

TENNESSEE VALLEY AUTHORITY
Office of the Inspector General
RECORD OF INTERVIEW

Name: Ronald E. Brock
Position: Placement Coordinator
Office: Employee Transition Program (ETP)
Chattanooga, Tennessee
Work Tel.: (615) 751-1302
Residence: 
Home Tel.: 
SSN/DOB: 

(X)

Brock, who is aware of the identity of the interviewing agent, was contacted at his office and interviewed regarding his knowledge of Gary Fiser's reduction-in-force (RIF) and the subsequent attempt by Charles Kent, the Radiological Control and Chemistry Manager at Sequoyah Nuclear Plant (SQN), to re-hire Fiser as the SQN Chemistry Manager. Brock provided the following information.

Brock advised that he is not aware of who made the decision to RIF Fiser's position and that whichever Human Resource Office handled the RIF would have the documentation.

After Fiser had been placed in ETP, Jim Manis, Manager, ETP, contacted Brock because he (Manis) had spoken with Kent about the possibility of bringing Fiser back to SQN as the Chemistry Manager. Manis told Brock to call Kent to check out the details. During Brock's call with Kent, Kent gave Brock the title, salary quote and the grade level of the position he (Kent) was offering Fiser. Furthermore, Kent said the job they were offering Fiser was his (Fiser's) old job.

Since Brock knew that Kent was not authorized to make an official offer, he (Brock) contacted Al Black, Human Resource Officer, SQN. Black was unaware of Kent's intentions of hiring Fiser. Black agreed to check on the details and call Brock back.

Investigation On: January 12, 1994

At: Chattanooga, Tennessee

By: ^{AST} SA Beth B. Thomas

File: 2D-135 - 37 EXHIBIT 7

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When Black called back, he (Black) said that they would not be able to hire Fiser. Black went on to say it had been "squelched." When Brock asked who had stopped the offer, Black said something to the effect of "at a higher level than Charlie (Kent)." Brock confirmed that this conversation took place on a speaker phone with Fiser present. Brock advised that he "couldn't swear to the exact words Black used, but it was somebody higher than Charlie had gotten involved and the offer was being withdrawn." According to Brock, Black never stated who caused the offer to be withdrawn.

Brock indicated that Fiser never had an "official" offer, but rather had an offer from a supervisor who did not have the authority to make offers. According to Brock, only the Human Resource Office, the Employment Office or an Employment Manager can officially make offers.

Brock advised that only a position (and not a person) can be RIF'ed or surplused. According to Brock, federal guidelines mandate that management is permitted to determine which positions are no longer needed. They must then identify those positions and the type of work no longer needed.

Brock stated that management cannot RIF an individual because they do not like him or because he is a bad performer, but rather the job has to go away.

Brock stated that TVA is famous for changing a couple of words on a Position Description and claiming that the old position is gone and a new one has been created.

Brock does not believe a position should be surplused from a temporary organization which did not have final approval.

Brock advised that we interview Betty Krueger (phonetic), a Corporate Human Resource Officer in Knoxville, Tennessee, regarding the federal guidelines concerning a RIF and about the "new position rule." Brock believes the "new position rule" says there has to be a significant change in the positions and if 70% of the new position is made up of the same requirements/responsibilities of the old position, then the individual whose job was RIF'ed must be brought back into that new position.

In regards to Fiser's RIF, Brock stated that he "doesn't have to be from Denmark to know when something smells fishy."