

ALLEGATION DISPOSITION RECORD

Allegation No.: RI-98-A-0139
Site: Salem & Hope Creek
Panel Date: 7/1/98

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

Issue discussed: A recently terminated employee alleges that his supervisor knowingly violated procedure compliance requirements regarding the Offsite Dose Calculation Manual (ODCM), the same actions that the licensee used to justify the Allegor's termination, in order to get the ODCM revised expeditiously because the procedure was 6 months past due for its review process. (Please see attached for specific concerns)

Alleger contacted prior to referral to licensee (if applicable)? *Currently in process of asking Alleger if he objects to us referring it to the licensee*

ALLEGATION PANEL DECISIONS (Previous Allegation Panels on issue: Yes)
This allegation is associated with 98-A-0053 and OI investigation no. 1-98-011 --
Chemistry Supervisor terminated for procedure noncompliance regarding changing the safety factor for a liquid radwaste release. Currently 98-0053 is under review by DRS (J.Noggle) and OI (M.Rogers).

Attendees: Chair - Hehl Branch Chief(AOC) - Barber SAC - Modes
OI Rep. - Letts RI Counsel - Others - Nicholson

DISPOSITION ACTIONS: (State actions required for closure (including special concurrences), responsible person, ECD and expected closure documentation)

- 1) Acknowledgment letter
Responsible Person: L. Harrison ECD: 7/8/98
Closure Documentation: _____ Completed: _____
- 2) Residents to do preliminary review of facts to determine need for OI investigation.
Responsible Person: S.Morris ECD: 8/15/98
Closure Documentation: _____ Completed: _____
- 3) Repanel and determine any further action
Responsible Person: L.Harrison ECD: 8/30/98
Closure Documentation: _____ Completed: _____
- 4) Closeout letter to Allegor
Responsible Person: L. Harrison ECD: TBD
Closure Documentation: _____ Completed: _____

ARB MINUTES ARE REVIEWED AND APPROVED AT THE ARB

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Safety Significance Assessment: Issue involves procedure non-compliance no significance regarding liquid radwaste limits.

Priority of OI Investigation TBD; alleged wrongdoing [if signatures by individuals other than those specified are allowed per procedures]

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

NOTES: (Include rationale for any referral to licensee, and identify any potentially generic allegations)

Issue not to be referred to licensee

A. Region 1 should refer as many allegations as possible to the licensee for action and response unless any of the following factors apply:

- Information cannot be released in sufficient detail to the licensee without compromising the identity of the alleged or confidential source (unless the alleged has no objection to his or her name being released).
- The licensee could compromise an investigation or inspection because of knowledge gained from the referral.
- The allegation is made against the licensee's management or those parties who would normally receive and address the allegation.
- The basis of the allegation is information received from a Federal agency that does not approve of the information being released in a referral.

Even if the above conditions exist, Region 1 shall refer the substance of the allegation to the licensee regardless of any factor if the allegation raises an overriding safety issue, using the guidance in Management Directive 8.8.

Factors to Consider Prior to Referral to a Licensee

In determining whether to refer eligible allegations to a licensee, The Region 1 Allegation Panel shall consider the following:

- Could the release of information bring harm to the alleged or confidential source?
- Has the alleged or confidential source voiced objections to the release of the allegation to the licensee?
- What is the licensee's history of allegations against it and past record in dealing with allegations, including the likelihood that the licensee will effectively investigate, document, and resolve the allegation?
- Has the alleged or confidential source already taken this concern to the licensee with unsatisfactory results? If the answer is "yes," the concern is within NRC's jurisdiction, and the alleged objects to the referral, the concerns should normally not be referred to the licensee.
- Are resources to investigate available within the region?

Prior to referring an allegation to a licensee, all reasonable efforts should be made to inform alleged or confidential sources of the planned referral. This notification may be given orally

and subsequently documented in an acknowledgment letter. If the alleged or confidential source objects to the referral, or does not respond within 30 calendar days, and the NRC has considered the factors described above, a referral can be made despite the alleged's or confidential source's objection or lack of response. In all such cases, an attempt will be made to contact the alleged by phone just prior to making the referral.

Also, referrals are not to be made if it could compromise the identity of the alleged, or if it could compromise an inspection or investigation. Note: Document the basis for referring allegations to a licensee in those cases where the criteria listed above indicate that it is questionable whether a referral is appropriate.

Distribution: Panel Attendees, Regional Counsel, OI, Responsible Persons (original to SAC)

Options for Resolution:

Licensee Referral (Div. Dir. Concurrence Required (First Consider Factors Prior to Referral) / Document NRC Review of Response - Resp. - AOC)

Referral to Another Agency (OSHA, etc. - Resp. - SAC)

Referral to an Agreement State (MD, ME, NH, NY, RI - Resp. - SAC)

Referral to Another NRC Office (OIG, NRR, Other Regions - Resp. - SAC)

Request for Additional Info.(From alleged, licensee, others - Resp. - AOC)

Closeout Letter/Memo (If no further action planned - Resp. - AOC)

Inspection (Resident/Specialist routine or reactive)

IF H&ID INVOLVED:

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| 1) has the individual been informed of the DOL process and the need to file a complaint within 180 days (has DOL information package been provided?) | Yes | No |
| 2) has the individual filed a complaint with DOL | Yes | No |
| 3) if the complainant filed directly with DOL, have they been contacted to obtain their technical concerns (Resp. - SAC) | Yes | No |
| 4) is a chilling effect letter warranted: (DOL finding in favor of alleged) (conciliation w/licensee prior to DOL decision) | Yes | No |

Possible reasons OI will not open a case:

1. Based on legal review, information provided is insufficient - not a clear nexus between the adverse action and protected activity (30.7 or 50.7). (not a prima facie case)
2. Lacking specific evidence of wrongdoing. More information needed before OI will consider opening a case.
3. Clear evidence of wrongdoing. Staff can proceed through the enforcement process.

ADDITIONAL NOTES: _____