

IN RESPONSE, PLEASE  
REFER TO: M910716

August 6, 1991

MEMORANDUM FOR: James M. Taylor  
Executive Director for Operations

FROM: Samuel J. Chilk, Secretary /S/

SUBJECT: STAFF REQUIREMENTS - PERIODIC BRIEFING ON EEO  
PROGRAM, 10:00 A.M., TUESDAY, JULY 16, 1991,  
COMMISSIONERS' CONFERENCE ROOM, ONE WHITE  
FLINT NORTH, ROCKVILLE, MARYLAND (OPEN TO  
PUBLIC ATTENDANCE)

The Commission was briefed by the NRC staff and representatives of the agency's employee advisory committees and the National Treasury Employees Union on the NRC's Equal Employment Opportunity program.

The Commission requested:

- a) A comparison of the performance appraisal statistics for NRC's non-supervisory males age 50 and above with similar statistics from EPA, DOE, the National Science Foundation, and other agencies that have similar skills as NRC;
- b) That it be provided the number of non-supervisory females in the age 50+ category for comparison with non-supervisory males age 50 and above and other non-supervisory females;
- c) That, for the 73 male physical scientists in the 1990 age 50+ group, a comparison be made between their mean performance rating for 1990 and mean performance ratings for their earlier years (before age 50);
- d) That NRC management specifically apprise the Commission of, and seek Commission guidance on, significant labor or personnel issues that arise in the union contract negotiations. Where it appears that NRC management and the union will not be able to agree on a course for resolution of a particular issue and the issue appears likely to result in arbitration or litigation, NRC management should seek the Commission's approval for a position on, and possible resolution of, the issue prior to arbitration/litigation;

- e) Trend information concerning the number of discrimination complaints filed each year by NRC employees; and
- f) The staff to conduct a further analysis and report on the FY 1990 figures presented at the briefing as compared with those of previous years. The Advisory Committees should comment on the analysis.

The Chairman urged that career development activities, such as rotational assignments, should be made more broadly available to NRC employees and used to actively support affirmative action. He encouraged the EEO advisory committees to discuss issues they are not satisfied with in the equal opportunity area and to take these up with the Director of OSDBU/CR, Director of Personnel and with the Executive Director for Operations, including requesting that certain issues be brought to the attention of the Commission. Where necessary, the Committees should feel free to come directly to the Commission.

The Chairman also encouraged the Committees to use the semi-annual EEO briefings of the Commission to sharpen their analyses of the statistical information presented. He also encouraged the committees to present a more comprehensive analysis of the NRC EEO program, including what the committees believe are the problems, what can be done about them, and where improvements can be made.

cc: The Chairman  
Commissioner Rogers  
Commissioner Curtiss  
Commissioner Remick  
OGC  
GPA  
ACRS  
PDR - Advance  
DCS - P1-24