

CPCCo Counter to Union Proposal of 6/3/2023
7/11/23

DATE: 7/12/23
CPCCo: [Signature]
HAMTC: [Signature]
USW: [Signature]
William Collins, i.s.

**NUCLEAR CHEMICAL OPERATORS AND
D&D WORKERS 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 functionally directing 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 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.

The following job functions and jurisdiction **listed below** shall apply to the above **NCO** classifications and job definitions. 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 **NCO** classifications.

- Nuclear Chemical Operator (NCO) (004)
- Nuclear Reactor Control Operator/Certified (052)
- Reactor Fuels Operator (052)
- Metal Fuels Operator (053)
- Hot Cell Technician (061)
- EDS Hot Cell Tech's (063)

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

FORMER JOB DEFINITIONS IN FULL EFFECT WITHIN NCO CLASSIFICATION

Chief Reactor Fuels Operator (052)

Working leader who directs others in the reactor fuels function and performs duties such as, but not limited to, all fuels storage basin activities, including storage, packaging and shipping, all floor operations associated with the N-Reactor operational and shutdown activities including charge-discharge, inspections, taking data and monitoring building service groups to ensure safety and operating continuity.

Reactor Fuels Operator Journeyman (052)

Responsible for a variety of tasks in the reactor fuels function such as, but not limited to, all fuels storage basin activities, including storage, packaging and shipping, all floor operations associated with the N-Reactor operational and shutdown activities including charge-discharge, inspection, taking data and monitoring building service groups to ensure safety and operating continuity.

Reactor Fuels Operator Trainee (052)

Training in the above journeyman classification. For purposes of a job assignment, a trainee may perform any of the reactor fuels operator journeyman qualified job functions for which the employee, as determined by management, is qualified. Prior to promotion to journeyman, must be qualified in and maintain qualification for a minimum of 60% of the fuels functions listed for the reactor fuels operator journeyman classification.

N Nuclear Reactor Control Operator Certified (052)

Perform all control room functions including console operation, instrument monitoring, directly related to the N Nuclear Reactor process and associated equipment. Responsible for the start up, operation, and shutdown of reactor and coordination and auxiliary systems including water, steam, electrical generation, switching, etc. Lead lower rated operators and may independently perform any station function related to the reactor process.

Chief Metal Operator (053)

Working leader who directs others in the fuels fabrication function and performs duties such as (but not limited to) hydro press operations, acid recover-concretion, materials movement, whiteroom and chemical processing operations.

Metal Operator Journeyman (053)

Responsible for a variety of tasks in the fuels production operation such as (but not limited to) hydro press operation, high pressure autoclave, heat treating, chemical processing, welding, off-shift coverage surveillance of process equipment and materials, stamping, etching, assembly, billet prep, recovery, concretion, support and end welding, vacuum blasting, whiteroom assembly, receiving, storage, shipping, inspection, testing, etc.

Metal Operator Trainee (053)

Training in the above journeyman classification. For purposes of job assignments, a trainee may perform any of the metal operator journeyman qualified job functions for which employee, as determined by management is

CPCCo Counter to Union Proposal of 6/3/2023

7/11/23

qualified. Prior to promotion to metal operator journeyman qualified, must be qualified in and maintain qualification skills in a minimum of seven of the functions listed for metal operator journeyman qualified classification.

Hot Cell Technicians (061)

The responsibilities of a Hot Cell Technician (HCT) is to perform operations historically performed by the Hot Cell Technicians prior to their organization, associated with hot cells and to support the facilities that house the hot cells, Buildings 324 and 327, in tasks of a radiological manner.

These activities include: operating a variety of remote/non-remote material handling/transfer equipment; assisting in design of such equipment; supporting maintenance of fissionable material inventories; testing fissionable material; and waste packaging and decontamination of equipment related to hot cell operation.

HCT will also pretest and troubleshoot the new process equipment; set up, operate, and maintain equipment related to hot cell work; monitor hot cell systems and perform data collection to work plans and procedures.

EDS Senior Technician (063)

Performs complex EDS Technician functions in a fully qualified role including handling of fuel. Requires creative thinking and an extensive knowledge of established precedent and procedures.

Responsibilities include all of those of an EDS or Fuel Wash Technician and the following: Perform safe and efficient equipment operation and component handling with strict adherence to criticality safety and technical specifications. Assist with on-shift technical direction of IEM Cell and MASF operations. Maintain through knowledge of all applicable operating and administrative procedures. Review IEM Cell and MASF systems and documentation for technical, safety and operational adequacy. Maintain Fuel Handler Qualifications. Perform all other related EDS Hot Cell Technician duties as required.

EDS Technician (063)

Performs semi-complex functions, in a qualified role, requiring creative thinking and complete knowledge of established precedent and procedures. Responsibilities include all those of a Fuel Wash Technician and the following: Operate and maintain IEM Cell and MASF equipment, as directed, (excluding handling fuel), following established procedures. Perform complex or specialized test procedures including plant system setup, test performance and data evaluation in accordance with engineering requirements. Assist Senior Technicians with processing reactor components in support of current IEM Cell and MASF missions. Perform decontamination activities to support routine and emergency operations in the IEM Cell, and MASF and all areas/Cells containing EDS Technicians equipment. Assist in evaluating new processes to determine processing time, techniques, and equipment necessary for task completion

EDS Fuel Wash Technician (063)

Perform routine manipulator, decontamination, and fuel wash functions in accordance with established precedent and procedures within a defined scope of responsibility. Functions in this position may include, but not be limited to the following: Assist in operating IEM Cell and MASF equipment in accordance with established procedure. Assist in performing routine monitoring and inspection of IEM Cell and MASF systems and equipment. Recognize emergency and off-normal events and respond following approved procedures. Maintain records and documents in accordance with administrative procedures. Assist in the resolution of operating problems in accordance with troubleshooting guidelines. Provide support in decontamination evolutions in the IEM Cell, MASF, and all areas/cells containing EDS Technician Equipment.

I. UNDERSTANDINGS

A. NCO ~~SEPARATE~~ OVERTIME GROUPS ~~PAIRED~~ FOR RECIPROCAL BACKUP

CPCCo Counter to Union Proposal of 6/3/2023

7/11/23

- ~~DWF&RS Project (T Plant/MWDT/CWC/LLBGWRAP)~~
- ~~DWF&RS Project (ETF)~~
- ~~DWF&RS Project (WESF)~~
- ~~DWF&RS Project (CSB/ISA)~~
- ~~DWF&RS Project (S&M)~~
- ~~DWF&RS Project (Decommissioning & Remediation)~~
- ~~S&GW Remediation Project~~

S&GW Sampling	↔	S&GW Operations
OAES 100 Area	↔	OAES 300 Area
WP&O WESF	↔	WP&O CSB
WP&O CWC/LLBG	↔	WP&O T-Plant
IAES East & West (one group)		

Primary OT Group	Backup OT Group
Inner Area End States East	Inner Area End States West
Inner Area End States West	Inner Area End States East
Outer Area End States 100 Area	Outer Area End States 300 Area
Outer Area End States 300 Area	Outer Area End States 100 Area
Soil and Ground Water Operations	
SG&O Operations	SG&O Sampling
Waste Projects and Operations	
WP&O 200 Area WESF	WP&O 200 Area CSB
WP&O 200 Area CSB	WP&O 200 Area WESF
WP&O 200 Area CWC/LLBG	WP&O 200 Area T Plant
WP&O 200 Area T Plant	WP&O 200 Area CWC/LLBG

B. D&D WORKER OVERTIME GROUP

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

C. NCO SUPERVISORY WORK GROUPS

- ~~PFP Project~~
 - ~~DWF&RS Project (T Plant/MWDT/CWC/LLBGWRAP)~~
 - ~~DWF&RS Project (ETF)~~
 - ~~DWF&RS Project (WESF/CSB/ISA)~~
 - ~~DWF&RS Project (S&M)~~
 - ~~DWF&RS Project (Decommissioning & Remediation)~~
 - ~~S&GW Remediation Project~~
- S&GW Sampling & Operations
 - Inner Area End States East (IAESE)
 - Inner Area End States West (IAESW)
 - Outer Area End States 100 Area & 300 Area
 - Waste Projects and Operations (WP&O)

- ~~Inner Area End States East~~
- ~~Inner Area End States West~~
- ~~Outer Area End States 100 Area & 300 Area~~
- ~~Soil and Ground Water Operations~~
- ~~Waste Projects and Operations~~

Management may modify SWGs to better accommodate business needs 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 business needs 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/work restrictions (lifting, respirator, or other) **will be deleted from the overtime list (i.e. Be Sensitive, Radiation Dose Restrictions, or Pregnancy are exempt from deletion). Removal and addition hour adjustments will be made per Attachment A Overtime Procedure. 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 E.**

This will not preclude them from being assigned required overtime work they are capable of performing per Attachment A Overtime Procedure.

G. Establishment of Shift Assignments:

Shift assignments will be made based on the following:

- 1) Volunteers**
- 2) Lacking volunteers, the least senior person within the supervisory work group will normally be assigned.**

It is recognized that the health and safety of the employees, the progress of the work, certification, security clearances, work restriction, radiation exposure, training and qualification, may preclude rigid adherence to the least senior person being assigned.

It is not the intent of the Employer to use this provision to unreasonably limit adequate training for our employees to meet the needs of the Employer.

The assignments described above do not require negotiations with the Council prior to implementation, provided the proper advance notice is given to the employee.

7/11/23

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

- A. 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 day 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) months on an assigned 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 days or shift within the same Overtime Supervisory Work Group.
 - 2. Lacking volunteers, the least senior operator on 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. Only one ~~building chief steward~~ per overtime supervisory work group is exempt from the bump procedure.
- D. 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.
- E. 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.
 - 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.
- F. 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.
- G. 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

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:

- A. Core Training - Training shall include: fundamentals of mathematics, chemistry, instrumentation, electrical theory, and system and process fundamentals.
- B. Upon completing Core training, operators will qualify and/or certify on training packages as assigned by management.

- C. 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. QUALIFICATION/CERTIFICATION PROGRAM

A. OBJECTIVE

The objective of the NCO training and qualification/certification program 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 Plateau Remediation Contract 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 program is not designed to intentionally prevent operators from progressing to NCO Journeymen.

B. PROGRAM REQUIREMENTS

The training program provides for the methods and means necessary to provide fully qualified and/or certified NCOs.

1. Classroom training may include formal classroom presentations, web-based training, required reading and/or structured self-study.
2. Examinations.
 - a. 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 will be based on knowledge and skill objectives covered in the training manuals.
 - b. Examinations, PDs and OEs will be used as a basis for achieving qualifications/certifications. For qualifications operators must make a passing score of at least 70% on each examination. For any certification operators must make a passing score of at least 80% on each examination.
3. Conduct of On-the-Job Training (OJT), Performance Demonstrations (PD), and Operational Evaluations (OE).
 - a. 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.
 - b. PDs will be conducted by line management and/or line management appointed representatives. These may include qualified/certified operators to evaluate the individual's understanding of and familiarity with facility systems, equipment and procedures. PD questions will be prepared and will include elements of the tasks to be performed,

related CONOPS questions, and expected actions and responses. Individual performance during PDs will be documented.

- c. OEs will be accomplished by walk-through conducted by line management or training personnel. Walk-through examinations may be used to independently 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, and an OE. Recertification requires written examination, PD and an OE.
5. Qualification may require a written examination, OJT and a PD. Requalification may require a written examination and a PD.
6. Requalification/recertification Process - Each operator shall requalify/ recertify 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 facilities or on tasks to which they are assigned. Management will assign each NCO certifications and/or qualifications based on the level of training appropriate for performing job assignments within their work group.

V. OPERATOR TRAINEE PROGRAM

- A. 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. Operator trainees who have successfully completed the initial training program will be designated Nuclear Operator (NO) and will then undertake qualification/ certification training within their assigned overtime group.
- C. 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 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.
- D. An Operator Trainee that has a continuous two-week or longer excused absence will have the training extended by the length of the excused absence.

VI. TRAINING METHODOLOGY

- A. 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. In the event USW does not designate SMEs within ten (10) working days of the Company's request, management will designate and assign the needed SMEs. 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.
- B. 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.
- C. 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.
- D. Operator Trainees will not be eligible for the bump procedure. All operators including stewards may be assigned to shift for the period necessary to 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 OPERATOR TRAINING AND CERTIFICATION/ QUALIFICATION PROGRAMS

- A. These programs do not alter nor modify the general seniority provisions of the current ~~CHPRC~~ CPCCo/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.

7/11/23

- B. The job progression titles of Operator Trainee, NO and NCO Journeyman remain the same. All NOs will automatically progress to NCO Journeyman upon completion of the fifty-four (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 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 TRB may be convened to seek an appropriate resolution.
- H. TRBs, 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.
- I. The Union will be promptly notified of any new facilities, and or operations, to which the training and qualification/certification program will apply.
- J. 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.

7/11/23

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.

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

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 rights to the D&D Worker 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 Worker 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 Worker 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 Worker will have recall rights to NCO and D&D Worker 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 rights 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 thirty-six (36) months. A Journeyman laid off to D&D Worker who is recalled will be returned to his/her Journeyman rate.

X. CERTIFICATION PREMIUM PAY PROGRESSION SCHEDULE

All incumbent Nuclear Chemical Operators within Seniority Group 004 will be paid \$62.50 ~~70.00~~ a week.

~~Incumbent~~ Nuclear Chemical Operators (hired before the ratification of this agreement) who LAMP or through Bump and Roll to ~~CHPRC CPCCo~~ 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 ~~70.00~~/week at the end of six (6) months with ~~CHPRC CPCCo~~.

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

	6-Months	12-Months	18-Months	24-Months	30+Months
OT	\$10/Week	\$20/Week			
NO			\$40/Week	\$50/Week	
NO/NCO					\$62.50- 70.00 /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.~~

XI. D&D WORKER LAMP TO NCO

- A. D&D Worker(s) who are selected to become Nuclear Chemical Operators, shall transfer from their current D&D Worker 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 Worker wage progression step would transfer to the 30-month NCO wage progression step.

- B. D&D Worker(s) who are selected to become Nuclear Chemical Operator(s) will begin at the 18-Month ~~6-month~~ step of the Certification Premium Pay Progression Schedule.
- C. D&D Worker(s) shall carry their current Site Wide Seniority Date with them when transferring to the Nuclear Chemical Operator position.
- D. D&D Worker(s) will be given first consideration for openings within the NCO Classification before hiring new employees off the street.

XII. D&D WORKER PAY PROGRESSION SCHEDULE

- A. The D&D Worker Classification start rate will be the same as the Operator Trainee Classification and will progress to a maximum pay level at the 30-Month Nuclear Operator progression rate. Incumbent D&D Workers who are not at the maximum 30-Month NO rate, will be credited with the six month step increase.