a progression, AHPT 1 and AHPT 2. Each AHPT classification will be for eighteen (18) months, with each eighteen (18) month period consisting of three six (6) month steps. An AHPT must complete the necessary training in each step to automatically progress through each of the classifications.

B. The AHPT 2 would promote to AHPT 1 without bid when qualified.

C. AHPT 1's will promote to HPT by bid. AHPT 1's that have met all the requirements to promote to HPT and do not fill an HPT vacancy will be assigned to any HPT vacancy that goes unfilled.

### **V. WAGES**

A. The newly established wage schedules for Health Physics Technician, Junior Health Physics Technician Assistant Health Physics Technician 1 & 2 are indicated by Attachments A & B of this document.

#### **B. Wage Protection**

1. Radioactive Material Control Technician's (RMCT) transitioning into the JHPT classification will receive the 2004 General Increase to their RMCT hourly wage at the implementation of this agreement.

2. The Radioactive Material Control Technician transitioning into the JHPT classification will then be "Red-Circled" for a period of twenty-four (24) months, from date of movement into the JHPT classification.

## VI. JOB POSTINGS AND AWARDS

All Health Physics Division postings will be shift designated. The Company reserves the right to temporarily move employees to other shifts for business and/or training requirements.

## VII. REDUCTION IN FORCES / PLANT CLOSURE

A. A reduction in force (RIF) will be handled in accordance with Article VIII E. of the CBA and/or any other negotiated interim agreements.

B. Although the JHPT classification is a "closed" classification, for purposes of a force reduction, employees who transition into the JHPT classification and reside or remain in the classification during a RIF, will temporarily revert to their former Health Physics classification on paper. An employee bumping a JHPT will not hold at the top step, they must promote, transfer or terminate.

## VIII. TRAINING

A. The Company reserves the right to revise the training requirements and/or curriculum based on operational or business requirements.

**B. Additionally, the Company will provide the necessary training and make reasonable efforts to provide time to complete any required check-offs to affected employees in the JHPT classification or future employees hired into the AHPT classification to assure that employees are prepared to take the HPT test when qualified.**

**C. For purposes of this agreement only, should "specialized" training be presented to JHPT and AHPT classifications for promotional purposes, the Company will offer the training by seniority to employees eligible for such promotion. In offering this clause, the Company is not relinquishing its long-standing practice and application that training assignments are work assignments, and as such, governed by Article VI.A. of the CBA.**

### **IX. OVERTIME**

**A. The Company shall maintain two (2) separate overtime lists within the Health Physics Division. The first Evergreen/overtime list shall contain all AHPT's in the Health Physics Division. The second list shall combine the JHPT's, HPT's, HPIT's and into one Evergreen/overtime list.**

**ESTABLISH**

***J. Overtime shall be divided as equally as practicable among those classifications qualified and available for work in each classification in the 1) maintenance, 2) clerical, 3) technical work groups, or 4) in each operating working group, without regard for classification. In the San Onofre Health Physics Division, overtime shall be divided as equally as practicable within the Health Physics Technicians, the Junior Health Physics Technicians and the Health Physics Instrumentation Technicians work groups without regard for classification.***

**B. For purposes of this agreement, overtime will be administered in accordance with Article X "Employees on Fixed Shifts" — (2) SONGS Nuclear Generating Station except for the following modification(s) to the Collective Bargaining Agreement:**

**Amend Article X J. Employees on Fixed Shifts. (2) SONGS Nuclear Generating Station as follows:**

**ESTABLISH**

**(2) SONGS Nuclear Generating Station — Classifications involved: Machinists, Electricians, Boiler and Condenser Mechanics, Maintenance Helpers — Steam, Tool Room Attendants, Senior Material Handlers, Health Physics Technicians, Junior Health Physics Technician, Assistant Health Physics Technicians,**

**Nuclear Crane Operators, Health Physics Instrument Technicians, Assistant Micrographics/Reprographics Equipment Operators, Micrographics/Reprographics Equipment Operators, Nuclear Chemistry Technicians, Nuclear Instrument Technicians.**

### X. JOURNEYMAN PREMIUM

**Radioactive Material Control Technician's transitioning into the JHPT classification will retain the journeyman premium for a period of twenty-four (24) months from date of movement into the JHPT classification.**

### XI. HEALTH PHYSICS WORK AT UNIT 1

**As part of this Letter of Understanding, the following criteria will be utilized for work assignments at Unit 1:**

**1. Upon signature concurrence of this document between the Union and Company, SONGS Health Physics work group will resume interim work assignments at Unit 1 in support of the Unit 1 Decommissioning Team.**

**2. Employees who volunteer or are assigned to Unit 1 will work at Unit 1 in two (2) week increments to coincide with the two-week pay period and its associated Evergreen period<sup>2</sup>.**

<sup>2</sup> Employees may be assigned to work at Unit 1 for less or more than the projected two (2) week increments. Additionally, employees will not be precluded from a Unit 1 assignment if they have a workday (8 hours) or less excused absence that would occur during the period for the period of the Unit 1 assignment.

nit 1 over time will only be offered to Health Physics personnel that are working the two-week Unit 1 assignment at the time the overtime becomes available.

3. The Company will request volunteers amongst the Health Physics work group to support the Unit 1 activities. If volunteers exceed the required staffing necessary, the employee's Evergreen standing will determine who's assigned to Unit 1 beginning with the employees with the least cumulative amount of overtime hours. Should there be insufficient volunteers, the employees with the least cumulative amount of overtime hours will be assigned.

4. Employees at Unit 1 will not be eligible for identified Units 2&3 overtime when assigned to Unit 1. However, staffing for Company recognized holidays shall remain in accordance with Article X L. (8) of the Collective Bargaining Agreement.

5. Nothing in this Letter of Understanding should be construed as limiting the Company's rights under the Collective Bargaining Agreement to determine whether or not the company continues providing support to the Unit 1 Decommissioning Team.

## **Appendix**

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### **SOUTHERN CALIFORNIA EDISON COMPANY**

*/s/*

**Donna Adams**

**Manager, Labor Relations Department**

**Dated: December 20, 2004**

*/s/*

**Shannon Barton**

**Manager, Labor Relations Department**

**San Onofre Nuclear Generating Station**

**Dated: December 20, 2004**

*/s/*

**John Fee**

**Manager**

**San Onofre Nuclear Generating Station**

**Dated: December 20, 2004**

**LOCAL UNION 246, UTILITY WORKERS UNION  
OF AMERICA, AFL-CIO**

**/s/  
Daniel Dominguez  
Business Manager  
Dated: December 20, 2004**

**/s/  
Monte Kotur  
President  
Dated: December 20, 2004**

**/s/  
Vince Nelson  
Committee Member  
Dated: December 20, 2004**

**Bernardo R. Garcia  
Regional Director, Region 5  
Date: \_\_\_\_\_**

ATTACHMENT A

TECHNICIAN, JUNIOR HEALTH PHYSICS  
 EXHIBIT A — UWUA — LOCAL 246  
 POWER PRODUCTION DEPARTMENT  
 NUCLEAR BUSINESS UNIT

01-17-04 Wage Rates  
 Hired Prior to 5-14-84

Equivalent Occupational Code	Job Title	Monthly Schedule	Hourly Schedule
<b>J 9790</b>	<b>Technician, Junior Health Physics<sup>1</sup></b>		
	1st 6 months .....	\$4,295.37	\$24.781
	2nd 6 months .....	4,395.91	25.361
	3rd 6 months.....	4,597.67	26.525
	<b>Promote to Health Physics Technician, Transfer or Hold for incumbents in classification as of 03/16/04. Promote, Transfer or Terminate for incumbents in classification after 03/16/04.</b>		

<sup>1</sup> Closed classification for reference only-not to be assigned, to be canceled when title vacated.

## ATTACHMENT B

TECHNICIAN, ASSISTANT  
HEALTH PHYSICS 2EXHIBIT A — UWUA — LOCAL 246  
POWER PRODUCTION DEPARTMENT  
NUCLEAR BUSINESS UNIT01-17-04 Wage Rates  
Hired Prior to 5-14-84

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
J 9792	Technician, Assistant Health Physics 2		
	1st 6 months .....	\$3,590.77	\$20.716
	2nd 6 months .....	3,792.36	21.879
	3rd 6 months .....	3,993.60	23.040
	Then Promote to Assistant Health Physics Technician 1 when qualified		

**ATTACHMENT B****(continued)****TECHNICIAN, ASSISTANT  
HEALTH PHYSICS 1  
EXHIBIT A — UWUA — LOCAL 246  
POWER PRODUCTION DEPARTMENT  
NUCLEAR BUSINESS UNIT****01-17-04 Wage Rates  
Hired Prior to 5-14-84**

<b>Occupational Code</b>	<b>Job Title</b>	<b>Equivalent Monthly Schedule</b>	<b>Hourly Schedule</b>
<b>J 9791</b>	<b>Technician, Assistant Health Physics 1</b>		
	<b>1st 6 months .....</b>	<b>\$4,195.01</b>	<b>\$24.202</b>
	<b>2nd 6 months .....</b>	<b>4,395.91</b>	<b>25.361</b>
	<b>3rd 6 months .....</b>	<b>4,597.67</b>	<b>26.525</b>
	<b>Promote to Health Physics Technician, Transfer or Terminate</b>		

## ATTACHMENT B

(continued)

TECHNICIAN, HEALTH PHYSICS  
 EXHIBIT A — UWUA — LOCAL 246  
 POWER PRODUCTION DEPARTMENT  
 NUCLEAR BUSINESS UNIT

01-17-04 Wage Rates  
 Hired Prior to 5-14-84

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
<b>M 9913</b>	<b>Technician, Health Physics</b>		
	1st 6 months .....	<b>\$5,366.40</b>	<b>\$30.960</b>
	Thereafter .....	<b>5,543.55</b>	<b>31.982</b>

**ATTACHMENT B**

(continued)

**TECHNICIAN, HEALTH PHYSICS  
INSTRUMENT  
EXHIBIT A — UWUA — LOCAL 246  
POWER PRODUCTION DEPARTMENT  
NUCLEAR BUSINESS UNIT**

**01-17-04 Wage Rates  
Hired Prior to 5-14-84**

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<b>Occupational Code</b>	<b>Job Title</b>	<b>Equivalent Monthly Schedule</b>	<b>Hourly Schedule</b>
<b>M 9992</b>	<b>Technician, Health Physics Instrument</b>		
	<b>1st 6 months .....</b>	<b>\$5,590.87</b>	<b>\$32.255</b>
	<b>Thereafter .....</b>	<b>5,636.80</b>	<b>32.520</b>

March 16, 2004

**LETTER OF AGREEMENT**

**MOHAVE GENERATING STATION  
SHUTDOWN DISCUSSIONS**

**Southern California Edison Company ("Company") and Utility Workers Union of America, Local 246 ("Union") agree that, in the event Company management decides to shutdown operations at Mohave Generating Station ("MOGS") for more than 30 days, other than normal scheduled or unscheduled outages to perform maintenance or repair, the Company and the Union will meet to discuss the effects of that shutdown on the Company's *Union-represented workforce at MOGS.* (Such meeting shall be conducted pursuant to Article III M of the Collective Bargaining Agreement between the parties.) This commitment to discuss the effects of such a shutdown shall not reopen the Collective Bargaining Agreement, and both parties reserve all their rights under the Collective Bargaining Agreement and the National Labor Relations Act.**

**This Letter of Agreement will terminate on June 30, 2008 unless specifically extended by mutual agreement confirmed in a writing signed by both parties.**

## **Appendix**

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*/s/*

**Frederick J. Grigsby, Jr.**  
**Vice President, Human Resources**  
**Southern California Edison Company**  
**Dated: December 21, 2004**

*/s/*

**Dan Dominguez**  
**Business Agent**  
**UWUA, Local 246, AFL-CIO**  
**Dated: December 20, 2004**

*/s/*

**Monte Kotur**  
**President**  
**UWUA, Local 246, AFL-CIO**  
**Dated: December 20, 2004**

March 16, 2004

**LETTER OF UNDERSTANDING**  
**SERVICE SHOP MACHINIST**  
**QUALIFICATIONS**

In conjunction with the 2003–2004 negotiations between Southern California Edison (hereinafter referred to as Company) and Utility Workers Union of America, UAWA, Local 246, (hereinafter referred to as Union) the parties agreed to the following “like classification” (found in Article VIII B(1)(a) definition for the Service Shop Machinist, Steam Maintenance Machinist and Nuclear Maintenance Machinist:

Employees in the Machinist classifications, Nuclear Maintenance Machinist-L9671 and Maintenance Machinist-L9621, are considered in a “like classification” to the Service Shop Machinist-L9627 if they have worked as a Service Shop Machinist at the Mechanical Services Shop for one (1) year or more, and have been out of the Service Shop Machinist classification no more than three (3) years from the bid posting date or Reduction in Force (RIF) selection form due date.

If an employee has been out of the Service Shop Machinist-L9627 classification more than three (3) years, or is a Machinist that is not considered in a “like classification” to the Service Shop Machinist classification as defined above, the employee must satisfy the

## **Appendix**

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**performance test standards only. Machinist indicating interest in filling a Service Shop Machinist-L9627 classification will be given two (2) weeks of practice opportunity before taking the performance test. Practice time will be scheduled and paid by the Company.**

**Raydonna S. Adams  
Manager, Labor Relations Department  
Southern California Edison Company  
Dated: March 31, 2005**

**Daniel Dominguez  
Business Manager  
UWUA, Local 246, AFL-CIO  
Dated: March 24, 2005**

**Monte Kotur  
President  
UWUA, Local 246, AFL-CIO  
Dated: March 24, 2005**

**Ray Hernandez  
Manager, Mechanical Services Shop  
Southern California Edison Company  
Dated: April 12, 2005**

SEPTEMBER 14, 2004

**NUCLEAR OPERATIONS RESTRUCTURING,  
OVERTIME BALANCING/RETENTION  
PROGRAM AND MOHAVE GENERATING  
STATION OPERATIONS**

**I. Introduction**

**A. The Southern California Edison Company (hereinafter referred to as the Company) and the Utility Workers Union of America, Local 246 (hereinafter referred to as the Union), have agreed to the following:**

**1. Restructuring of classifications within the Nuclear Operations Division at the San Onofre Nuclear Generating Station (SONGS), inclusive of establishing new wage schedules, closing classifications, modifying the progression through the operator classifications and establishing a new position. Reference Section II of this letter for wage schedules and job progression.**

**2. Provisional establishment of an Overtime Balancing and Retention program for operator classifications at the San Onofre Nuclear Generating Station (SONGS). Reference Section IV of this letter for a description of the components and the duration of these programs.**

**3. Establishment of SONGS Nuclear Operator vacancies at the time that a Mohave Generating Station (MOGS) RIP has been**

declared, new relief rates for operators who have met the qualifications for upgrade, and the use of bid waivers for operator vacancies at MOGS. Reference Section V of this letter for a description of the components of this portion of the Agreement.

B. Any omissions or terms and conditions not addressed involving the restructuring of the classifications within the Nuclear Operations Division in this Letter of Understanding will defer and be governed by the terms and conditions of the Collective Bargaining Agreement (CBA) between the parties.

### II. Nuclear Operator Restructuring

#### A. SONGS Operator Classification

1. Nuclear Control Operator (Job Code R8721) - The duties of the existing Nuclear Control Operator and Nuclear Assistant Control Operator will be combined, and a new wage schedule and progression within the existing Nuclear Control Operator (R8721) classification will be established as shown in Attachment A. Reference Attachment B for copy of revised wage schedules and job specifications.

2. Nuclear Assistant Control Operator (Job Code N8740) — This classification will be closed, and will no longer be used. The job title will be cancelled when the title is vacated. If an

**employee elects to remain in the Nuclear Assistant Control Operator classification, they will have up to 48 months from the date of ratification of this agreement to change their election and promote, if NCO qualified, to the new combined Nuclear Control Operator classification. If an employee elects to remain in the Nuclear Assistant Control Operator classification, they will be "grandfathered" in the classification and will continue to receive general wage increases.**

**3. Nuclear Plant Equipment Operator (Job Code (M8761) — The Nuclear Plant Equipment Operator classification has been divided into two separate classifications. The existing Nuclear Plant Equipment Operator (M 8761) classification will be modified and re-titled Secondary Nuclear Plant Equipment Operator with the same job code and wage schedule as shown in Attachment A. A new wage schedule and classification, entitled Primary Nuclear Plant Equipment Operator (Job Code K 8735) will be established as shown in Attachment A. Reference Attachment B for copy of revised wage schedules and job specifications.**

### **B. Operator Progression**

**The entry point for operation into the San Onofre Nuclear Generating Station shall be in accordance with Article VIII, B.(3)(a). When qualified in each classification within the operator job progression, that classification**

## **Appendix**

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will promote without bid to the next classification as shown in Attachment A.

**C. Wages — Effective the date of ratification (September 14, 2004)**

**1. Senior Reactor Operator License — Nuclear Control Operators who have attained their Senior Reactor Operator Licenses will be paid an upgrade rate equal to \$2.75 per hour when they are upgraded during a shift assignment to perform work as a Nuclear Control Room Supervisor.**

**2. Nuclear Control Operator — A Nuclear Control Operator will stay in the same occupational code and at the existing Step 1 or Step 2 wage, unless they have greater than or equal to six months in that step. If greater than or equal to six months in their existing step, they will be placed at the nearest higher step wage of the new Nuclear Control Operator wage schedule. The wage schedule for the Nuclear Control Operator classification is shown in Table A.**

**Table A —  
Nuclear Operator Wage Schedules**

**Classification Title:**

**Nuclear Control Operator (R 8721)**

<b>Step/2004 Wage — Old Progression</b>		<b>Step/2004 Adjusted Wage — New Progression</b>	
<b>Step 1</b>	<b>\$34.537</b>	<b>Step 1</b>	<b>\$34.537</b>
<b>Thereafter</b>	<b>\$35.904</b>	<b>Step 2</b>	<b>\$35.904</b>
		<b>Thereafter</b>	<b>\$37.100</b>

**3. Nuclear Plant Equipment Operator — An existing Nuclear Plant Equipment Operator who has met all of the requirements of a Primary Nuclear Plant Equipment Operator will be transitioned to the new classification on the date of ratification.**

**a) Nuclear Plant Equipment Operators who have been qualified for Primary Nuclear Plant Equipment Operator for less than six months will be placed at Step 1 of the new Primary Nuclear Plant Equipment Operator classification. They will attain their next step based on six months time in grade as shown in Table B.**

**b) Nuclear Plant Equipment Operators who have been qualified for Primary Nuclear Plant Equipment Operator for six months or more will be placed at Step 2 of the new Primary Nuclear Plant Equipment Operator classification as shown in Table B.**

**Table B —  
Reclassification of Affected NPEO Employees****Classification Title:****Secondary Nuclear Plant Equipment Operator  
(M 8761)**

<b>Step/2004 Wage — Old Progression</b>		<b>Step/2004 Adjusted Wage — New Progression</b>
<b>Step 1</b>	<b>\$28.359</b>	<b>No change</b>
<b>Thereafter</b>	<b>\$30.951</b>	

**Classification Title:****Primary Nuclear Plant Equipment Operator  
(TBD)**

<b>Step/2004 Wage — Old Progression</b>		<b>Step/2004 Adjusted Wage — New Progression</b>
<b>—</b>		<b>Step 1      \$31.939</b>
		<b>Thereafter    \$32.258</b>

**III. One Time Bonus Payout**

**A one time bonus payout equivalent to the differential between normal time, overtime and doubletime payments for the old job wage and the new job wage, covering a ninety day retroactive period prior to date of ratification, will be paid to eligible Nuclear operators who are on the Nuclear payroll as of December 31, 2004. The payment will be made in the first quarter of 2005.**

## IV. Overtime Balancing and Retention Programs

### A. Reactor Operator License

Primary Nuclear Plant Equipment Operators who attain a valid NRC Reactor Operator (RO) License and promote to Nuclear Control Operator in 2005 and 2006, will receive a \$2,500 bonus in recognition of that attainment. In addition, they will receive an annual retention bonus of \$1,500 for up to two years after attaining their RO License. The employee must be on the SONGS payroll on the anniversary date of their attainment for each year payment is made. Distribution of the RO License bonus and retention bonus payments will occur as shown in Table C below.

**Table C —  
Reactor Operator License Bonus**

#### **Group 1 —**

<b>2005</b>	<b>Attainment of RO License (\$2,500 per RO license)</b>
<b>2006</b>	<b>Retention Bonus (\$1,500 on anniversary of operator attaining RO License)</b>
<b>2007</b>	<b>Final payment on Retention Bonus</b>
<b>2008</b>	<b>—</b>

### Group 2 —

2005 —

2006 Attainment of RO License  
(\$2,500 per RO license)

2007 Retention Bonus  
(\$1,500 on anniversary of operator  
attaining RO License)

2008 Final payment on Retention Bonus

### B. Overtime Balancing and Retention

In an effort to retain qualified operators and to balance the overtime hours among those operators who are qualified and available, a bonus will be applied to "Earned Voluntary Overtime Hours Worked". Those "Earned Voluntary Overtime Hours Worked" will be posted on a pay period basis for each operator to track his/her "Earned Voluntary Overtime Hours Worked". They will be accrued and paid-out on an annualized basis. This program will be implemented starting with September of 2004 and ending December 2006. Management has the discretion to extend this program with 60 days notice to the union.

The following criteria must be met to qualify for the bonus:

1. "Earned Voluntary Overtime Hours Worked" must exceed a hurdle of 100 voluntary hours.

**Note: the volunteer OT hours counted toward the 100 hour hurdle does not include built in OT hours that are part of the 12 hour work schedule nor non-Evergreen hours, but will include the approximately 70 hours of pre-shift brief**

**Example: A NCO's annual earned voluntary OT hours worked of 479 includes 100 hours built in OT and 70 hours of pre-shift brief OT hours. Payout would be computed on: 479 hours minus 100 hours built in OT (bit), minus 100 hours (hurdle), equals 279 "earned voluntary OT hours worked".**

**2. "Earned Voluntary Overtime Hours Worked" will be paid out as a bonus equal to the base plus premium wage rate for that classification. For every "Earned Voluntary Overtime Hour Worked" that is over the hurdle, the base plus premium wage rate for that classification will be used to calculate the accrued annual payout, with a cap of 15% against the individual's annual earnings. For purposes of this section, Table D shows an example of how the bonus would work in one of the affected classifications.**

**Table D**  
**Overtime Balancing and Retention Program**  
**Payout Example**

<b>Job Title .....</b>	<b>NCO</b>
<b>Estimated Annual Earnings .....</b>	<b>\$115,000</b>
<b>15% Bonus CAP to Annual Earnings .....</b>	<b>\$17,250</b>
<b>Annual Earned Voluntary Hrs Worked .....</b>	<b>479</b>
<b>100 Hr Hurdle Plus BLT OT Hrs .....</b>	<b>200</b>
<b>Bonus Earned Voluntary Hrs Worked .....</b>	<b>279</b>
<b>Base Wage Plus Premium Rate .....</b>	<b>\$433.964<sup>1</sup></b>
<b>Bonus Payout on Earned Voluntary Hrs Worked .....</b>	<b>\$12,265.82</b>

<sup>1</sup> Base wage plus premium rate will change based on any general wage increases

**3. The employee must be on the SONGS payroll as of the last day of each anniversary period.**

**a) September 2004 thru December 2004 — During this transition period, the OT hurdle for 2004 will be 50 voluntary hours. The payout for this period will occur in the first quarter of 2005 for “Earned Voluntary Overtime Hours Worked” from September 1, 2004 thru December 31, 2004.**

b) January 1, 2005 thru December 31, 2005 — Based on 100 Earned Voluntary Hours Worked. The payout will occur in the first quarter of 2006.

c) January 1, 2006 thru December 31, 2006 — Based on 100 Earned Voluntary Hours Worked. The payout will occur in the first quarter of 2007.

## V. Mohave Generating Station Operations

### A. Nuclear Operator Vacancies

1. Twenty (20) nuclear operator vacancies will be declared if, and when, a MOGS RIF is declared. These vacancies will only be available to Mohave operators that satisfy the requirements of the nuclear classification.

2. Responsible SONGS management will determine the appropriate job vacancy job titles, Apprentice Nuclear Plant Equipment Operator and/or Secondary Nuclear Plant Equipment Operator.

3. Pre-testing for applicable nuclear operator tests will be conducted at the MOGS work location prior to start of the RIF. Study sessions will be provided to the Mohave operators that pass the POSS test at the nuclear level. Operators that fail the knowledge test will be re-mediated and will re-test in accordance with the Company's re-testing policy.

4. MOGS operators may elect to fill the nuclear operator vacancies. They must satisfy

the requirements of the nuclear classification. The job award will be based on qualifications and seniority, starting with the most senior employee.

### **B. Operator Relief Rate**

A Plant Equipment Operator or Assistant Control Operator qualified for upgrade to a higher MOGS operator classification will get Step 2 as the relief rate for that classification when they satisfy the upgrade credit calculation and requirements for that step (per the existing provisions of the CBA), and are upgraded to perform the duties of the higher classification.

### **C. Bid Posting Waiver**

Effective from the date of ratification through 12/31/2005, the Company has the option, with UWUA Business Manager or designee concurrence, to waive bid postings for Assistant Control Operator or Control Operator vacancies at MOGS for purposes of filling the job(s) with a senior qualified MOGS operator. Each instance requires union leadership approval. Management retains their right to determine staffing levels, including whether a vacancy will be filled.

**UTILITY WORKERS UNION OF AMERICA,  
LOCAL 246, AFL-CIO**

*/s/*

**Daniel Dominguez  
UWUA, Local 246, Business Manager  
Dated: October 21, 2004**

*/s/*

**Monte Kotur  
UWUA, Local 246, President  
Dated: October 28, 2004**

*/s/*

**Phil Setzler  
UWUA, Local 246, Chief Steward  
Dated: October 26, 2004**

*/s/*

**Jim Huff  
UWUA, Local 246, Committee Member  
Dated: October 22, 2004**

*/s/*

**Ron Kelley  
UWUA, Local 246, Committee Member  
Dated: October 22, 2004**

*/s/*

**Dave Ward  
UWUA, Local 246, Committee Member  
Dated: October 22, 2004**

## **Appendix**

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*/s/*

**Gary Talley**

**UWUA, Local 246, Committee Member**

**Dated: November 2, 2004**

### **SOUTHERN CALIFORNIA EDISON COMPANY**

*/s/*

**Raydonna S. Adams**

**Manager, Labor Relations Department**

**Dated: October 21, 2004**

*/s/*

**Shannon Barton**

**Manager, Labor Relations Department**

**SONGS**

**Dated: October 25, 2004**

*/s/*

**Rick Ganzer**

**Human Resources Consultant**

**Dated: October 25, 2004**

*/s/*

**Ted Vogt**

**Manager, SONGS Operations Division**

**Dated: October 22, 2004**

*/s/*

**Mike A. Jones**

**Manager, SONGS Operations Division**

**Dated: October 22, 2004**

## ATTACHMENT A

NUCLEAR OPERATOR PROGRESSION  
AND WAGE SCHEDULES

2004 Wage Rates Effective  
upon ratification  
Hired Prior to 5-14-84

Occupational Code	Job Title	Hourly Schedule
<b>J 8757</b>	<b>Operator, Apprentice Nuclear Plant Equipment (ANPEO)</b>	
	1st 6 months .....	<b>\$24.723</b>
	2nd 6 months .....	<b>25.447</b>
	3rd 6 months.....	<b>26.226</b>
	<b>Promote without bid to SNPEO when qualified.</b>	
<b>M 8761</b>	<b>Operator, Secondary Nuclear Plant Equipment (SNPEO)</b>	
	1st 6 months .....	<b>\$28.359</b>
	Thereafter .....	<b>30.951</b>
	<b>Promote without bid to PNPEO when qualified.</b>	
	<b>Note: Must complete OJT/formal primary training before promoting to PNPEO.</b>	

## Appendix

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<b>Occupational Code</b>	<b>Job Title</b>	<b>Hourly Schedule</b>
<b>K 8735</b>	<b>Operator, Primary Nuclear Plant Equipment (PNPEO)</b>	
	<b>1st 6 months .....</b>	<b>\$31.939</b>
	<b>Thereafter .....</b>	<b>32.258</b>
	<b>Promote without bid to NCO when Reactor Operator's (RO) License is granted by NRC</b>	
<b>R 8721</b>	<b>Operator, Nuclear Control (NCO)</b>	
	<b>1st 6 months .....</b>	<b>\$34.537</b>
	<b>2nd 6 months .....</b>	<b>35.904</b>
	<b>Thereafter .....</b>	<b>37.100</b>

## ATTACHMENT B

OPERATOR, APPRENTICE NUCLEAR  
PLANT EQUIPMENTEXHIBIT A — UWUA — LOCAL 246  
POWER PRODUCTION DEPARTMENT  
NUCLEAR BUSINESS UNIT2004 Wage Rates  
Hired Prior to 5-14-84

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
J 8757	Operator, Apprentice Nuclear Plant Equipment		
	1st 6 months .....	\$4285.32	\$24.723
	2nd 6 months .....	4412.55	25.457
	3rd 6 months.....	4545.84	26.226
	Promote without bid to Secondary Plant Equipment Operator (SNPEO) when qualified		

**ATTACHMENT B****(continued)****OPERATOR, SECONDARY NUCLEAR  
PLANT EQUIPMENT****EXHIBIT A — UWUA — LOCAL 246  
POWER PRODUCTION DEPARTMENT  
NUCLEAR BUSINESS UNIT  
2004 Wage Rates  
Hired Prior to 5-14-84**

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<b>Occupational Code</b>	<b>Job Title</b>	<b>Equivalent Monthly Schedule</b>	<b>Hourly Schedule</b>
<b>M 8761</b>	<b>Operator, Secondary Nuclear Plant Equipment</b>		
	<b>1st 6 months .....</b>	<b>\$4,915.55</b>	<b>\$28.359</b>
	<b>2nd 6 months .....</b>	<b>5,364.83</b>	<b>30.951</b>
	<b>Promote without bid to Primary Nuclear Plant Equipment Operator (PNPEO) when qualified.</b>		

## ATTACHMENT B

(continued)

OPERATOR, PRIMARY NUCLEAR  
PLANT EQUIPMENTEXHIBIT A — UWUA — LOCAL 246  
POWER PRODUCTION DEPARTMENT  
NUCLEAR BUSINESS UNIT  
2004 Wage Rates  
Hired Prior to 5-14-84

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
K 8735	Operator, Primary Nuclear Plant Equipment		
	1st 6 months .....	\$5,535.08	\$31.939
	2nd 6 months .....	5,591.38	32.258
	Promote without bid to Nuclear Control Operator (NCO) when Reactor Operator (RO) License is granted by NRC.		

**ATTACHMENT B****(continued)****OPERATOR, NUCLEAR CONTROL  
OPERATOR****EXHIBIT A — UWUA — LOCAL 246  
POWER PRODUCTION DEPARTMENT  
NUCLEAR BUSINESS UNIT  
2004 WAGE RATES  
Hired Prior to 5-14-84**

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<b>Occupational Code</b>	<b>Job Title</b>	<b>Equivalent Monthly Schedule</b>	<b>Hourly Schedule</b>
<b>R 8721</b>	<b>Operator, Nuclear Control Operator</b>		
	<b>1st 6 months .....</b>	<b>\$5,986.40</b>	<b>\$34.537</b>
	<b>2nd 6 months .....</b>	<b>6,223.35</b>	<b>35.904</b>
	<b>Thereafter .....</b>	<b>6,430.65</b>	<b>37.100</b>

March 18, 2005

Mr. Daniel Dominguez  
Business Manager  
Local 246, UWUA, AFL-CIO  
10355 Los Alamitos Blvd.  
Los Alamitos, CA 90720-2190

Subject: Annual Incentive Limitation

Dear Mr. Dominguez:

In conjunction with the 2003–2004 negotiations between Southern California Edison and Utility Workers Union of America, UWUA, Local 46, this letter documents our agreement to modify the annual non-safety related incentive award value limitation from a cumulative amount of \$250 per year to \$450 per year. The incentive awards are not a carve out of results sharing and safety awards programs, and the \$450 annual limitation does not apply to those programs.

Please provide your signature below to indicate your concurrence.

Sincerely,

Raydonna S. Adams  
Manager, Labor Relations Department

CONCUR:

Daniel Dominguez  
Dated: March 24, 2005

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## **AGREEMENT**

THIS AMENDED AGREEMENT, dated January 1, 2004, is entered into by and between the SOUTHERN CALIFORNIA EDISON COMPANY, hereinafter called "Company" and LOCAL UNION NO. 246, UTILITY WORKERS UNION OF AMERICA, AFL-CIO, hereinafter called "Union."

As used in this Agreement, the masculine, feminine or neuter gender, and the singular or plural number, shall each include the others.

**WITNESSETH**  
**Article I**  
**RECOGNITION**

A. (1) Pursuant to the provisions of Section 9 of the National Labor Relations Act and such Act as amended by the Labor-Management Relations Act, 1947, and in accordance with the rules and regulations of the National Labor Relations Board, said Board issued its certifications of representatives in the Matter of the Southern California Edison Company and Utility Workers Union of America, Local 246, AFL-CIO, as follows: August 3, 1943 — Case No. R-5430; July 26, 1948 — Case No. 21-RC-276; February 17, 1954 — Case No. 21-RC-3282; June 15, 1955 — Case No. 21-RC-3996; August 16, 1956 — Case No. 21-RC-4485; May 23, 1958 — Case No. 21-RC-5235; March 18, 1959 — Case No. 21-RC-5593; October 21, 1966 — Case No. 21-RC-10186; August 14, 1970 — Case No. 31-RC-1487; and July 26, 1971 — Case No. 31-RC-1756.

## Article I

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(2) By reason of the provisions of the National Labor Relations Act as amended by the Labor-Management Relations Act, 1947, and said certifications, the Company recognizes the Union as the exclusive representative of all employees with designated exclusions, at the Long Beach, Redondo, Etiwanda, El Segundo, Alamitos, Huntington Beach, Mandalay, Mohave, Ormond Beach, and San Onofre Nuclear Generating Stations covered by said certifications and in accordance therewith, for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment and other conditions of employment. All of the terms and conditions of this Agreement shall be applicable to all such employees.

(3) Thirty (30) days from date of hire or transfer, every employee covered by this Agreement shall, as a condition of employment: (a) become a member of the Union and maintain his membership in the Union in accordance with its Constitution and Bylaws; or (b) in the alternative, an employee must tender monthly, an agency fee as established by the Union in an amount not to exceed the amount of the monthly dues required of members in his base wage rate; except that

(4) Any employee of the Company in a classification represented by the Union and who on April 13, 1973, was an employee and was not a member of the Union and who remains an employee in a classification represented by the Union continu-

ously after April 13, 1973, is exempt from the provisions of Section A.(3). unless he later becomes a member of the Union or elects to pay the agency fee.

(5) Any employee permanently assigned to a location outside of the State of California or appointed on a permanent basis to a classification out of the Bargaining Unit covered by this Collective Bargaining Agreement may withdraw from membership in the Union, and his obligation to pay dues or an agency fee shall be suspended for the duration of such period as the individual is assigned to a location outside of the State of California or is working in a job classification not covered by this Collective Bargaining Agreement.

(6) Employees permanently based in the State of Nevada are exempt from Section A.(3). above.

(7) Any employee hired into a classification represented by the Union in the State of Nevada after April 13, 1973, who subsequently is permanently assigned to a classification in the Bargaining Unit within the State of California is subject to the provisions of Section A.(3). above thirty (30) days after such assignment.

B. The Company agrees to recognize the rights of employees as set forth in Section 7 of the National Labor Relations Act as amended by the Labor-Management Relations Act, 1947, to self-organization, to form, join or assist labor organizations, to bargain collectively through representatives of their own choosing and to

## Article I

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engage in concerted activities for the purposes of collective bargaining or other mutual aid or protection. The Company or the Union will not, therefore, interfere with, restrain or coerce the employees in the exercise of any of their rights as set forth in the National Labor Relations Act or any amendments thereto. It is further agreed by the Union that neither it nor its officers or members will intimidate or coerce employees into membership in the Union, or conduct any union activities on Company time or property except as specifically provided in this Agreement, except further that this provision shall not be construed to prohibit the collection of dues before or after shift hours or during lunch time on Company property. The parties further agree that it shall not be the policy of either to make or publish untrue statements about the other.

C. The Company shall deduct from their wages and turn over to the Financial Secretary of the Union, the Union dues of such members of the Union or agency fees of any other employee as provided for in Article I, Section A, Paragraph (3) who individually and voluntarily certify in writing that they authorize such deductions.

The Company and the Union each agree that neither of them nor any of their officers or members or employees will intimidate or coerce employees into executing such certificates. If any dispute arises as to whether there has been any violation of this pledge, such dispute shall be

regarded as a grievance and submitted to the grievance procedure established by this Agreement.

D. The Company shall recognize the right of the Union to represent any of its members who have or shall have cases before the Employee Benefits Committee and who shall request the Union to so represent them. Such representation shall be in accordance with the provisions of Article III, Section M.

E. It continues to be the policy of the Company and the Union not to discriminate against or harass any employee on the basis of race, color, religion, national origin, age, gender or gender identity, physical or mental disability, medical condition, sexual orientation, marital status, disabled-veteran status or Vietnam-era veteran status as those items are defined by California or federal law.

Subject to the provisions of this Agreement, the Company will provide reasonable accommodations to any known physical or mental limitations of otherwise qualified individuals with disabilities and special disabled veterans in accordance with applicable state and federal law.

**Article II**  
**CONTINUITY OF SERVICE**  
**TO THE PUBLIC**

A. It is recognized that the Company is engaged in rendering a public service and is under the duty to the public of operating and maintaining its services subject to the rules, regulations, and orders of the California Public Utilities Commission, and therefore, nothing contained in this Agreement shall be construed to conflict or be inconsistent or incompatible with such rules, regulations, and orders.

B. Neither the Union nor its officers or agents, *while this Agreement is in effect*, shall call or engage in, sanction or assist in, a strike against or any slowdown or stoppage, in whole or in part, of the operations of the Company. While this Agreement is in effect the Company shall not cause or permit any lockout of employees. The Company agrees as part of the consideration of this Agreement that neither the Union, its officers, or agents shall be liable for damages for unauthorized stoppage, strikes, intentional slowdown or suspension of work if the Union gives written notice to the Company within 24 hours of such action that it has not authorized the stoppage, strike, slowdown or suspension of work.

*It is recognized that the Company has the right to take disciplinary action, including discharge, against any employees who engage in any unau-*

## **Article II**

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thorized stoppage, strike, intentional slowdown or suspension of work.

**Article III**  
**REPRESENTATION**

A. Stewards shall be selected by the members of the Union for the purpose of the presentation, investigation, and adjustment of grievances according to the grievance procedure as set forth in Article IV hereof. The Business Manager or his representative or the **Manager of Labor Relations Department** or his representatives may be present at Step Two and Step Three to advise with either the steward or the Union Grievance Committee and to assist in the discussion.

B. The Union shall be represented by stewards as set forth in this Agreement and Exhibit B hereto.

(1) The Operating steward will represent all Operating employees in the station to which he is assigned.

(2) The Resident Maintenance steward will represent Resident Maintenance employees in the station to which he is assigned.

(3) In the event of the absence of any steward, the alternate designated by the Union shall act in his place.

(4) In the First Step only the following will apply:

(a) In the event of the absence of both the steward and alternate steward from the employee's own group, a steward working at the temporary base location from another group will act in

## **Article III**

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his/her place; if there is none, then the Resident Maintenance steward will do so.

(b) In the event of the absence at the station of all maintenance stewards and alternates, the Operating steward will represent maintenance employees.

(c) In the event of the absence at the temporary base of any steward or alternate, the Union may designate a temporary steward for the duration of the temporary base assignment.

(5) Steward to function only in plant in which he is employed.

C. No employee shall be eligible to serve as a steward or as an alternate steward unless he is:

(1) an employee assigned to a Plant in the Steam Generation Division, Shop Services and Instrumentation Division or to San Onofre; and

(2) has completed one year of service with the Company, except for Laborer Crew Steward, Mohave Generating Station where only six (6) months Company service is required. Also employees previously eligible to be stewards who terminate and who are subsequently rehired within two (2) years of their last Company service require only ninety (90) days service to again be eligible.

D. No employee shall serve as a steward or as an alternate steward while on leave of absence.

E. The Union Grievance Committee which acts in the adjustment of grievances in the Third Step

of the grievance procedure as set forth in Article IV hereof shall consist of the Union Business Manager (or his representative) as chairman, the President of the Union and one (1) steward within the appropriate department to be selected by the Union. The steward member of such Grievance Committee will differ from time to time dependent upon the grievance(s) to be processed in the Third Step. In the event a member of the Union Grievance Committee is not available, a substitute designated as an alternate by the Union, or any officer of the Union shall act in his place. It is understood that two (2) members of the Union Grievance Committee shall constitute a quorum for the purpose of conducting the meetings between the Union Grievance Committee and the Management, as provided in the Third Step of the grievance procedure set forth in Article IV hereof.

F. Upon receiving permission from supervision, a steward, alternate steward or member of the Union Grievance Committee may perform the following duties during his working hours:

(1) Present to the aggrieved employee's immediate supervisor grievances which he has been requested by an employee or group of employees in his jurisdiction to present for adjustment;

(2) Investigate and prepare any such grievance so it can properly be presented to the appropriate supervisor, or for the further processing thereof;

(3) Present grievances for adjustment at Step Two of the Grievance Procedure;

## **Article III**

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(4) Attend as a member of the Union Grievance Committee regular or special meetings between that Committee and the Management as provided in Step Three of the Grievance Procedure set forth in Article IV thereof.

When the steward, alternate steward, or member of the Union Grievance Committee is performing such duties during his regular working hours after notice to his immediate supervisor as herein called for, he shall be paid for such time by the Company at his regular rate, except that the steward and his alternate(s) together shall be allowed a maximum of six (6) hours with pay per week to perform duties performed under subsection 2.

G. Stewards and members of the Union Grievance Committee are subject to all of the plant rules and regulations regarding the conduct of employees on the premises of the Company, and it is understood and agreed that they are employed to perform fulltime productive work for the Company except when performing those duties specified above in this Article III, Section F.

H. Before performing any grievance work as provided herein each steward and each Union Grievance Committeeman shall report to his regular place of work either in person or by telephone at the beginning of his shift, and if the grievance work requires his attention after the lunch period he shall report to his supervisor before continuing the grievance work.

I. A written list of the names of the stewards, alternate stewards, Union Grievance Committeemen and the chairman of said Committee, and any changes in said list thereafter made, shall be given in writing to the **Manager of Labor Relations Department** or his designated representative at least twenty-four (24) hours prior to the effective date of the assumption of the duties of office of said persons if possible but in any event before said persons perform any duties. Such notification shall be made by the Business Manager of the Local Union or his designated representative.

J. (1) When the presence of a steward is desired by an aggrieved employee, a request shall be made by the aggrieved employee to his immediate supervisor to interview the steward, and the steward shall be sent for as soon as possible.

a. In the event disciplinary action (demotion, suspension, termination or letter of reprimand) is to be taken by the Company against an employee, the supervisor, as soon as he determines that such disciplinary action is to be taken, either prior to or during the counseling session, will identify to the employee that this is to be or now is a disciplinary meeting and the employee is entitled to Union representation if he desires such. If he does, he must make his request known immediately and his steward shall be sent for before proceeding further.

## Article III

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(2) Upon entering an area other than his own in the fulfillment of his duties, the steward shall notify the person in charge of that area or section of his presence and the purpose of his visit.

K. The Company agrees that the stewards shall not be hindered, coerced, restrained or interfered with in the performance of their duties of investigation, presentation, and adjustment of grievances or disputes as provided in the grievance procedure, which duties may be performed during the steward's working hours. It is understood and agreed by the parties hereto that each will cooperate with the other in reducing to a minimum the actual time spent by the stewards and members of the Union Grievance Committee in investigating, presenting, and adjusting grievances or disputes.

L. A national representative of the Union may have access to the Company's plant areas during regular working hours when it is necessary that he actually observe operations about which a specific grievance has arisen in order to understand the case or to attend meetings of the Union Grievance Committee and the appropriate Department Head of Power Production, Nuclear Generation or their representatives in the Third Step of the grievance procedure. He shall obtain from the Labor Relations Division specific authorization for each visit and such visit shall be conducted in accordance with the Company rules respecting plant visitors.

M. Should the Union desire to discuss with the management any problems not pertaining to grievances, it shall notify the **Manager of Labor Relations Department** of such desire by either an oral or written notification. Matters which are settled by telephone communication shall be confirmed by an exchange of correspondence between the parties. Before a meeting with the **Manager of Labor Relations Department** is arranged to discuss any problems not pertaining to grievances, and which it is not possible to settle by telephone, a written request shall be made by the Union setting forth the subjects it desires to discuss in such meeting; thereafter, a meeting will be promptly arranged, at which meeting not more than five (5) employees including the President and Business Manager of the Union may be present. The Company will provide the Union with a written conclusion with regard to the subject discussed within sixty (60) days following the last meeting on that subject unless a mutually agreed to extension has been arranged. It is not the intention of the parties that the provisions of this section shall be used as a substitute for a procedure for the settlement of grievances as set forth in Article IV of this Agreement.

Article IV

**GRIEVANCE PROCEDURE**

A. In the event any grievance arises concerning the interpretation or application of any of the terms of this Agreement, or any other grievance, such matters shall be adjusted according to the following procedure:

**Step One**

**EMPLOYEE OR STEWARD —  
SUPERVISOR**

B. Any employee or group of employees having a grievance and desiring to present the same shall first present the grievance orally. The oral grievance shall be presented by direct contact between the employee or group of employees and his or their immediate supervisor, either in person or with his or their steward, within **twenty-six (26)** days from the date of the occurrence which is the basis for the grievance. There is no responsibility on the Company to accept for adjustment or to adjust a grievance which is presented orally after **twenty-six (26)** days from the date of the occurrence which is the basis for the grievance, except as hereinafter specifically provided in paragraph F of this Article IV. The supervisor and the person or persons presenting the grievance will discuss and attempt to adjust the matter. Every effort will be made to settle the grievance in this Step One. The supervisor will give the answer within five (5) days after oral discussion is concluded.

**Step Two**

**STEWARD — PAYROLL  
LOCATION MANAGER OR  
SUPERVISOR OR REPRESENTATIVE**

C. If it is decided to appeal the supervisor's answer in Step One, the Steward shall make such an appeal: (1) by completing that part of the grievance form entitled "Appealed to Second Step by Steward . . . . . Dated . . . . . Time . . . . . a.m.," setting forth in the space provided the following:

- (a) A brief statement of the reasons for appeal;
- (b) A complete statement of the grievance and the facts on which the grievance was based, including additional facts, if any, in support of the original statement provided for in Section B above;
- (c) A statement of the remedy or correction requested of the Company; and
- (d) The section or sections of this Agreement, if any, relied upon or claimed to have been violated; and (2) by delivering the grievance form to the supervisor of the department where the grievance originated within five (5) days from the date the supervisor's oral answer is delivered to the steward, as provided in Step One. Thereafter a meeting will be promptly arranged between the payroll location manager or supervisor or his representative, and the steward or his representative (Article III, Section B). The steward will be notified

of the time and place of this meeting through his supervisor. The meeting will be held within **twenty (20)** days (with the appeal sections filled out) from the date of delivery of the grievance to the supervisor. The case will be discussed by the payroll location manager or supervisor or his representative and the steward or his representative (Article III, Section B); and even though a verbal decision is given at the meeting, a written decision will be made on the original grievance form and a copy thereof will be delivered to the steward by the aggrieved employee's supervisor within five (5) days of the date of the meeting. Additionally, a copy of the Step Two written decision will be delivered to the Union Business Manager within ten (10) days following the meeting.

### **Step Three**

#### **UNION GRIEVANCE COMMITTEE — DEPARTMENT HEAD OR DIVISION MANAGER OR REPRESENTATIVE**

D. If a grievance is not settled satisfactorily at Step Two, the steward may refer it to the Union Grievance Review Board, whose Chairman is the Union Business Manager. Such Board will completely review said grievance, and will determine whether or not to appeal the grievance to Step Three of this grievance procedure. Should such Board decide to appeal the grievance to Step Three, the Chairman of said Board shall notify the **Manager of Labor Relations Department** by

## Article IV

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delivering written notification to him by postage prepaid first class mail within thirty (30) calendar days from the date the Step Two written decision was delivered to the Union Business Manager. The postmark shall determine the date of delivery for the purpose of the thirty (30) calendar day period. Such written notification shall set forth all of the following:

- (1) The reasons for the appeal;
- (2) The complete statement of the grievance and the facts upon which it is based;
- (3) The remedy or correction which it is desired that the Company make;
- (4) The section or sections of the Agreement, if any, relied upon or claimed to have been violated; and
- (5) Whether the Union is requesting a Step Three meeting or desires to appeal the grievance directly to arbitration.

Either party may convene a Step Three meeting. If the Union does not request a Step Three meeting, the Company shall have thirty (30) days from the date of receipt of the Union's appeal directly to arbitration to indicate by postage prepaid first class mail if it wants a Step Three meeting. The postmark shall determine the timeliness of the response.

If either party requests a Step Three meeting, said grievance shall be taken up for adjustment at a meeting between the Union Grievance

Committee and the appropriate Department Head or his representative at a time and place agreed upon, it being understood, however, that notice must be delivered to the **Manager of Labor Relations Department** as hereinbefore provided at least forty-eight (48) hours prior to the date requested for such meeting.

E. A written decision of the grievance on a separate set of forms will be made by the appropriate Department Head of Power Production, Nuclear Generation or their representatives as appropriate and delivered to the Union Business Manager (Chairman of the Union Grievance Committee) within fifteen (15) days following the meeting. Upon receipt of such decision the Union Business Manager shall sign and date same, thereby acknowledging receipt thereof, and return three (3) signed copies to the Company. If the appeal is denied, the Company shall set forth in its decision the following:

- (1) Its position with respect to said grievance and the relief and correction requested;
- (2) A complete statement of the reasons and the facts in support of the Company's position;
- (3) The section or sections of this Agreement, if any, relied upon by the Company in reaching such decision.

F. In the event the Company refuses to grant the grievance at Step Three on the ground that the statement provided in Section D of this Article

## Article IV

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introduces a new issue into the case, the Union may within seventy-two (72) hours of receipt of the Company's third step answer, file said issue at Step One as provided in this Article.

G. Consideration of a grievance referred to the third step within the time set forth in Section D of this Article IV may be deferred by mutual agreement between the **Manager of Labor Relations Department** or his representatives and the Union Business Manager (Chairman of the Union Grievance Committee) or his representative.

### GENERAL PROVISIONS

H. The Company and the Union agree to recognize the rights of employees as set forth in Section 9 (a) of the Labor-Management Relations Act, 1947, which reads as follows:

"Representatives designated or selected for the purposes of collective bargaining by the majority of the employees in a unit appropriate for such purposes, shall be the exclusive representatives of all the employees in such unit for the purposes of *collective bargaining in respect to rates of pay, wages, hours of employment, or other conditions of employment*: PROVIDED, that any individual employee or a group of employees shall have the right at any time to present grievances to their employer and to have such grievances adjusted, without the intervention of the bargaining representative, as long as the adjustment is not inconsistent with the terms of a collective-bargaining

contract or agreement then in effect: PROVIDED FURTHER, that the bargaining representative has been given opportunity to be present at such adjustment."

I. Any of the periods within which any of the acts required in this Article IV are to be performed may be extended by mutual consent of the parties. In computing the time within which the acts herein are required to be performed, Saturdays, Sundays and holidays shall be excluded.

The parties agree to make every effort to achieve final disposition of a grievance within a period of six (6) months from the filing of the first step grievance.

J. An employee, other than a Steward or Officer of the Local Union, who files a grievance shall not be permitted to participate in any step of the procedure except Step One; provided, however, that if at any step in the grievance procedure either party desires to call the employee filing the grievance to testify regarding the grievance, he shall be called and questioned and excused from the discussions at the conclusion of his testimony before the discussion of the grievance proceeds.

1. A Steward or Alternate Steward shall not represent himself after the first step in personal grievances dealing with disciplinary action as defined in Article III.J(1)a.

K. Any grievance shall be considered finally withdrawn when:

## Article IV

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(1) The Union does not refer the grievance to the Plant Manager, Division Manager-SONGS or Division Manager, Mechanical Services Shop-SSID as appropriate within five (5) days from the date the supervisor's answer is delivered to the steward as provided in Section C of this Article IV;

(2) The Union does not refer the grievance to Step Three of this grievance procedure in the manner and within the time provided in Section D of this Article IV;

(3) The Union notifies the **Manager of Labor Relations Department** in writing of its withdrawal of a grievance at any step in the grievance procedure; it being understood and agreed that when a grievance with respect to any employee whose services have been voluntarily or otherwise terminated remains pending, the Union will reconsider such a grievance and if after reasonable investigation it comes to the conclusion that the grievance should be further processed, the grievance will be carried further, otherwise it will be withdrawn.

L. If a grievance results from the discharge of an employee, it will be given priority through the steps of the grievance procedure so that, if the case should be ultimately appealed to arbitration, it will be ready for hearing not later than ninety (90) days from the filing of the first step grievance.

**Article V**  
**ARBITRATION**

A. It is agreed that only grievances involving the interpretation or application of this Agreement may be submitted to arbitration.

B. (1) If the written decision of the appropriate Department Head of Power Production, Nuclear Generation, Shop Services and Instrumentation, or his representative, as provided for in the third step of the grievance procedure, does not satisfactorily settle a grievance involving the interpretation or application of this Agreement, the Union may demand in writing that such grievance be submitted to arbitration by a Board of Arbitration, hereinafter described and hereinafter referred to as the Board. This demand shall be served upon the Company by first class mail within one (1) calendar month of the date of the delivery of such third step decision.

(2) If the Company under Article IV, Section D does not exercise its option to hold a Step Three meeting after the Union directly appeals the Company's Step Two written answer to arbitration, such direct appeal shall constitute a demand that such grievance be submitted to arbitration.

C. The Board shall consist of three (3) persons; one (1) chosen by the Union, one (1) chosen by the Company, and a third to be chosen by these two. The Company and the Union shall submit to each other the names of their representatives.

## Article V

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D. Within seventy-two (72) hours from the date of the receipt of the demand to submit an arbitrable grievance to arbitration, the representatives of the Company and the Union selected for such Board shall meet for the purpose of selecting the third member to act on said Board. In the event the third member of said Board is not selected within forty-eight (48) hours after meeting for such purpose, the representatives shall jointly request the Director of the Federal Mediation and Conciliation Service to submit a list of seven (7) persons qualified to act as such third member. After receipt of said list, the Union and the Company representatives shall each have the right to strike three (3) names from it; said representatives shall determine by lot the order of elimination and thereafter each shall in that order alternately eliminate only one (1) name until one (1) name remains. The seventh or remaining named person shall thereupon be accepted by the Union and the Company as the third member of the Board.

E. Within five (5) days after the completion of the selection of the Board as herein provided, either party shall submit to the Board a submission agreement; or in the event that a mutually satisfactory agreement is not executed, the following documents:

- (1) A copy of the Union's demand for arbitration;
- (2) A copy of the Union's contentions as set forth in its notification to the **Manager of Labor**

**Relations Department** on the appeal to Step Three of the grievance procedure;

(3) A copy of the Company's contentions as set forth in its decision at the third step of the grievance procedure;

(4) A statement of any contentions that the Company may make that the grievance is not a proper one for arbitration (does not involve the interpretation or application of the Agreement); a copy of this statement, if made, shall be at the same time submitted to the Union.

F. Upon receipt of the proper documents, the Board shall establish a hearing date and start the hearing as soon as possible and in any event within **thirty (30) days**. **The allotted time for the hearing shall not exceed two (2) days (a day normally consisting of eight hours of hearing time), which days shall be scheduled consecutively when possible, with each party having an equal amount of time to present their case. The two (2) day limit may be extended by mutual agreement of the parties. When possible, the Board shall render the decision or award in writing not later than thirty days after the close of the hearing and submission of any written briefs.**

**The parties agree that, at least seven days prior to the scheduled hearing, their respective advocates shall meet and confer to identify all intended witnesses and exchange all intended documentary exhibits (other than**

## Article V

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those witnesses and documents intended for impeachment or subsequently determined necessary in rebuttal), identify and to the extent possible resolve any foundational objections to the admissibility of such documents, identify relevant facts without dispute and the issues for resolution, and explore any opportunity for settlement. At the hearing, either party may elect to present testimonial and or documentary evidence by way of sworn declaration under penalty of perjury, provided that such evidence is delivered to the opposing party so as to be received not later than seven calendar days prior to the scheduled hearing date and the declarant is made available at the hearing for cross-examination upon request by the opposing party.

G. If the contention is made that the grievance is not a proper one for arbitration and does not involve the interpretation or application of the Agreement, said question of jurisdiction shall be determined by the Board.

H. The decision of the Board shall be final and binding upon both parties.

I. The Board shall confine its decision to the issues included in the documents submitted to the Board, and the Board shall be prohibited from adding to or subtracting from the terms or provisions of this Agreement anything to the contrary notwithstanding.

J. All expenses of arbitration shall be borne equally by the Company and the Union included. The expense of making a verbatim record of the proceeding and a transcription thereof shall be borne equally if desired by both parties, or entirely, if desired by only one (1) party.

K. The procedure of the arbitration hearing shall be determined by the Board provided, however, that the parties agree to recommend to the Board that it use applicable rules of procedure such as those of the American Arbitration Association to govern the proceeding.

### **GENERAL PROVISIONS COVERING ARBITRATION**

L. The Company and the Union agree to use every means to facilitate the arbitration in every way possible, and to this end the parties agree that they will use their best efforts to effect a final decision on any matter submitted to arbitration within thirty (30) days from the date the demand for arbitration was received by the Company.

M. No grievance concerning the interpretation or application of this Agreement shall be presented for arbitration until the employer or the Union has availed itself of the full grievance procedure set forth in this Agreement, and all such grievances shall be considered finally settled and not subject to arbitration unless a written demand for arbitration has been served upon the Company.

## Article V

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N. The Board or either party may call any employee as a witness in any proceeding before the Board; if the employee is on duty, the Company agrees to release him from duty so he may appear as a witness. If an employee witness is called by either party, the party calling him will reimburse him for the time lost.

O. Any of the periods, within which any of the acts required in this Article V are to be performed, may be extended by mutual consent of the representatives of the parties or the ruling of the third member of the Board of Arbitration, and in computing the time within which the acts herein are required to be performed, Saturdays, Sundays, and holidays shall be excluded.

P. When the priority of arbitrating grievances under Section L of Article IV results in more than three (3) discharge grievances in a row, the Union may interject at its option the next in order nondischarge grievance ahead of the fourth discharge case.

**Article VI****MANAGEMENT PREROGATIVES**

A. The Company has and will retain the right and power to manage the plant and direct the working forces, including the right to hire, to suspend, or discharge for just cause, to promote, demote, and transfer its employees, subject to the provisions of this Agreement. Any claim that the Company has exercised such right and power contrary to the provisions of this Agreement may be taken up as a grievance and to arbitration, except that the provisions of Article V and of this Article VI shall not apply to the discharge of any employee during the first six (6) months of the employment of any employee. The Company agrees to discuss with the Union any claim that any employee has been dismissed in violation of Article I, Section B of this Agreement.

B. Letters and memoranda regarding disciplinary action as defined in Article III, Section J (1)a. shall be:

1. Removed from an employee's payroll location file and destroyed after three (3) years, provided the employee's record has remained free of such documentation during the same period. The three (3) year period will be calculated from the date on which the document was issued to the employee. For administrative purposes the removal and destruction shall be as follows: During the 4th year of employment, the first year's documentation will be removed and destroyed; during the 5th

## **Article VI**

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year of employment, the second year's documentation will be removed and destroyed, and so on in yearly increments.

2. Removed from an employee's payroll location file and destroyed after five (5) years. The five (5) year period will be calculated from the date on which the document was issued to the employee. For administrative purposes the removal and destruction shall be as follows: During the 6th year of employment, the first year's documents will be removed and destroyed; during the 7th year of employment, the second year's documents will be removed and destroyed, and so on in yearly increments.

**Article VII**  
**SICK LEAVE**

This program and others which include the Retirement Plan, Group Life Insurance Plan, Employee Medical Plan, Dependent Medical Plan, Comprehensive Disability Plan, Long Term Disability Plan, Family (Delta) Dental Plan, Blue Cross Group Practice Dental Plan, Safeguard Group Practice Dental Plan, Group Accident Insurance Plan, Dependent Life Insurance Plan, Vision Care Plan and **Edison 401(k) Savings Plan** are covered by a separate agreement between the parties. Said agreement is complete and separate unto itself and is in no way a part of this Agreement.

**Article VIII**  
**SENIORITY****A. For the Purpose of this Agreement —**

(1) "Company Seniority" shall be deemed to accrue from the last date of hire by the Company, or any of its predecessors less any deductions in time as set forth in Article VIII, Sections A(3) and G, Article XI, Section E, and shall include all *Company seniority accrued during any previous period of employment after a reemployment period of one year.*

(2) "Steam Generation Division Seniority" will also be known as "Working Unit Seniority" and shall accrue in the Steam Generation Division, Shop Services and Instrumentation Division — Mechanical Services Shop, Nuclear Generation Site Department — San Onofre, and shall date from the day the employee started work in that portion of the Steam Generation Division covered by this Agreement less any time lost as set forth in Article VIII, Sections A(3) and G, Article XI, Section E. Working Unit Seniority, once accrued, shall not be lost by transfer to another Division or Department of the Company, except as otherwise specifically provided in the Agreement. Working Unit Seniority accrued during any previous period of employment will be reinstated after a reemployment period of one year.

(3) For employees with more than six (6) months service, *Company and working unit seniority shall*

## Article VIII

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accumulate during any absence from work due to illness or injury, so long as the employees continue to receive Comprehensive Disability Plan benefits.

(4) Except as provided in this paragraph, employees who are transferred to supervisory positions outside of the Bargaining Unit shall accumulate Company and working unit seniority while occupying such supervisory positions. If they are subsequently transferred to classifications within the bargaining unit they shall be assigned the classification in the bargaining unit they formerly held, with their accumulated seniority, except that company seniority accumulated while in a supervisory position for two years or more will not be credited for force reduction purposes for a period of three years after their return to the Bargaining Unit. All of the terms and provisions of this Agreement shall apply to them while they are assigned to any job classification in the Bargaining Unit.

(5) As soon as practicable after the execution of this Agreement but not later than ninety (90) days thereafter, the Company shall furnish the Union with six (6) copies of lists showing the Company and working unit seniority of each employee covered by this Agreement. Each ninety (90) days after the first list is submitted, the Company will post at each bid board a current seniority list and furnish the Union with six copies. Any protest in seniority lists must be made within thirty (30) days

from date such lists are furnished the Union or said lists will stand as correct for the duration of the Agreement.

B. (1) It is understood and agreed that where ability and qualifications are sufficient to meet the standards of the job to be filled, Steam Generation Division seniority, as herein defined in Section A(2), shall be observed in promotions and transfers. *In the absence of applicable Steam Generation Division seniority, Company seniority, as herein defined in Section A(1), shall apply.*

(a) Employees are presumed to be qualified for like classifications, within Steam Generation Division and Nuclear Generation Site Department — San Onofre, for the purpose of bids, transfers, and in the event of a reduction in forces.

(2) When job vacancies occur in Steam Generation Division, Shop Services and Instrumentation Division or Nuclear Generation Site Department-San Onofre, the Company will post notices of such vacancies on bulletin boards for one (1) week. Entry level jobs will be posted *for bid except those vacancies filled by the Rehabilitation Agreement.* It shall be the individual employee's responsibility to learn of said posting and to cause to be indicated thereon whether or not the employee desires to be considered for said job. When the job is filled, the name and seniority of the employee who is given the job will be posted.

## Article VIII

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(a) Entry level jobs as designated in Exhibit A will be filled by transfers and new hires, if there are no qualified bidders within the working unit.

(b) Requests for transfer to positions outside the UWUA working unit will be filled out by the employee. All copies will be presented to the employee's Manager or his representative who will date and acknowledge receipt of same and return one (1) copy to the employee. This establishes the effective date of the request for transfer. Requests for transfer are limited to six different classifications at any given time for an unlimited number of designated locations.

A request for transfer shall be valid for one (1) year from the date submitted, or until the employee accepts a job in the classification for which a request for transfer had been submitted, whichever comes first. If the employee rejects a job which he is offered, all of the employee's requests for transfer for that classification will be cancelled.

To be valid for a given job opening, a request for transfer must be submitted ten (10) working days prior to the date on which a department's requisition for the job in question is received in the Personnel Office.

Normally each job shall be awarded within fifteen (15) working days after a department has submitted their employment requisition to the Personnel Office, and the Company will commit its best effort toward that end. An employee shall have at least

two working days from notice of a job offer to accept or reject the job. However, if an employee has not been actually transferred to the new job within thirty (30) days from the time the award has been posted, the employee shall be free to bid and receive an award for another new job or to withdraw the bid.

An employee who has submitted a valid transfer request as set forth in this article, and is performing satisfactorily in his/her present job, meets the Company's hiring standards, and otherwise meets the qualifications of the vacant job, shall be awarded the job over a new hire.

Each month, the Company will post on the bulletin board a notice of all jobs within the Union awarded by request for transfer. This notice will include the name of the employee, job awarded, location and date the job was awarded.

(3)(a) The entry point into Operations shall be in the classification of Apprentice Plant Equipment Operator. Helpers transferring to Apprentice Plant Equipment Operator vacancies will receive credit in the Apprentice Plant Equipment Operator progression for time spent as a Helper up to but not exceeding six (6) months.

The entry point for operation into the San Onofre Nuclear Generating Station shall be in the classification of Apprentice Nuclear Plant Equipment Operator (ANPEO). Plant Equipment Operators (PEO) transferring into the ANPEO classification shall receive a rate of pay equivalent to their cur-

## Article VIII

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rent step in the PEO progression ladder and hold there until qualifying for **Secondary Nuclear Plant Equipment Operator (SNPEO)**. Control Operators and Assistant Control Operators transferring into the Apprentice Nuclear Plant Equipment Operator classification will receive a rate of pay equivalent to the Assistant Control Operator rate of pay during the time they are an ANPEO/SNPEO.

**Maintenance journeyman transferring to APEO or ANPEO vacancies will receive six months credit on the wage schedule. They will hold at that step for one year before becoming eligible to progress to the next wage step based on qualifications.**

(b) Employees classified as Apprentice Plant Equipment Operators (APEO) may be assigned their initial training either in the classroom or on-the-job. When the classroom portion is the initial training, at its conclusion, each of the attending APEOs may be subject to the on-the-job training portion at other locations. Job vacancies for such assignments will be posted at the classroom location only and only said APEOs will be eligible to bid them. If any vacancies remain unfilled thereafter, the remaining APEOs at the classroom location beginning with the junior APEO will be assigned to fill the remaining vacancies.

(c) In the event vacancies for Plant Equipment Operator occur and are not filled as the result of a bid and award, the junior "in-training" Plant

Equipment Operator will be subject to assignment to the job. However, when an "in-training" Plant Equipment Operator is already assigned to a location where such a vacancy exists, the junior "in-training" Plant Equipment Operator at that location shall be assigned the vacancy rather than the junior "in-training" Plant Equipment Operator in the working unit.

An "in-training" Plant Equipment Operator is hereby defined as a Plant Equipment Operator who has progressed from the classification of Apprentice Plant Equipment Operator, when qualified, who has not filled a regular Plant Equipment Operator job and who is carried as excess manning at a station. "In-training" Plant Equipment Operators when qualified, will be eligible to fill shifts the same as a regular Plant Equipment Operator.

(d) Operators in the San Onofre Nuclear Generating Station may move to other central control stations as follows:

1. If an operator in any classification subsequent to qualifying and obtaining an NRC Operator's license to operate a San Onofre Unit fails the annual requalifying examination for this license, he will still be subject to the provisions of subsection c(3) of this Article VIII. Such employee will be removed from control room duty and will be required to enter the requalifying program at once. During this period his monthly license premium will be held pending his requalification. Upon

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requalification he will be paid the money held and his monthly license premium will be resumed.

Should such employee fail to be requalified, he will be subject to subsection (8) of this Section B.

2. If an **Operator** is unable to maintain normal progress towards qualifying for or is unable to qualify for an NRC Operator's license to operate a San Onofre Unit, or if subsequent to qualifying and obtaining an NRC license is unable to meet or maintain the NRC license requirements he/she:

a. May convert, using working unit seniority, to a non-license path **Operator** position provided he/she is qualified for and otherwise capable of performing in the position. **A Secondary or Primary Nuclear Plant Equipment Operator will remain in their current position, a Nuclear Control Operator will convert to a Primary Nuclear Plant Equipment Operator.**

A non-license path operator may, using working unit seniority, elect to re-enter the license path program upon formation of the next available license path class **and will receive the Nuclear License Path Premium when they declare their election to enter the license path program.** An operator who has reentered the license path program, and who fails a second time to qualify for an NRC license, **will not be eligible to re-enter the non-license path program or continue receiving the Nuclear Non-License path Premium without management approval. Additionally, the operator will not be eligible**

for a Nuclear Non-License Path Premium for a period of one (1) year following the second failure. After the one year period, the operator will start receiving the Nuclear Non-License Path Premium provided he/she is eligible.

If a more senior operator qualifies for entry into the non-license path classification, and the number of operators in that classification is already at the maximum, then the least senior non-license path operator will be required to enter the next available license path class, or be subject to Subsection (8) of this Section B.

A license path operator, who is maintaining normal progress, may voluntarily elect with Supervisory approval, to enter the non-license path classification if the number of operators in that classification is not at the maximum. There will be a minimum of ten (10) positions at SONGS in this classification. An operator who enters this classification shall receive the **Nuclear Non-License Path Premium, provided he/she maintains qualifications for that position.** A non-license path Operator will receive re-qualification training equivalent to that received by license path Operators.

b. Shall be subject to subsection (8) of this Section B.

(4) An Apprentice Electrician, Apprentice Maintenance Machinist, Apprentice Instrument Technician, Apprentice Nuclear Instrument Technician, Apprentice Nuclear Computer

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Technician, Apprentice Welder or Test Technician who completes the sixth month of the top step of the appropriate training program will be promoted, assuming he is qualified, to the associated classification as an "in-training" Electrician, Maintenance Machinist, Welder or to the first step of Instrument Technician, Nuclear Instrument Technician, Nuclear Computer Technician or Test Technician "A" with progression in the normal manner. The junior "in-training" Electrician, Maintenance Machinist, Instrument **and Control Technician**, Nuclear Instrument **and Control Technician**, Nuclear Computer Technician, Welder or Test Technician "A" will be subject to assignment to fill a regular vacancy in his classification in the event there are no qualified bidders for such vacancy. Upon filling such a vacancy either by bid or otherwise, the "in-training" designation will be removed.

(5) Apprentice Electricians and Apprentice Machinists during the last six (6) months of their apprenticeship will be temporarily assigned as extra manning to work at a station nearest their home. During the period or periods of assignment to work at a station as extra manning under this provision, no travel time will be allowed for reporting to that station for their regular scheduled work hours or hours connected thereto.

(6) The Company agrees to establish all traditional Edison maintenance apprenticeships at the Mohave Generating Station. An Apprentice

Electrician, Apprentice Maintenance Machinist, Apprentice Instrument Technician, Apprentice Welder, or Test Technician who is promoted and receives the "in-training" designation will be assigned a work location as follows: Mohave Training to Mohave Generating Station. They will be placed on the applicable Evergreen overtime list at the appropriate location, based on their classification. At Mohave, "in-training" journeymen will be assigned to Monday through Friday day shifts; however, they will fill temporary back shift vacancies prior to assigning resident journeymen. Individuals will retain "in-training" designation until bidding a vacancy or assigned to fill a regular vacancy in accordance with the contract.

**(7) Maintenance journeymen and all operators, excluding Apprentice Plant Equipment Operators (APEOs) and Apprentice Nuclear Plant Equipment Operators (ANPEOs) transferring into maintenance apprenticeship vacancies will receive six months credit on the wage schedule for the apprentice classification. They will hold at that step for one year before becoming eligible to progress to the next wage step based on qualifications.**

(8) Any employee, except as covered under subsection (3)(d)(1) of this Section B, whose established working base is San Onofre and who is subsequently disqualified from continuing to work at that location as a result of an inability to comply with applicable regulatory requirements will be

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given ninety (90) days to obtain another position for which he is qualified within the Company. Any such employee who fails to obtain another position after ninety (90) days, will be made aware of vacancies within the Bargaining Unit, if any exist. If the employee fails to select a job for which he is qualified and has seniority from these vacancies, the Company will assign the employee to a vacancy for which he is qualified and has seniority. If there are no vacancies or the employee fails to have the qualifications and seniority to fill an existing vacancy and the employee failed to obtain another position in the ninety (90) day period, the employee will be subject to Section E of this Article.

During the initial ninety (90) day period, the employee may continue to work at San Onofre if work is available for which he is qualified. If there is no work available at San Onofre for which the employee is qualified, he may be assigned to another work location within the working unit in accordance with the provisions of Article XIII, Sections B and C. However, the employee may elect in lieu of this assignment, to waive the ninety (90) day period as discussed above in this subsection (8).

Prior to assignment as provided in this subsection (8), a Nuclear **non-licensed operator** or licensed operator will be permitted to remain at San Onofre for a period of ninety (90) days provided he is otherwise qualified to perform an

operator position, work is available and **the employee** continues to meet security requirements. If the employee is not otherwise qualified or no work is available, the employee will be subject to the other provisions of this subsection **(8)**.

C. (1) For a period of six (6) months after being awarded a job, an employee shall not be eligible to move horizontally or down by bid or transfer, except when there is no other qualified bidder to be considered. An employee will also be allowed to bid horizontally during the six (6) months after receiving a bid award to a fixed shift position if the bid is for the same job at the same bid location *but for a different fixed shift*. The employee is restricted to only two (2) such horizontal moves after the initial bid award. The six (6) months for the above ineligibility shall be from the award date of the bidder's current job to the removal date of the job posting on which he is bidding.

(2) New employees will be eligible to move only upward during the first six (6) months of their employment.

(3) A licensed operator at San Onofre Nuclear Generating Station may bid a vacancy elsewhere in the Working Unit using his Working Unit Seniority provided at the time of the complement *of operators holding NRC licenses* excluding the said operator is at least sixteen (16) for San Onofre Unit 1 and at least thirty-six (36) for San Onofre Units 2 and 3. In addition, the number of qualified Nuclear Control Operators may not be

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less than five (5) for Unit 1 or less than fifteen (15) for Units 2 and 3. These numbers may be changed by the Company in the event of a change in NRC requirements.

(4) Employees who, subsequent to March 5, 1991, enter the Apprentice Nuclear Plant Equipment Operator classification/progression will be restricted from bidding or transferring to any classification outside the Nuclear Operator progression for a period of twenty-four (24) months. The twenty-four (24) month period for the above ineligibility shall be from the date of entry into the Nuclear Operator progression to the removal date of the job posting on which the employee is bidding. This restriction does not apply in the event of a reduction of forces; or in the event of the application of Section B(8) of this Article VIII.

(5) Employees who, subsequent to March 5, 1991, enter a classification at San Onofre identified in Section C of Article IX will be restricted from horizontal or downward movement, by bid or transfer, for a period of twenty-four (24) months. This restriction does not apply to bids/transfers within San Onofre; in the event of a reduction of forces; or in the event of the application of Section B(8) of this Article VIII.

(6) Employees who, subsequent to March 5, 1991, enter the classification of Service Shop Mechanic will be restricted from horizontal or downward movement, by bid or transfer, for a period of twenty-four (24) months. This restriction

does not apply to bids/transfers within the Mechanical Services Shop-SSID; or in the event of a reduction of forces.

(7) Employees in an apprentice maintenance classification will be restricted from bidding or transferring to another apprentice maintenance classification until the employee has completed or would have completed two (2) years in the journeyman classification for which he was an apprentice. However, this restriction will not apply to an employee who left a maintenance apprenticeship classification during the first six (6) months of the apprenticeship. The period of time for the two (2) year restriction will commence with the effective date of transfer or the date the employee would have transferred to the journeyman maintenance classification. This restriction will not apply to employees bidding or transferring from Electrician to Test Technician.

(8) (a) The six (6) months ineligibility to move horizontally or down by bid or transfer under subsection (2) of this Section C will be waived for employees who are assigned under subsections (3) and (4) to fill a regular classification from an "in-training" classification.

(b) The twenty-four (24) month ineligibility to move horizontally or down by bid or transfer under subsections (5) and (6) of this Section C shall be from the award date of the bidder's current job to the removal date of the job posting on which the employee is bidding.

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D. Temporary transfers with the approval of the appropriate Department Head of Power Production, Nuclear Generation or his representative outside of the Bargaining Unit within the Steam Generation Division or to another department of the Company, will be allowed if eligible for one (1) year without loss of unit seniority, and at the expiration of this time, if for some reason it is necessary that it be extended, it can be done with the approval of the parties hereto. If an employee is returned to his former working unit, he shall be assigned the classification formerly held, with accumulated seniority.

E. In the event a reduction of forces is made in a classification, within either the Steam Generation Division, Shop Services and Instrumentation Division-Mechanical Services Shop, and/or the Nuclear Generation Site Department-San Onofre, an employee will be entitled to transfer according to Company seniority to a similar level or lower classification, in the Steam Generation Division, or Nuclear Generation Site Department-San Onofre provided he has Company seniority over an employee then occupying such classification and is otherwise qualified. Such transfer will be in accordance with the procedure described in this Section E of Article VIII.

(1) Job vacancies existing thirty (30) or more days prior to the start of a reduction of forces will be posted for bid in accordance with Section B of this Article VIII.

(2) *If under this Section E an employee is reduced to a lower classification, the employee's pre-reduction wage rate will be maintained (not to include subsequently negotiated increases) until the rate of pay for the employee's current job classification equals or exceeds the maintained rate or the employee declines to accept a vacancy offered under subsections (3)(a) or (3)(c) of this Section E.*

(3) *Subsequent to a reduction in forces the following procedure will be followed in filling vacancies which occur in classifications from which employees have been reduced:*

(a) *In the event a job vacancy occurs in a classification and at a location from which an employee was force reduced, the vacancy will be offered to this employee. In the event more than one (1) employee meets the criteria to be offered this vacancy, the vacancy will be offered according to Company seniority beginning with the most senior employee.*

(b) *The vacancy will be posted for bid in accordance with Section B of this Article VIII.*

(c) *In the event a job vacancy occurs for which there are no qualified bidders or transferees, the vacancy will be offered to employees reduced from that classification whose pre-reduction established working base was within fifty (50) miles of the location at which the vacancy occurs. In the event more than one (1) employee meets the criteria to be offered this vacancy, the vacancy will*

## Article VIII

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be offered according to Company seniority beginning with the least senior employee.

(4) Transfers as noted above, due to reduction of forces, shall have priority over promotion in filling job vacancies.

(5) If a surplus or displaced employee elects to, and is successful in ultimately filling a vacancy in lieu of displacing another employee, the employee will receive a relocation allowance in the amount of \$1,000.00 and all moving expenses will be paid by the Company as stated in Article XIII, Section E(2) when the following conditions are met:

(a) The employee's new permanent work location must be twenty (20) miles or more from the employee's old permanent work location;

(b) The employee's new residence is closer to the new work location than his present residence;

(c) The employee's commuting time to the new work location from his new residence is less than the commuting time to the new work location from his old residence; and

(d) The employee must move within one year from the effective date of the transfer to qualify for moving expenses under this provision.

(6) In the event of a temporary curtailment in the working unit, the Company reserves the right to transfer employees to other work as may be available and suitable to their skill and experience, provided that no employee of longer Company

seniority may be displaced by an employee so transferred who has less Company seniority.

(7) An employee who has been with the Company one (1) year or more and who is laid off shall receive two (2) weeks' notice. If two (2) weeks' notice is not given, the employee will receive two (2) weeks' pay in lieu of said notice. An employee who has been with the Company less than one (1) year and who is laid off will receive notice or pay in lieu of said notice on the following basis: One-twelfth (1/12) of five (5) days for each month of continuous service; one (1) day will be the minimum allowed and five (5) days will be the maximum allowance.

The preceding paragraph does not apply to an employee discharged for cause.

F. Reemployment shall be in reverse order of layoffs, *i.e.*, the last employee laid off shall be the first reemployed. The Company shall notify former employees who were laid off in writing by registered mail addressed to the last address of record to report back to work when jobs are available. If such a former employee does not report within ten (10) days (Saturdays, Sundays, and holidays excluded) after the sending of such notice, he shall lose his seniority, except that if the failure to so report is due to a substantiated illness, injury, or some cause beyond his control, the former employee shall be put back to work when he is able to report, provided he notifies the Company within such ten (10) day period the approximate

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date when he will be able to return and there is on such date an available job for which he is qualified.

It is the responsibility of the employee to see that the Company is advised of his current mailing address.

All former employees so reemployed must pass a physical examination and upon reemployment shall receive the prevailing rate of pay for the classification in which they are reemployed.

Employees who are involuntarily laid off after exhausting all their rights within provisions of the Agreement will be allowed to sign bids and be awarded jobs on the same basis as active employees.

G. Seniority shall be lost if an employee (1) quits, (2) is discharged, (3) fails to return to work within ten (10) days after being notified to report to work, except when such failure is due to substantiated illness, injury, or similar cause beyond his control and he has so notified the Company within the ten (10) day period, and (4) is laid off for twenty-four (24) consecutive months. However, if his seniority exceeds five (5) years, he shall not lose his seniority until he has been laid off for a continuous period of thirty-six (36) months. Seniority shall not accumulate during any such layoff.

**Article IX**  
**WAGES**

A. Attached hereto and marked Exhibit A is a list of the job classifications covered by this Agreement and hourly rate(s) of pay which shall be effective for each job classification during the terms of this Agreement except as hereinafter provided in Article XX.

B. (1) Those operators maintaining a valid NRC Senior Reactor Operator's License, a valid NRC Reactor Operator's License, **Secondary and Primary** Nuclear Plant Equipment Operators who have been selected for and are progressing satisfactorily towards a Reactor Operator's License, Apprentice Nuclear Plant Equipment Operators who have successfully completed the NRC Fundamentals Exam and have completed a minimum of six (6) months within the classification (*to also include those who have not had the opportunity to take the NRC Fundamentals Exam but have qualified on all **Secondary** NPEO watch stations*), and eligible Journeyman as described below in IX.C. (2), will receive the following Premium calculated as a percentage of each employee's Equivalent Monthly Schedule rate of pay, as shown in Exhibit A of the Agreement:

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Senior Reactor Operator .....	20%
Reactor Operator .....	18.5%
<b>Nuclear Secondary/Primary .....</b>	<b>9%</b>
<b>Plant Equipment Operator (License Path)</b>	
Apprentice Nuclear Plant	
Equipment Operator.....	9%
Journeyman Premium.....	6%
<b>Nuclear Secondary/Primary .....</b>	<b>6%</b>
<b>Plant Equipment Operator (Non-License Path)</b>	

(2) Overtime pay will include these License/Journeyman Premiums at the applicable time-and-a-half or double-time rate. The License/Journeyman Premium payment for overtime hours and for payroll adjustments will be paid in the second pay check following the end of the pay period in which it was earned.

(3) Employees entitled to receive the License/Journeyman Premium who are upgraded to another Bargaining Unit classification eligible to receive the License/Journeyman Premium will receive the applicable License/Journeyman Premium on the rate of pay they are receiving in the upgrade classification for all hours worked in the upgrade classification.

(4) The License/Journeyman Premium will not be added to the base rate of pay for purposes of calculating those benefits referred to in Article VII.

C. (1) The Journeyman Premium is established to recognize additional qualification requirements

for certain Journeyman classifications who work at SONGS and perform nuclear plant maintenance and repair, in light of the stringent administrative control programs required at the station.

(2) To be eligible for the Journeyman Premium an employee must be at the top step in one of the following job classifications:

Test Technician A

Nuclear Test Technician A

Nuclear Instrument **and Control** Technician

Radiation Instrument Technician

Nuclear Computer Technician

Health Physics Technician

**Health Physics Instrument Technician**

Nuclear Chemistry Technician

Radioactive Material Control Technician

Electrician

Nuclear Maintenance Electrician

*Maintenance Machinist*

Nuclear Maintenance Machinist

Welder-Steam

Nuclear Maintenance Welder

Boiler and Condenser Mechanic at any step  
of the progression

Nuclear Boiler and Condenser Mechanic at  
any step of the progression

Nuclear Maintenance Crane Operator

**HVAC Technician**

Painter-Steam Maintenance

Nuclear Maintenance Painter

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In addition, the employee must be Red Badge qualified and capable of performing any job required of the classification anywhere within the plant site. In order to receive the Journeyman Premium, the employee must demonstrate, through the passing of a written test, that he has a thorough and acceptable level of knowledge regarding specific administrative procedures. Included in these procedures would be QA/QC Fundamentals, Verbatim Compliance, Control of Vendor Personnel, Equipment Control Process, Use and Control of Procedures, Design/Facility Changes, Work Authorizations and other similar procedures which may be required in the future. The Journeyman Premium is based on knowledge of the above and not for specific journeyman craft skills.

(3) Specific training programs have been developed for each area, and employees will attend these training programs. In addition, packages of training materials and summaries of training program content will be provided to employees. The training for these administrative procedures will normally be up to five days in duration. Successful performance on a written exam covering the contents of these training programs will be the primary method of determining the eligibility for the Journeyman Premium.

In addition, eligible employees will be expected to demonstrate their knowledge of these procedures through requalification on a regular

basis. It is expected that requalification tests and training will be conducted every two years, but the Company reserves the right to hold such requalification on an annual basis. In addition, specialized training will be provided if some new administrative procedure is required. Before an employee is required to attend requalification training, he/she will be given the chance to "challenge" the training by passing a knowledge test. The results of the test would determine the amount of requalification training, if any, necessary.

(4) The Journeyman Premium is subject to being withheld if the employee can not demonstrate an acceptable level of knowledge in the right area. However, it will not be withheld as a disciplinary tool; and when withheld, it will be set aside to be paid pending eventual requalification. However, if an employee fails to become requalified in an appropriate period of time, he/she will be considered to be no longer eligible for the Journeyman Premium nor qualified to work at SONGS in his/her classification. The Journeyman Premium can be withheld for failure to pass the appropriate knowledge test. Performance problems on the job which indicate a lack of knowledge in these procedures will be dealt with through the normal disciplinary channels.

(5) Mechanical Services Shop/SSID personnel assigned to SONGS to perform nuclear plant maintenance and repair will also be eligible to receive the Journeyman Premium if qualified. The

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Journeyman Premium will be paid on the same basis as station personnel, and the smallest unit of premium paid will be for a period of one week.

D. Each employee shall be assigned his appropriate job classification and shall receive the rate of pay of that classification when performing the duties thereof, except that when an employee is temporarily assigned to work in a higher-rated job classification, he shall receive the temporary relief rate for such higher-rated classification for all hours worked therein. Said relief rate will be the lowest rate in the higher-rated classification, unless the employee's current rate of pay exceeds the lowest rate, in which case the relief rate will be the nearest wage rate above the employee's current rate in the higher-rated classification. If an employee is temporarily assigned to perform work of a lower-rated job classification, his rate of pay shall not be changed. If an employee's job classification is changed he will receive written notice of such change of status and the effective date thereof.

(1) It is the intent that an employee work six (6) months in each step of a step progression. In any case, where the time off from work within a six (6) month step amounts to thirty (30) consecutive calendar days or more, exclusive of time charged to vacation, such employee shall be required to remain in his present wage step for an additional period of time equivalent to the time lost.

Employees who are temporarily upgraded for periods of ten (10) or more consecutive regular work days (exclusive of days off) will receive credit on the progression ladder of the classification to which they are temporarily upgraded for each five (5) consecutive days worked in the upgraded classification. No credit will be given for less than ten (10) days. This credit will be applied when the employee is permanently upgraded to the classification.

E. Any employee working as a leadman (defined as an employee temporarily assigned to supervise two (2) or more employees on a particular job) shall receive in addition to the rate of pay of his classification one dollar (\$1.00) per hour for such time as he acts as a leadman.

Any employee temporarily assigned an upgrade to a management position shall receive in addition to the rate of pay of his/her classification one dollar and seventy-five cents (\$1.75) per hour for such upgrade time.

F. All employees are to be paid on an hourly basis. Pay days shall be those mutually agreed to and hereafter published by the parties. Regular deductions will be made from each pay check. In the event that pay day falls on a holiday, pay day will be the day following.

Also, for those employees who voluntarily elect to participate in the Automatic Payroll Deposit program, it is understood that should there be a Company or bank holiday during the pay week

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such employees' drafts will not be deposited to their accounts until the following work day; Saturdays, Sundays and holidays excepted.

G. When additional jobs are created or present job contents are changed, the parties will negotiate applicable wage rates for these jobs. If the Company and the Union do not agree on a wage rate for the position within five (5) days of the date the Company has proposed a rate, the rate proposed by the Company shall be in effect and the parties will continue to negotiate until a settlement is reached, with a maximum of sixty (60) days retroactivity.

H. (1) No employee who is compelled to do jury duty shall lose any pay for the regular work time which he is compelled to lose by reason of said jury duty. As regards jury duty, such an employee shall furnish the Company with a statement from the Jury Commissioner or other officer of the Court setting forth the days on which he reported for jury duty.

a. Should jury duty pay increase from the amount in effect on January 1, 1976, the employee would be paid Company base pay while on jury duty during regular working hours less fifty percent (50%) of any such increase in jury pay.

(2) In the event of a death in the immediate family of a regular employee, time off with pay as necessary may be allowed with the approval of supervision to make arrangements for and attend the funeral, but such paid time off shall not exceed

three (3) working days. Immediate family for this purpose consists of spouse, child, step-child, parent, step-parent, brother, sister, step-brother, step-sister, mother-in-law, father-in-law, grandparents, and grandchild of an employee.

(3) Full-time employees who have completed six (6) months of service may, if required and with supervisory approval, be granted paid time off for illness or accident in the immediate family, up to two (2) days. Immediate family is defined in subsection (2) of this section, with the exception of an employee's grandchild.

I. Upon request from employees on vacation or on leave of absence because of injury or illness, the Company will mail pay checks on the regular pay days.

J. (1) All eight (8) hour work periods, regularly scheduled to begin at 11:00 a.m., or thereafter, but before 8:30 p.m., shall be designated as swing shift. All eight (8) hour work periods, regularly scheduled to begin at 8:30 p.m., or thereafter, but before 4:00 a.m., shall be designated as graveyard shift.

(2) Upon ratification of this agreement, **effective January 1, 2005**, a premium of one dollar and **thirty-seven cents (\$1.37)** per hour shall be paid for work performed in the swing shift, and a premium of one dollar and **fifty-five cents (\$1.55)** per hour shall be paid for work performed in the graveyard shift.

## Article IX

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### Shift Differential Table

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#### Swing Shift

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1-1-05	\$1.37
1-1-06	No change
1-1-07	\$1.42
1-1-08	No change

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#### Graveyard Shift

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1-1-05	\$1.55
1-1-06	No change
1-1-07	\$1.60
1-1-08	No change

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(3) The shift differential rate: a) for hours worked immediately before an employee's established or regularly scheduled eight (8) hour shift shall be the rate of the immediately preceding shift; b) for hours worked immediately following an employee's established or regularly scheduled eight (8) hour shift shall be the rate of the immediately following shift.

(4) When a shift premium is applicable to time worked at the overtime rate of pay, the overtime rate shall be applied to the applicable shift premium.

(5) Shift premium, except as identified in this subsection (5), shall be payable only for hours actually worked and shall not be paid for non-work time, such as holidays, sick leave, vacations, etc. For employees who work fixed swing or graveyard

shifts, shift premium shall be paid for up to eight (8) hours on holidays not worked and vacation days.

**(6) Shift premium will be paid for employees who work fixed swing or graveyard shifts when they are temporarily shift changed to dayshift for training purposes. It will not be paid for shift changes due to work assignments other than training.**

*K. A twenty-five percent (25%) discount on the domestic electric bill for regular employees served from Edison lines will be allowed in accordance with applicable tariff schedule filed with the California Public Utilities Commission.*

In addition all regular employees whose established base is Mohave or San Onofre Nuclear Generating Stations and whose residence is not served from Edison lines will receive an amount equivalent to twenty-five percent (25%) of their domestic electric bill. Eligibility for such payment will be determined on the same basis as provided for in the tariff schedule referred to above which would be applicable if the employee were served from Edison lines except for the references to territory.

Effective January 1, 1994 SONGS employees living outside the service territory will have up to one year to submit bills paid to receive the twenty-five percent (25%) discount.

**Article X****WORKING HOURS, OVERTIME,  
HOLIDAYS AND SAFETY**

A. The work week for all employees shall be any seven (7) consecutive calendar days normally Monday through Sunday.

B. Forty (40) hours shall constitute a regular work week.

C. For the purpose of this Agreement all employees in Operations (formerly the operating working unit) shall be known as shift employees; all other employees shall be known as non-shift employees.

For shift employees, Nuclear Station Computer Operators and other employees working graveyard or swing shifts, eight (8) consecutive hours shall constitute a regular day's work, their meals to be eaten on Company time. For employees other than shift employees and those listed above, eight and one-half (8 1/2) consecutive hours with one-half (1/2) hour off for meals shall constitute the regular day's work. Shift employees upgraded to management positions, Apprentice Nuclear Plant Equipment Operators and Apprentice Plant Equipment Operators on the dayshift who are involved in classroom training, and Operators at SONGS who are assigned to the annual Operator's requalification training on the dayshift will be treated as non-shift employees for lunch

## **Article X**

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purposes only and will eat their lunch on their own time.

Maintenance and technical employees working at the Mohave Generating Station, including Mechanical Service Shop personnel, will be allowed shower time during the last ten (10) minutes of their shift.

D. The regular working schedules shall be made up and posted on the Company bulletin boards two (2) weeks in advance of their effective date. The posting of schedules for employees working non-shift, non-rotating days-off schedules will not be required.

Every employee will, in his normal working schedule, be scheduled for two (2) regular days off each week to be scheduled consecutively, except that such regular days off for relief shift operators shall be scheduled consecutively when possible.

E. It is agreed that if the Company changes or modifies working schedules in a manner which the Union considers arbitrary or unnecessary, the decision of the Company shall stand, but the matter shall be submitted to the grievance procedure and if necessary, to arbitration, as provided for in the Agreement.

(1) The Company agrees to provide an opportunity for employees at any represented location to provide input regarding the type of permanent or temporary schedules established for those

employees; however, the final decision regarding the establishment of such schedules shall be made solely by management as a result of an analysis of operating requirements.

(2) The Company retains the right to balance shift skills by giving the normal shift change notice to accomplish this. Employees who receive a shift change will retain their original shift designation and return to that shift when skill levels on the affected shift are balanced.

(3) At Mechanical Services Shop-SSID, the Company retains the right to temporarily change an employee's shift due to overhaul requirements for up to seven (7) weeks. Any extension of this time frame will be made upon receipt of Union concurrence.

F. The following shall be the basis for payment of a rate of time and one-half the straight time hourly rate of pay for the employee affected:

(1) For all hours worked outside the regular eight (8) hour work day or the forty (40) hour work week, except as otherwise provided for in this Agreement;

(2) The first shift on a new schedule after transfer from one schedule of working days to another without notification of such transfer at least twenty-four (24) hours in advance of the starting time of the new schedule;

(3) The first shift after the transfer from one eight (8) hour working shift to another without notifica-

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tion of such transfer at least twenty-four (24) hours in advance of the starting time of the new shift; except:

(a) When such a shift change is given on the job and is canceled during the same work period any applicable shift change premium rate will not apply;

(b) When such transfer is to the graveyard shift with less than eight (8) hours notice in advance of the starting time of the new shift wherein double time will be the basis for payment of the first shift after transfer;

(4) Required to work more than one (1) short change in a work week. A short change is defined as a transfer from one schedule of working days to another with but eight (8) hours off between shifts. This Section F.(4) does not apply to employees when they are assigned during a work week to a regular relief shift; but this Section F.(4) will apply to such employees when they are assigned during a work week to another shift for the purpose of relief on such other shift due to vacancies resulting from sickness, vacation, etc.;

(5) The first eight (8) hours worked on a scheduled day off;

(6) The time and one-half or double time rate, whichever is applicable, for hours actually worked is the maximum which may be received under the foregoing provisions of this Section F, even

though there may be two (2) or more bases for applying said rates to such hours.

G. No overtime compensation shall be paid for any hours worked on a second shift in any twenty-four (24) hour period, which hours are worked as a result of the regular shift rotation, or which hours are worked as a result of shift changes mutually agreed upon by employees for their convenience.

(1) An employee may, in individual cases and with supervisory approval, temporarily trade a working schedule or shift with another employee in the same classification. Trades are not intended to interfere with Article VIII seniority rights of any employee.

(2) Employees on adjacent shifts may with supervisory approval exchange up to two (2) hours of normal time per day for their mutual convenience to be returned in the same work week with the understanding that no overtime compensation shall be paid by the Company as a result of such exchange.

H. (1) If an employee reports for work on his non-work day (day-off) after being called and no work is performed, the employee shall receive two (2) hours' pay at time and one-half his straight time hourly rate of pay.

(2) Travel time from an employee's home to the employee's established base and return (whether the employee reports to that base or not) will be allowed an employee who is required to work a

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planned overtime assignment of less than 8 hours (except when an employee requests to work less than 8 hours for personal reasons), when such working hours are:

(a) Outside of and not immediately prior to, or a continuance of the employee's regular scheduled work hours.

(b) On a non-work day.

The computation of the 8-hour period shall include the actual time worked on the job and the established travel time in both directions between the employee's established base and the job. However, the employee will be paid no more than a total of eight (8) hours for a work assignment under this provision. Travel time will not be used in the compilation of meal allowance in connection with prearranged overtime.

(3) Employees who are called from their homes for emergency work on their regular scheduled days off or outside of their regularly scheduled work hours on work days shall be paid at the double time rate for all hours worked, and for travel time in connection therewith. The minimum time, including travel time, for which overtime compensation shall be paid under the provisions of this Section shall be two (2) hours at the double time rate. Should the two (2) hours minimum overlap into an employee's regularly scheduled work hours, the straight time pay for the regularly scheduled work hours shall commence after the close of the two (2) hour minimum period.

(4) If a prearranged overtime assignment, other than an extension of the regular work day (before or after) and connected thereto, is canceled less than eight (8) hours before the employee is scheduled to report for work, such employee shall receive a minimum of two (2) hours' pay at the applicable overtime rate.

I. Employees reporting for work on scheduled work days who have not been notified twenty-four (24) hours in advance not to report shall receive a minimum of two (2) hours' pay at their regular straight time hourly rate of pay if no work is performed, or a minimum of four (4) hours' work or pay at straight time if work is performed.

J. *Overtime shall be divided as equally as practicable among those **classifications** qualified and available for work in each classification in the 1) maintenance, 2) clerical, 3) technical work groups, or 4) in each operating working group, without regard for classification. In the **San Onofre Health Physics Division, overtime shall be divided as equally as practicable within the Health Physics Technicians, the Junior Health Physics Technicians and the Health Physics Instrumentation Technicians work groups without regard for classification.** Only overtime hours actually worked will be recorded on the overtime lists.*

The following guidelines shall be used in applying this section of the Agreement for all employees except for those classifications at

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SONGS covered by a Letter of Understanding dated June 23, 1995:

(1) The low person in overtime who is qualified and available for the work, when practicable, will be the first person offered available overtime.

(2) When overtime work is to be offered to an employee, the contact will be made in person, by telephone or in writing by supervision.

(3) Employees shall be scheduled for prearranged and/or callout overtime in the sequence that pertains to their classification, location and/or schedule. Employees may initially decline such overtime except as otherwise noted.

(4) Employees will not normally be asked for overtime or subject to assignment when on days off in conjunction with vacation periods of two or more days duration.

(5) Employees who return to their jobs after being off work because of illness, injury or leave of absence for more than thirty (30) days shall be given the option of either 1) taking the average overtime hours of their classification in their work group at the time of return or, 2) returning with the overtime hours they had before such absence.

### Operators

(1) Uniform procedures will be adopted in all UWUA Local 246 represented locations for the administration of this Contract provision.

(2) This procedure will be followed on the same basis for all days of the week including the first as

well as the second regular day off in the work week.

(3) The employee who is low in overtime is entitled to be offered overtime which is available, if the employee is qualified and available, on the basis of the employee's overtime record at the time, even though it may have been prearranged for the employee to work overtime on the basis of the employee's low overtime status on a designated shift in the future.

(4) Overtime worked on the above basis prior to the prearranged shift will not cancel said prearranged overtime shift. If overtime becomes available for a shift immediately preceding or following a prearranged overtime shift, the employee will not normally be considered to be available for overtime for such a full shift unless other qualified people are not available.

(5) Only those in operations assigned to the location involved at the time will be considered in dividing overtime in operations at that location.

(6) For overtime periods less than a full eight hour shift, Supervision shall have the latitude to evaluate and schedule in the following manner.

(a) Employees to hold over.

Employees assigned to hold over.

(b) Employees in early.

Employees assigned in early.

(7) For overtime periods involving full shift coverage, for Operators on an eight hour shift

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schedule (vacancy or extra), overtime shall be scheduled as follows:

- (a) Employees on days off periods.
- (b) Employees to hold over four (4) hours and in early four (4) hours.
- (c) Employees on days off periods shall be assigned.
- (d) Employees shall be assigned to hold over four (4) hours and in early four (4) hours.
- (e) Employees shall be assigned to work sixteen (16) consecutive hours.
- (8) Overtime periods involving full shift coverage, for San Onofre Operators on an eight hour shift schedule (vacancy or extra), overtime shall be scheduled as follows:

- (a) Employees on days off periods.
- (b) Employees to hold over four (4) hours and in early four (4) hours.
- (c) Employees shall be assigned to hold over four (4) hours and in early four hours.
- (d) Employees on days off shall be assigned.
- (e) Employees shall be assigned to work sixteen (16) consecutive hours.

### Employees on Fixed Shifts

(1) Mohave Generating Station — Classifications involved: all maintenance classifications with the exception of Insulators, **Instrument and Control Technicians**, and Test Technicians. Employees

on a fixed shift schedule shall be scheduled for overtime as follows:

- (a) Employees on days off periods.
- (b) Employees to hold over four (4) hours and in early four (4) hours.
- (c) *Employees shall be assigned to hold over four (4) hours and in early four (4) hours.*
- (d) Employees on days off periods shall be assigned.
- (e) Employees shall be assigned to work sixteen (16) consecutive hours.

(2) **SONGS Nuclear Generating Station —**  
Classifications involved: Machinists, Electricians, Boiler and Condenser Mechanics, Maintenance Helpers — Steam, Tool Room Attendants, Senior Materials Handlers, Health Physics Technicians, Assistant Health Physics Technicians, **Junior Health Physics Technicians**, Nuclear Crane Operators, Health Physics Instrument Technicians, **Office Assistant 2 working in the Micrographics/Reprographics work group**, **Nuclear Chemistry Technicians**, and **Nuclear Instrument and Control Technicians**.

Mechanical Services Shop — SSID —  
Classifications involved: Machinists, Maintenance Helpers-Steam, Service Shop Mechanics, and Tool Room Attendants.

*Employees on a fixed shift schedule shall be scheduled for overtime as follows:*

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Overtime periods involving full shift coverage (vacancy or extra)

(a) Overtime will be offered to available employees on RDO's regularly scheduled on the shift where the overtime is required.

(b) Employees working adjacent shifts may be offered in-early and holdover assignments.

(c) Overtime will be offered to available employee regularly scheduled on a shift other than the shift where the overtime is required.

(d) Assign employees to work in-early and holdovers if previously offered in Section (2)(b).

(e) Assign RDO's regularly scheduled on the shift where the overtime is required.

(f) Assign RDO's regularly scheduled on shifts other than the shift where the overtime is required.

(g) Assign sixteen (16) hour shifts. Employees will not be scheduled for consecutive sixteen (16) hour shifts.

### **MOGS and SONGS Employees — Project Overtime**

**(1) A project is defined as a scope of work with a start date, an anticipated duration of work, and an eventual and/or established completion date. Once management has identified a project, approval to establish it as a Project, subject to the provisions of this section, must be obtained from the Union's Business Manager.**

**(2) When a project has been established in accordance with the provisions of this section, volunteers will be solicited to work the project. For projects that are less than forty-five (45) days duration, employees will work the full duration of the project without rotation. For projects greater than forty-five (45) days, there will be a rotation out of the project, unless mutually agreed otherwise between the parties. Selection for the project will be by Evergreen, beginning with the low Evergreen person that volunteered, who is qualified and available for the work, when practicable. When there are not enough volunteers, employees will be assigned to the project, starting with the person lowest on the Evergreen.**

**(3) Employees assigned to project work will be expected to work all overtime associated with the project. Overtime will be offered to the employees assigned to work the project in accordance with the normal Evergreen process in effect between the Union and the Company.**

**(4) Project Overtime will be tracked on the evergreen for the employee's regular classification.**

**(5) Management may consider utilizing other qualified and available employees for overtime assignments by their Evergreen standing to supplement such declared projects. However, such utilization will only be after the**

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**employees assigned to the project have been offered the overtime in accordance with the overtime process in effect between the Union and the Company.**

K. Employees shall not be required to take equivalent time off during any regular work day to compensate for overtime worked or to be worked.

Shift changes or regular working schedules shall not be changed for the sole purpose of avoiding overtime payments.

L. (1) The following holidays are observed by the Company:

New Years Day	(January 1)
Washington's Birthday	(3rd Monday in February)
Memorial Day	(Last Monday in May)
Independence Day	(July 4)
Labor Day	(1st Monday in September)
Columbus Day	(2nd Monday in October)
Veterans Day	(November 11)
Thanksgiving Day	(4th Thursday in November)
Thanksgiving Friday	(The Day after Thanksgiving)
Christmas	(December 25)

(a) In addition to the above holidays, each employee will designate one (1) additional holiday to occur on one (1) of the following dates:

Martin Luther King's Birthday (3rd Monday in January)

Easter Sunday

Christmas Eve (December 24)

New Years Eve (December 31)

Such designation will normally be made prior to the end of the preceding year on the vacation request form. New hires or transfers into Bargaining Unit classifications will have thirty (30) days in which to make their designations for that calendar year. Only holidays having not yet occurred will be available for designation by such new hires or transferees.

(b) In addition to the above holidays, an employee with less than six (6) months service shall be eligible for one (1) floating holiday. A regular employee with six (6) months or more of service shall be eligible for two (2) floating holidays. The granting of such requests shall be governed by Article XII, Section C, paragraph one.

(2) When any of the above holidays fall on an employee's second day off in the work week, the following regularly scheduled work day shall be observed as the holiday.

(3) When any of the above holidays fall on an employee's first day off in the work week, the

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previous regularly scheduled work day shall be observed as the holiday.

(4) An employee on an hourly rate of pay who is required to work on the day which he/she is scheduled to observe as the holiday shall be paid eight (8) hours pay at his/her straight time hourly rate, plus the double time rate of pay for each hour actually worked on such day, except as provided for in this Section L, paragraph (6).

(5) An employee on an hourly rate of pay who does not work on the day which he is scheduled to observe as the holiday shall be paid eight (8) hours pay at his straight time hourly rate.

(6) (a) If an employee works an observed holiday, excluding floating holidays, he/she may, in lieu of receiving the double time rate for each eight (8) hour shift actually worked, elect to have equivalent time off added to his/her vacation, and work the holiday shift at straight time.

(b) A shift employee must notify his/her supervisor on or before December 31 of his/her desire to exercise this provision during the following year. This subsection (b) shall not apply to non-shift employees.

(c) When exercising these provisions relative to the observed Christmas holiday or an elected Christmas Eve or New Year's Eve holiday, the equivalent time off may be added to vacation in the following year.

(7) An employee may not exercise this provision in those years in which he receives added vacation under the provisions of **Article XII, Section B.**

(8) Holidays added to vacations will be treated in accordance with applicable provisions of Article XII. They may be taken at any time during the calendar year before or after the holiday occurs in accordance with Article XII, Section C.

Only those employees as determined by supervision to be required for operation and maintenance will be scheduled to work on an observed holiday.

M. (1) Employees shall be paid at the double time rate of pay for all time worked in excess of twelve (12) consecutive hours or in excess of eight (8) consecutive hours on scheduled days off. Employees who, under the provisions of this clause, would be entitled to pay at the double time rate will not have such right nullified by an interruption of continuous work time of six (6) hours or less. (Any break in continuous work time of more than six (6) hours will be considered to be an interruption of continuous work time.)

Under the provisions of this Section M (1), the Company reserves the right to send employees home at any time for a specified break in continuous work time of any duration (it is understood that employees on any such break may still be called back to work at any time). Employees who are sent home for such a specified break shall not lose any normal time pay for the regular time

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which they are required to lose by reason of such break. Meal periods will not be considered as an interruption of continuous work time and will not be considered as work time except when paid for by the Company. The meal period which occurs during employees' regular work hours will be included in the computation of the break period.

(2) Employees who while working on a job during a day's-off period are notified to report back for work at a later time during this same day's-off period, shall be paid the callout rate of pay for such time worked on this second assignment. Such assignment, however, is not considered a callout and meal and travel time provisions pertaining to a callout are not applicable. (Day's-off period is defined as beginning at the end of work, including any hold-over up to the end of the calendar day on the last normally scheduled work day, and continuing to the starting time of the scheduled shift on the next normally scheduled work day.)

(3) The double time rate is the maximum which may be received under these provisions, even though there may be two (2) or more bases for applying the double time rate.

N. (1) The Company shall make reasonable provisions for the safety of employees in the performance of their work. The Union shall cooperate in promoting the realization of the responsibility of the individual with regard to the prevention of accidents.

(2) The Company reserves the right to draft reasonable safety rules for employees and to insist on the observance of such rules. The Union may submit suggestions to the Company's Labor Relations Division concerning plant safety conditions and revision and enforcement of safety rules.

**Article XI****LEAVES OF ABSENCE**

A. Time off without pay for any period of thirty (30) days or less may be granted any employee upon a written or oral application addressed to the employee's Department Head showing good and sufficient reason for such request. This shall not be construed as a "leave of absence without pay" as that term is used in this Agreement. A "leave of absence without pay" is defined as any period of authorized absence from service in excess of thirty (30) days.

B. A "leave of absence without pay" not to exceed a period of six (6) months may be granted to an employee after three (3) years of active and continuous service with the Company, as this service is defined in Article XII, Section E hereof, upon written request addressed to his Department Head showing good and sufficient reason therefor.

C. An employee with five (5) or more years of active and continuous service with the Company may be given an extension of a leave of absence upon written request addressed to his Department Head showing good and sufficient reason therefor, but in no event shall an extension be granted for a period which extends the total leave of absence and any extension thereof, beyond a period of one (1) year.

D. An employee's election or appointment to accept full-time positions with Local Union No.

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246 or with the National Union on assignment to Local 246 shall be considered good and sufficient reason for obtaining a leave of absence without pay upon written request from the Business Manager of the Local Union to the Manager of Personnel and Employee Relations for a period not to exceed ten (10) years, it being understood that not more than four (4) employees will be granted leaves of absence without pay to accept such full-time positions with the Union. Employees *granted leaves under this Section D* shall continue to accrue working unit seniority while on such leave.

Upon return from a leave of absence, resulting from an election or appointment to a position with Local Union No. 246, Company seniority will be reinstated for the period of the leave. Such reinstatement of Company seniority is limited to a total of fifteen (15) years during an employee's career with the Company, and will be applicable towards the adjustment of retirement, vacation, and CDP benefits.

E. The Company shall require each employee taking a *leave of absence without pay* to submit to a medical examination at the beginning of his leave of absence and again upon his return from his leave of absence and before reinstatement. Upon return from an authorized leave of absence without pay an employee shall be reinstated to his former job classification at the current rate of pay of that classification, with the seniority he had

accumulated to the date he took such leave, provided he is physically and mentally competent to perform the duties of such classification, and his seniority standing under the provisions of Article VIII of this Agreement entitles him to reinstatement to his former job classification.

An Operator at San Onofre, whose NRC license qualifications have lapsed while on a leave of absence, will be returned from a leave of absence in an unlicensed capacity and will be ineligible to receive the nuclear license premium until such time as the NRC license qualifications have been reinstated to a current status.

F. Any employee who accepts gainful occupation (except as set forth in Section D of this Article) while on a leave of absence without pay for any period of time automatically terminates his employment.

G. Officers and representatives of the Union who are employees of the Company and employees who have been selected by the Union as its representative shall, upon application and proper cause thereof having been shown, be granted time off without pay not to exceed thirty (30) days to take care of Union business. Application for the above shall be a written request from the Business Manager of the Local Union to the Manager of Personnel and Employee Relations, provided that reasonable notice is given the Company.

H. Any employee of the Company covered by this Agreement who enters the armed services

## **Article XI**

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under the Selective Service Program, or any other authority now or hereafter established by the Federal or State Government, shall automatically be given a leave of absence and shall accumulate full seniority rights.

**Article XII  
VACATIONS**

A. Each employee who has been in continuous and active service with the Company as hereinafter defined in Section E of this Article XII shall accumulate vacation credit in accordance with the following schedule:

Completed Years of Continuous & Active Service	Number of Vacation Days	Hourly Equivalent
1-4	10	80
5	11	88
6	13	104
7-11	15	120
12	16	128
13	17	136
14	18	144
15	19	152
16-20	20	160
21	21	168
22	22	176
23	23	184
24	24	192
25	25	200
26	26	208
27-29	27	216
30-31	28	224
32 and over	30	240

## Article XII

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B. An employee must use any vacation credit to which he is entitled during the calendar year in which such vacation credit is established, except as provided in the applicable subsections of this Article XII, Section B.

**(1) Any accrued vacation hours not used by the end of the year are automatically banked into the following year. However the total banked and accrued vacation hours in that following year may not equal more than twice the amount of vacation hours an employee is scheduled to accrue that year. If the hours banked into the following year total more than the hours the employee is scheduled to accrue, accrued hours for that year will be limited to the difference between the amount banked and two times the amount the employee is scheduled to accrue.**

**(2) If the unused vacation hours exceed the amount eligible to be banked and cannot be used due to work restrictions imposed by the Company, the employee may request the excess hours be deviated to the following year with the appropriate department Vice President and Union Business Manager approval.**

**(3) Leaves of absence shall not affect the adjusted in-service date for vacation purposes. Such absences shall, however, reduce on a pro rate basis the employee's vacation entitlement in the calendar year of the absence.**

C. The time of taking a vacation shall be arranged by the Company after consulting with the employee as to his preferences. The number of employees who will be permitted to take vacations simultaneously will be determined by the Company.

Vacation requests expressed by December 18th of the year preceding that in which the vacation will be taken will be granted according to Company seniority and preferences. Preferences will be expressed as to 1st choice, 2nd choice, etc., when an employee submits vacation requests by December 18th of the preceding year. Seniority will prevail in each choice but 1st choice will prevail over 2nd choice, 2nd choice over 3rd, etc. Forms for expressing requests will be provided to employees by December 1st of the preceding year. Work schedules that are normally posted on an annual basis will be posted by December 1st for the following year.

Vacation requests submitted after December 18th of the preceding year will be granted on a first come basis only.

D. Vacation pay will be credited at the straight time hourly rate of pay the employee is receiving in his permanent job classification at the time he starts his vacation leave.

E. The expression "continuous and active service with the Company" when used in this Agreement as a condition for qualification for vacations with pay as provided in this Article XII,

## Article XII

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or leaves of absence as provided in Article XI of this Agreement, shall mean continuous employment by the Southern California Edison Company or any predecessor thereof from date of his last hire. In computing an employee's period of continuous and active service with the Company for purposes of determining vacation or leaves of absence rights, the time off during any leave of absence without pay shall be deducted from the total length of his employment with the Company or any of its predecessors. However, in computing an employee's period of continuous and active service for purposes of determining vacation rights, any previous period of employment with the Company shall be included after a reemployment period of one (1) year. Time off as a result of illness or injury during which the employee continues to receive Comprehensive Disability Plan benefits shall be considered as "continuous and active service with the Company."

F. If an employee has been credited with a vacation and has not taken same prior to terminating his employment with the Company, whether by quitting, discharge, military leave, layoff or retirement, the employee shall be credited with one-twelfth of his vacation for each thirty (30) calendar days of service beyond the qualifying date or the last anniversary date thereof, as the case may be. No vacation will be credited for less than thirty (30) calendar days of service.

G. If an employee has been credited with vacation benefits under the provisions of this Article and has not taken same prior to terminating his employment with the Company, whether by quitting, discharge, military leave, layoff, or retirement, he shall receive such vacation pay in lieu of vacation time off on the last day of employment with the Company.

H. *Should an employee be off because of illness or injury on his scheduled vacation time he will be permitted, upon written request to his supervisor, to change his vacation to a mutually agreeable subsequent date within the calendar year. If an employee becomes ill while on his vacation, he may be permitted, upon written request to his supervisor, to arrange to take the balance of his vacation at a mutually agreeable subsequent date within the calendar year.*

(1) In the event any vacation of an employee cannot be taken in the year it is scheduled to be taken because of illness or jury duty, and cannot be rescheduled within that year, such vacation shall be taken within three (3) months following the employee's return to work. Such rescheduled vacation shall not exceed one (1) year's vacation entitlement.

I. When one of such holidays is observed as provided in Article X, Section L, during the period of an employee's vacation, such day shall be considered as a holiday and paid for as such, and that day will not be counted as a vacation day.

Article XIII

**ALLOWANCES, BOARD, LODGING  
AND TRANSPORTATION**

A. Employees' use of personally owned automobiles for Company business shall be subject to the following:

(1) Frequent use on Company business must be covered by an approved Employees Automobile Allowance Agreement.

(2) Infrequent or single trips must be approved by their Superintendent.

(3) Emergency trips must be reported to the Superintendent within twenty-four (24) hours.

(4) Monthly reimbursement for the use of employees' personally owned motor vehicles when operated under the above conditions will be made at the following rates:

For personally owned automobiles operated on a contractual agreement with the Company or by special approval, the employee will be reimbursed for Company mileage at the established IRS guideline rate.

B. (1) Each employee shall be assigned to an established working base. When an employee is assigned to a job away from the established working base, other than to a job for which the Company establishes a temporary working base in accordance with Section C of this Article, the following rules shall govern transportation, travel

## **Article XIII**

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time and mileage in connection with such assignment.

(a) Travelers (Mechanical Services Shop-SSID Employees):

1. Established work bases: Westminster for Mechanical Services Shop-SSID.

All employees in work bases under this Section B (1)(a)1 are considered traveling employees except for tool room attendants, secretarial and accounting employees at Mechanical Services Shop-SSID.

2. When an employee is assigned to a job site twenty (20) road miles or less (Zone 1) from the employee's established working base:

a. The employee will report directly from home to the job at the starting time of the assignment via the employee's own transportation. Except as provided in subsection 6 of this Section B(1)(a), no travel time or mileage will be paid by the Company in connection with such assignment.

b. No flat allowance will be paid by the Company in connection with such assignment.

3. When an employee is assigned to a job site twenty-one (21) through sixty-five (65) road miles (Zone 2) from the employee's established working base:

a. The employees will report directly from home to the job at the starting time of the assignment via the employee's own transportation. Except as provided in subsection 6 of this Section B(1)(a) no

travel time or mileage will be paid by the Company.

b. A flat allowance per work day of twenty-six dollars and seventy-five cents (\$26.75) for the term of the Agreement will be provided. **SSID travelers will be paid a flat allowance of forty dollars (\$40.00) for travel to SONGS.**

4. When an employee is assigned to a job site sixty-six (66) through one hundred twenty (120) road miles (Zone 3) from the employee's established working base:

a. The employee will report directly from home to the job at the starting time of the assignment via the employee's own transportation. No travel time or mileage will be paid by the Company except as provided in subsections 6 and 7 of this Section B(1) (a).

b. A flat allowance per work day of fifty-five dollars (\$55.00) for the term of the Agreement will be provided. For employees assigned to Reliant Energy's Ormond Beach/Mandalay Generating Stations a flat allowance per work day of seventy-five dollars (\$75.00) will be provided. The flat allowances in this Section B(1)(a)4 will also be paid for holidays not attached to vacation or regular days off.

5. When an employee is assigned to a job site one hundred twenty-one (121) or more road miles (Zone 4) from the employee's established working base:

## **Article XIII**

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a. The employee will report directly from the employee's home to the job at the starting time of the assignment via the employee's own transportation. No travel time or mileage will be paid by the Company except as provided in subsections 6 and 7 of this Section B(1) (a) Section B(1)(b)7 and Article X.H(3).

b. A flat allowance per work day of fifty-five dollars (\$55.00) for the term of the Agreement will be provided.

6. When an employee from Mechanical Services Shop-SSID is assigned to a job under Section B (1)(a) 2 or 3 as a result of a call out, mileage will be paid from the employee's residence to the temporary work site.

7. Time spent by the employee in traveling between the employee's established working base and the temporary working base within Zone 3 or Zone 4 at the beginning and conclusion of the assignment will be paid for by the Company. There will be no flat allowance paid at the conclusion of an assignment when the Company pays travel time to return the employee to the established working base. Mileage will be paid between the established working base and the temporary working base at the beginning and conclusion of the assignment, in accordance with Section A of this Article, only if the employee actually drives his/her car.

No transportation will be provided by the Company and there will be no travel time paid

between the employee's place of lodging and the job site.

8. When an employee begins the work day at the employee's permanent base and ends the work day at a job site away from the permanent base or vice versa, as a result of being assigned under Section (B(1)(a)2 or 3, one-half flat allowance will be paid for that day to the employee.

9. The flat allowances provided under this Section B(1) shall be paid weekly.

10. The Union Business Manager may negotiate and approve project agreements which vary from the above terms. In the absence of such a project agreement, the above terms shall apply.

(b) Residents (Resident station employees, tool room attendants, secretarial and accounting employees at Mechanical Services Shop-SSID):

1. When an employee is assigned to a job site twenty (20) road miles or less (Zone 1) from the employee's established working base: a. The employee will report directly from home to the job at the starting time of the assignment via the employee's own transportation except as provided in subsection 4 of this Section B(1)(b); b. A flat allowance per work day of eighteen dollars and fifty cents (\$18.50) for the term of the Agreement will be provided. No travel time or mileage will be paid by the Company in connection with such assignment.

## **Article XIII**

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2. When an employee is assigned to a job site twenty-one (21) through sixty-five (65) road miles (Zone 2) from the employee's established working base: a. The employee will report directly from home to the job at the starting time of the assignment via the employee's own transportation except as provided in subsection 4 of this Section B(1)(b). No travel time or mileage will be paid by the Company; b. A flat allowance per work day of forty dollars (\$40.00) for the term of the Agreement will be provided.

3. When an employee begins the work day at the employee's permanent base and ends the work day at a job site away from the permanent base or vice versa, as a result of being assigned under Section B(1)1 or 2, one-half flat allowance will be paid for that day to the employee.

4. When an employee from Mechanical Services Shop-SSID is assigned to a job under Section B(1)(b)1 or 2 as a result of a callout, mileage will be paid from the employee's residence to the temporary work site.

5. The flat allowances provided under subsections 1 and 2 of this Section B(1)(b) shall be paid weekly.

6. When an employee is required to transport Company work vehicles to a specific job, the employee will receive travel time for such work time to transport such vehicle. No flat allowance will be provided for the day. Such employee will also be provided transportation to return to the

employee's established base at the end of the day.

7. The flat allowance shall not apply to call out assignments made in conjunction with this Section B(1), or when the letter of understanding regarding a planned overtime assignment of less than eight (8) hours applies.

8. Resident station personnel will continue to receive transportation, if available, or mileage in lieu thereof, when assigned to a job away from their established working base in Zones 1 or 2 only if they receive no flat allowance for that assignment.

C. The Company has, and will retain, the right to establish and designate temporary working bases. When an employee in Section B(1)(b) is assigned to a temporary working base sixty-six (66) through one hundred twenty (120) road miles (Zone 3) or one hundred twenty-one (121) road miles or more (Zone 4) from the employee's established working base, the employee can select from the following two options. However, the board and lodging option will be in effect unless the employee elects seven (7) days in advance of the start of the assignment to be on the flat allowance option. If an employee is notified of the assignment less than seven (7) days in advance of the start of the assignment, the employee can elect either option at the time of notification. The meal expense and flat allowance under subsections (1) and (2) of this Section C will be paid weekly.

## **Article XIII**

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(1) Board and Lodging (Only applies to employees in Section B(1)(b))

The employee will receive single room lodging when it can reasonably be designated and provided by the Company and fixed meal expenses as provided under Section D(8) of this Article XIII for the duration of the assignment. Time spent by the employee is traveling between the established working base and the temporary working base at the beginning and conclusion of the assignment will be paid for by the Company. Mileage will be paid between the established working base and the temporary working base at the beginning and conclusion of the assignment, in accordance with Section A of this Article, only if the employee actually drives his/her car.

The time spent traveling more than thirty (30) minutes each way between the Company designated place of lodging and the job site will be paid for by the Company. No transportation will be provided by the Company between the designate place of lodging and the job site.

(2) Flat Allowance (Only applies to employees in Section B(1)(b))

(a) Employees who are assigned to temporary work bases within Zone 3 will be paid a flat allowance of fifty-one dollars (\$51.00) for the term of the Agreement. No allowance will be paid for: 1) vacation days; 2) regular days off not worked; or 3) holidays attached thereto.

(b) Employees who are assigned to temporary work bases within Zone 4 will be paid a flat allowance of sixty-five dollars and fifty cents (\$65.50) for the term of the Agreement. The allowance will be paid for all days the employee remains at the temporary working base except for: 1) vacation days, and 2) regular days off not worked with vacation days attached thereto. If a holiday is attached to an employee's regular days off not worked and the employee also attaches vacation days thereto, the allowance will not be paid for any of these days.

(c) Time spent by the employee in traveling between the established working base and the temporary working base at the beginning and conclusion of the assignment will be paid for by the Company. There will be no flat allowance paid at the conclusion of an assignment when the Company pays travel time to return the employee to the established working base. Mileage will be paid between the established working base and the temporary working base at the beginning and conclusion of the assignment, in accordance with Section A of this Article, only if the employee actually drives his/her car.

No transportation will be provided by the Company and there will be no travel time paid between the employee's place of lodging and the job site.

(3) Change in Option (Only applies to employees in Section B(1)(b))

## **Article XIII**

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When a temporary base assignment under this Section C lasts for a period in excess of fourteen (14) days, an employee can elect to change the option he/she selected at the beginning of the assignment on a one (1) time basis. In order to make such a change, the employee must provide the Company with a least five (5) days notice in advance of the effective day of the change. The change can only be accomplished on the fourteenth (14th) day of the assignment or any seven (7) day multiple thereafter. The ability to change from the flat allowance to the board and lodging option is conditional upon lodging being available with thirty (30) minutes travel time of the temporary work base.

### **(4) Resident Station Personnel**

Resident station personnel will continue to receive transportation, if available, or mileage in lieu thereof, when assigned to a job away from their established working base in Zones 3 or 4.

### **(5) Period of Temporary Base Assignment**

The period of temporary base assignment ends when an employee is returned on Company time by the Company to the established working base.

With respect to temporary base assignments at the Mohave Generating Station, the Company will exercise its best effort that when the number of employees is ten (10) or less on the same assignment, up to fifty (50) percent of the employees will be allowed to rotate out of the assignment

at 3 or 4 week intervals. Such assignments will be broken at a point where it is reasonable to do so, depending upon the status of work.

### D. Meal Periods

The following rules regarding meal periods and meal allowances apply except that no meal allowances will be paid when employees are notified (a) by the end of their work period preceding a prearranged overtime assignment or; (b) at least 8 hours prior to reporting to the job site on a callout.

(1) When employees are called from their homes to perform emergency work outside of regular work hours, they shall, if possible to do so, be given meals at intervals of approximately four (4) hours. However, in no event shall an employee be required to work more than five (5) consecutive hours without a meal. The meals and the time taken to eat the meals shall be at Company expense. When such emergency overtime continues into normal time hours and there are three (3) hours or more between the end of the last meal period and the start of the normal time hours the employee shall be eligible for an additional meal on Company time and at Company expense, notwithstanding the other provisions of this Section D.

(a) If a non-shift employee is called out for work two (2) hours or more prior to his regular starting time on a regular work day and continues to work into his regular scheduled work hours, he shall be

## **Article XIII**

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provided with a meal at Company expense and the time in which to eat it.

(2) Travel time in connection with callouts will be included in the determination of eligibility for meals under the provisions of this Article XIII, Section D.

(3) When employees are required to perform prearranged work on non-work days during regular work hours, they shall observe the lunch arrangement which prevails on their regular work days. (For the purposes of this section, regular work hours on non-work days for non-shift employees are the usual day time hours for non-shift employees).

(4) When employees are required to perform prearranged work on non-work days with starting times which differ from regular work hours by more than one (1) hour (except when an employee requests a different day shift start time for personal reasons), they shall provide the first meal at their own expense after approximately four (4) hours but in no event more than five (5) hours and the time necessary to eat the meal, but not to exceed one-half (1/2) hour shall be taken at Company's expense. Any subsequent meals shall be taken at intervals of approximately four (4) hours but in no event shall an employee be required to work more than five (5) consecutive hours without time off for a meal.

(5) A meal allowance "in lieu thereof" is defined as the equivalent amount of a lunch meal.

(6) The following tables shall be the basis for the reimbursement of meals for in-earlies and holdovers:

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**Overtime Meal Reimbursement Table  
for Non-Shift Employees**

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Hours	In-Early	Holdover
2 or more	(1)	(2)

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(1) (a) Reimbursement for expense incurred for a meal eaten on their way to work, or on their way home at the end of their regular shift and one-half (1/2) hour in which to eat the meal; or (b) a meal at the conclusion of the overtime period during regular work hours with reimbursement for expense incurred for the meal; or (c) a meal allowance in lieu thereof. Meals other than the meal due for the first two (2) hours ahead of regular work hours, shall be taken at intervals of approximately four (4) hours but in no event shall an employee be required to work more than five (5) consecutive hours without time off for a meal.

(2) Employees shall be given an opportunity to secure a meal and the time taken to eat the meal shall be paid by the Company. Any subsequent meals shall be taken at intervals of approximately four (4) hours but in no event shall an employee be required to work more than five (5) consecutive hours without time off for a meal. The Company shall reimburse employees for the cost of such meals only when actual expense therefor has been incurred. If employees do not accept a meal

## Article XIII

at Company expense, as provided herein, they shall nevertheless be allowed overtime for the time usually taken to eat a meal, not to exceed one-half (1/2) hour. If the employee is not permitted to secure a meal or meals as above, then the *Overtime Meal Reimbursement Table for Shift Employees* shall apply.

Overtime Meal Reimbursement Table  
for Shift Employees

Hours	In-Early	Holdover
2 or more (but less than 6)	(1)	(1)
6 or more	(1)	(2)

(1) (a) Reimbursement for expense incurred for a meal eaten on their way to work or on their way home at the end of their regular shift and one-half (1/2) hour additional time in which to eat the meal; or (b) a meal allowance in lieu thereof. Meals other than the meal due for the first two (2) hours ahead of regular work hours, shall be taken at intervals of approximately four (4) hours but in no event shall an employee be required to work more than five (5) consecutive hours without time off for a meal.

(2) A meal allowance in lieu thereof after the first two (2) hours, then after working another four (4) hours or more, (a) reimbursement for expenses incurred for a meal eaten on their way home and one-half (1/2) hour additional time in which to eat

the meal; or (b) a meal allowance in lieu thereof and one-half (1/2) hour additional time. Any subsequent meals shall be taken in intervals of approximately four (4) hours but in no event shall an employee be required to work more than five (5) consecutive hours without time off for a meal.

(7) When a shift employee is entitled to meal expense or allowance because of reporting to work two (2) hours or more ahead of their regular work hours and also because of having worked two (2) hours or more beyond their regular work hours they will be allowed: expense incurred for a meal eaten on their way to work or a meal allowance in lieu thereof and also meal expense or allowance as provided for under this Section D.6 above because of their having worked two (2) or more hours beyond their regular work hours.

(8) When employees become eligible for a meal at Company expense as referred to in Section D of this Article XIII, they will be reimbursed for such meals, when purchased in a restaurant and eaten by them, with an allowance as follows: A meal which the employee eats 1) before starting work at a temporary base if not on the flat allowance, or 2) when required to work two (2) hours or more ahead of his regular work hours shall be considered breakfast (see Meal Allowance table) and shall be allowed; the first meal which an employee eats during a work period shall be considered lunch (see table) and shall be allowed; and meals which the employee eats after eight (8) or more

## Article XIII

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continuous hours of work shall be considered dinner (see table) and shall be allowed. The maximum for three (3) regular meals per day shall be (see table).

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### Meal Allowance Table

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#### Effective January 1, 2004

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Breakfast	\$ 7.00
Lunch	\$ 9.75
Dinner	\$14.75
Maximum for three (3) regular meals a day	\$31.50

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#### Effective January 1, 2006

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Breakfast	\$ 7.50
Lunch	\$10.25
Dinner	\$15.25
Maximum for three (3) regular meals a day	\$33.00

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**Effective January 1, 2007 — No Change**

**Effective January 1, 2008 — No Change**

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(9) When an employee is entitled to a meal outside of normal working hours in accordance with subsections 1 and the Overtime Meal Reimbursement Table for Non-Shift Employees of this Section D, and the employee returns to work after eating the meal, the time for the meal shall be paid by the Company not to exceed one-half (1/2) hour. Any meal time taken in excess of one-

half (1/2) hour shall not be paid by the Company and this time will not be utilized in computing subsequent meal entitlement.

### E. Moving Expense

When an employee is permanently transferred from one established headquarters to another, the following procedure will be followed with regard to moving expenses:

(1) In the event the aforementioned transfer results in a promotion as a result of the application of the seniority provisions of this Agreement, the employee will pay moving expense up to and including fifty dollars (\$50.00). Any expense in excess of fifty dollars (\$50.00) will be paid for by the Company. When the cost of moving exceeds fifty dollars (\$50.00), the Company will be contacted prior to the making of any commitments on the part of the employee, and the arrangements for the move will be made through the Company on a regular requisition.

(2) In the event the aforementioned transfer is at the request of the Company and does not result from the application of the seniority provisions of the Agreement, moving expense will be paid by the Company.

(3) In the event the aforementioned transfer is at the request of the employee, the moving expense will be paid by the employee.

(4) Moves made that require the Company to pay all or part of the expense must be made within ninety (90) days after the transfer of the

## Article XIII

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employee to his new location. Any extension of *this time will require agreement of the parties.*

For the purpose of this Agreement, moving expense shall include reasonable charges for moving the employee and normal household goods, and normal insurance coverage.\* If in accordance with the provisions above any of the moving expense is to be paid for by the Company, fully detailed receipted freight, express, or truck bill showing weight, rate, etc., of household goods moved shall be attached to the expense account. Such expense will not include any cost on account of transportation for his wife or family. When the total moving expense exceeds fifty dollars (\$50.00), approval of the department head must be obtained prior to contracting the expense.

Any special insurance purchased by the employee will not be covered by the Company.

The Company will pay the cost of any necessary wiring for electric range and water heater installations on Company lines except when the employee is transferred at his request.

### F. Allowances

(1) Employees who are assigned and work during at least 2 days in any calendar month in boilers, condensers, or in chemical vessels will

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\* Normal insurance in this case is to be interpreted as that insurance coverage required by the I.C.C. on interstate moves.

receive an allowance of three dollars and fifty cents (\$3.50) per month to cover excessive damage to clothing resulting from acid conditions present in boilers and condensers. This allowance will be paid separately from the employee's regular paycheck.

(2) Employees permanently based at the Mohave Generating Station in Maintenance, Operations, Technical and training school classifications will be provided three (3) pairs of coveralls at the time of hire or transfer.

Such coveralls shall become the property of the employee and it shall be the employee's responsibility to care for all coveralls given to the employee by the Company. The coveralls will be replaced when worn out and the employee must turn in the coveralls to receive a replacement. Employees receiving the coveralls will no longer be entitled to the clothing allowance provided employees who work in boilers, condensers or in chemical vessels.

(3) The Company shall provide laundry facilities for employees' use at the Mohave Generating Station. These facilities are available for employees to use outside their working hours. Any abuse or vandalism of these facilities will result in the removal of the facilities.

**Article XIV  
BULLETIN BOARDS**

A. The Company will provide bulletin boards of reasonable size for the exclusive use of the Union as follows:

**San Onofre Generating Station**

Unit 1 .....	2
Units 2 & 3 .....	3
AWS .....	2
Building G-48.....	1
Building G-50.....	1
Mesa Warehouse .....	3
North Guard Tower .....	1
Training Center.....	1
Mohave Generating Station .....	6
Training Center.....	1
Shop Services and Instrumentation Division	
Mechanical Services Shop.....	1

Such bulletin boards to be installed by the Company at locations mutually agreeable to the parties hereto. Such bulletin boards shall be glass-enclosed with lock and keys, and the keys to which shall be given only to the authorized Union Officers. Union notices of meetings, recreational, and social affairs, Union elections and the results thereof, Union appointments, and such other notices as may be mutually agreed to may be posted on such bulletin boards.

## **Article XIV**

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The Company will permit no other distribution or posting by employees or Union representatives of notices, pamphlets, advertising or any other kind of literature upon Company property.

**Article XV**  
**WAIVERS**

The waiver of any breach or condition of this Agreement by either party does not constitute a precedent for any further waiver of such breach or conditions.

**Article XVI**  
**QUALIFICATIONS**

A. Each of the parties hereto warrants that it is under no disability of any kind that will prevent it from completely carrying out and performing each and all of the provisions of this Agreement, and further that it will not take any action of any kind that will prevent or impede it in the complete performance of each and every provision thereof.

B. The individuals signing this Agreement in their official capacities hereby warrant their authority to act for the respective parties.

C. This Agreement contains all of the agreements, stipulations, and provisions agreed upon by the parties hereto, and no representative of either party has the authority to make, and neither party shall be bound by any statement, representation, agreement, stipulation or provision made prior to the execution of this Agreement or during those contract negotiations and not set forth herein.

D. If either party to this Agreement claims it is relieved of its obligations hereunder as a result of an alleged breach of the Agreement by the other party, he shall notify the other party of such claim and alleged breach and allow ten (10) days in which the parties shall meet in an attempt to correct or remedy such alleged breach of Agreement.

**Article XVII**  
**NOTICES**

Notices permitted or required to be served by one party upon the other under the provisions of this Agreement shall be sufficiently served for all purposes herein when mailed postage prepaid, registered mail, return receipt requested, to the **Manager of Labor Relations Department**, Southern California Edison Company, P. O. Box 800, 8631 Rush Street, Rosemead, California 91770 for service upon the Company; and when similarly mailed to the Business Manager of Utility Workers Union of America, A.F.L.-C.I.O., Local 246, 10355 Los Alamitos Boulevard, Los Alamitos, California 90720 for service upon the Union, and the date of receipt of such notice shall be the controlling date for the purposes hereunder. Each party shall promptly inform the other of any change in the addresses set forth in this Article.

**Article XVIII**  
**ASSIGNABILITY**

This Agreement shall be binding upon the successors and assigns of the parties hereto, and no provisions, terms or obligations herein contained shall be affected, modified, altered or changed in any respect whatsoever by the consolidation, merger, sale, transfer or assignment of either party hereto, or affected, modified, altered or changed in any respect whatsoever by any change of any kind of the ownership or management of either party hereto, or by any change, geographical or otherwise, in the location or place of business of either party hereto.

**Article XIX****SUPERVISORY EMPLOYEES**

Supervisory employees (those classifications excluded from the Bargaining Unit) shall perform their regularly assigned duties and functions and may perform incidental work or operations normally assigned to non-supervisory employees so long as such incidental work or operations does not interfere with his normal supervisory responsibilities, it being understood that supervisors may also perform work or operations normally assigned to non-supervisory employees, in event of emergency or for the purpose of instructing or training non-supervisory employees, or as necessary to meet government regulations in nuclear stations to obtain or renew a Nuclear Regulatory Commission license.

**Article XX**

**March 16, 2004**

**DURATION, TERMINATION  
AND RENEWAL**

A. The term of this Agreement shall commence on the 1st day of January, **2004**, and continue until the **30th** day of **June, 2008**, and for additional periods of one (1) year thereafter. Should either party desire to terminate this Agreement or to modify any portion of the terms hereof, it shall notify the other party in writing not less than seventy (70) days prior to the **30th** day of **June, 2008**, or the end of any subsequent yearly period, that the party giving such notice desires either to terminate the Agreement on the **30th** day of **June, 2008**, or at the end of any subsequent yearly period or to negotiate such amendments or changes of the terms or provisions hereof as specifically set forth in such notice. If notice of termination is given, this Agreement shall terminate on the **30th** day of **June, 2008**, or at the end of any subsequent yearly period as herein provided.

B. If a notice is given by either party of its desire to negotiate amendments or changes in any of the terms or provisions hereof, the party receiving such notice may no later than sixty (60) days prior to the **30th** day of **June, 2008**, or at the end of any subsequent yearly period, notify the other party in writing of its desire to terminate this

## **Article XX**

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Agreement or negotiate amendments or changes thereof as are specifically set forth in such notice.

C. Negotiations upon the proposed amendments or changes of the terms of this Agreement, as set forth in the notice of desire to amend, shall begin not later than fifty (50) days prior to the expiration date or expiration of any subsequent yearly period, and shall continue until agreement is reached, and during said negotiations this Agreement shall remain in full force and effect, except that during such negotiations, subsequent to the expiration date or the expiration of any subsequent yearly period, either party on sixty (60) days' notice to the other, may terminate said Agreement. Any agreement reached as a result of such negotiations with respect to any wage change shall become effective as of the anniversary termination date of this Agreement, provided such retroactivity does not exceed sixty (60) days.

IN WITNESS WHEREOF, the parties hereto have set their respective hands and seals this **20th day of December, 2004.**

SOUTHERN CALIFORNIA EDISON COMPANY

*/s/*

**Raydonna S. Adams**

**Manager, Labor Relations Department**

**Dated: December 20, 2004**

**/s/**

**Shannon Barton  
Manager, Labor Relations  
San Onofre Nuclear Generating Station  
Dated: December 20, 2004**

**/s/**

**Mary Steudle  
Manager, Corporate Payroll  
Dated: December 21, 2004**

**/s/**

**Gary Zwissler  
Manager, Administration Services  
San Onofre Nuclear Generating Station  
Dated: January 27, 2005**

**/s/**

**John Fee  
Manager  
San Onofre Nuclear Generating Station  
Dated: December 20, 2004**

**/s/**

**Ted Margeson  
Manager, Power Production  
Dated: December 21, 2004**

**/s/**

**Ray Hernandez  
Manager, SSID  
Dated: December 20, 2004**

## **Article XX**

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*/s/*

**Frederick J. Grigsby, Jr.**  
**Vice President, Human Resources**  
**Dated: December 21, 2004**

**LOCAL UNION 246, UTILITY WORKERS UNION  
OF AMERICA**

*/s/*

**Daniel Dominguez**  
**Business Manager**  
**Dated: December 20, 2004**

*/s/*

**Monte Kotur**  
**President**  
**Dated: December 20, 2004**

*/s/*

**Vince Nelson**  
**Committee Member, Mohave**  
**Dated: December 20, 2004**

*/s/*

**Phil Setzler**  
**Committee Member, SONGS**  
**Dated: January 27, 2005**

**Bernardo R. Garcia**  
**Regional Director, Region 5**  
**Date: \_\_\_\_\_**

**AGREEMENT  
2004-2008 WAGES AND  
WORKING CONDITIONS  
BETWEEN THE SOUTHERN  
CALIFORNIA EDISON COMPANY  
AND UWUA LOCAL 246**

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**This Agreement becomes effective on January 1, 2004 and continues through June 30, 2008.**

**RESULTS SHARING**

• UWUA members will participate in the Results Sharing program (which is paid in the following year) at the same level of pay-out as the non represented, non-exempt employees within the individual employee's Business Unit. Participation will be dependent upon the Company's continued use of the Results Sharing program for its employees. The Company continues to reserve the right to make changes as to the design of the Results Sharing program. The design of the program will be communicated to the UWUA Leadership prior to it being announced to UWUA employees. Once the award level has been identified and communicated to the UWUA Leadership, any change to those levels will require negotiation and agreement between the parties.

## **Exhibit A**

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### **Wages**

- **A General Wage Increase of 3.5%, effective January 17, 2004**
- **A General Wage Increase of 3.5%, effective January 1, 2005**
- **A General Wage Increase of 3.25%, effective January 1, 2006**
- **A General Wage Increase of 4.1%, effective January 1, 2007**
- **A General Wage Increase of 0.0% for the first six months of 2008**

**EXHIBIT A**

**2004 Wage Schedule**

**EXHIBIT A — UWUA  
POWER PRODUCTION DEPARTMENT —  
STEAM GENERATION DIVISION  
SHOP SERVICES AND  
INSTRUMENTATION DEPARTMENT  
AND SAN ONOFRE  
NUCLEAR GENERATING STATION  
Standard Classification and Wage  
Schedule for Non-Supervisory Personnel  
Hired Prior to 5-14-84  
2004 Wage Schedule**

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
J 9040	*Assistant, Laboratory		
	1st 6 months.....	\$3,590.77	\$20.716
	2nd 6 months .....	3,792.36	21.879
	3rd 6 months .....	3,993.60	23.040
	4th 6 months .....	4,195.01	24.202
	5th 6 months .....	4,395.91	25.361
	Thereafter.....	4,597.67	26.525

\* Entering level job

† For employees hired on or after 5-14-84, see Addendum to Exhibit A

## Exhibit A

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
J 9424	Assistant, Office 1 — Access Authorization		
	1st 6 months .....	\$3,676.57	\$21.211
	2nd 6 months.....	3,863.95	22.292
	3rd 6 months.....	4,051.32	23.373
	Thereafter.....	4,238.52	24.453
J 9422	Assistant, Office 1 — Administrative Services		
	1st 6 months .....	\$3,676.57	\$21.211
	2nd 6 months.....	3,863.95	22.292
	3rd 6 months.....	4,051.32	23.373
	Thereafter.....	4,238.52	24.453
J 9423	Assistant, Office 1 — Document Services		
	1st 6 months .....	\$3,676.57	\$21.211
	2nd 6 months.....	3,863.95	22.292
	3rd 6 months.....	4,051.32	23.373
	Thereafter.....	4,238.52	24.453
J 9421	*Assistant, Office 2		
	1st 6 months .....	\$2,256.63	\$13.019
	2nd 6 months.....	2,524.08	14.562
	3rd 6 months.....	2,791.71	16.106
	4th 6 months.....	3,058.99	17.648
	5th 6 months.....	3,326.44	19.191
	Thereafter.....	3,593.89	20.734

\* Entering level job

† For employees hired on or after 5-14-84, see Addendum to Exhibit A

**Exhibit A**

<b>Occupational Code</b>	<b>Job Title</b>	<b>Equivalent Monthly Schedule</b>	<b>Hourly Schedule</b>
<b>F 9096</b>	<b>†Attendant, Tool Room (Project)</b>		
	1st 6 months.....	\$3,080.83	\$17.774
	2nd 6 months.....	3,238.56	18.684
	3rd 6 months.....	3,565.47	20.570
	Thereafter.....	3,803.63	21.944
	<b>(Nuclear Generation Site only)</b>		
<b>F 9094</b>	<b>†Attendant, Tool Room — UWUA</b>		
	1st 6 months.....	\$3,590.77	\$20.716
	2nd 6 months.....	3,855.97	22.246
	Thereafter.....	4,013.19	23.153
<b>H 9195</b>	<b>Carpenter, Rough — UWUA</b>		
	.....	\$4,243.72	\$24.483
<b>I 9686</b>	<b>Clerk, Station Accounting 1</b>		
	1st 6 months.....	\$4,363.84	\$25.176
	2nd 6 months.....	4,469.05	25.783
	Thereafter.....	4,717.09	27.214
<b>H 9687</b>	<b>Clerk, Station Accounting 2</b>		
	1st 6 months.....	\$3,842.97	\$22.171
	2nd 6 months.....	3,979.91	22.961
	3rd 6 months.....	4,094.31	23.621
	4th 6 months.....	4,263.83	24.599
	Promote to Station Accounting Clerk 1, transfer or terminate		

\* Entering level job

† For employees hired on or after 5-14-84, see Addendum to Exhibit A

## Exhibit A

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
E 9688	†Clerk, Station Accounting 3		
	1st 6 months.....	\$3,084.29	\$17.794
	2nd 6 months .....	3,164.20	18.255
	3rd 6 months .....	3,416.75	19.712
	4th 6 months .....	3,761.33	21.700
	Promote to Station Accounting Clerk 2, transfer or terminate		
L 7258	Clerk, Supervising Station		
	1st 6 months.....	\$5,122.52	\$29.553
	Thereafter.....	5,241.77	30.241
I 9681	Clerk, Warehouse		
	1st 6 months.....	\$4,363.84	\$25.176
	2nd 6 months .....	4,469.05	25.783
	Thereafter.....	4,717.09	27.214
L 9338	Electrician.....	\$5,279.91	\$30.461
K 9348	Electrician, Apprentice — UWUA		
	1st 6 months.....	\$3,942.81	\$22.747
	2nd 6 months .....	4,083.56	23.559
	3rd 6 months .....	4,243.72	24.483
	4th 6 months .....	4,412.55	25.457
	5th 6 months .....	4,597.67	26.525
	6th 6 months .....	4,758.69	27.454
	Then promote		
L 9670	Electrician, Nuclear Maintenance		
	.....	\$5,279.91	\$30.461
	(Nuclear Generation Site only)		

\* Entering level job

† For employees hired on or after 5-14-84, see Addendum to Exhibit A

<b>Occupational Code</b>	<b>Job Title</b>	<b>Equivalent Monthly Schedule</b>	<b>Hourly Schedule</b>
K 8064	Fabricator 1 (Project)		
	1st 6 months.....	\$4,975.01	\$28.702
	2nd 6 months .....	5,080.40	29.310
	Thereafter (Nuclear Generation Site only)		
K 8063	Fabricator 2 (Project)		
	1st 6 months.....	\$4,859.92	\$28.038
	Promote to Fabricator 1, transfer or terminate (Nuclear Generation Site only)		
K 8062	Fabricator 3 (Project)		
	1st 6 months.....	\$4,246.32	\$24.498
	Promote to Fabricator 2, transfer or terminate (Nuclear Generation Site only)		
E 9684	†Handler, Assistant Material		
	1st 6 months.....	\$2,830.88	\$16.332
	2nd 6 months .....	3,274.79	18.893
	3rd 6 months .....	3,720.08	21.462
	Promote to Material Handler, transfer or terminate		
D 7402	†*Handler, Mail		
	1st 6 months.....	\$2,598.27	\$14.990
	2nd 6 months .....	2,794.31	16.121
	3rd 6 months .....	2,997.97	17.296
	4th 6 months .....	3,194.71	18.431
	5th 6 months .....	3,389.53	19.555
	Thereafter.....	3,590.77	20.716

\* Entering level job

† For employees hired on or after 5-14-84, see Addendum to Exhibit A

**Exhibit A**

<b>Occupational Code</b>	<b>Job Title</b>	<b>Equivalent Monthly Schedule</b>	<b>Hourly Schedule</b>
G 9683	Handler, Material		
	1st 6 months.....	\$3,776.41	\$21.787
	2nd 6 months .....	3,979.91	22.961
	3rd 6 months .....	4,094.31	23.621
	4th 6 months .....	4,167.63	24.044
	Promote to Senior Material Handler at SONGS, or Warehouse Clerk in Steam Generation, transfer or terminate.		
	NOTE: For employees hired on or after 6-23-95		
G 8085	Handler, Senior Mail		
	1st 6 months.....	\$3,676.57	\$21.211
	2nd 6 months .....	3,761.33	21.700
	3rd 6 months .....	3,842.97	22.171
	4th 6 months .....	3,979.91	22.961
	5th 6 months .....	4,094.31	23.621
	Thereafter.....	4,238.52	24.453
I 9682	Handler, Senior Material		
	1st 6 months.....	\$4,363.84	\$25.176
	2nd 6 months .....	4,469.05	25.783
	Thereafter.....	4,717.09	27.214
	(Nuclear Generation Site only)		
E 9567	†Helper, Maintenance — Steam		
	1st 6 months.....	\$3,082.21	\$17.782
	2nd 6 months .....	3,324.71	19.181
	3rd 6 months .....	3,590.77	20.716
	Thereafter.....	3,855.97	22.246

\* Entering level job

† For employees hired on or after 5-14-84, see Addendum to Exhibit A

**Exhibit A**

<b>Occupational Code</b>	<b>Job Title</b>	<b>Equivalent Monthly Schedule</b>	<b>Hourly Schedule</b>
L 9112	Insulator — Steam .....	\$5,279.91	\$30.461
C 8584	†*Janitor — UWUA		
	1st 6 months.....	\$2,777.15	\$16.022
	2nd 6 months .....	3,150.51	18.176
	Thereafter.....	3,524.39	20.333
K 9616	Machinist, Apprentice Maintenance		
	1st 6 months.....	\$3,942.81	\$22.747
	2nd 6 months .....	4,083.56	23.559
	3rd 6 months .....	4,243.72	24.483
	4th 6 months .....	4,412.55	25.457
	5th 6 months .....	4,597.67	26.525
	6th 6 months .....	4,758.69	27.454
	Then promote		
K 9619	Machinist, Apprentice Service Shop		
	1st 6 months.....	\$3,942.81	\$22.747
	2nd 6 months .....	4,083.56	23.559
	3rd 6 months .....	4,243.72	24.483
	4th 6 months .....	4,412.55	25.457
	5th 6 months .....	4,597.67	26.525
	6th 6 months .....	4,758.69	27.454
	Then promote		
L 9621	Machinist, Maintenance — UWUA		
	.....	\$5,279.91	\$30.461
L 9671	Machinist, Nuclear Maintenance		
	.....	\$5,279.91	\$30.461

\* Entering level job

† For employees hired on or after 5-14-84, see Addendum to Exhibit A

## Exhibit A

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
L 9627	Machinist, Service Shop		
	Entry rate — promote as qualified		
	after 6 months .....	\$4,758.69	\$27.454
	Thereafter.....	5,279.91	30.461
L 9636	Mechanic, Boiler & Condenser — UWUA		
	1st 6 months.....	\$3,942.81	\$22.747
	2nd 6 months .....	4,139.89	23.884
	3rd 6 months .....	4,336.28	25.017
	4th 6 months .....	4,535.44	26.166
	5th 6 months .....	4,731.65	27.298
	6th 6 months <sup>1</sup> .....	4,928.21	28.432
	Thereafter.....	5,279.91	30.461
	<sup>1</sup> Hold point for certain employees not qualifying in welding		
L 9487	Mechanic, Power Plant A		
	.....	\$5,279.91	\$30.461
K 9488	Mechanic, Power Plant B		
	1st 6 months.....	\$3,942.81	\$22.747
	Progress, transfer or terminate		
	2nd 6 months .....	4,139.89	23.884
	Progress as qualified, transfer or terminate		
	3rd 6 months .....	4,336.28	25.017
	Progress as qualified, transfer or terminate		
	4th 6 months .....	4,731.65	27.298
	Then promote, transfer or terminate		

\* Entering level job

† For employees hired on or after 5-14-84, see Addendum to Exhibit A

**Exhibit A**

<b>Occupational Code</b>	<b>Job Title</b>	<b>Equivalent Monthly Schedule</b>	<b>Hourly Schedule</b>
L 9361	Mechanic, HVAC .....	\$5,279.91	\$30.461
L 9672	Mechanic, Nuclear Boiler & Condenser		
	1st 6 months.....	\$3,942.81	\$22.747
	2nd 6 months .....	4,139.89	23.884
	3rd 6 months .....	4,336.28	25.017
	4th 6 months .....	4,535.44	26.166
	5th 6 months .....	4,731.65	27.298
	6th 6 months <sup>1</sup> .....	4,928.21	28.432
	Thereafter.....	5,279.91	30.461
	<sup>1</sup> Hold point for certain employees not qualifying in welding		
L 9653	Mechanic, Service Shop		
	1st 6 months.....	\$3,942.81	\$22.747
	Thereafter until qualified for a higher rate.....	4,165.55	24.032
	Thereafter until qualified for a higher rate.....	4,412.55	25.457
	Next 6 months .....	4,597.67	26.525
	Thereafter.....	5,279.91	30.461
L 9666	Mechanic, Utility (Special) 84% of incumbent's last rate in immediate previous classification		

\* Entering level job

† For employees hired on or after 5-14-84, see Addendum to Exhibit A

## Exhibit A

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
J 8757	*Operator, Apprentice Nuclear Plant Equipment		
	1st 6 months.....	\$4,285.32	\$24.723
	2nd 6 months .....	4,412.55	25.457
	3rd 6 months .....	4,545.84	26.226
	Then promote		
F 8687	†*Operator, Apprentice Plant Equipment		
	1st 6 months.....	\$3,205.63	\$18.494
	2nd 6 months .....	3,590.77	20.716
	3rd 6 months .....	3,942.81	22.747
	Then promote		
M 8696	Operator, Assistant Control		
	.....	\$5,279.91	\$30.461
	When qualifications are maintained for upgrade to Control Operator .....	5,364.84	30.951
P 8713	Operator, Control		
	1st 6 months.....	\$5,832.32	\$33.648
	Thereafter.....	6,002.71	34.631
J 9709	Operator, Crane		
	1st 6 months.....	\$4,597.67	\$26.525
	Thereafter.....	4,758.69	27.454
	PGM P/R #174 (Upgrade only in all other locations)		

\* Entering level job

† For employees hired on or after 5-14-84, see Addendum to Exhibit A

<b>Occupational Code</b>	<b>Job Title</b>	<b>Equivalent Monthly Schedule</b>	<b>Hourly Schedule</b>
K 9675	Operator Crane, Nuclear Maintenance	1st 6 months.....	\$4,597.67 \$26.525
		Thereafter.....	4,758.69 27.454
N 8740	Operator, Nuclear Assistant Control	1st 6 months.....	\$5,536.09 \$31.939
		Thereafter.....	5,625.36 32.454
R 8721	Operator, Nuclear Control	1st 6 months.....	\$5,986.41 \$34.537
		Thereafter.....	6,223.36 35.904
M 8761	Operator, Nuclear Plant Equipment <sup>1</sup>	1st 6 months.....	\$4,915.56 \$28.359
		Thereafter.....	5,364.84 30.951
<sup>1</sup> Promote without bid from any point in the progression to Nuclear Assistant Control Operator when a Reactor Operator's License is granted by NRC			
H 7728	*Operator, Nuclear Station Computer	1st 6 months.....	\$3,676.57 \$21.211
		2nd 6 months .....	3,761.33 21.700
		3rd 6 months .....	3,842.97 22.171
		4th 6 months .....	3,979.91 22.961
		5th 6 months .....	4,165.55 24.032
		Thereafter.....	4,363.84 25.176

\* Entering level job

† For employees hired on or after 5-14-84, see Addendum to Exhibit A

**Exhibit A**

<b>Occupational Code</b>	<b>Job Title</b>	<b>Equivalent Monthly Schedule</b>	<b>Hourly Schedule</b>
K 8746	Operator, Plant Equipment		
	1st 6 months.....	\$4,083.56	\$23.559
	2nd 6 months .....	4,234.72	24.483
	3rd 6 months .....	4,412.55	25.457
	4th 6 months .....	4,597.67	26.525
	Thereafter.....	4,912.79	28.343
K 8797	Operator, Plant Equipment		
	1st 6 months.....	\$4,143.88	\$23.907
	2nd 6 months .....	4,303.87	24.830
	3rd 6 months .....	4,473.04	25.806
	4th 6 months .....	4,657.99	26.873
	Thereafter.....	4,973.28	28.692
	Employees qualified for upgrade to Assistant Control Operator		
J 9789	Painter, Nuclear (Project)		
	1st 6 months.....	\$4,083.56	\$23.559
	2nd 6 months.....	4,243.72	24.483
	3rd 6 months.....	4,412.55	25.457
	Thereafter.....	4,678.79	26.993
	<b>(Nuclear Generation Site only)</b>		
J 9674	Painter, Nuclear Maintenance		
	1st 6 months.....	\$4,083.56	\$23.559
	2nd 6 months .....	4,243.72	24.483
	3rd 6 months .....	4,412.55	25.457
	Thereafter.....	4,678.79	26.993

\* Entering level job

† For employees hired on or after 5-14-84, see Addendum to Exhibit A

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
J 9788	Painter, Steam Maintenance		
	1st 6 months.....	\$4,083.56	\$23.559
	2nd 6 months .....	4,243.72	24.483
	3rd 6 months .....	4,412.55	25.457
	Thereafter.....	4,678.79	26.993
F 7866	†Secretary-Stenographer — UWUA <sup>1</sup>		
	1st 6 months.....	\$3,084.29	\$17.794
	2nd 6 months .....	3,250.00	18.750
	3rd 6 months .....	3,416.75	19.712
	4th 6 months .....	3,590.77	20.716
	5th 6 months .....	3,761.33	21.700
	Thereafter.....	3,979.91	22.961
	<sup>1</sup> Closed classification for reference only — not to be assigned, to be cancelled when title vacated		
K 9897	Technician, Apprentice Instrument		
	1st 6 months.....	\$4,165.55	\$24.032
	2nd 6 months .....	4,285.32	24.723
	3rd 6 months .....	4,412.55	25.457
	4th 6 months .....	4,545.84	26.226
	5th 6 months .....	4,719.17	27.226
	Thereafter.....	4,915.56	28.359

\* Entering level job

† For employees hired on or after 5-14-84, see Addendum to Exhibit A

## Exhibit A

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
K 9905	Technician, Apprentice Nuclear Computer		
	1st 6 months.....	\$4,165.55	\$24.032
	2nd 6 months .....	4,412.55	25.457
	3rd 6 months .....	4,664.40	26.910
	Thereafter.....	4,915.56	28.359
K 9907	Technician, Apprentice Nuclear Instrument		
	1st 6 months.....	\$4,165.55	\$24.032
	2nd 6 months .....	4,412.55	25.457
	3rd 6 months .....	4,664.40	26.910
	Thereafter.....	4,915.56	28.359
J 9912	Technician, Assistant Nuclear Chemistry		
	1st 6 months.....	\$3,590.77	\$20.716
	2nd 6 months .....	3,792.36	21.879
	3rd 6 months .....	3,993.60	23.040
	4th 6 months .....	4,195.01	24.202
	5th 6 months .....	4,395.91	25.361
	Thereafter.....	4,597.67	26.525
L 9903	Technician, Chemical		
	1st 6 months.....	\$4,758.69	\$27.454
	Thereafter.....	5,279.91	30.461
M 9913	Technician, Health Physics		
	1st 6 months.....	\$5,366.40	\$30.960
	Thereafter.....	5,543.55	31.982

\* Entering level job

† For employees hired on or after 5-14-84, see Addendum to Exhibit A

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
N 9791	<b>Technician, Assistant Health Physics 1</b>		
	1st 6 months .....	\$4,195.01	\$24.202
	2nd 6 months.....	4,395.91	25.361
	3rd 6 months.....	4,597.67	26.525
	<b>Promote to Health Physics Technician, transfer or terminate</b>		
N 9792	<b>Technician, Assistant Health Physics 2</b>		
	1st 6 months .....	\$3,590.77	\$20.716
	2nd 6 months.....	3,792.36	21.879
	3rd 6 months.....	3,993.60	23.040
	<b>Then promote to Assistant Health Physics Technician 1 when qualified</b>		
M 9992	<b>Technician, Health Physics Instrument</b>		
	1st 6 months.....	\$5,590.87	\$32.255
	Thereafter.....	5,636.80	32.520
M 9366	<b>Technician, HVAC</b>		
	Thereafter.....	\$5,364.84	\$30.951
N 9667	<b>Technician, Instrument &amp; Control — PPD</b>		
	1st 6 months .....	\$5,832.32	\$33.648
	Thereafter.....	6,002.71	34.631

\* Entering level job

† For employees hired on or after 5-14-84, see Addendum to Exhibit A

**Exhibit A**

<b>Occupational Code</b>	<b>Job Title</b>	<b>Equivalent Monthly Schedule</b>	<b>Hourly Schedule</b>
<b>N 9790</b>	<b>Technician, Junior Health Physics<sup>1</sup></b>		
	1st 6 months.....	\$4,295.37	\$24.781
	2nd 6 months.....	4,395.91	25.361
	3rd 6 months.....	4,597.67	26.525
	<b>Promote to Health Physics Technician, transfer or hold for incumbents in classification as of 3-16-04</b>		
	<b>Promote, transfer, or terminate for incumbents in classification after 3-16-04</b>		
	<b><sup>1</sup>Closed classification for reference only — not to be assigned, to be cancelled when title vacated</b>		
<b>M 9906</b>	<b>Technician, Nuclear Chemistry</b>		
	1st 6 months.....	\$5,193.41	\$29.962
	Thereafter until qualified....	5,364.84	30.951
	Thereafter.....	5,454.97	31.471
<b>N 9943</b>	<b>Technician, Nuclear Computer</b>		
	1st 6 months.....	\$5,364.84	\$30.951
	2nd 6 months.....	5,536.09	31.939
	Thereafter.....	5,625.36	32.454
<b>N 9664</b>	<b>Technician, Nuclear Instrument and Control</b>		
	1st 6 months.....	\$5,832.32	\$33.648
	Thereafter.....	6,002.71	34.631

\* Entering level job

† For employees hired on or after 5-14-84, see Addendum to Exhibit A

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
N 9885	Technician, Nuclear Test		
	1st 6 months.....	\$4,412.55	\$25.457
	2nd 6 months .....	4,597.67	26.525
	3rd 6 months .....	4,758.69	27.454
	4th 6 months .....	5,193.41	29.962
	5th 6 months .....	5,364.84	30.951
	6th 6 months .....	5,536.09	31.939
	Then promote		
P 9887	Technician, Nuclear Test A		
	1st 6 months.....	\$5,832.32	\$33.648
	Thereafter.....	6,002.71	34.631
N 9959	Technician, Radiation Instrument <sup>1</sup>		
	1st 6 months.....	\$5,364.84	\$30.951
	2nd 6 months .....	5,536.09	31.939
	Thereafter.....	5,625.36	32.454
	<b><sup>1</sup>Closed classification for reference only — not to be assigned, to be cancelled when title vacated</b>		
N 9926	Technician, Test		
	1st 6 months.....	\$4,412.55	\$25.457
	2nd 6 months .....	4,597.67	26.525
	3rd 6 months .....	4,758.69	27.454
	4th 6 months .....	5,193.41	29.962
	5th 6 months .....	5,364.84	30.951
	6th 6 months .....	5,536.09	31.939
	Then promote		

\* Entering level job

† For employees hired on or after 5-14-84, see Addendum to Exhibit A

## Exhibit A

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
P 9930	Technician, Test A — UWUA		
	1st 6 months.....	\$5,832.32	\$33.648
	Thereafter.....	6,002.71	34.631
C 9969	†*Utilityman — UWUA		
	1st 6 months.....	\$2,830.88	\$16.332
	2nd 6 months .....	3,205.63	18.494
	Thereafter.....	3,590.77	20.716
K 9984	Welder, Apprentice		
	1st 6 months.....	\$3,942.81	\$22.747
	2nd 6 months .....	4,083.56	23.559
	3rd 6 months .....	4,243.72	24.483
	4th 6 months .....	4,412.55	25.457
	5th 6 months .....	4,597.67	26.525
	6th 6 months .....	4,758.69	27.454
	Then promote		
L 9888	Welder, Nuclear Maintenance		
	.....	\$5,279.91	\$30.461
L 9987	Welder, Steam.....	\$5,279.91	\$30.461

\* Entering level job

† For employees hired on or after 5-14-84, see Addendum to Exhibit A

**ADDENDUM TO  
EXHIBIT A — UWUA  
POWER PRODUCTION DEPARTMENT —  
STEAM GENERATION DIVISION  
SHOP SERVICES AND  
INSTRUMENTATION DEPARTMENT  
AND SAN ONOFRE  
NUCLEAR GENERATING STATION  
Standard Classification and Wage  
Schedule for Non-Supervisory  
Personnel  
Hired on or After 5-14-84  
2004 Wage Schedule**

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<b>Occupational Code</b>	<b>Job Title</b>	<b>Equivalent Monthly Schedule</b>	<b>Hourly Schedule</b>
F 9095	Attendant, Tool Room		
	1st 6 months.....	\$3,080.83	\$17.774
	2nd 6 months .....	3,238.56	18.684
	3rd 6 months .....	3,565.47	20.570
	Thereafter.....	3,803.63	21.944

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\* Entering level job

† For employees hired on or after 5-14-84, see Addendum to Exhibit A

## Addendum to Exhibit A

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
E 9689	Clerk, Station Accounting 3		
	1st 6 months.....	\$2,683.20	\$15.480
	2nd 6 months .....	2,851.68	16.452
	3rd 6 months .....	3,080.83	17.774
	4th 6 months .....	3,238.56	18.684
	5th 6 months .....	3,565.47	20.570
	Promote to Station Accounting Clerk 2, transfer or terminate		
E 9685	Handler, Assistant Material		
	1st 6 months.....	\$2,422.33	\$13.975
	2nd 6 months .....	2,707.99	15.623
	3rd 6 months .....	3,080.83	17.774
	4th 6 months .....	3,526.12	20.343
	Promote to Material Handler, transfer or terminate		
D 7403	*Handler, Mail		
	1st 6 months.....	\$2,256.63	\$13.019
	2nd 6 months .....	2,422.33	13.975
	3rd 6 months .....	2,648.71	15.281
	4th 6 months .....	2,851.68	16.452
	5th 6 months .....	3,080.83	17.774
	Thereafter.....	3,403.05	19.633

\* Entering level job

† For employees hired on or after 5-14-84, see Addendum to Exhibit A

**Addendum to Exhibit A**

<b>Occupational Code</b>	<b>Job Title</b>	<b>Equivalent Monthly Schedule</b>	<b>Hourly Schedule</b>
E 9566	Helper, Maintenance — Steam		
	1st 6 months.....	\$2,683.20	\$15.480
	2nd 6 months .....	2,923.79	16.868
	3rd 6 months .....	3,238.56	18.684
	4th 6 months .....	3,403.05	19.633
	Thereafter.....	3,655.08	21.087
E 8061	Helper, Maintenance — Steam (Project)		
	1st 6 months.....	\$2,683.20	\$15.480
	2nd 6 months .....	2,923.79	16.868
	3rd 6 months .....	3,238.56	18.684
	4th 6 months .....	3,403.05	19.633
	Thereafter.....	3,655.08	21.087
	(Nuclear Generation Site only)		
C 9591	*Janitor		
	1st 6 months.....	\$2,422.33	\$13.975
	2nd 6 months .....	2,707.99	15.623
	3rd 6 months .....	3,038.71	17.531
	Thereafter.....	3,340.65	19.273
F 8688	*Operator, Apprentice Plant Equipment		
	1st 6 months.....	\$2,797.08	\$16.137
	2nd 6 months .....	3,238.56	18.684
	3rd 6 months .....	3,737.76	21.564
	Then promote		

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\* Entering level job

† For employees hired on or after 5-14-84, see Addendum to Exhibit A

## Addendum to Exhibit A

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
F 7869	Secretary-Stenographer — UWUA <sup>†</sup>		
	1st 6 months.....	\$2,683.20	\$15.480
	2nd 6 months .....	2,851.68	16.452
	3rd 6 months .....	3,038.71	17.531
	4th 6 months .....	3,238.56	18.684
	5th 6 months .....	3,463.03	19.979
	Thereafter.....	3,772.60	21.765
	<b><sup>†</sup>Closed classification for reference only — not to be assigned, to be cancelled when title vacated</b>		
C 9970	*Utilityman — UWUA		
	1st 6 months.....	\$2,422.33	\$13.975
	2nd 6 months .....	2,707.99	15.623
	3rd 6 months .....	3,080.83	17.774
	Thereafter.....	3,403.05	19.633

\* Entering level job

† For employees hired on or after 5-14-84, see Addendum to Exhibit A

**EXHIBIT B**

<b>Location</b>	<b>Group</b>	<b>Steward</b>	<b>Alternate</b>
Mohave	Operation Employees	2	2
Mohave	Resident Maintenance		
	Day Shift	4	1
	Swing Shift	1	1
	Grave Shift	1	1
Mohave	Clerical & Instrument	2	
Mohave	Training	1	
San Onofre	Operation Employees		
	#1-3	3	4
San Onofre	Resident Maintenance		
	Day Shift	3	2
	Swing Shift	1	
	Grave Shift		1
	Maintenance Technical	1	1
San Onofre			
	#1-3/AWS	2	1
San Onofre-			
	Mesa	1	
	Warehouse	1	1
San Onofre			
	#1-3	2	2
San Onofre			
	#1-3	1	1
Westminster	Service Shop		
	Day Shift	1	1
	Swing Shift	1	
	Grave Shift		1

**EXHIBIT A**

**2005 Wage Schedule**

**EXHIBIT A — UWUA  
POWER PRODUCTION DEPARTMENT —  
STEAM GENERATION DIVISION  
SHOP SERVICES AND  
INSTRUMENTATION DEPARTMENT  
AND SAN ONOFRE  
NUCLEAR GENERATING STATION  
Standard Classification and Wage  
Schedule for Non-Supervisory Personnel  
Hired Prior to 5-14-84  
  
2005 Wage Schedule**

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
J 9040	*Assistant, Laboratory		
	1st 6 months.....	\$3,716.44	\$21.441
	2nd 6 months .....	3,925.13	22.645
	3rd 6 months .....	4,133.31	23.846
	4th 6 months .....	4,341.83	25.049
	5th 6 months .....	4,549.83	26.249
	Thereafter.....	4,758.52	27.453

\* Entering level job

† For employees hired on or after 5-14-84, see Addendum to Exhibit A

## Exhibit A

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
J 9424	Assistant, Office 1 — Access Authorization		
	1st 6 months.....	\$3,805.19	\$21.953
	2nd 6 months .....	3,999.15	23.072
	3rd 6 months .....	4,193.11	24.191
	Thereafter.....	4,386.89	25.309
J 9422	Assistant, Office 1 — Administrative Services		
	1st 6 months.....	\$3,805.19	\$21.953
	2nd 6 months .....	3,999.15	23.072
	3rd 6 months .....	4,193.11	24.191
	Thereafter.....	4,386.89	25.309
J 9423	Assistant, Office 1 — Document Services		
	1st 6 months.....	\$3,805.19	\$21.953
	2nd 6 months .....	3,999.15	23.072
	3rd 6 months .....	4,193.11	24.191
	Thereafter.....	4,386.89	25.309
J 9421	*Assistant, Office 2		
	1st 6 months.....	\$2,335.67	\$13.475
	2nd 6 months .....	2,612.48	15.072
	3rd 6 months .....	2,889.47	16.670
	4th 6 months .....	3,166.11	18.266
	5th 6 months .....	3,442.92	19.863
	Thereafter.....	3,719.73	21.460

\* Entering level job

† For employees hired on or after 5-14-84, see Addendum to Exhibit A

**Exhibit A**

<b>Occupational Code</b>	<b>Job Title</b>	<b>Equivalent Monthly Schedule</b>	<b>Hourly Schedule</b>
F 9096	†Attendant, Tool Room (Project)		
	1st 6 months.....	\$3,188.64	\$18.396
	2nd 6 months .....	3,351.92	19.338
	3rd 6 months .....	3,690.27	21.290
	Thereafter.....	3,936.75	22.712
	(Nuclear Generation Site only)		
F 9094	†Attendant, Tool Room — UWUA		
	1st 6 months.....	\$3,716.44	\$21.441
	2nd 6 months .....	3,991.00	23.025
	Thereafter.....	4,153.59	23.963
H 9195	Carpenter, Rough — UWUA		
	.....	\$4,392.27	\$25.340
I 9686	Clerk, Station Accounting 1		
	1st 6 months.....	\$4,516.55	\$26.057
	2nd 6 months .....	4,625.40	26.685
	Thereafter.....	4,882.11	28.166
H 9687	Clerk, Station Accounting 2		
	1st 6 months.....	\$3,977.48	\$22.947
	2nd 6 months .....	4,119.27	23.765
	3rd 6 months .....	4,237.65	24.448
	4th 6 months .....	4,413.07	25.460
	Promote to Station Accounting Clerk 1, transfer or terminate		

\* Entering level job

† For employees hired on or after 5-14-84, see Addendum to Exhibit A

## Exhibit A

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
E 9688	†Clerk, Station Accounting 3		
	1st 6 months.....	\$3,192.28	\$18.417
	2nd 6 months .....	3,274.96	18.894
	3rd 6 months .....	3,536.35	20.402
	4th 6 months .....	3,893.07	22.460
	Promote to Station Accounting Clerk 2, transfer or terminate		
L 7258	Clerk, Supervising Station		
	1st 6 months.....	\$5,301.75	\$30.567
	Thereafter.....	5,425.16	31.299
I 9681	Clerk, Warehouse		
	1st 6 months.....	\$4,516.55	\$26.057
	2nd 6 months .....	4,625.40	26.685
	Thereafter.....	4,882.11	28.166
L 9338	Electrician.....	\$5,464.68	\$31.527
K 9348	Electrician, Apprentice — UWUA		
	1st 6 months.....	\$4,080.79	\$23.543
	2nd 6 months .....	4,226.56	24.384
	3rd 6 months .....	4,392.27	25.340
	4th 6 months .....	4,566.99	26.348
	5th 6 months .....	4,758.52	27.453
	6th 6 months .....	4,925.27	28.415
	Then promote		
L 9670	Electrician, Nuclear Maintenance		
	.....	\$5,464.68	\$31.527
	(Nuclear Generation Site only)		

\* Entering level job

† For employees hired on or after 5-14-84, see Addendum to Exhibit A

<b>Occupational Code</b>	<b>Job Title</b>	<b>Equivalent Monthly Schedule</b>	<b>Hourly Schedule</b>
K 8064	Fabricator 1 (Project)		
	1st 6 months.....	\$5,149.21	\$29.707
	2nd 6 months .....	5,258.24	30.336
	Thereafter (Nuclear Generation Site only)		
K 8063	Fabricator 2 (Project)		
	1st 6 months.....	\$5,029.96	\$29.019
	Promote to Fabricator 1, transfer or terminate (Nuclear Generation Site only)		
K 8062	Fabricator 3 (Project)		
	1st 6 months.....	\$4,394.87	\$25.355
	Promote to Fabricator 2, transfer or terminate (Nuclear Generation Site only)		
E 9684	†Handler, Assistant Material		
	1st 6 months.....	\$2,930.03	\$16.904
	2nd 6 months .....	3,389.36	19.554
	3rd 6 months .....	3,850.25	22.213
	Promote to Material Handler, transfer or terminate		
D 7402	†*Handler, Mail		
	1st 6 months.....	\$2,689.27	\$15.515
	2nd 6 months .....	2,892.07	16.685
	3rd 6 months .....	3,102.84	17.901
	4th 6 months .....	3,306.51	19.076
	5th 6 months .....	3,508.09	20.239
	Thereafter.....	3,716.44	21.441

\* Entering level job

† For employees hired on or after 5-14-84, see Addendum to Exhibit A

**Exhibit A**

<b>Occupational Code</b>	<b>Job Title</b>	<b>Equivalent Monthly Schedule</b>	<b>Hourly Schedule</b>
G 9683	Handler, Material		
	1st 6 months.....	\$3,908.67	\$22.550
	2nd 6 months .....	4,119.27	23.765
	3rd 6 months .....	4,237.65	24.448
	4th 6 months .....	4,313.57	24.886
	Promote to Senior Material Handler at SONGS, or Warehouse Clerk in Steam Generation, transfer or terminate		
	NOTE: For employees hired on or after 6-23-95		
G 8085	Handler, Senior Mail		
	1st 6 months.....	\$3,805.19	\$21.953
	2nd 6 months .....	3,893.07	22.460
	3rd 6 months .....	3,977.48	22.947
	4th 6 months .....	4,119.27	23.765
	5th 6 months .....	4,237.65	24.448
	Thereafter.....	4,386.89	25.309
I 9682	Handler, Senior Material		
	1st 6 months.....	\$4,516.55	\$26.057
	2nd 6 months .....	4,625.40	26.685
	Thereafter.....	4,882.11	28.166
	(Nuclear Generation Site only)		
E 9567	†Helper, Maintenance — Steam		
	1st 6 months.....	\$3,190.03	\$18.404
	2nd 6 months .....	3,441.01	19.852
	3rd 6 months .....	3,716.44	21.441
	Thereafter.....	3,991.00	23.025

\* Entering level job

† For employees hired on or after 5-14-84, see Addendum to Exhibit A

**Exhibit A**

<b>Occupational Code</b>	<b>Job Title</b>	<b>Equivalent Monthly Schedule</b>	<b>Hourly Schedule</b>
K 9616	Machinist, Apprentice Maintenance		
	1st 6 months.....	\$4,080.79	\$23.543
	2nd 6 months .....	4,226.56	24.384
	3rd 6 months .....	4,392.27	25.340
	4th 6 months .....	4,566.99	26.348
	5th 6 months .....	4,758.52	27.453
	6th 6 months .....	4,925.27	28.415
	Then promote		
K 9619	Machinist, Apprentice Service Shop		
	1st 6 months.....	\$4,080.79	\$23.543
	2nd 6 months .....	4,226.56	24.384
	3rd 6 months .....	4,392.27	25.340
	4th 6 months .....	4,566.99	26.348
	5th 6 months .....	4,758.52	27.453
	6th 6 months .....	4,925.27	28.415
	Then promote		
L 9621	Machinist, Maintenance — UWUA		
	.....	\$5,464.68	\$31.527
L 9671	Machinist, Nuclear Maintenance		
	.....	\$5,464.68	\$31.527
L 9627	Machinist, Service Shop		
	Entry rate — promote as qualified		
	after 6 months .....	\$4,925.27	\$28.415
	Thereafter.....	5,464.68	31.527

\* Entering level job

† For employees hired on or after 5-14-84, see Addendum to Exhibit A

## Exhibit A

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
L 9636	Mechanic, Boiler & Condenser — UWUA		
	1st 6 months.....	\$4,080.79	\$23.543
	2nd 6 months .....	4,284.80	24.720
	3rd 6 months .....	4,488.12	25.893
	4th 6 months .....	4,694.21	27.082
	5th 6 months .....	4,897.19	28.253
	6th 6 months <sup>1</sup> .....	5,100.68	29.427
	Thereafter.....	5,464.68	31.527
	<sup>1</sup> Hold point for certain employees not qualifying in welding		
L 9487	Mechanic, Power Plant A		
	.....	\$5,464.68	\$31.527
K 9488	Mechanic, Power Plant B		
	1st 6 months.....	\$4,080.79	\$23.543
	Progress, transfer or terminate		
	2nd 6 months .....	4,284.80	24.720
	Progress as qualified, transfer or terminate		
	3rd 6 months .....	4,488.12	25.893
	Progress as qualified, transfer or terminate		
	4th 6 months .....	4,897.19	28.253
	Then promote, transfer or terminate		
L 9361	Mechanic, HVAC .....	\$5,464.68	\$31.527

\* Entering level job

† For employees hired on or after 5-14-84, see Addendum to Exhibit A

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
L 9672	Mechanic, Nuclear Boiler & Condenser		
	1st 6 months.....	\$4,080.79	\$23.543
	2nd 6 months .....	4,284.80	24.720
	3rd 6 months .....	4,488.12	25.893
	4th 6 months .....	4,694.21	27.082
	5th 6 months .....	4,897.19	28.253
	6th 6 months <sup>1</sup> .....	5,100.68	29.427
	Thereafter.....	5,464.68	31.527
	<sup>1</sup> Hold point for certain employees not qualifying in welding		
L 9653	Mechanic, Service Shop		
	1st 6 months.....	\$4,080.79	\$23.543
	Thereafter until qualified for a higher rate.....	4,311.32	24.873
	Thereafter until qualified for a higher rate.....	4,566.99	26.348
	Next 6 months .....	4,758.52	27.453
	Thereafter.....	5,464.68	31.527
L 9666	Mechanic, Utility (Special)		
	84% of incumbent's last rate in immediate previous classification		

\* Entering level job

† For employees hired on or after 5-14-84, see Addendum to Exhibit A

**Exhibit A**

<b>Occupational Code</b>	<b>Job Title</b>	<b>Equivalent Monthly Schedule</b>	<b>Hourly Schedule</b>
J 8757	*Operator, Apprentice Nuclear Plant Equipment		
	1st 6 months.....	\$4,435.25	\$25.588
	2nd 6 months .....	4,566.99	26.348
	3rd 6 months .....	4,704.96	27.144
	Promote without bid to SNPEO when qualified		
F 8687	†*Operator, Apprentice Plant Equipment		
	1st 6 months.....	\$3,317.77	\$19.141
	2nd 6 months .....	3,716.44	21.441
	3rd 6 months .....	4,080.79	23.543
	Then promote		
M 8696	Operator, Assistant Control		
	.....	\$5,464.68	\$31.527
	When qualifications are maintained for upgrade to		
	Control Operator .....	5,552.56	32.034
P 8713	Operator, Control		
	1st 6 months.....	\$6,036.51	\$34.826
	Thereafter.....	6,212.79	35.843
J 9709	Operator, Crane		
	1st 6 months.....	\$4,758.52	\$27.453
	Thereafter.....	4,925.27	28.415
	PGM P/R #174		
	(Upgrade only in all other locations)		
K 9675	Operator Crane, Nuclear Maintenance		
	1st 6 months.....	\$4,758.52	\$27.453
	Thereafter.....	4,925.27	28.415

\* Entering level job

† For employees hired on or after 5-14-84, see Addendum to Exhibit A

<b>Occupational Code</b>	<b>Job Title</b>	<b>Equivalent Monthly Schedule</b>	<b>Hourly Schedule</b>
N 8740	Operator, Nuclear Assistant Control <sup>†</sup>		
	1st 6 months.....	\$5,729.88	\$33.057
	Thereafter.....	5,822.27	\$33.590
	<sup>†</sup> Closed classification for reference only — not to be assigned, to be cancelled when title vacated		
R 8721	Operator, Nuclear Control		
	1st 6 months.....	\$6,195.97	\$35.746
	2nd 6 months .....	6,441.24	37.161
	Thereafter.....	6,655.83	38.399
M 8761	Operator, Secondary Nuclear Plant Equipment		
	1st 6 months.....	\$5,087.68	\$29.352
	Thereafter.....	5,552.56	32.034
	Promote without bid to PNPEO when qualified.		
	NOTE: Must complete OJT/formal training before promoting to PNPEO		
H 7728	*Operator, Nuclear Station Computer		
	1st 6 months.....	\$3,805.19	\$21.953
	2nd 6 months .....	3,893.07	22.460
	3rd 6 months .....	3,977.48	22.947
	4th 6 months .....	4,119.27	23.765
	5th 6 months .....	4,311.32	24.873
	Thereafter.....	4,516.55	26.057

\* Entering level job

† For employees hired on or after 5-14-84, see Addendum to Exhibit A

## Exhibit A

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
K 8746	Operator, Plant Equipment		
	1st 6 months.....	\$4,226.56	\$24.384
	2nd 6 months .....	4,392.27	25.340
	3rd 6 months .....	4,566.99	26.348
	4th 6 months .....	4,758.52	27.453
	Thereafter.....	5,084.73	29.335
K 8797	Operator, Plant Equipment		
	1st 6 months.....	\$4,288.96	\$24.744
	2nd 6 months .....	4,454.49	25.699
	3rd 6 months .....	4,629.56	26.709
	4th 6 months .....	4,821.09	27.814
	Thereafter.....	5,147.31	29.696
	Employees qualified for upgrade to Assistant Control Operator		
K 8735	Operator, Primary Nuclear Plant Equipment		
	1st 6 months.....	\$5,729.88	\$33.057
	Thereafter.....	5,787.08	33.387
	Promote without bid to NCO when Reactor Operator's (RO) License is granted by NRC		
J 9789	Painter, Nuclear (Project)		
	1st 6 months.....	\$4,226.56	\$24.384
	2nd 6 months .....	4,392.27	25.340
	3rd 6 months .....	4,566.99	26.348
	Thereafter.....	4,842.59	27.938
	(Nuclear Generation Site only)		

\* Entering level job

† For employees hired on or after 5-14-84, see Addendum to Exhibit A

**Exhibit A**

<b>Occupational Code</b>	<b>Job Title</b>	<b>Equivalent Monthly Schedule</b>	<b>Hourly Schedule</b>
J 9674	Painter, Nuclear Maintenance		
	1st 6 months.....	\$4,226.56	\$24.384
	2nd 6 months .....	4,392.27	25.340
	3rd 6 months .....	4,566.99	26.348
	Thereafter.....	4,842.59	27.938
J 9788	Painter, Steam Maintenance		
	1st 6 months.....	\$4,226.56	\$24.384
	2nd 6 months .....	4,392.27	25.340
	3rd 6 months .....	4,566.99	26.348
	Thereafter.....	4,842.59	27.938
F 7866	†Secretary-Stenographer — UWUA <sup>1</sup>		
	1st 6 months.....	\$3,192.28	\$18.417
	2nd 6 months .....	3,363.71	19.406
	3rd 6 months .....	3,536.35	20.402
	4th 6 months .....	3,716.44	21.441
	5th 6 months .....	3,893.07	22.460
	Thereafter.....	4,119.27	23.765
	<sup>1</sup> Closed classification for reference only — not to be assigned, to be cancelled when title vacated		
K 9897	Technician, Apprentice Instrument		
	1st 6 months.....	\$4,311.32	\$24.873
	2nd 6 months .....	4,435.25	25.588
	3rd 6 months .....	4,566.99	26.348
	4th 6 months .....	4,704.96	27.144
	5th 6 months .....	4,884.36	28.179
	Thereafter.....	5,087.68	29.352

\* Entering level job

† For employees hired on or after 5-14-84, see Addendum to Exhibit A

## Exhibit A

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
K 9905	Technician, Apprentice Nuclear Computer		
	1st 6 months.....	\$4,311.32	\$24.873
	2nd 6 months .....	4,566.99	26.348
	3rd 6 months .....	4,827.68	27.852
	Thereafter.....	5,087.68	29.352
K 9907	Technician, Apprentice Nuclear Instrument		
	1st 6 months.....	\$4,311.32	\$24.873
	2nd 6 months .....	4,566.99	26.348
	3rd 6 months .....	4,827.68	27.852
	Thereafter.....	5,087.68	29.352
J 9912	Technician, Assistant Nuclear Chemistry		
	1st 6 months.....	\$3,716.44	\$21.441
	2nd 6 months .....	3,925.13	22.645
	3rd 6 months .....	4,133.31	23.846
	4th 6 months .....	4,341.83	25.049
	5th 6 months .....	4,549.83	26.249
	Thereafter.....	4,758.52	27.453
L 9903	Technician, Chemical		
	1st 6 months.....	\$4,925.27	\$28.415
	Thereafter.....	5,464.68	31.527
M 9913	Technician, Health Physics		
	1st 6 months.....	\$5,554.29	\$32.044
	Thereafter.....	5,737.51	33.101

\* Entering level job

† For employees hired on or after 5-14-84, see Addendum to Exhibit A

**Exhibit A**

<b>Occupational Code</b>	<b>Job Title</b>	<b>Equivalent Monthly Schedule</b>	<b>Hourly Schedule</b>
N 9791	Technician, Assistant Health Physics 1		
	1st 6 months.....	\$4,341.83	\$25.049
	2nd 6 months .....	4,549.83	26.249
	3rd 6 months .....	4,758.52	27.453
	Promote to Health Physics Technician, transfer or terminate		
N 9792	Technician, Assistant Health Physics 2		
	1st 6 months.....	\$3,716.44	\$21.441
	2nd 6 months .....	3,925.13	22.645
	3rd 6 months .....	4,133.31	23.846
	Then promote to Assistant Health Physics Technician 1 when qualified		
M 9992	Technician, Health Physics Instrument		
	1st 6 months.....	\$5,786.56	\$33.384
	Thereafter.....	5,834.05	33.658
M 9366	Technician, HVAC		
	Thereafter.....	\$5,552.56	\$32.034
N 9667	Technician, Instrument & Control — PPD		
	1st 6 months.....	\$6,036.51	\$34.826
	Thereafter.....	6,212.79	35.843
N 9790	Technician, Junior Health Physics		
	1st 6 months.....	\$4,445.65	\$25.648
	2nd 6 months .....	4,549.83	26.249
	Thereafter.....	4,758.52	27.453

\* Entering level job

† For employees hired on or after 5-14-84, see Addendum to Exhibit A

## Exhibit A

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
M 9906	Technician, Nuclear Chemistry		
	1st 6 months.....	\$5,375.24	\$31.011
	Thereafter until qualified....	5,552.56	32.034
	Thereafter.....	5,645.81	32.572
N 9943	Technician, Nuclear Computer		
	1st 6 months.....	\$5,552.56	\$32.034
	2nd 6 months .....	5,729.88	33.057
	Thereafter.....	5,822.27	33.590
N 9664	Technician, Nuclear Instrument and Control		
	1st 6 months.....	\$6,036.51	\$34.826
	Thereafter.....	6,212.79	35.843
N 9885	Technician, Nuclear Test		
	1st 6 months.....	\$4,566.99	26.348
	2nd 6 months .....	4,758.52	27.453
	3rd 6 months .....	4,925.27	28.415
	4th 6 months .....	5,375.24	31.011
	5th 6 months .....	5,552.56	32.034
	6th 6 months .....	5,729.88	33.057
	Then promote		
P 9887	Technician, Nuclear Test A		
	1st 6 months.....	\$6,036.51	\$34.826
	Thereafter.....	6,212.79	35.843

\* Entering level job

† For employees hired on or after 5-14-84, see Addendum to Exhibit A

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
N 9959	Technician, Radiation Instrument <sup>1</sup>		
	1st 6 months.....	\$5,552.56	\$32.034
	2nd 6 months .....	5,729.88	33.057
	Thereafter.....	5,822.27	33.590
	<sup>1</sup> Closed classification for reference only — not to be assigned, to be cancelled when title vacated		
N 9926	Technician, Test		
	1st 6 months.....	\$4,566.99	\$26.348
	2nd 6 months .....	4,758.52	27.453
	3rd 6 months .....	4,925.27	28.415
	4th 6 months .....	5,375.24	31.011
	5th 6 months .....	5,552.56	32.034
	6th 6 months .....	5,729.88	33.057
	Then promote		
P 9930	Technician, Test A — UWUA		
	1st 6 months.....	\$6,036.51	\$34.826
	Thereafter.....	6,212.79	35.843
C 9969	†*Utilityman — UWUA		
	1st 6 months.....	\$2,930.03	\$16.904
	2nd 6 months .....	3,317.77	19.141
	Thereafter.....	3,716.44	21.441

\* Entering level job

† For employees hired on or after 5-14-84, see Addendum to Exhibit A

## Exhibit A

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
K 9984	Welder, Apprentice		
	1st 6 months.....	\$4,080.79	\$23.543
	2nd 6 months .....	4,226.56	24.384
	3rd 6 months .....	4,392.27	25.340
	4th 6 months .....	4,566.99	26.348
	5th 6 months .....	4,758.52	27.453
	6th 6 months .....	4,925.27	28.415
	Then promote		
L 9888	Welder, Nuclear Maintenance		
	.....	\$5,464.68	\$31.527
L 9987	Welder, Steam.....	\$5,464.68	\$31.527

\* Entering level job

† For employees hired on or after 5-14-84, see Addendum to Exhibit A

**ADDENDUM TO  
EXHIBIT A — UWUA  
POWER PRODUCTION DEPARTMENT —  
STEAM GENERATION DIVISION  
SHOP SERVICES AND  
INSTRUMENTATION DEPARTMENT  
AND SAN ONOFRE  
NUCLEAR GENERATING STATION  
Standard Classification and Wage  
Schedule for Non-Supervisory  
Personnel  
Hired on or After 5-14-84  
2005 Wage Schedule**

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<b>Occupational Code</b>	<b>Job Title</b>	<b>Equivalent Monthly Schedule</b>	<b>Hourly Schedule</b>
F 9095	Attendant, Tool Room		
	1st 6 months.....	\$3,188.64	\$18.396
	2nd 6 months .....	3,351.92	19.338
	3rd 6 months .....	3,690.27	21.290
	Thereafter.....	3,936.75	22.712

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\* Entering level job

† For employees hired on or after 5-14-84, see Addendum to Exhibit A

## Addendum to Exhibit A

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<b>Occupational Code</b>	<b>Job Title</b>	<b>Equivalent Monthly Schedule</b>	<b>Hourly Schedule</b>
E 9689	Clerk, Station Accounting 3		
	1st 6 months.....	\$2,777.15	\$16.022
	2nd 6 months .....	2,951.52	17.028
	3rd 6 months .....	3,188.64	18.396
	4th 6 months .....	3,351.92	19.338
	5th 6 months .....	3,690.27	21.290
	Promote to Station Accounting Clerk 2, transfer or terminate		
E 9685	Handler, Assistant Material		
	1st 6 months.....	\$2,507.09	\$14.464
	2nd 6 months .....	2,802.80	16.170
	3rd 6 months .....	3,188.64	18.396
	4th 6 months .....	3,649.53	21.055
	Promote to Material Handler, transfer or terminate		
D 7403	*Handler, Mail		
	1st 6 months.....	\$2,335.67	\$13.475
	2nd 6 months .....	2,507.09	14.464
	3rd 6 months .....	2,741.44	15.816
	4th 6 months .....	2,951.52	17.028
	5th 6 months .....	3,188.64	18.396
	Thereafter.....	3,522.13	20.320

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\* Entering level job

† For employees hired on or after 5-14-84, see Addendum to Exhibit A

## Addendum to Exhibit A

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
E 9566	Helper, Maintenance — Steam		
	1st 6 months.....	\$2,777.15	\$16.022
	2nd 6 months .....	3,026.05	17.458
	3rd 6 months .....	3,351.92	19.338
	4th 6 months .....	3,522.13	20.320
	Thereafter.....	3,783.00	21.825
E 8061	Helper, Maintenance — Steam (Project)		
	1st 6 months.....	\$2,777.15	\$16.022
	2nd 6 months .....	3,026.05	17.458
	3rd 6 months .....	3,351.92	19.338
	4th 6 months .....	3,522.13	20.320
	Thereafter.....	3,783.00	21.825
	(Nuclear Generation Site only)		
C 9591	*Janitor		
	1st 6 months.....	\$2,507.09	\$14.464
	2nd 6 months .....	2,802.80	16.170
	3rd 6 months .....	3,145.13	18.145
	Thereafter.....	3,457.65	19.948
F 8688	*Operator, Apprentice Plant Equipment		
	1st 6 months.....	\$2,895.01	\$16.702
	2nd 6 months .....	3,351.92	19.338
	3rd 6 months .....	3,868.63	22.319
	Then promote		

\* Entering level job

† For employees hired on or after 5-14-84, see Addendum to Exhibit A

## Addendum to Exhibit A

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Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
F 7869	Secretary-Stenographer — UWUA <sup>1</sup>		
	1st 6 months.....	\$2,777.15	\$16.022
	2nd 6 months .....	2,951.52	17.028
	3rd 6 months .....	3,145.13	18.145
	4th 6 months .....	3,351.92	19.338
	5th 6 months .....	3,584.19	20.678
	Thereafter.....	3,904.68	22.527
	<sup>1</sup> Closed classification for reference only — not to be assigned, to be cancelled when title vacated		
C 9970	*Utilityman — UWUA		
	1st 6 months.....	\$2,507.09	\$14.464
	2nd 6 months .....	2,802.80	16.170
	3rd 6 months .....	3,188.64	18.396
	Thereafter.....	3,522.13	20.320

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\* Entering level job

† For employees hired on or after 5-14-84, see Addendum to Exhibit A

**EXHIBIT B**

<b>Location</b>	<b>Group</b>	<b>Steward</b>	<b>Alternate</b>
Mohave	Operation Employees	2	2
Mohave	Resident Maintenance		
	Day Shift	4	1
	Swing Shift	1	1
	Grave Shift	1	1
Mohave	Clerical & Instrument	2	
Mohave	Training	1	
San Onofre	Operation Employees		
	#1-3	3	4
San Onofre	Resident Maintenance		
	Day Shift	3	2
	Swing Shift	1	
	Grave Shift		1
	Maintenance Technical	1	1
San Onofre			
#1-3/AWS	Clerical	2	1
San Onofre-			
Mesa	Clerical	1	
	Warehouse	1	1
San Onofre			
#1-3	Health Physics	2	2
San Onofre			
#1-3	Technical	1	1
Westminster	Service Shop		
	Day Shift	1	1
	Swing Shift	1	
	Grave Shift		1

**SEE  
VOLUME 2  
FOR  
APPENDIX**

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