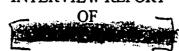
INTERVIEW REPORT



DRAFT

On November 4, 2003, was telephonically contacted by the Reporting Agent (RA) as a result of his interview with the RA at the Salem/Hope Creek facility on October 26, 2003, for which he was accompanied by a union representative. was asked if he had been able to answer the questions without restraint due to the fact that he was accompanied by other union personnel. indicated that his responses were not restricted in any manner due to the union's presence.

said he thought further about the RA's questions regarding his knowledge of individuals retaliated against for having raised concerns. During the October 26 interview, he did not consider anyone outside of management when he reported that apart from one individual, a former having raised concerns. He provided the following information, in substance, in regard to seven non-management individuals that have claimed they were retaliated against:

that he felt harassed by both union and management because/s

Thought this occurred around December 2002-January

2003 and believed that supervision, at the CRS level, got involved and wrote a notification. The person who hung the switch was disciplined, but the company escalated the discipline and it was the subject of a grievance. It is a flid not provided with any specific examples of the harassment he felt even though asked him for that:

A did not see anything himself. It is a sued an email and talked to the group on the shift about harassment of individuals. It is a later told him he appreciated his actions, but he was going to leave the company. The recalled that the same as someone "always on the verge of quitting" and noted that he did not remain on a job more than two years.

2) A Hope Creek believes he was harassed by management by being placed in 'harsh remediation' for his failure on the structure of the structur

a Hope Creek regarding conservative decision making in the Control Room. It was prompted by a new core

Information in this record was deleted in accordance with the Freedom of Information Act, exemptions 2C FOIA- 2005-194

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monitoring system that allowed the plant to come up in power a little due to the flow of water.

felt that without the system functioning due to a computer crash, they should decrease power to remain under 100% power to ensure the technical specification limits were not exceeded.

told that he was harassed after writing the notification, but could not recall that he was told who was involved or what form the harassment took. He recalled that he did not see the connection and there was no justification to file a grievance in this matter.

a Hope Creek described this as unusual, but possible. At one point, the license class when he changed his mind and returned to his the license training in December 2001 or January 2002. The connected his dropping the class with the unusual amount of testing, but had no additional incidents to report to the license was filed and described this dropping the class with the unusual amount of testing, but had no additional incidents to report to the license was filed and described this as unusual, but he dropped out of the license class with the unusual amount of testing, but had no additional incidents to report to the license was filed and described this as unusual, but he dropped out of the license class with the unusual amount of testing, but had no additional incidents to report to the license was filed and described this as unusual, but he dropped out of the license class with the unusual amount of testing, but had no additional incidents to report to the license was filed and described the license class with the unusual amount of testing, but had no additional incidents to report to the license class with the unusual amount of testing, but had no additional incidents to report to the license class with the unusual amount of testing, but had no additional incidents to report to the license class with the unusual amount of testing the license class with the unusual amount of testing the license class with the unusual amount of testing the license class with the unusual amount of testing the license class with the unusual amount of testing the license class with the unusual amount of testing the license class with the unusual amount of testing the license class with the unusual amount of testing the license class with the unusual amount of testing the license class with the unusual amount of testing the license class with the unusual amount of testing the license class with th

a Hope Creek believes he was harassed for being procedure and compliance minded over an issue in February or March 2002. In and gave that a direct order twice to go on plant historian to trend power questioned the order each time and was escorted off-site when he questioned it the second time. Explained the system records thousands of temperatures, pressures and status and has the ability to pull up a particular point in time. However, in December or January just prior to this incident, made the statement that he wanted the NCOs to physically monitor the boards.

The night before was escorted off-site, and to to go on historian. The largued that if was not what largued that largued that largued that if was not what largued that largued t

remained off-duty for one week and the union had him returned to work as a

A couple of months later he returned to his original position.

considers this harassment of himself in that it was unreasonable action taken by management.

He does not associate it with any specific issue, but he, and attribute it to being compliance minded still sees that as someone who raises concerns, but prefers for OI to question regarding any other adverse actions or ongoing issues.

believes he was harassed because he is vocal and regularly raises union issues. In late 2002, was fired over a FFD issue and later returned to his job. Just prior to this incident, hurt his arm and his doctor allowed him to return to light duty. At the time the company wanted employees placed back to work in some capacity, if possible. There was a pending outage and the availability of light duty work

was easy. Management did not place to back on duty and large got involved as the from Hope Creek. During a meeting with asked why could not come back to work. It is appropriate. When the feels it is appropriate. It is appropriate. It is did not address this directly, but said to could not come back. It is appropriate. It is appropriate. It is appropriate. It is appropriate. It is appropriate, and that he raises issues when he feels it is appropriate. It is appropriate, and that he raises issues when he feels it is appropriate. It is appropriate, and that he raises issues when he feels it is appropriate, and that he raises issues when he feels it is appropriate, and that he raises issues when he feels it is appropriate, and that he raises issues when he feels it is appropriate, and that he raises issues when he feels it is appropriate, and that he raises issues when he feels it is appropriate. It is appropriate, and that he raises issues when he feels it is appropriate, and that he raises issues when he feels it is appropriate. It is appropriate, and that he raises issues when he feels it is appropriate. It is appropriate, and that he raises issues when he feels it is appropriate. It is appropriate, and that he raises issues when he feels it is appropriate. It is appropriate, and that he raises issues when he feels it is appropriate. It is appropriate, and that he raises is appropriate is appropriate. It is appropriate, and that he raises is appropriate is appropriate in the raise is appropriate. It is appropriate in the raise is appropriate in the raise is appropriate. It is appropriate in the raise is appropriate in the raise is appropriate. It is appropriate in the raise is appropriate in the raise is appropriate in the raise is appropriate. It is appropriate in the raise is appropriate in

AGENT'S NOTE: was interviewed by OI on October 23, 2003. He provided additional information regarding how management views and treats him based on his activity as a lead union steward.

believes he was harassed, but is not aware of why. This was within his job function, but not his assigned duty and the duties had to be switched around by supervision (unknown) for this to occur. This situation does not usually happen and the duties had to be switched around by supervision (unknown) for this to occur. This situation does not usually happen and the duties had aware of any reason for the switch. He is not certain what particular incident caused this and contained that the definitely raises safety issues.—He believed that the should be asked more specific questions.—A grievance was filed regarding this issue, but should be asked more specific questions.—A grievance was safety issues in spite of the alleged retaliation.

AGENT'S NOTE: was interviewed at his own request regarding these assertions and other issues on November 6, 2003.

wanted to make it clear that these situations came to his attention and any "intimidation" felt would have to be expressed directly by the individuals involved. He added that he does not personally feel intimidated or harassed and will voice concerns and bring up issues as he sees them; especially with the safety of running the plant.

Reported by:

Eileen Neff, Special Agent Office of Investigations Field Office, Region I

Case No. 1-2002-042