



UNITED STATES
NUCLEAR REGULATORY COMMISSION
OFFICE OF INVESTIGATIONS FIELD OFFICE, REGION I
475 ALLENDALE ROAD
KING OF PRUSSIA, PENNSYLVANIA 19406

September 27, 2002

MEMORANDUM TO: Hubert J. Miller, Regional Administrator
Region I

FROM: Barry R. Letts, Director *BRL*
Office of Investigations Field Office, Region I

SUBJECT: SALEM/HOPE CREEK: DISCRIMINATION AGAINST
A SENIOR REACTOR ENGINEER FOR RAISING
CONCERNS THROUGH THE CORRECTIVE ACTION
PROCESS (CASE NO. 1-2002-033)

On September 4, 2002, an Allegation Review Board (ARB) convened to consider allegations that [REDACTED], a senior engineer at Salem/Hope Creek, had been chilled/discriminated against for raising a concern. Specifically, [REDACTED] claimed that [REDACTED] questioned [REDACTED] supervisor regarding whether [REDACTED] was sufficiently qualified to be placed on the Transient Assessment Response Plan (TARP). When [REDACTED] did not receive satisfaction from [REDACTED] immediate supervisor, [REDACTED] raised [REDACTED] concern to the next level of management, where it was requested that [REDACTED] document [REDACTED] issue via the corrective action process (CAP). [REDACTED] claimed that after [REDACTED] documented [REDACTED] matter through the above channels, [REDACTED] immediate supervisor threw the evaluation on [REDACTED] desk, exclaiming, "that's it, you're out of here," and escorted the allegor off site. On August 19, 2002, [REDACTED] returned to work after being [REDACTED] and discovered that [REDACTED] could not access the protected area and had been administratively removed from the site by Security, which was later rectified.

On September 11, 2002, OI contacted [REDACTED] in effort to schedule a formal interview. [REDACTED] advised OI that [REDACTED] has shared [REDACTED] potential discrimination concerns with the PSEG Nuclear Employee Concerns Program (ECP). Although [REDACTED] detected a potential bias held by the ECP toward plant management, [REDACTED] advised that at this time [REDACTED] would like to allow the ECP to complete their investigation. [REDACTED] maintained that it would not be healthy for [REDACTED] from a stress perspective to be interviewed by OI at this time and was unsure of the NRC allegation process. [REDACTED] stated that [REDACTED] wanted to achieve a better comfort level or feel for the NRC process before following through on [REDACTED] allegation. OI advised [REDACTED] that [REDACTED] could speak to Dave VITO, RI Senior Allegations Coordinator, regarding the allegation process and was advised that the investigation would not move forward without [REDACTED] cooperation. On

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FOIA-2004-0191 *D6 7C*

September 12, 2002, OI provided [REDACTED] with VITO's office phone number. According to VITO, as of September 23, 2002, [REDACTED] had not contacted him for further information.

On September 23, 2002, OI re-established contact with [REDACTED] in effort to again determine if [REDACTED] desired to pursue [REDACTED] allegation of discrimination. [REDACTED] maintained that [REDACTED] does not desire to be formally interviewed, has presently decided to forego the pursuit of [REDACTED] allegation of discrimination, and has chosen the ECP to address [REDACTED] situation.

Absent any further requests for OI assistance in this matter, this investigation is closed as unsubstantiated by this memorandum.

cc: F. Congel, OE
L. Chandler, OGC
S. Collins, NRR (Attn: G. Cwalina)

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