

UNITED STATES
NUCLEAR REGULATORY COMMISSION
WASHINGTON, D.C. 20555

December 13, 1988

MEMORANDUM FOR: Victor Stello, Jr.
Executive Director for operations

FROM: Samuel J. Chilk, Secretary

SUBJECT: STAFF REQUIREMENTS - BRIEFING ON EEO
PROGRAM, 10:00 a.m., WEDNESDAY, JULY 6,
1988, COMMISSIONERS' CONFERENCE ROOM, ONE
WHITE FLINT NORTH, ROCKVILLE, MARYLAND
(OPEN TO PUBLIC ATTENDANCE)

The Commission was briefed by the staff and representatives of selected employee Advisory Committees on the status and progress of the NRC Equal Employment Opportunities Program.

The commission requested the EDO to coordinate with the Advisory Committees the drafting of an NRC opinion survey and report to the Commission the projected date for implementing the survey and the projected date for summarizing and developing recommendations as a result of the survey. The commission also emphasized the importance for the survey to seek positive suggestions from the NRC employees.

(Subsequently, the Office of Personnel circulated a draft survey to the EEO Advisory Committees for review and comment.)

Chairman Zech requested the staff to address the following issues at the next EEO briefing:

1. Review by the Office of Small and Disadvantaged Business Utilization and Civil Rights of the constructive and positive suggestions made by Mr. Pettijohn.
2. The reasons for women having higher attrition rates than men; in particular for reasons other than seeking better job opportunities.
3. Progress in encouraging open discussions at employee exit interviews, their reasons for terminating employment with

the NRC.

4. The results of the 1987 performance appraisal ratings for Black secretaries compared to those for non-Black secretaries.

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5. The reasons for granting fewer performance awards to employees over 50 years of age.
6. The reasons for the high frequency of vacancy announcement cancellations and the process by which those vacancies were established.
7. The reasons for the high number of age discrimination complaints within NRR.
8. Progress made in establishing a small task force to review the pattern of an increasing number of allegations of age discrimination.
9. Status of establishing a cooperative program for secretarial and clerical students at area high schools for the purpose of expanding the secretarial pool.
10. Effectiveness of efforts to improve the training opportunities for minorities.
11. Progress in utilizing NRC's EEO counselors more effectively to assist management.

Commissioner Rogers requested the staff to elaborate at future briefings on the whys, the breakdowns, and the accomplishments (and/or lack thereof) surrounding the statistical data presented to the Commission. The data itself, while useful and necessary, does not fully reflect the efforts, difficulties and general picture experienced by the staff in meeting the NRC's EEO goals.

Commissioner Rogers also emphasized his concern over the under-representation of Hispanics within the agency and requested greater emphasis in recruiting Hispanics. He requested this topic be monitored and addressed at future EEO briefings.

cc: Chairman Zech
Commissioner Roberts

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Commissioner Carr
Commissioner Rogers
Commissioner Curtiss
OGC
GPA
PDR - Advance
DCS - P1-124