

**APPENDIX "A" AGREEMENT(S) – NUCLEAR CHEMICAL OPERATORS,
SENIORITY GROUP 004, LOCAL 12-369**

JOB DEFINITION

NUCLEAR CHEMICAL OPERATOR (NCO) - JOURNEYMAN

Responsible for carrying out assignments in many different areas covering a wide variety of products and processes, in operating diverse 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 OPERATOR (NO)

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

OPERATOR TRAINEE (OT)

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

DECONTAMINATION & DECOMMISSION WORKER

Perform any and all work required to stabilize, decontaminate, disassemble and and/or package items identified for stabilization, decontamination and/or decommissioning including any property, facility, structure 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.

The following job functions and jurisdiction shall apply to the above classifications and job definitions. It is agreed that all jurisdictional areas covered by the former Seniority Groups 004, 052, and 053 are in full effect in the above classifications.

- Nuclear Chemical Operator
- Nuclear Reactor Control Operator/Certified
- Reactor Fuels Operator
- Metal Fuels Operator

Understandings:

The terms of this Agreement apply to personnel employed in the classifications identified as Nuclear Chemical Operator (NCO), Nuclear Operator (NO) and Operator Trainee (OT) in Seniority Group 004.

1. OVERTIME GROUPS

The following overtime groups within Washington River Protection Solutions (WRPS) are:

- Base Operations(including 222S Labs)
- Retrieval and Closure/Tank Farm Projects
- Sampling Service Projects
- Retrieval/Projects

Base Operations

1. Base Waste Services
2. Sampling Services Projects
3. Retrieval/Projects

Base Waste Services

1. Base Operations
2. Sampling Service projects
3. Retrieval/Projects

Sampling Services Projects

1. Retrieval/Projects
2. Base Waste Service
3. Base Operations

Retrieval/Projects

1. Sampling Services Projects
2. Base Waste Services
3. Base Operations

Overtime Hours Accumulation

Overtime hours accumulated throughout the calendar year will be recorded as hours worked or refused regardless of absences. Overtime hours will be re-zeroed after the first full week in January of each year. This language is intended to affect only members of 004 Seniority Group under this Appendix A Agreement.

In the event the Company's overtime requirement exceeds the available volunteers, defer to the Attachment A Overtime Procedure.

2. OPERATOR RECALL ORDER FOR SENIORITY GROUP 004

The following recall order shall be established for those individuals within seniority group 004:

- A. An employee laid off from the operator classifications who exercised bump rights to the D&D classification, will be recalled to the operator classification in reverse order of layoff, without regard to the length of time out of the classification as long as he/she retains active employment status as a D&D worker.
- B. An employee laid off from the operator classifications who did not bump to the classification of D&D worker will have recall rights to the operator classification 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.

- C. A D&D worker with recall rights to operator who quits or is terminated from his/her job as a D&D worker or refuses recall to D&D shall immediately activate the operator recall time limits pursuant to Article XII, Section 12.A based upon the layoff date from the operator classification.
- D. An employee laid off from the operator classification who exercised bump rights to the D&D worker classification and is subsequently laid off from D&D, will have recall rights to the operator and D&D classifications 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 operator will be waived.

3. SHIFT TO DAY SHIFT BUMP PROCEDURE

~~This procedure establishes the manner in which Nuclear Chemical Operators will be assigned and/or rotated on days and shift within each overtime group.~~

~~This procedure applies to Journeyman (NCO'S). Trainees may be assigned shift work for training purposes as determined by the manager. The word "shift" is meant to include all shift assignments other than a "Straight Day" employee, as described in the Employer/HAMTC Labor Agreement.~~

- A. An operator desiring to bump from shift to day 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.
- B. 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.
- C. An operator must work at least ~~six (6)~~ twelve 12 months on shift within his/her assigned overtime group before becoming eligible to bump to day shift as outlined below:
 - 1) An operator on shift may bump a less senior operator on the day shift within the same Overtime Group.
 - 2) Lacking volunteers, the least senior operator on the day shift will be bumped.
 - 3) Building Stewards working days are not eligible to be bumped. Building Stewards are required to work days and will be moved to day shift on a priority basis. Only one building steward per overtime group is exempt from the bump procedure.

- D. Operator Trainees will not be eligible for the bump procedure. All operators including Stewards may be assigned to shift for up to ~~SIX (6)~~ twelve (12) months to obtain assigned certifications.
- E. 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.
- F. 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.C.1 and 3.C.2 of this procedure.
 - 1) All restrictions must be verified by the Site Occupational Medical Provider (SOMP).
 - 2) All day shift restricted personnel will be exempt from working segments of rotating shifts. They will be deleted from the applicable overtime list.
- G. 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.
- H. If this procedure proves 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 bumping.

4. NON-TEMPORARY TRANSFERS

- A. The non-temporary transfer of the operators between Overtime Groups will be accomplished via the rules of seniority. In practice, if management elects to reduce the number of operators in a particular Overtime Group and increase operators by a like number in another Overtime Group, the adjustment will be

made by seeking volunteers, and lacking sufficient volunteers assigning the least senior operators from the Overtime Group reducing operators to the Overtime Group increasing Operators.

- B. Health and Safety of the employees, security clearances, work restrictions, radiation exposure, training and certification, circumstances of individual hardship to the employee and other factors may preclude rigid adherence to the least senior employee being assigned.

5. OPERATOR TRAINING AND CERTIFICATION PROGRAM

A. OBJECTIVE

The Objective of the training and certification program for Seniority Group 004 (Operators) is to provide fully trained and certified operating personnel to operate the Tank Farm facilities 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.

B. PROGRAM REQUIREMENTS

Per the Training and Implementation Matrix (TIM) that describes the training plan for the Office of River Protection (ORP) Project Tank Farm Contractor, the Tank Farms are a Category 2, Non-Reactor Nuclear Facility. The TIM, approved by ORP, 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.

C. TRAINING REQUIRED FOR CERTIFICATION

All operators shall be trained to safely, efficiently and effectively operate the Tank Farms 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.

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. Base Certification – Training shall include plant interrelationships, operational safety and plant operating requirements, surveillance, equipment safety, alarm response, abnormal and emergency response, and other details of processes, equipment, and procedures specific to the Tank Farms.

3. Assigned Certifications - Operators who have met the Base Certification will be assigned up to five (5) certifications based on assigned work scopes.
4. Additional Certifications – Operators who have obtained all their assigned certifications may request additional certifications under the following provisions:
 - Operators may pursue additional certifications that are in their overtime group on a voluntary basis. Scheduled training time will not be provided, and the operator must arrange for voluntary training on a basis that does not interfere with his/her regular work assignments.
 - Additional certifications beyond those assigned by management may be obtained outside an operator's assigned overtime group, on an exception basis. Such exceptions require specific approval of the responsible operations managers of both overtime groups. A written request to obtain certification outside the overtime group must be submitted to the operator's manager. If approved, scheduled training time will not be provided, and the operator must arrange for voluntary training on a basis that does not interfere with his/her regular work assignments.
5. Re-certification Process- Each operator shall re-qualify on the Base Certification and additional assigned certifications on a two (2) year cycle, as determined by the original date of each initial certification. Re-certification will consist of a reexamination and an operational evaluation.
6. Components of certification programs include: classroom training, examinations, on-the-job training (OJT), and on-the-job evaluations (OJE). The application of program components will be based on the level of difficulty and/or complexity of the tasks being performed. Per DOE Order 5480.20A ~~426.2~~ a graded approach shall be used to establish the systematic approach to training for operations personnel.

D. CLASSROOM TRAINING

Classroom training may include formal classroom presentations, web based training, required reading and self-study.

E. EXAMINATIONS

1. Training evaluations may consist of written and web-based examinations, operational evaluations, or any combination thereof. All examinations and

operational evaluations will be based on knowledge and skill requirements covered in the training materials.

2. Examinations and operational evaluations will be used as a basis for achieving certifications. Operators must make a passing score of at least 70% on each examination.
3. Sufficient training time will be provided for all training which the operator is required to achieve the certification. The time required for completing a certification is dependent upon the size and complexity of the certification and, therefore is determined as a function of training package development.

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

F. ON THE JOB TRAINING AND EVALUATION

1. On-the-job training (OJT) will be used to demonstrate operator proficiency to safely and effectively perform a job function. On-The-Job Training guides are used to achieve the level of skill required. In addition to their regular duties, certified operators will be designated by management to perform on-the-job training (OJT). Designated operators must satisfactorily complete the OJT training course. Under the direction of a certified operator, trainees will receive practical "hands-on" training in the operation of the plant/facility systems and equipment. If there are no trained/certified operators available the OJT 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 operator directing the OJT and the trainee, to monitor and assess training progress.
2. On-the-Job Evaluations (OJE) will be conducted by line management 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.~~

3. Training Review Boards (TRB) normally consisting of training and line management and, a certified NCO ~~and the USW Chief Steward as designated by the USW Chief Steward~~, shall be established to address individual problems in meeting training and 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 United Steelworkers Chief Steward will be notified by the appropriate Manager. The Chief Steward or his designee may attend the meeting of the Training Review Board in an advisory capacity. The TRB will function in an advisory capacity, with the final decision on the course of action to be taken resting with management.

G. TRAINING METHODOLOGY

1. 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 certifications and changes to certifications, other than minor systems and or process changes. In the event USW does not designate 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 certification packages and assure training is administered for personnel as required. It is the intention of the Company to make reasonable efforts to ensure that the sizes of the certification packages are no larger than necessary. The final decision regarding training requirements and training material will remain with the Employer.
2. The appropriate SME, Operations Manager and Training Representative shall perform and document a biyearly review of all active certifications within each overtime group, to ensure the training material remains accurate as to the equipment and task requirements of the certifications.
3. Retraining, re-examination and re-certification 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.

H. OPERATOR TRAINEE (OT) PROGRAM

1. All OTs will be required to complete the Core Training within four (4) months, and the Base Tank Farm Certification within the three (3) month period immediately following completion of the Core Training.
2. Operator trainees who have successfully completed the Core Training and Base Certification will then undertake certification training for their assigned overtime group. OTs will remain in a training probationary status until they reach their twelve (12) month anniversary and completion of their Core Training and Base Certifications.
3. An OT who fails to pass the required examinations for any portion of the OT training program will be provided additional training. An OT who fails to pass a required examination on the second attempt, or fails to complete the OT training program will be removed from the Operator Seniority Group and 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
4. An OT who has a continuous two-week or longer excused absence will have the training probationary period extended by the length of the excused absence.

I. SPECIFIC ASSIGNED OPERATOR CERTIFICATIONS

1. Nuclear Operators and Nuclear Chemical Operators will maintain qualification in up to five (5) Assigned Certifications as assigned by management for the specific work scope assigned to their respective overtime groups:

- Base Operations (including 222S Labs)
- Retrieval & Closure/Tank Farm Projects

Management may re-assign an Operator's Assigned Certifications as needed to meet the business needs of the Company. Certifications that have been achieved but then replaced via management re-assigning an operator's Assigned Certifications may at the operator's request remain valid for the balance of their 2-year certification period. Otherwise, a replaced certification will be cancelled upon the operator achieving the new certification.

Specific Assigned Operator Certifications will be developed based on the specific task 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. Nuclear Operators and Nuclear Chemical Operators who fail to pass an initial certification written

examination or re-certification written examination will be given the opportunity to retake the examination within two (2) weeks. Nuclear Operators and Nuclear Chemical Operators who fail to pass any assigned 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.

2. Operators coming into ~~CH2M HILL~~ ~~WRPS~~ from WCH or FH, either by exercising their seniority to bump less senior employees or transferring to vacancies within ~~CH2M HILL~~, will be required to obtain the Base Certification within three (3) months after their date of transfer.

6. GENERAL PROVISIONS OF THE OPERATOR TRAINING AND CERTIFICATION PROGRAM

- A. The general provisions of the Operator Seniority Group 004 training and certification program are as follows:
 1. This program does not alter nor modify the general seniority provisions of the current ~~CH2M HILL~~ ~~WRPS~~ HAMTC Agreement. Failure to complete certification will not change an operator's seniority date as long as the operator remains in the 004 Seniority Group.
 2. The job progression titles of Operator Trainee, Nuclear Operator and Nuclear Chemical Operator remain the same.
 3. The Union assures the Company that all employees will make a sincere effort to qualify on all assigned jobs and pass all required examinations.
 4. Operators certified under the previous training program will retain their existing certifications for the purpose of job assignments until their certifications expire.
 5. This training and certification program will result in a documentation of the operator's certification.

7. CERTIFICATION PREMIUM PAY PROGRESSION SCHEDULE

	6-Months	12-Months	18-Months	24-Months	30 Months and more
OT	\$10/Week	\$20/Week			

NO			\$40/Week	\$50/Week	
NO/NCO					\$62.50/Week

~~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.~~