

APPENDIX “A” AGREEMENT(S) – NUCLEAR CHEMICAL OPERATORS AND D&D WORKER
SENIORITY GROUP 004, UNITED STEEL WORKERS (USW) LOCAL 12-369

JOB DEFINITIONS

WORKING LEADER CLASIFICATION¹

Responsible for taking the lead and providing direction to other workers in the group while performing the same duties as performed by the work group. Duties to include instructing members of the group as well as doing specific assigned duties such as keeping records, controlling process or projects in a manner outlined by the management, this includes utilizing appropriate safety precautions at all times including good housekeeping. Is responsible for the functionally directing of the work in the group.

NUCLEAR CHEMICAL OPERATOR – JOURNEYMAN

Responsible for carrying out assignments in many different areas covering a wide variety of products and processes, in operating diversified equipment, in performing a sequence of complex operations. Work with a minimum of supervision and take the lead in performing work including troubleshooting, indoctrination of new employees, emergency procedures, and similar items. May direct and train others.

NUCLEAR CHEMICAL OPERATOR

Responsible for the operation of diversified equipment and performing a sequence of complex operations, in accordance with operational procedures. May direct and train others.

OPERATOR TRAINEE

Operate equipment and perform a variety of functions following standard operating procedures. Perform and assist on complex operation under direction.

DECONTAMINATION/DECOMMISSION WORKER

Perform any and all work required to stabilize, decontaminate, disassemble and/or package items identified for stabilization, decontamination and/or decommissioning including any property, facility, structure, equipment or system such as piping, machine, electrical, ventilation or others. Must be able to use a variety of supplies, tools and equipment in the decontamination, disassembly or packaging process.

~~In the past, numerous seniority groups merged into the 004 Seniority Group by special agreement.~~ The following job functions and jurisdiction shall apply to the above classifications and job definition. It is agreed that all jurisdiction covered by the former Seniority Groups 004, 052, 053, 061, and 063 are in full effect in the above classification.

- Nuclear Chemical Operator (NCO)
- Nuclear Reactor Control Operator/Certified
- Reactor Fuels Operator
- Metal Fuels Operator
- ESD Hot Cell Tech's

I. UNDERSTANDINGS. ~~The overtime groups for CHPRC Operators are:~~

A. NCO OVERTIME GROUPS

- PFP Project
- DWF&RS Project (T Plant/ /MWDT/CWC/LLBG/WRAP)
- DWF&RS Project (ETF)
- DWF&RS Project (WESF/CSB/ISA)
- DWF&RS Project (CSB/ISA)
- DWF&RS Project (S&M)

¹ The provisions of the Working Leader Classification in Article XXV-Miscellaneous Conditions, paragraph number 2 are applicable to this classification.

- DWF&RS Project (Decommissioning4 & Soil Remediation)
- S&GW Remediation Project

B. D&D WORKER OVERTIME GROUP

- There will be one overtime group for the D&D Workers Company wide.

BC. NCO SUPERVISORY WORK GROUPS

Below are the following Supervisory Work Groups (SWG) for Seniority Group 004 with the understanding that Management may modify as business needs dictate after discussing the need with the Union.

- PFP Project
- DWF&RS Project (T Plant/MWDT/CWC/LLBG/WRAP)
- DWF&RS Project (ETF)
- DWF&RS Project (WESF/CSB/ISA)
- DWF&RS Project (S&M)
- DWF&RS Project (Decommissioning4 & Soil Remediation)
- S&GW Remediation Project

Management may modify SWGs to better accommodate as business needs dictate after discussing the need with the Union.

D. D&D WORKER SUPERVISORY WORK GROUP

- There will be one supervisory group for the D&D Workers Company wide.
Management may modify SWGs to better accommodate as business needs dictate after discussing the need with the Union.

E. Employees with restrictions for working rotating shifts or segments of a rotating shift will be deleted from the overtime list.

F. Employees who have medical restrictions (lifting, respirator, or other) may be charged for the overtime hours that they otherwise would have been assigned. This will not preclude them from being assigned work they are capable of performing when they are low man on the list. This does not conflict with the “day shift” restriction language in Section 5.

II. NCO SHIFT TO DAY AND DAY TO SHIFT BUMP PROCEDURE

1. An operator desiring to bump from shift to day or day to shift must submit a written request a minimum of 30 days prior to the date of the bump. Normally the request will be honored within that 30 days period.
2. Once the operator has agreed to the move and the exchange in assignments has been scheduled, the operator will be required to make the move.
3. An operator must work at least six (6) months on shift or days within his/her assigned overtime group before becoming eligible to bump to days or shift as outlined below:
 - 1) An operator on shift or days may bump a less senior operator on ~~the~~ days or shift within the same Overtime Group.
 - 2) Lacking volunteers, the least senior operator on ~~the~~ days or shift will be bumped.
 - 3) **Building Stewards working days are not eligible to be bumped, unless the progress of work requires such bump to shift.** ~~Building Stewards are required to work days and will be moved to days shift on a priority basis.~~ Only one **building** steward per overtime group is exempt from the bump procedure.

~~4. Operator Trainees will not be eligible for the bump procedure. All operators including Stewards may be assigned to shift for up to 6 months to obtain assigned qualifications/certifications.~~

54. TOWP selections made by both employees in accordance with the annual scheduling procedure or TOWP periods already approved by management prior to the exchange of employees will be honored.

~~5. Operators being bumped from days to shift shall retain their vacation selections on the shift to which they are being bumped.~~

~~1) The vacation periods selected by the members of the shift will not be affected by the assignment of the bumped operator to the shift.~~

~~2) Operators bumping to day shift will select their vacation from unused periods on the day shift vacation calendar.~~

~~3) Vacated vacation periods will be filled by certified operators on a seniority basis, including both operators affected by the bump. Trading of vacation selections will not be allowed, if the trade prevents a higher seniority operator from selecting the vacated vacation period.~~

~~65. The Company may accommodate day shift restricted personnel, as long as the operator's restriction does not impact a more senior operator's bump rights, as granted under Section 3.C1 and 3.C2 of this procedure.~~

~~1) All restrictions must be verified by the Hanford site occupational medical provider.~~

~~2) All day shift restricted personnel will be exempt from working segments of rotating shifts. They will be deleted from the applicable overtime list.~~

~~6. It is the intent of this procedure to maintain adequate skill levels within all shifts involved in bumping actions while at the same time giving consideration to the wishes and desires of the employees.~~

~~7. **If this procedure proves to be unworkable in practice, the Company and the Council will negotiate the changes necessary to maintain this procedure as an effective vehicle for shift to days and days to shift bumping.**~~

III. NUCLEAR CHEMICAL OPERATOR (NCO) TRAINING AND QUALIFICATION/CERTIFICATION PROGRAM FOR ALL SENIORITY GROUP 004 OPERATORS

~~A. Operators are qualified to perform certain activities based upon their meeting of entry level requirements, completion of the Core Training, and previous experiences.
The operator training program shall consist of:~~

~~1. Core Training - Training shall include: fundamentals of mathematics, chemistry, instrumentation, electrical theory, and system and process fundamentals.~~

~~2. Upon completing Core training, Operators will ~~train~~ **qualify and/or certify and/or qualify in one of the following training programs (TP) packages as assigned by management.**~~

~~1) TP 1 Operators are assigned to operationally active/inactive Hazard Category 2 ~~& 3~~ **(CAT 2 & 3)**, Non Reactor Nuclear Facilities.~~

~~2) TP 2 Operators are assigned to operationally inactive Category 2, Non Reactor Nuclear Facilities.~~

~~2) TP 32 Operators are assigned to operate non nuclear facilities.~~

3. **Specific qualification/certification training for each of the Operators, including plant interrelationships, operational safety requirements; plant operating requirements, equipment safety, alarm response, abnormal and emergency response; and other details of processes, equipment, and procedures specific to the qualification/certification.**

IV. **TP-1 and TP-2 TRAINING AND QUALIFICATION/CERTIFICATION PROGRAMS**

A. **OBJECTIVE**

The objective of the **NCO TP-1 and TP-2** training and **qualification/certification** programs for Seniority Group 004 (Operators) is to ensure that fully trained, qualified, and certified Operators are available to safely, efficiently and effectively **operate the chemical processing plants, waste management and remediation facilities or other** accomplish assigned CHPRC Plateau Remediation Contract (CHPRC) activities in compliance with **Company and** operating procedures, Technical Safety Requirements, and appropriate DOE orders and directives along with all other applicable laws and regulations. **The programs are is not designed to intentionally prevent operators from progressing to NCO Journeymen.**

B. **PROGRAM REQUIREMENTS**

Per the Training Implementation Matrix (TIM) that describes the training plan for the DOE Richland Office's Plateau Remediation Contractor, there are a number of active and inactive Category 2 **& 3**, Non Reactor Nuclear Facilities. The TIM, approved by DOE RL, defines the organization, planning, and administration of training programs, and sets forth the responsibilities, authority, and methods for conducting training for non reactor nuclear facilities as described in DOE Order 426.2. Components of the TP-1 and TP-2 training program include: classroom training, examinations, on the job training (OJT), and on the job evaluations (OJE): **The training program provides for the methods and means necessary to provide fully qualified and/or certified NCOs.**

1. ~~Classroom Training.~~ Classroom training may include formal classroom presentations, web based training, required reading and/or structured self-study.
2. Examinations.
 - 1) Training evaluations may consist of written and web-based examinations, **performance demonstrations (PD)**, operational evaluations (**OE**), or any combination thereof. All examinations, **PDs** and **OEs** operational evaluations will be based on knowledge and skill requirements **objectives** covered in the training materials **manuals**.
 - 2) Examinations, **PDs** and **OEs** operational evaluations (**OE**) will be used as a basis for achieving **qualifications/certifications**. **For qualifications** Operators must make a passing score of at least ~~80%~~ **70%** on each examination. **For any certification or prerequisites for certification, operators must make a passing score of at least 80% on each examination.**
 - 3) ~~It is the responsibility of Management and the Employee to ensure that assigned training is completed in a timely manner. It is recognized that strict adherence to the expected time for completion may not be possible in all cases due to factors such as other job assignments, planned vacations, the availability and assignment of OJT instructors, etc. Where Management has determined that adequate time and support have been provided to complete assigned training that has not been completed, this matter should be brought before the Training Review Board (TRB) for review. The TRB will make a recommendation to Line Management on how to disposition the issue.~~
3. **Conduct of On-the-Job Training (OJT), Performance Demonstrations (PD), On-the-Job Evaluation (OJE) and Operational Evaluations (OE)(OJT/OJE)**

- 1) OJT will be used to demonstrate operator proficiency to safely and effectively perform a job function. OJT guides are used to achieve the level of skill required. In addition to their regular duties, **qualified/certified** operators will be designated by management to perform OJT. Designated operators must satisfactorily complete the OJT training course. Under the direction of a **qualified/certified** operator, trainees will receive practical “hands-on” training in the operation of the plant/facility systems and equipment. ~~If no trained/certified operators are available to conduct the OJT, it may be conducted by a management designated representative. The trainee’s understanding and proficiency in each task are documented. Management will periodically review OJT progress with the certified evaluator and trainee, to monitor and assess the progress of training.~~
 - 2) ~~OJE (e.g. performance demonstrations) PDs~~ will be conducted by line management **and/or** line management appointed representatives, **which These may include qualified/certified operators** to ~~independently~~ evaluate the individual’s understanding of and familiarity with facility systems, equipment and procedures. ~~OJEPD examination questions will be prepared in advance and will include elements of the tasks to be performed, related CONOPS questions, and expected actions and responses. Individual performance during PDsOJE will be documented.~~
 - 3) **OE (e.g. job performance measures) will be conducted accomplished by walk-through conducted by line management or training personnel. Walk-through examinations may be used to independently OEs will be used to evaluate the individual’s understanding of and familiarity with facility systems, equipment and procedures. OE questions will be prepared and will include tasks to be performed, related questions to be asked, and expected actions and responses. Individual performance on items to be evaluated will be documented.**
4. **Certification requires written examination, OJT, a PD OJE, and an OE. Recertification requires written examination, PD OJE and an OE.**
 5. **Qualification may require a written examination, OJT and a PDOJE. Requalification may require a written examination and a PDOJE.**
 4. ~~An Operator trained/certified in TP 1 or 2 may also be trained/qualified to support the operations of non CAT 2 & 3 facilities, as defined in the TP 32 Training and Qualification Program.~~
 6. **Requalification/recertification Process - Each operator shall requalify/recertify on assigned certifications on a two (2) year cycle, as determined by the original date of each initial qualification/certification.**
 7. Operators shall be trained to safely, efficiently and effectively **perform work within** ~~operate the CAT 2 & 3 non-reactor nuclear facilities~~ **or on tasks** to which they are assigned. ~~As designated by management, operators are qualified to perform certain activities based upon their meeting of entry level requirements, completion of the Core Training, and previous experiences. The TP 21 operator training program shall consist of:~~ **Management will assign each NCO certifications and/or qualifications based on what the level of training is appropriate for performing job assignments within their work group.**

DC. TP 1 TRAINING REQUIRED FOR QUALIFICATION/CERTIFICATION

~~Operators shall be trained to safely, efficiently and effectively operate the CAT 2 non-reactor nuclear facilities to which they are assigned. As designated by management, operators are qualified to perform certain activities based upon their meeting of entry level requirements, completion of the Core Training, and previous experiences. The TP 1 operator training program shall consist of:~~

1. Assigned **Qualifications/Certifications**—Operators who have met Core Certification **training** will be trained/certified as required to operate the CAT 2 facilities in the project area to which they are assigned.

2. ~~**Requalification/recertification Process**~~—Each operator shall ~~requalify/recertify on assigned certifications on a two (2) year cycle, as determined by the original date of each initial qualification/certification.~~ ~~**Requalification/Recertification**~~ will consist of a re-examination and an operational evaluation.
3. The application of training program components will be based on the level of difficulty and/or complexity of the tasks being performed. Per DOE Order 426.2, a graded approach shall be used to establish the systematic approach to training for operations personnel.

~~**DC. TP 21 TRAINING REQUIRED FOR QUALIFICATION/CERTIFICATION**~~

~~Operators shall be trained to safely, efficiently and effectively operate the **CAT 2 & 3** non-reactor nuclear facilities to which they are assigned. As designated by management, operators are qualified to perform certain activities based upon their meeting of entry level requirements, completion of the Core Training, and previous experiences. The TP 21 operator training program shall consist of:~~

1. Assigned ~~**Qualifications/Certifications**~~—Operators who have met Core Certification ~~training~~ will be trained ~~and qualified/certified~~ as required to operate the CAT 2 ~~& 3~~ facilities in the project area to which they are assigned.

2. ~~Fissile material handling training, **certification**~~

3. ~~**Requalification/recertification Process**~~—Each operator shall ~~requalify/recertify on assigned certifications on a two (2) year cycle, as determined by the original date of each initial qualification/certification.~~ ~~**Requalification/Recertification**~~ will consist of a re-examination and an operational evaluation.

4. ~~**The application of training program components will be based on the level of difficulty and/or complexity of the tasks being performed. Per DOE Order 426.2, a graded approach shall be used to establish the systematic approach to training for operations personnel.**~~

~~**V. TP 32 TRAINING AND QUALIFICATION PROGRAM FOR OPERATORS ASSIGNED FACILITIES/WORK ACTIVITIES THAT DO NOT REQUIRE CERTIFICATION UNDER DOE ORDER 426.2.**~~

~~**A. OBJECTIVE**~~

~~The Objective of the training and qualification program for Seniority Group 004 (Operators) is to provide fully trained and qualified operating personnel to operate CHPRC Plateau Remediation facilities that do not fall under DOE Order 426.2, in compliance with plant operating procedures, Technical Safety Requirements, and appropriate Department of Energy orders and directives along with all other applicable laws and regulations. **The programs are is not designed to intentionally prevent operators from progressing to Nuclear Chemical Operators.**~~

~~**B. TRAINING REQUIRED FOR QUALIFICATION**~~

~~Operators and Operator Trainees shall be trained to safely, efficiently and effectively operate the **non-nuclear** facilities. As designated by management, operators are qualified to perform certain activities based upon their meeting of entry level requirements, completion of the Core Training, and previous experiences.~~

1. ~~Components of qualification programs may include: classroom training, examinations, on-the-job training (OJT), and on-the-job evaluations (OJE).~~

~~2. Classroom Training. Classroom training may include formal classroom presentations, web based training, required reading and structured self study.~~

~~3. Examinations may be administered to confirm knowledge level and retention. An 80% passing score will be the standard.~~

~~C. ON THE JOB TRAINING AND EVALUATION~~

~~OJT will be used to demonstrate operator proficiency to safely and effectively perform a job function. OJE guides are used to achieve the level of skill required. In addition to their regular duties, qualified operators will be designated by management to perform OJT. Designated operators must satisfactorily complete the OJT course. Under the direction of a qualified operator, trainees will receive practical “hands on” training in the operation of the plant/facility systems and equipment. If no trained/qualified operators are available to conduct the OJT, it may be conducted by a management designated representative. The trainee’s understanding and proficiency in each task are documented. Management will periodically review OJT progress with the qualified evaluator and trainee, to monitor and assess the progress of training.~~

~~OJE will be conducted by line management and/or line management appointed representatives to independently evaluate the individual’s understanding of and familiarity with facility systems, equipment and procedures. OJE examination questions will be prepared in advance and will include elements of the tasks to be performed, related CONOPS questions, and expected actions and responses. Individual performance during OJE will be documented.~~

VI. OPERATOR TRAINEE PROGRAM

A. ~~Trainees will be required to complete the Core Training within four (4) months.~~ **The initial training program for Operator Trainees (OTs) will consist of general employee training, core training and elements of plant specific training. All OTs will be required to complete the initial training program within six months.**

OTs will remain in a training probationary status until they reach their six month anniversary.

B. ~~Trainees that successfully complete the Core Training will progress to certification and/or qualification training for their assigned overtime group.~~

Operator trainees who have successfully completed the initial training program will be designated Nuclear Operator (NCO) and will then undertake qualification/certification training within their assigned overtime group.

Operator ~~Trainees that fail to pass required examinations will be provided additional training. Trainees that fail to pass a required examination on the second attempt, or fail to complete the training program will be removed from the **NCO Classification within the 004 Operator** Seniority Group. Another job will be found within the Company if one is available. If another job is not available the employee will be terminated from employment.~~

Operator ~~Trainee that has a continuous two-week or longer excused absence will have the training extended by the length of the excused absence.~~

VII. TRAINING METHODOLOGY

1. **For other than minor systems and or process changes,** operator subject matter experts (SMEs) will be identified by the USW to provide input on the accuracy of the training material for the

establishment of new **qualification**/certifications and changes to **qualifications**/certifications, ~~other than minor systems and or process changes.~~ In the event USW does not designate SMEs within ~~five (5)~~ **ten (10)** working days of the Company's request, management will designate and assign the needed SME's. Management shall approve the **qualification**/certification packages and assure training is administered for personnel as required. The final decision regarding requirements and training material will remain with the Employer.

2. Retraining, re-examination and **requalification**/recertification are accomplished through continuing training. Continuing training may include classroom training, OJT, and examinations to maintain operator skills and knowledge, and provide training updates on new systems or processes and lessons learned from operating experience throughout the DOE complex.
3. Sufficient training time will be provided for all training which the operator is required to complete to achieve **qualification**/certification. The time required for completing a **qualification**/certification is dependent upon the size and complexity of the **qualification**/certification and, therefore, is determined as a part of the training development process.
4. Operator Trainees will not be eligible for the bump procedure. All operators including Stewards may be assigned to shift for ~~up to 6-3 months~~ **the period necessary to obtain** ~~obtain~~ **achieve** assigned **qualifications**/certifications **that require the shift assignment to obtain.** **Once qualification/certification is achieved the employee will be returned to their previous assignment on day shift.**

VII. GENERAL PROVISIONS OF THIS OPERATOR TRAINING AND CERTIFICATION/QUALIFICATION PROGRAMS

- A. These programs do not alter nor modify the general seniority provisions of the current CHPRC/HAMTC Agreement. Failure to complete certification/qualification will not change an operator's seniority date as long as the operator remains in the 004 Seniority Group.
- B. The job progression titles of Operator Trainee, ~~Nuclear Chemical Operator~~**NCO**, and ~~Nuclear Chemical Operator~~ **NCO** Journeyman remain the same. **All NCOs will automatically progress to NCO Journeyman upon completion of the 54-month program in accordance with the wage progression schedule.**
- C. The Union assures the Company that all employees will make a sincere effort to qualify/certify on all assigned jobs and pass all required examinations.
- D. This training and qualification/certification programs will result in a documentation of the operator's qualification/certification.
- E. Operator qualifications and certifications will be developed based on the specific tasks required of a work group. The training requirements, course materials, and length of training will depend upon the level of complexity and difficulty of the subject material. Operators who fail to pass an initial qualification/certification written examination or requalification/recertification written examination will be given the opportunity to retake the examination within one (1) week. Operators that fail to pass any assigned qualification/certification examination after ~~two (2)~~ three (3) attempts may be removed from the NCO Classification and reassigned to another suitable job in the Company if one is available. If another job is not available the employee will be terminated from employment.**
- F. It is the responsibility of Management and the Employee to ensure that assigned training is completed in a timely manner. It is recognized that strict adherence to the expected time for completion may not be possible in all cases due to factors such as other job assignments, planned vacations, the availability and assignment of OJT instructors, etc. Where Management has determined that adequate time and support have been provided to**

complete assigned training that has not been completed, this matter should be brought before the Training Review Board (TRB) for review. The TRB will make a recommendation to Line Management on how to disposition the issue.

G. It is understood and agreed that facility management will provide dedicated training time so as to ensure that each operator shall be provided the opportunity to achieve the required examination areas. If an operator believes that the process has been delayed so as to prevent him from achieving an examination area within a reasonable time period a Training Review Board may be convened to seek an appropriate resolution.

EH. Training Review Boards (TRB) normally consisting of training and line management representatives and a **qualified**/certified Operator designated by the USW Chief Steward, shall be established to address individual problems in meeting training and **qualification**/certification requirements. As necessary, a TRB is convened by the facility operations or Training manager to evaluate factors contributing to an individual's insufficient progress within the training program. Employees having difficulties meeting training requirements can request a TRB to address their concerns and issues. When a TRB is convened, the USW Chief Steward will be notified by the appropriate Manager. The Chief Steward or his designee may attend the meeting of the TRB in an advisory capacity. The TRB will function in an advisory capacity, with the final decision on the course of action to be the responsibility of management.

~~**F.** Operator qualifications and certifications will be developed based on the specific tasks required of a work group. The training requirements, course materials, and length of training will depend upon the level of complexity and difficulty of the subject material. Operators who fail to pass an initial **qualification**/certification written examination or **requalification**/recertification written examination will be given the opportunity to retake the examination within one (1) week. Operators that fail to pass any assigned **qualification**/certification examination after two (2) attempts may be removed from the 004 seniority group and reassigned to another suitable job in the Company if one is available. If another job is not available the employee will be terminated from employment.~~

GI. **The Union will be promptly notified of any new facilities, and or operations, to which the training and qualification/certification program will apply.**

HJ. **Upon the effective date of this agreement, all operations training and qualification/certification or requalification/recertification will be conducted in accordance with the terms of this agreement. Operators will retain their existing qualifications/certifications for the purpose of job assignments during transition of the training program established herein.**

VIII. SENIORITY

Employees may opt to use their seniority to bump down to the Decontamination and Decommissioning (D&D) worker classification at the D&D rate of pay. (There is no intent to assign recognized operator work to the D&D worker classification, other than that outlined in the letter dated January 24, 1983, J.L. Watts to P.J. Todish, [with the exception of #9 and the paragraph following] (attached). If is recognized that this understanding does not preclude the Company from having the flexibility to assign Nuclear Chemical Operators to perform the referenced work activities as required.)

IX. NCO RECALL ORDER FOR SENIORITY GROUP 004 AND SENIORITY GROUP 003

The following recall order shall be established for those individuals within seniority group 004 and 003.

- **An employee laid off from the classification of NCO who exercised bump right to the D&D classification, will be recalled to the NCO classification in reverse order of layoff, without regard**

to the length of time out of the classification as long as they retain active employment status as a D&D worker.

- An employee laid off from the classification of NCO who did not bump to the classification of D&D will have recall rights to the classification of NCO only, in reverse order of layoff. However, seniority and recall rights shall be extinguished pursuant to Article XII, Section 12.A, based upon the date of the layoff.
- A D&D worker with recall rights to NCO who quits or is terminated from his job as a D&D worker or refuses recall to D&D shall immediately activate the NCO recall time limits pursuant to Article XII, Section 12.A based upon the layoff date from the NCO classification.
- An employee laid off from the classification of NCO who exercised bump rights to the D&D worker classification and is subsequently laid off from D&D will have recall rights to NCO and D&D pursuant to the time limits in Article XII, Section 12. A., based upon the date of layoff as a D&D worker. If the individual is recalled to D&D worker first, the time limits for recall to NCO will be waived.
- An employee laid off from the classification of NCO who exercised bump right to the D&D Worker classification and is subsequently recalled to NCO will return to the wage progression step and the certification premium pay progression step that he was in at the time of his regression to D&D Worker. The employee will not lose any wage progression credit for time worked in either classification for the first 36 months. A Journeyman laid off to D&D Worker who is recalled will be returned to his/her Journeyman rate.

XI. CERTIFICATION PREMIUM PAY PROGRESSION SCHEDULE

All incumbent employees Nuclear Chemical Operators within Seniority Group 004 will be paid \$62.50 a week.

Incumbent Nuclear Chemical Operators (hired before the ratification of this agreement) who LAMP or through Bump and Roll to CHPRC from one of the Contractors who recognize Site Wide Seniority will start at the 24 Month Rate of \$50.00/week and will advance to the 30 month rate of \$62.50/week at the end of six (6) months with CHPRC.

Non incumbents (hired) after the date of this agreement) will follow the progressive scale below upon entering Seniority Group 004.

	<u>6-Months</u>	<u>12-Months</u>	<u>18-Months</u>	<u>24-Months</u>	<u>30 Months and more</u>
<u>OT</u>	<u>\$10/Week</u>	<u>\$20/Week</u>			
<u>NO</u>			<u>\$40/Week</u>	<u>\$50/Week</u>	
<u>NO/NCO</u>					<u>\$62.50/Week</u>

This Certification Premium Pay Progression Schedule will become effective the fourth (4th) Monday following the ratification of the Collective Bargaining Agreement and Seniority Unit 004 Appendix A.

XI. D&D Worker LAMP to NCO

1. D&D Workers who are selected to become Nuclear Chemical Operators, shall transfer from their current D&D wage progression step to the corresponding Nuclear Chemical Operator wage

progression step (maximum 36 months). Further wage step progression within the Nuclear Chemical Operator classification will continue as per the Appendix “A” wage scale.

Example: A D&D Worker transferring to a NCO position who, at the time of transfer was at the 30 month D&D wage progression step would transfer to the 30 month NCO wage progression step.

2. **D&D Workers who are selected to become Nuclear Chemical Operators will begin at the 6 month step of the Certification Premium Pay Progression Schedule.**
3. **The D&D Worker(s) shall carry their current Site Wide Seniority Date with them when transferring to the Nuclear Chemical Operator position.**
4. **D&D Workers will be given first consideration for openings within the NCO Classification before hiring new employees off the street.**