

### RESUMPTION OF NORMAL OPERATIONS AFTER A STRIKE/LOCKOUT

PROGRAM APPLICABILITY: 2201, 2202, 2515, 2545, 2600, 2681

#### 92712-01 INSPECTION OBJECTIVES

- 1.01 To determine the effectiveness of the licensee's strike/lockout contingency plans.
- 1.02 To evaluate the transition from a strike/lockout condition to normal plant operations.

#### 92712-02 INSPECTION REQUIREMENTS

02.01 Evaluate the licensee's plans for retraining personnel after the strike/lockout ends.

02.02 Ensure that returning licensed personnel are qualified and fit to perform licensed activities per 10 CFR 55.53(e) and (f) and 10 CFR 26. Ensure that returning non-licensed personnel are qualified and proficient and have completed the retraining requirements for their job functions and are fit for duty per 10 CFR 26.

02.03 Review the licensee's shift turnover plan. Verify that the schedule and staffing of the shift crew are consistent with the technical specifications, if applicable. Verify that the licensee has scheduled covered workers such that the work hours conform to the requirements specified in 10 CFR 26.205.

02.04 Verify that the licensee's transition to the returning shift crew is conducted safely. Oncoming operators should be aware of changes in plant conditions since the strike/lockout.

Observe the relieving crew for personnel in each of the following groups, as applicable:

- a. Plant management
- b. Senior reactor operator and reactor operator (reactor sites), plant operators (at fuel facilities)
- c. Maintenance
- d. Health physics
- e. Security supervision
- f. Other personnel responsible for operational or safety functions

02.05 The inspector should tour the facility and evaluate plant conditions, including facility housekeeping, material conditions, and safety conditions.

02.06 Ensure that the licensee has identified any problems associated with strike/lockout activities at an appropriate threshold, and that these **problems** have been accurately described and classified in the licensee's corrective action program.

02.07 Meet with the site employee concerns program (ECP) coordinator or ombudsman to determine **whether** the transition to normal staffing has had any adverse impact on **the** safety conscious work environment at the site. Monitor licensee actions to assess plant safety culture following the strike/lockout.

#### 92712-03 INSPECTION GUIDANCE

General Guidance. The inspection staff shall conduct this inspection procedure during plant turnover to **returning** plant staff. It is intended that staff complete this inspection procedure within **five** days after returning personnel have resumed their duties.

03.01 The licensee may not need to conduct refresher training if the strike **lasted** for less than one month. If it **lasted** longer than one month, **then refresher** training is appropriate. The licensee's **refresher** training plans should include, at a minimum, changes in plant procedures and system modifications.

03.02 Licensed operators and senior operators must maintain their **licenses** in an active status, as specified in 10 CFR 55.53, "Conditions of Licenses." Activities addressed in 10 CFR 50.54 (i) through (m) must be performed by operators licensed under 10 CFR 55. Inspectors should attend a minimum of **one** simulator **scenario** conducted to support returning licensed personnel.

Inspectors should gather and review **one** to **three** training and qualification records per area, or observe retraining activities for personnel in the following non-licensed areas, as applicable, and verify that they have been retrained in accordance with licensee programs: Fire Brigade, Chemistry Technician, Health Physics, Maintenance, Security, and Auxiliary Operator.

Fuel facility personnel should be proficient in conversion processes, recovery processes, criticality controls, and other operations applicable to the facility.

Inspectors should attend a sample of reintegration meetings with employees to ensure **that** plant administrative and technical changes that have occurred since the strike/lockout have been communicated to site personnel.

03.03 **Prior to resuming the watch, inspectors should verify all operators are up to date in their requalification training.** Nuclear power plant licensed operator staffing is discussed in 10 CFR 50.54(m). When evaluating shift staffing, the inspector should ensure **that** the licensee has

scheduled covered workers such that the work hours conform to the requirements specified in 10 CFR 26.205. Non-power reactor staffing requirements are contained in the facility's technical specifications. Fuel facility staffing requirements are contained in the approved license application.

03.04 When the strike has ended, regional management should determine the extent of post-strike observation (e.g., several operations shift turnovers or continuous control room observation) activities to ensure the returning plant staff adequately **understands** plant conditions and activities.

Verify **that** returning personnel are familiar with changes that have been implemented since the strike/lockout commenced. For strikes/lockouts that involved security personnel, the physical security inspectors should tour security areas and verify **that** personnel are aware of response plan changes that have been implemented since the **strike/lockout**. The inspectors should also ensure **that** the licensee **have** appropriately identified any qualification training that may have expired during the strike/lockout, regardless of the length of the strike/lockout, and **have** conducted the appropriate re-qualification prior to **personnel** being placed on duty.

03.05 Items to consider during the plant tour include indication lights, to determine **whether** they are properly designating equipment status, **and** fluid levels (e.g., water and oil), **to determine whether they** are as they should be on sight glasses, that ongoing maintenance activities and tools are controlled, that equipment and material not in use are properly stored, and that fluid spills are properly **contained or** controlled.

03.06 Refer to IP 71152, "Problem Identification and Resolution," for additional guidance.

03.07 Refer to IP 71152, "Problem Identification and Resolution," for guidance on reviewing the safety conscious work environment at a site.

#### 92712-04 RESOURCE ESTIMATE

This inspection procedure requires approximately 40 – 60 hours to complete, depending on the duration of the strike/lockout.

#### 92712-05 REFERENCES

10 CFR 26.205

10 CFR 40.31

10 CFR 50.34

10 CFR 50.47

10 CFR 50.54

10 CFR 50, Appendix E

10 CFR 55.31

10 CFR 55.53

10 CFR 60.160

10 CFR 70.22

10 CFR 73, Appendix C

IP 71152, "Problem Identification and Resolution"

IP 93002, "Managing Fatigue"

RG 5.73, "Fatigue Management for Nuclear Power Plant Personnel"

NEI 06-11, "Managing Personnel Fatigue at Nuclear Power Sites"

Technical Specifications

92712-06      PROCEDURE COMPLETION

Meeting the inspection objectives defined in section 92712-01 of this inspection procedure will constitute completion of this procedure.

END

Attachment 1: Revision History page

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Commitment Tracking Number	Accession Number Issue Date Change Notice	Description of Change	Description of Training Required and Completion Date	Comment and Feedback Resolution Accession Number
	08/21/92	Revised to update the procedure format and to incorporate minor editorial changes to improve applicability for use at non-power reactors and fuel facilities		
N/A	ML12136A177 03/14/14 CN 14-008	Revised to capture lessons learned from licensee strikes in Region I.	None	FBF 92712-1445 ML13310A863 FBF 92712-1720 ML14071A195 FBF 92712-1731 ML13310A969