

DZNPS Building Trades Craft Referrals Security Access Requirements & Expectations FENOC Nuclear Power Stations

History and Concerns

There have been an increasing number of Building Trades craft referrals who do not meet the basic security background referral requirements established by NRC 10 CFR 26 (i.e. criminal history disclosure, drug and or alcohol activity disclosure/disposition, and current criminal penalty status disclosures). These requirements have repeatedly been address at the tripartite interface meetings.

The lack of ownership and accountability translates to a waste of time and is costly, thus driving the need to establish a more aggressive and more rigorously applied referral screening criteria. It is essential the Building Trade's Unions individually take the appropriate measures to ensure full compliance to this process to negate any further embarrassment, wasted time, wasted money and wasted resources.

Effective Immediately

Drug & Alcohol Related Incidents

Craft referrals that have one (1) Drug or one (1) Alcohol incident within the last five years OR since their last Nuclear Access within that five year period are not eligible to apply for employment with Day & Zimmermann NPS.

Criminal History

Craft referrals that have any pending charges, are on probation or parole, are equipped with an electronic tracking devise on their person, or have breath detection devises attached to their vehicle are not eligible to apply for employment with Day & Zimmermann NPS.

In addition, if a craft referral's criminal and background histories are significant, requiring extensive adjudication and time investment the individual will be released back to their respective Union Hall. In such cases the individual may be referred to fill referral calls at a later date provided that the contractor needs craft and all criminal history issues are resolved prior to his/her returning to the site.

Business Managers and or Business Agents are expected to screen craft personnel prior to referral. If a referral compliance question arises from that screening process that is considered as low level or questionable, the Business Managers or Business Agents should engage in discussion for possible resolution with the appropriate site individual.

LAST AND FINAL OPPORTUNITY

Day & Zimmermann NPS commits to reinforce this position by verbatim reading of the following to craft referrals on the first morning of their initial hire. This will be the last and final opportunity for the individual(s) to exit without impact to employment. This last and final effort is not intended to relax the expectation for the Business Manager or Business Agent to perform the pre-referral screening.

Any referral who cannot provide a clean drug and alcohol sample, has pending charges, is on probation or parole, is equipped with an electronic tracking device on your person, or has a breath detection/lock-out device attached to your vehicle, is not eligible to apply for employment.

In addition any referral that has one (1) drug or one (1) alcohol issue of any nature in the past five years, OR since you last held Nuclear Access within that five year period, is not eligible to apply for employment.

Any of the above mentioned items prohibit your employment. Failure to acknowledge, and proceed, will have a negative effect on this and future employment. If applicable, we request you excuse yourself upon completion of this rollout, and contact a DZNPS in processing representative prior to signing on the DZNPS payroll.

Thank You

Compensation and FENOC Security Access Actions

Referrals that acknowledge and accept the opportunity to exit site will be released without compensation and there will be no security/background restrictions imposed. Those referrals that choose not to acknowledge these requirements and proceed with in processing elements will be released when the Potentially Disqualifying Information (PDI) is exposed and will be considered duplicitous and subject to site security/background sanctions that may have a negative impact on future employment.