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Date

7/12/2023

WRPS

USW Local 12-369

HAMTC

William Collins. 7-12-23

**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 listed below shall apply to the above NCO classifications-and job definitions. It is agreed that all jurisdictional areas covered by the former Seniority Groups 004, 052and 053, 061, and 063 are in full effect in the above NCO classifications.

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

T/A
Date _____
WRPS _____
USW Local 12-369 _____
HAMTC _____

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,

T/A
Date _____
WRPS _____
USW Local 12-369 _____
HAMTC _____

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 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 thorough 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.

T/A
Date _____
WRPS _____
USW Local 12-369 _____
HAMTC _____

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. SUPERVISORY WORK GROUP

There will be one supervisory work group for the Nuclear Chemical Operators within the Company.

Management may modify supervisory work groups to better accommodate business needs after discussing the need with the Union.

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.

2. OVERTIME GROUPS

The following primary overtime groups within the Company are listed below:

Primary Overtime Groups

Group 1. Production Operations

T/A
Date _____
WRPS _____
USW Local 12-369 _____
HAMTC _____

- Group 2. Waste Operations Services
- Group 3. Sampling Operations/Projects
- Group 4. Retrieval Operations
- Group 5. 242-A Evaporator
- Group 6. Effluent Treatment (ETF)

OVERTIME ADMINISTRATION

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.

Employees who have medical/work restrictions (lifting, respirator, or other) will be deleted from the overtime list. (i.e., Beryllium Restrictions, Radiation Dose Restrictions, or Pregnancy are exempt from deletion). This will not exempt employees for mandatory overtime assignments. Removal and addition hour adjustments on the overtime list will be made per Attachment A Overtime Procedure.

Base only qualification overtime opportunities will be offered to the low hour employee within the supervisory work group, which includes all overtime groups (1 through 6).

Base and Additional NCO qualification overtime opportunities will be offered to the Primary Overtime Group first and then will be offered to the low hour qualified employee within the supervisory work group, which includes all overtime groups (1 through 6).

The company will continue to assign qualifications to the NCOs in accordance with section I bullet 1.

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

In conjunction with Attachment A of the Labor Agreement, and when the need for overtime exists the overtime management group may contact employees for filling of overtime needs (i.e., telephone, cell phone, text messaging, mass group text messaging etc.)

3. OPERATOR RECALL ORDER FOR SENIORITY GROUP 004

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

T/A
Date _____
WRPS _____
USW Local 12-369 _____
HAMTC _____

- 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.
- E. 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. A NCO Journeyman laid off to D&D Worker who is recalled will be returned to his/her Journeyman rate.

4. **SHIFT TO DAY SHIFT BUMP PROCEDURE**

This procedure establishes the manner in which Nuclear Chemical Operators will be rotated on days and shift and shift and days within each supervisory work group.

This procedure applies to all Nuclear Operators, Nuclear Chemical Operators (NCO'S) and NCO Working Leaders, except for Operator Trainees who 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.

T/A
Date _____
WRPS _____
USW Local 12-369 _____
HAMTC _____

- A. An operator desiring to bump from day shift to a specific shift or 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 who volunteers must work at least twelve (12) continuous months on any either shift within his/her assigned supervisory work group before becoming eligible to bump as outlined below:
 - 1) An operator on shift or day shift may bump a less senior operator on the day shift or shift within the same Supervisory Work Group.
 - 2) The most senior volunteer will be selected, lacking volunteers, the least senior operator within the supervisory work group on the day shift or 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 chief steward per supervisory work group is exempt from the bump procedure.
- D.
 - 1) Operator Trainees will not be eligible for the bump procedure.
 - 2) All operators including Stewards may be assigned to shift for up to six (6) months to obtain assigned qualifications.
- E. Operators being bumped from days to shift or from shift to days 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 days or 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.

T/A
Date _____
WRPS _____
USW Local 12-369 _____
HAMTC _____

- 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.

5. 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 qualification, circumstances of individual hardship to the employee and other factors may preclude rigid adherence to the least senior employee being assigned.

6. OPERATOR TRAINING AND QUALIFICATION PROGRAM

A. OBJECTIVE

The Objective of the training and ~~certification~~ qualification program for Seniority Group 004 (Operators) is to provide fully trained and qualified operating personnel to operate the Tank Farm facilities in compliance with plant operating

T/A
Date _____
WRPS _____
USW Local 12-369 _____
HAMTC _____

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.

In compliance with DOE Order 426.2, qualification shall replace certification for the purpose of the Operator Training Program

C. TRAINING REQUIRED FOR QUALIFICATION

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. Qualification – Training steps include: classroom training, examinations, on-the-job training (OJT), on-the-job evaluations (OJE), and performance demonstrations (PD). The application of 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.
3. Requalification Process- Each operator shall re-qualify on the Base and additional assigned qualifications on a two (2) year cycle, as determined by the original date of each initial certification qualification. Re-qualification will consist of a reexamination and a performance demonstration.

T/A
Date _____
WRPS _____
USW Local 12-369 _____
HAMTC _____

4. Base Qualification – 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.
5. Assigned Qualifications - Operators who have met the Base Qualification will be assigned qualifications based on assigned work scopes.
6. Additional Qualifications – Operators who have obtained all their assigned Qualifications may request additional qualifications under the following provisions:
 - Operators may pursue additional qualifications 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 qualifications 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 qualification 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.

D. CLASSROOM TRAINING/COMPUTER BASED TRAINING

Classroom training may include formal classroom presentations, web-based training, computer-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.

T/A _____
Date _____
WRPS _____
USW Local 12-369 _____
HAMTC _____

2. Examinations and operational evaluations will be used as a basis for achieving qualifications. 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 qualification. The time required for completing a qualification is dependent upon the size and complexity of the qualification 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 EVALUATION AND PERFORMANCE DEMONSTRATIONS

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, qualified 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 qualified operator, trainees will receive practical "hands-on" training in the operation of the plant/facility systems and equipment. If there are no trained/qualified 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 qualified 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

T/A
Date _____
WRPS _____
USW Local 12-369 _____
HAMTC _____

individual's understanding of and familiarity with facility systems, equipment and procedures.

3. Performance Demonstrations (PD) will be conducted by line management and/or line management appointed delegate. These may include qualified/certified operators to evaluate the individuals understanding and familiarity with the 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.
4. Training Review Boards (TRB) normally consisting of training and line management, a certified NCO and the USW Chief Steward, shall be established to address individual problems in meeting training and ~~certification~~ qualification 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 qualifications and changes to qualifications, other than minor systems and or process changes. In the event USW does not designate within ten (10) working days of the Company's request, management will designate and assign the needed SME's. Management shall approve the qualification 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 qualification packages are no larger than necessary. The final decision regarding training requirements and training material will remain with the Employer.

T/A
Date _____
WRPS _____
USW Local 12-369 _____
HAMTC _____

2. The appropriate SME, Operations Manager and Training Representative shall perform and document a biyearly review of all active qualifications within each overtime group, to ensure the training material remains accurate as to the equipment and task requirements of the qualifications.
3. Retraining, re-examination and re-qualification 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

4. All OTs will be required to complete the Core Training within four (4) months, and the Base Tank Farm qualification within the three (3) month period immediately following completion of the Core Training.
5. Operator trainees who have successfully completed the Core Training and Base Qualification will then undertake additional qualification training for their assigned overtime group. OTs will remain in a training probationary status until they reach their twelve (12) month anniversary.
6. 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.
7. 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 QUALIFICATIONS

1. Nuclear Operators and Nuclear Chemical Operators will maintain qualifications as assigned by management for the specific work scope assigned to their respective overtime groups as defined in this NCO Appendix A.

T/A
Date _____
WRPS _____
USW Local 12-369 _____
HAMTC _____

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

Specific Assigned Operator Qualifications 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 qualification written examination or re-qualification 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 qualification examination after two (2) attempts, may elect to bump down to a lower classification (D&D Worker) within their seniority group per Article XII, Section 14. Lacking seniority to bump to the lower rated classification, the employee 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 the company will be required to obtain the Base qualification within three (3) months after their date of transfer.

7. GENERAL PROVISIONS OF THE OPERATOR TRAINING AND QUALIFICATION PROGRAM

- A. The general provisions of the Operator Seniority Group 004 training and qualification program are as follows:
 1. This program does not alter nor modify the general seniority provisions of the current WRPS/HAMTC Agreement. Failure to complete qualification 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.

T/A
Date _____
WRPS _____
USW Local 12-369 _____
HAMTC _____

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. This training and qualification program will result in a documentation of the operator's qualification.

8. QUALIFICATION 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