

From: David Vito
To: CJC1, RSB1, BRL, KAD1
Date: 5/2/97 3:49pm
Subject: Summary of interview with RI-97-A-0033 allegor

I have tried to summarize the interview that Curt and I had with the allegor on the attachment to this E-mail. I did not try to summarize all of the information provided in the pile of paper he gave to us during the interview. The tech. staff will have to review this information to cull out all of the technical issues, and make an initial assessment as to which ones deal with regulated activities and/or warrant further followup.

CC: SLJ

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SUMMARY OF INTERVIEW WITH RI-97-A-0033 ALLEGER

INTERVIEW DATE: FRIDAY 4/25/97

Curt Cowgill and D. Vito interviewed the allegor for approximately 2 hours on the afternoon of 4/25/97. The allegor's wife was also present at the interview.

For background: The allegor had raised concerns in 2/97 about the fact that his performance appraisals had declined since 1994, he believed because management was trying to discourage him from raising safety issues via the DER process. The examples he provided at that time were issues related to the qualification of vital and protected area doors, and qualification of a large (170,000 gallon) #2 fuel oil tank. He initially did not want NRC to pursue a discrimination issue because his next performance appraisal was forthcoming and he wanted to wait and see if things got better. The recent performance appraisal again rated him very low in the communications area. As a result, the allegor contacted the Region I Allegation Office to schedule a meeting to discuss his concerns.

Results of interview:

General Concerns:

1. The allegor provided a large package of information that contained details with regard to his performance appraisals and the technical issues he has raised over the years. In general, what was derived from the interview was that the allegor feels that he has been "systematically discriminated against" through a growing resentment of the "progression of issues that he has raised over time." The interviewers asked the allegor several times, in both general and specific terms, if there were any outward actions or statements by management that would have demonstrated their displeasure with the issues the allegor had raised. He responded that there were no such outward actions; and reiterated that his performance appraisals will show that his low ratings in the "communications" area only appeared after 1994, when he began to file a significant number of DERs. The interviewers informed the allegor several times that if a review was initiated into his discrimination complaint, that his identity would have to be divulged as part of the investigation. The allegor stated that he understood that followup of this type of issue would require his name to be divulged. The allegor also feels that management attitude has, in general, discouraged the design engineering department from raising problems (writing DERs). He also provided the name of another design engineer [REDACTED] who he indicated had been given a specific comment in his [REDACTED] 1995 appraisal that he should not write DERs. The interviewers then asked the allegor if he felt this general management attitude toward issues raised by design engineering was focused any differently on him than on others in the department. He stated that he wasn't absolutely sure, but that he has felt enough pressure in the past 3 years to make

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him wonder if they were not singling him out because of the amount of DERs he writes. The interviewers asked the allegor if he feels that a more significant adverse personnel action is planned or will be taken against him in the near future. The allegor replied that he was not aware of any but that he felt that was a possibility.

2. Assignment of DERs - allegor stated that he is constantly assigned to do the followup on DERs that he writes, and since he writes a number of them, it imparts a big workload; then he received negative feedback (on performance appraisals) for spending too much time resolving DERs. The interviewers informed the allegor that it was not uncommon for managers to assign resolution of an issue to the individual who raised the issue nor would it appear a violation of any NRC regulation. The allegor acknowledged this, but noted that he had a higher workload than the other design engineers, in part because of his experience at the site, and that he felt that management should be accommodating for his workload in assignment of DER resolution.
3. Speakout Program - the allegor stated that he had provided a number of his issues to Speakout over the past several years but, based on his experience, is not interested in giving them any issues any more. He stated that a large part of his current concern with Speakout is that it appears that Speakout is not going through the "chain of command" to resolve issues in that they are bringing the issues directly to upper level management. The allegor inferred that this also had the effect of discouraging the engineers from raising concerns.

Specific Concerns:

The allegor provided a package of information related to a number of DERs that he had written over the years and the nature of the follow-up (or lack thereof). The technical staff will have to review these issues in detail to determine whether any additional followup is necessary. Other comments on some of the technical issues as derived from the interview were as follows:

- a. Backup Boiler - tried to "bury " the allegor by assignning him the entire project
- b. Buildings not on SSC list - no list of components on PEDS for "structures", e.g, doors, louvers,...
- c. Reactor building roof - may be more of an economic problem
- d. Tornado protection for corridor to new S&A building - door only purchased as a tornado pressure boundary door, not a tornado missile boundary door
- e. DER 97-45 - leftover Aux Boiler piping in reactor building not supported - Seismic I/II considerations
- f. ESW pump room ventilation - dampers not Category 1, didn't like licensee's answer