

Allegation No.: RI-99-A-0096  
Site: Salem/Hope Creek  
Panel Date: 9/8/99

Branch Chief (AOC): Meyer  
Acknowledged: No  
Confidentiality Granted: No

Issue discussed: 1) Anonymous concern raised to UCS that the management style being advocated by PSEG, as recommended in a cultural change handbook provided to managers, is not conducive to an environment where employees feel free to raise safety concerns.

2) [redacted] was relocated from Artificial Island to the PSEG Training Center about 7 weeks ago as a result of something that happened in Pennsville.

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Alleger contacted prior to referral to licensee (if applicable)? N/A

**ALLEGATION PANEL DECISIONS** (Previous Allegation Panels on issue: No)

Attendees: Chair - Crlenjak Branch Chief(AOC) - \_\_\_\_\_ SAC - Vito  
OI Rep. - Letts RI Counsel - Fewell Others - Barkley, Holian

**DISPOSITION ACTIONS:** (State actions required for closure (including special concurrences), responsible person, ECD and expected closure documentation) **NOTE:** If filling out electronically, use a larger, bold font to aid individuals in reading this material.

- 1) Acknowledgment/Closeout letter to alleger. Request that the alleger provide more details in this matter to support their conclusion regarding the adverse effect of "destabilizing work groups to displace employee complacency." In addition, note that a recent employee survey on the environment for raising safety concerns at PSEG did not support the alleger's conclusions in this matter. Further, state that the relocation of [redacted] office was purportedly related to his new position within the recently reorganized PSEG Nuclear Business Unit announced on July 13, 1999; we have no information to indicate that this relocation was related to any action under the NRC's regulatory purview. In the absence of new information, no action will be taken by the NRC in this matter. Regional Counsel to concur on letter.

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Responsible Person: Barkley/Fewell  
Closure Documentation: \_\_\_\_\_

ECD: 9/30/99  
Completed: \_\_\_\_\_

Safety Significance Assessment: Given the absence of any supporting information which indicates that this concern is valid, this issue is not considered safety significant.

Priority of OI Investigation: \_\_\_\_\_

Rationale used to defer OI: \_\_\_\_\_

If potential discrimination or wrongdoing and OI is not opening a case, rationale is:

**ARB MINUTES ARE REVIEWED AND APPROVED AT THE ARB**

Information in this record was deleted in accordance with the Freedom of Information Act, exemptions 2C  
FOIA- 2004-314

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