

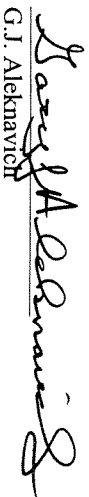
Memorandum of Understanding
Nuclear Operations Career Path
POSS Testing

The current collective bargaining agreement contains the Nuclear Division Addendum - Nuclear Operations Career Path. The language in the 2004-2008 agreement regarding POSS testing for applicants to the Nuclear Operator Career Path reads, in part, as follows:

An individual who does not pass the POSS screening examination with an aptitude of 11 and an overall score of 9, will be given the opportunity to retest, but no sooner than 30 days. If failed a second time the employee must wait one year and complete remedial training to eliminate academic deficiencies. Remedial training must be completed on the employee's own time.

It is mutually agreed to change the testing requirements to read as follows:

An individual who does not pass the POSS screening examination with an aptitude of 11 and an overall score of 9, will be given the opportunity to retest, but no sooner than 30 days. If failed a second time, the employee will be given the opportunity to retest, but no sooner than 30 days. If failed a third time, the employee must wait at least 4 months between any subsequent testing. It is expected, following any test failure, that the employee will complete remedial training to eliminate academic deficiencies. Remedial training must be completed on the employee's own time.



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