

**Official Transcript of Proceedings**  
**NUCLEAR REGULATORY COMMISSION**

Title:

Interview of [REDACTED] 7C

Docket Number:

1-2003-051F

Location:

Hancock's Bridge, New Jersey

Date:

Friday, October 24, 2003

Work Order No.:

NRC-1203

Pages 1-20

NEAL R. GROSS AND CO., INC.  
Court Reporters and Transcribers  
1323 Rhode Island Avenue, N.W.  
Washington, D.C. 20005  
(202) 234-4433

Information in this record was deleted  
in accordance with the Freedom of Information  
Act, exemptions 7C  
EOIA- 2005-794

N-3

1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25

UNITED STATES OF AMERICA  
NUCLEAR REGULATORY COMMISSION

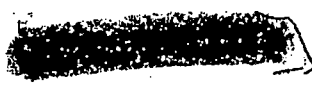
+ + + + +

OFFICE OF INVESTIGATIONS  
INTERVIEW

-----X

IN THE MATTER OF: :

INTERVIEW OF : Docket No.

 : 1-2003-051F

(CLOSED) *TC* :

-----X

Friday, October 24, 2003

Resident Inspector's Office  
Salem/Hope Creek Nuclear Power  
Station  
Hancock's Bridge, New Jersey

The above-entitled interview was conducted  
at 1:00 p.m.

BEFORE:

Special Agent MARK A. ANDERSON

1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25

ALSO PRESENT:

MARK FERDAS

Hope Creek Resident Inspector

CHARLES HASSLER

IBEW LOCAL 94 Business Representative

P-R-O-C-E-E-D-I-N-G-S

1:00 p.m.

1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25

SPECIAL AGENT ANDERSON: Today is October 24, 2003. The time is now approximately 1:00 p.m. This is an interview of [REDACTED] How do you pronounce your last name?

[REDACTED]

SPECIAL AGENT ANDERSON: Spiese, okay, S-P-I-E-S-E, who is employed by PSE&G at the Hope Creek Station. The location of this interview is the Resident Inspector's Office at the Salem Station. Present at this interview are myself, Mark A. Anderson, Special Agent with the Office of Investigations, U.S. Nuclear Regulatory Commission Region I, King of Prussia, Pennsylvania and Mark Ferdas, Resident Inspector at the Hope Creek Station. Also present is Charles Hassler, H-A-S-S-L-E-R, Business Agent with IBEW Local 94 who is here with [REDACTED] today. I talked with [REDACTED] about this prior to going on the record. He is happy to have him present and with him at the interview today. This interview is being recorded. A transcript will be produced of the interview. The subject matter of the interview concerns the safety conscious work environment at the Salem and Hope Creek

7C

1 Stations and related issues to that. At this time,  
2 [REDACTED] would you raise your right hand so I can  
3 swear you in?

4 WHEREUPON,

5 [REDACTED]  
6 was called as a witness and, having been first duly  
7 sworn, was examined and testified as follows:

8 SPECIAL AGENT ANDERSON: Could you state  
9 your full name for the record please?

10 [REDACTED]

11 [REDACTED]

12 SPECIAL AGENT ANDERSON: We did speak  
13 before going on the record about having Mr. Hassler  
14 here with you today. You are comfortable with that  
15 and want that.

16 [REDACTED]

Absolutely, yes.

17

SPECIAL AGENT ANDERSON: Could you state  
18 your address please?

19 [REDACTED]

20 [REDACTED]

21

SPECIAL AGENT ANDERSON: Your current  
22 position here.

23 [REDACTED]

24 [REDACTED]

25

SPECIAL AGENT ANDERSON: Your home

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVF, N.W.  
WASHINGTON, D.C. 20005-3701

(202) 234-4433

www.nealrgross.com

1 telephone number.

2 [REDACTED]

3 SPECIAL AGENT ANDERSON: Work number.

4 [REDACTED]

5 SPECIAL AGENT ANDERSON: Date of birth.

6 [REDACTED]

7 SPECIAL AGENT ANDERSON: Social security  
8 number.

9 [REDACTED]

10 SPECIAL AGENT ANDERSON: Could you just go  
11 through a little bit of your education history and  
12 what got you into the nuclear business and got you to  
13 your position here?

14 [REDACTED]

15 [REDACTED] as a [REDACTED] believe it or  
16 not. My second semester senior year the companies  
17 started coming in to interview perspective employees.  
18 Commonwealth Edison Company was one of the first ones  
19 that came in. They opened up the interviews to all  
20 the shops because [REDACTED] did have a power plant  
21 technology trade there.

22 Being young and trying to get into the  
23 whole thing about getting a job, I took the test. I  
24 passed the tests. I passed all their tests and was  
25 offered a job as an [REDACTED]

1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25

SPECIAL AGENT ANDERSON: In this same department.

[REDACTED] Same department, yes, since [REDACTED]

SPECIAL AGENT ANDERSON: Who would be your current supervisor in the position you are in now?

[REDACTED]

SPECIAL AGENT ANDERSON: What would his title be?

[REDACTED]

SPECIAL AGENT ANDERSON: We talked about that we're here to talk about the safety conscious work environment. I guess the first thing I would ask is if you had a concern with regard to a nuclear safety concern here would you know how you would raise that.

[REDACTED]

75

1                   SPECIAL AGENT ANDERSON:    What would be  
2 your preference for how you would raise a concern like  
3 that.   How would you normally do it if you had one?

4                   [REDACTED]    I would immediately go to my  
5 supervisor or if my supervisor was on-site, the duty  
6 supervisor.   There's always one there.   I would  
7 explain the situation to him with as much detail as I  
8 could give him so he could have an idea of what was  
9 going on.

10                  SPECIAL AGENT ANDERSON:    What would  
11 normally be done with that?   What would be standard as  
12 far as if there was an issue and how would they handle  
13 it?

14                  [REDACTED]    They have a notification  
15 process.   Notification would be generated to document  
16 it electronically and for tracking.

17                  SPECIAL AGENT ANDERSON:    Would that  
18 supervisor have you write that notification or does  
19 the supervisor normally do it?

20                  [REDACTED]    I could write the  
21 notification, yes.   It would all depend on the  
22 situation, the workload for the day, what I was doing  
23 when I identified the concern.   But either one of us  
24 could write the notification.   We usually would concur  
25 on the content of the notification and make sure we

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

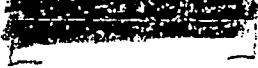
(202) 234-4433

www.nealrgross.com



1 didn't miss anything.

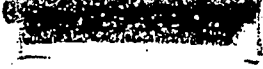
2 SPECIAL AGENT ANDERSON: Would it be safe  
3 to assume that you have written some of those over  
4 time?

5  Yes, I have written some but  
6 I wouldn't consider myself one of the larger  
7 generators of notifications. But I have written a  
8 few.

9 SPECIAL AGENT ANDERSON: Have you ever  
10 been given any negative feedback about generating one  
11 or about bringing an issue forth or anything like  
12 that?

13  Never.

14 SPECIAL AGENT ANDERSON: No way given the  
15 crappier jobs to do because you have brought something  
16 forward.

17  No, sir, we actually have a  
18 really open environment in radiation protection. They  
19 stress on a frequent basis the fact that if there is  
20 anything they welcome it.

21 SPECIAL AGENT ANDERSON: So no comments  
22 like "Couldn't you have taken care of this another way  
23 so we don't have to do a notification?"

24  No.

25 SPECIAL AGENT ANDERSON: Okay.

1 [REDACTED] You know how long I have been  
2 here. Most of my department has been here about the  
3 same amount of time. We have a really good core group  
4 of people that have a lot of years of experience.  
5 They know the right way to do things including  
6 supervisors. We have had supervisors here for a long  
7 time also.

8 SPECIAL AGENT ANDERSON: If a notification  
9 like that is generated in the radiation protection  
10 area as far as in your work group, is that the type of  
11 thing that gets put into the system? Does it often  
12 come back to radiation protection to resolve it? Do  
13 you understand what I'm asking?

14 [REDACTED] It depends on the topic of  
15 the notification. It could very well be. It goes off  
16 into the review process and they decide whose in-box  
17 it gets put back into.

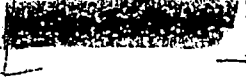
18 SPECIAL AGENT ANDERSON: There is never  
19 any negative feedback with regard to that like it's  
20 just more work for us.

21 [REDACTED] No, sir. We have been  
22 fortunate on the site here not to have had a fatality.  
23 Anytime you are in any one place in an industry like  
24 this for as long as I have been here to not to have  
25 one, that's a pretty lucky string. But we have had a

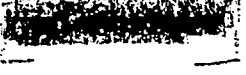




1 lot of accidents and stuff like that.

2 They give us training and they look at the  
3 safety pyramid and see so many first aid cases and so  
4 many near misses. It eventually comes up to a point  
5 in the pyramid being a fatality. That's one thing  
6 that we never want to see.

7 SPECIAL AGENT ANDERSON: Right.

8  So with that in mind, it's  
9 open and honest and whatever you have to say.

10 MR. FERDAS: What about other departments?  
11 This would be hearsay. Is there anything that you  
12 hear about that and being able to identify problems  
13 and raise problems?

14  Not that's ever been brought  
15 to my attention. I have been a   
16  I act as a   
17  If any of that was  
18 out there, we wouldn't tolerate it. We would handle  
19 it as a union official in our procedure as far as that  
20 goes. So no, sir.

21 SPECIAL AGENT ANDERSON: With regard to  
22 the generation of notifications, do they usually get  
23 back to you as far as what's been done with it? Do  
24 you feel that process works as far as getting the  
25 issue addressed and letting people know what has

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

1 happened with it? What's your experience with that?  
2 [REDACTED] You can check the status of  
3 the notification. When you generate it, the last  
4 thing you get is a number. If you maintain that  
5 number in your records, you can check the status of it  
6 at any time. We also have a gentleman that you would  
7 contact after you generate to let him know that  
8 there's one "in the box," [REDACTED] (PH).

9 He usually gives updates. If you ever  
10 have a question, just call him. That's basically his  
11 function for the most part is to deal with that. So  
12 it's not a problem to be able to follow the  
13 notification through to its completion.

14 SPECIAL AGENT ANDERSON: How do you feel  
15 about the handling of it? Is the issue addressed  
16 completely? Is the issue resolved?

17 [REDACTED] I would say yes for the most  
18 part. Sometimes there's always one or two things that  
19 you might not have gone exactly the way you thought it  
20 would have, but there's different techniques of doing  
21 anything.

22 SPECIAL AGENT ANDERSON: But it's pretty  
23 clear it gets addressed to some extent.

24 [REDACTED] Absolutely.

25 SPECIAL AGENT ANDERSON: Any negative

1 experience at all in dealing with the corrective  
2 action program or with the notification program either  
3 that you have had or that you are aware of?

4 [REDACTED] I have never had a negative  
5 experience.

6 SPECIAL AGENT ANDERSON: What about the  
7 employee concerns program? Are you familiar with  
8 that?

9 [REDACTED] Yes, sir.

10 SPECIAL AGENT ANDERSON: Would you say  
11 that most of the people in your experience in the [REDACTED]  
12 [REDACTED] would be aware of the employee concerns  
13 program?

14 [REDACTED] Each and every technician in  
15 my department is aware of the employee concerns  
16 program, yes.

17 SPECIAL AGENT ANDERSON: Have you ever  
18 dealt with the employee concerns program at all?

19 [REDACTED] Yes.

20 SPECIAL AGENT ANDERSON: How did you feel  
21 that that process went for you?

22 [REDACTED] It went well. Again, I was  
23 dealing as an [REDACTED] I wasn't the person actually  
24 going out with a concern. I have done numerous  
25 concerns over the years. The gentlemen they have had

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

1 assigned to that position have always been most  
2 professional.

3 SPECIAL AGENT ANDERSON: Again, is that a  
4 situation where issues are raised and you feel they  
5 are addressed completely even though you might not get  
6 the result you are looking for?

7 [REDACTED] That's correct.

8 SPECIAL AGENT ANDERSON: No problems with  
9 that program.

10 [REDACTED] No, sir.

11 SPECIAL AGENT ANDERSON: Have you ever  
12 seen anything negative, again, for somebody going to  
13 them and being retaliated against for using that  
14 program?

15 [REDACTED] I have not.

16 SPECIAL AGENT ANDERSON: You would be  
17 aware of that in your [REDACTED]

18 [REDACTED] Yes, I would. They would  
19 call me at home I'm sure if I wasn't here.

20 SPECIAL AGENT ANDERSON: So that's not  
21 something you have seen at all.

22 [REDACTED] No, sir.

23 SPECIAL AGENT ANDERSON: Any other  
24 information on the employee concerns program that you  
25 are aware of as far as concerns about its independence

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

1 or anything like that?

2 [REDACTED] No. [REDACTED] is the  
3 gentleman that I have dealt with. He's really good at  
4 it.

5 SPECIAL AGENT ANDERSON: What about issues  
6 with dealing with the NRC? Are people aware that they  
7 can go to the NRC if they are dissatisfied with the  
8 way something is handled or is not addressed fully  
9 enough?

10 [REDACTED] Yes, sir.

11 SPECIAL AGENT ANDERSON: Again, you would  
12 say that's across the board people are aware of that.

13 [REDACTED] Down to the last man of the  
14 technicians in my department would know that's there,  
15 that they have that avenue.

16 SPECIAL AGENT ANDERSON: Have you ever  
17 heard any comments about you better not go to the NRC  
18 or just negative statements that it's not a good idea  
19 to go to see the NRC?

20 [REDACTED] No, sir.

21 SPECIAL AGENT ANDERSON: You have never  
22 seen anybody adversely affected by having gone to the  
23 NRC and spoken to them?

24 [REDACTED] No, sir. Again, we wouldn't  
25 tolerate that.

1 SPECIAL AGENT ANDERSON: What about if  
2 somebody speaks to the NRC or speaks to somebody from  
3 INPO or something along those lines? Is there ever an  
4 attempt to debrief those people when they come back?  
5 What did you say? What did they say? Anything along  
6 those lines?

7 [REDACTED] Not formalized. A lot of us  
8 are friends. We have been here for [REDACTED]  
9 to it but never a formalized, sit you down, rake you  
10 over the coals type thing, never. Maybe some idle  
11 conversations.

12 SPECIAL AGENT ANDERSON: But not  
13 management trying to get the take on what took place.

14 [REDACTED] No.

15 SPECIAL AGENT ANDERSON: I think I know  
16 the answer to this. What about freedom that if you  
17 are interacting with the NRC or somebody comes up to  
18 you and asks you a question, an NRC person? Have you  
19 ever heard there's a fear of being up-front with them  
20 or you give them the company line instead of saying  
21 what the real answer is that you want to give? Have  
22 you ever heard anything along that line at all?

23 [REDACTED] No, sir, quite the contrary.

24 SPECIAL AGENT ANDERSON: I'm just trying  
25 to think if I have anything else. Do you have

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701



1 anything?

2 MR. FERDAS: In terms of nuclear safety,  
3 do you know of any issues out there that are not being  
4 addressed that could affect nuclear safety or  
5 industrial safety? Do you have any concerns in either  
6 of those areas?

7 [REDACTED] No, sir. True to our  
8 conversation with the Hope Creek dry well (PH) but  
9 that's a little bit out of the scope.

10 MR. FERDAS: Your technicians, when they  
11 are in the field, they know the avenues if they  
12 observe anything that they think is abnormal, the  
13 process that they need to go through.

14 [REDACTED] Yes, sir.

15 MR. FERDAS: None of them have ever said  
16 to you that they had a nuclear safety concern.

17 [REDACTED] is a  
18 little bit different animal as compared to operations,  
19 but no sir, no one has ever come to me stating they  
20 had a nuclear safety. When I hear nuclear safety, you  
21 can think of it in different ways. We address  
22 radiation protection safety which I guess you could  
23 say is nuclear safety.

24 MR. FERDAS: Right.

25 [REDACTED] Immediately that's our job.

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

1 We're the safety guys as far as operation of the plant  
2 and stuff like that.

3 SPECIAL AGENT ANDERSON: What about with  
4 regard to your first line management and if there's an  
5 issue in [REDACTED] that they needed to take  
6 forward beyond their level? Have you ever heard of  
7 the first line management being calibrated or whatever  
8 for bringing an issue like that forward?

9 [REDACTED] I have never heard of that.  
10 That's basically their business. We conduct our  
11 business and that's their business.

12 SPECIAL AGENT ANDERSON: Yes, I just  
13 didn't know if they came back and said I took that  
14 issue up and got crapped on for it.

15 [REDACTED] No, sir.

16 SPECIAL AGENT ANDERSON: Any other issues  
17 with regard to safety here at Salem or Hope Creek? Do  
18 you think it's trending in the right direction where  
19 you are seeing an adequate emphasis on safety? Is it  
20 trending the right way? Is it trending the wrong way?  
21 What is your thought on that?

22 [REDACTED] As far as the emphasis on  
23 safety, I believe that it's adequate. It's getting  
24 more emphatic every day. Since the local has been -  
25 I don't want to say the words "has been allowed to

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

(202) 234-4433

www.nealgross.com

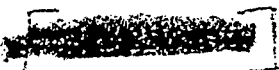
1 join in hand in hand with it" - but it has happened  
2 over the last few years. The emphasis on safety has  
3 become greater. We're more aware of it.

4 They do job safety observations. They do  
5 job hazard analysis. They are doing a lot of things  
6 by the book to try to identify things. Safety is a  
7 weird thing to me as far as industrial safety goes.  
8 In my opinion, there's a little bit of luck involved  
9 when it comes down to it. You could go a long time  
10 and have nothing happen and then you could have a week  
11 that's a disaster. It could basically just come down  
12 to things that were out of people's control. My  
13 opinion is it's a little bit of a queer bird so to  
14 speak.

15 SPECIAL AGENT ANDERSON: That's why they  
16 call them accidents, right?

17  Yes.

18 SPECIAL AGENT ANDERSON: You can do  
19 everything you try to do right and you can still have  
20 accidents. But from your standpoint, you think that  
21 the emphasis on that and the concern by management is  
22 adequate on the issue of safety.

23  Yes, both management and  
24 Local 94.

25 SPECIAL AGENT ANDERSON: What about the

1 concept of production over safety, that there's a  
2 greater emphasis on production and safety gets put to  
3 the back burner? Is that something you think exists?  
4 What is your thought on that?

5 [REDACTED] I don't think believe it to  
6 exist as far as my experience goes. We have been at  
7 this a long time. We pretty much know how long it  
8 takes to perform tasks and how to do it safe. They  
9 preach to you make sure you are safe. We have safety  
10 meetings in the morning. We have safety meetings with  
11 little reaffirmations at lunch. They give us safety  
12 messages.

13 MR. FERDAS: Is management, to use the  
14 saying, walking the talk, or is it just talk? Is  
15 there action? Do you see that they take it seriously,  
16 or is it just meetings and talk?

17 [REDACTED] Yes, I believe they are doing  
18 their part. From that point, when the meeting ends  
19 and it's time to go to work, then it's our part  
20 because they are not out there turning wrenches and  
21 climbing ladders. At their point, I believe they are  
22 doing their part. Now it's just up to us to do our  
23 part.

24 SPECIAL AGENT ANDERSON: Anything else you  
25 would want to add or any other thoughts or concerns?

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

(202) 234-4433

www.nealrgross.com

1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25

[REDACTED]

No, sir.

SPECIAL AGENT ANDERSON: Do you have anything else?

MR. FERDAS: No.

SPECIAL AGENT ANDERSON: I'll just close here. [REDACTED] have I or any other NRC representative threatened you in any manner or offered you any rewards in return for this information?

[REDACTED]

No, sir.

SPECIAL AGENT ANDERSON: Have you provided this information freely and voluntarily?

[REDACTED]

Absolutely, yes, sir.

SPECIAL AGENT ANDERSON: Is there anything else you want to add to the record at this time?

[REDACTED]

No, sir.

SPECIAL AGENT ANDERSON: The time is now 1:25 p.m. The interview is concluded.

(Whereupon, the above-entitled matter concluded at 1:25 p.m.)

