

January 20, 2000

EA No. 98-325

Mr. L. J. Olivier, Senior Vice President and
Chief Nuclear Officer
Northeast Nuclear Energy Company
PO Box 128
Waterford, CT 06385

SUBJECT: NOTICE OF VIOLATION
(Office of Investigations Reports 1-96-002, 1-96-007, and 1-97-007)

Dear Mr. Olivier:

This letter acknowledges receipt of your letter, dated May 6, 1999, in response to a Notice of Violation we sent to Northeast Nuclear Energy Company (NNECo) on April 6, 1999 for three violations involving discrimination of certain personnel who engaged in protected activities.

In the response, NNECo did not contest the violations. The response stated that, while NNECo did not believe that the managers involved retaliated against anyone for having raised a safety concern, NNECo saw little value in revisiting company personnel decisions made between 4 and 8 years ago. NNECo also acknowledged that the work environment at Millstone during the time in question (1993-1995) did not adequately encourage employees to raise concerns. In addition, NNECo provided a description of corrective actions, including action to improve the overall safety conscious work environment at Millstone.

The NRC has reviewed the corrective actions described in the response, including extensive reviews prior to the restart of the units from the extended shutdown. The NRC plans no further action with respect to this matter, other than to continue to monitor the effectiveness of NNECo's corrective actions to assure a safety conscious work environment at the station. Such an environment is essential to assure that employees feel free to raise safety concerns.

Your cooperation with us is appreciated.

Sincerely,

ORIGINAL SIGNED BY:

James C. Linville, Director
Millstone Inspection Directorate
Region I

Docket Nos. 05000245; 05000336; 05000423
License Nos. DPR-21, DPR-65, NPF-49

IE54
~~IE01~~

cc:

B. D. Kenyon, President and Chief Executive Officer - NNECO
R. P. Necci, Vice President, Nuclear Technical Services
M. H. Brothers, Vice President - Nuclear Operations
F. C. Rothen, Vice President - Nuclear Work Services
J. T. Carlin, Vice President - Human Services
G. D. Hicks, Director - Nuclear Training Services
C. J. Schwarz, Station Director
D. A. Landeche, Director - Unit 1 Operations
B. S. Ford, Director - Nuclear Safety and Regulatory Affairs
R. G. Fraser, Director - Unit 1 Decommissioning
L. M. Cuoco, Senior Nuclear Counsel

cc w/cy of licensee's response letter:

J. R. Egan, Esquire
N. Burton, Esquire
V. Juliano, Waterford Library
J. Buckingham, Department of Public Utility Control
State of Connecticut SLO Designee
First Selectmen, Town of Waterford
D. Katz, Citizens Awareness Network (CAN)
T. Concannon, Co-Chair, NEAC
R. Bassilakis, CAN
J. M. Block, Attorney, CAN
G. Winslow, Citizens Regulatory Commission (CRC)
E. Woollacott, Co-Chair, NEAC

Distribution w/cy of licensee's response letter:

Region I Docket Room (with concurrences)

Nuclear Safety Information Center (NSIC)

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M. Tschiltz, OEDO

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