

Interviews conducted on Wednesday, October 22, 2003 by SA Mullen:

[redacted] (Charles HASSLER, Business Agent, Local Union 94 present during the interview), 52 pages;

[redacted] (HASSLER, present during the interview), 26 pages; and

[redacted] (No union representative during his interview), 36 pages.

...that [redacted] what he said tells me he participated out of spite and because he was on the safety council... I'll show them.

[redacted] participated in a safety culture survey at SS, within the last month. [redacted] said that he has not participated safety culture surveys in the past, because "I didn't feel that they [management] listened to what we had to say, and I didn't feel that they got back to us on the information we provided." According to [redacted] the questions in past surveys were ambiguous, and there was little value because of different interpretations (pp. 7 and 8).

[redacted] opined to other members of the safety council that they should hear the working man's perspective on why we don't do surveys. However [redacted] informed the members that he would generate participation and would work to garner 100 percent of the SS NCOs and NEOs to participate in the survey. [redacted] claims that he did get 100 percent participation by the NEOs and that he handed them in recently. [redacted] explained how he got involved: "We do off-shift bids here in operations and for various departments...No one had bid the position [safety coordinator]." [redacted] volunteered for the safety position (pp. 8, 9, 11, and 12). My impression was that his acceptance of the position was "the lesser of 2 evils" (1- take position or 2- the union loses an off-shift position).

[redacted] said the survey questions provided answers like strongly agree, agree, disagree, strongly disagree, etc, and a comments section. [redacted] has not received any official feedback on the recent safety culture survey (pp. 10, 11, and 13). -I think he still expects the same level of inaction from mgmt.

[redacted] said that he could only comment on SS and not on Hope Creek. [redacted] assessment of the safety culture at SS is: "I don't think it's where it needs to be. They created the safety councils. I have been on them in the past and got very frustrated because all you do is sit around and talk about what you are going to do and nothing really gets accomplished." [redacted] said there is a lot of talk but not very much action to correct or fix things. In regards to whether things have improved, [redacted] said: "I think safety is better now because we have the teams in place, and they are sticking together longer than they ever have." [redacted] also said that: "you have to bird dog people to get things done. You have it. Now, what are you doing? I need help with this." [redacted] also said that he does paper trails, e.g., e-mails and notifications, to get things done (pp. 14 and 15).

of the off-shift position) i.e. "he is one for the team"... for the greater good of the union membership

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compliance problem is important. It could lead to violations if it is an organizational "norm" or a performance of a process (Tech Surveys etc.)

...cited the temporary power and light procedure (TPLP) that is still not fixed. [redacted] said the TPLP it is too cumbersome. [redacted] added that he "can't have a power strip under his desk working with a computer unless it's been inspected and has a tag on it...Extension cords running through outside for temporary sumps (PH) with nothing on them. They're supposed to be wrapped...We overlook them to get the job done rather than to do the right thing and go through the time to change the procedure, and that's all it would take" (pp. 15-18).

[redacted] talked about a ^{I think he was saying "I have the ammunition" (I don't know a component in a system called a fan?)} fan that was open and exposed, and the fan was rotating backwards. [redacted] claims that it took him saying that he would go to OSHA in order for it to be fixed. [redacted] also claims: "The problem I had in the past was because I do that and am relentless I'm a problem. It's better to store him off over here and let me deal with something else that won't raise any issues [meaningless assignments]..." [redacted] said that recently one of the [redacted] asked him how he could get an easy job like him [redacted] (pp. 18, 19, 50, and 51).

lot developed enough for me. Is there a new problem with this? Was this a time check...

[redacted] acknowledged that on November 4, 2002, [redacted] had opined that he this was against PSEG policies because of heat stress and high radiation, from an ALARA perspective (p. 19).

When asked if he had any other nuclear safety concerns, [redacted] said that he could not think of any. Yet, [redacted] thinks the process at SS is too cumbersome and does not easily promote for people to raise issues/concerns. When asked for examples of some of his frustrations, [redacted] said that he had some things at home that he could provide additional information at a later date (reporting agent's perception that they would be industrial safety related) (pp. 19-21, and 24). (+) He feels like he is getting "lip service" from the [redacted] (p. 20)

He feels they say "tell us the issues" but then respond negatively to the people who do respond.

y interpretation is that he is saying that was tentatively redemptive discourage sing issues

[redacted] said that he can talk about industrial safety items. [redacted] also said that there "two instances with a circuit or breaker that didn't go right. They are documented." [redacted] said that he could provide additional information at a later date on this particular matter. [redacted] said that he provided his concern(s) to the system engineer particularly about the circulator, tagging the water box, and trunk operated switch. According to [redacted] these two instances were within the last two years. When asked if it was a system engineering problem or a maintenance problem, [redacted] said: "Well, it's not a system engineering problem, but the problem was it wasn't getting to them to evaluate. It's gotten to them now..." (pp. 25-33).

[redacted] said that PSEG has a hose control program. The yellow hose is contaminated, the red is air, and the blue is clean which are in the operation standards. According to [redacted] there are contractors who are not following the standards. [redacted] said that he has raised this issue to the [redacted] asserts that [redacted] said some of the contractors don't know of the standards, but [redacted] insists that everyone is supposed to know. [redacted] said the last occurrence was at the

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beginning of the current outage. [REDACTED] opined that it should be covered in GET (pp. 37-40).

On Labeling, [REDACTED] said: "You [I] can't hang a label and follow it because of recent staffing changes." [REDACTED] said the labeling control coordinator/station label recently retired. A lot of things were routed through him and it doesn't happen anymore. Shop 44 is the program/procedure. [REDACTED] is our [REDACTED] (pp. 42-45).

[REDACTED] said that SS recently gained a [REDACTED] that came back after departing a few years back. [REDACTED] opined that things seemed to have headed in right direction but have since faded slowly away/back. [REDACTED] said we battle too much between the union and the company. [REDACTED] claims through hearsay, he heard that [REDACTED] didn't get a raise last year because he tried to slow things down and do them the right way. [REDACTED] offered no specifics to the hearsay information (pp. 46 and 47).

2) [REDACTED] said that he evaluates, assesses radiological conditions for jobs performed inside the RCA at SS I & II (p. 6)

When asked if he was someone who spoke his mind, [REDACTED] said as an [REDACTED] he has no qualms about raising safety issues. [REDACTED] stated that he has not been discouraged to raise safety issues and that he raises them for others (pp. 6 and 7):

A recent issue that [REDACTED] and others raised is the SS-661s in the bioshield of unit II containment. The maintenance guys raised an issue of potential catastrophic failure of the valve. When [REDACTED] raised that issue to his supervisor, he was told that it was a maintenance issue, however, [REDACTED] disagreed with that assessment. Subsequently, the mechanics felt it was okay to do. So the work was finished with no issues (pp. 8 and 9).

[REDACTED] voiced a concern about building scaffolding in the dark. [REDACTED] explained because of the extreme heat in the bioshield, during power operations, the light bulbs go/fail. [REDACTED] said that they tried to re-lamp the light bulb outlets but supervisor(s) were holding a flashlight for the workers. Afterward it was addressed via the use of stringers, but according to [REDACTED] it sent the wrong message and there was a lessons learned session. Yet, [REDACTED] also said that some still don't get it, because he witnessed a supervisor of the scaffold builders today (meaning the day of his interview with OI) standing with a flashlight instead of shutting the guys down to do the stringers (pp. 11, 12, and 24).

[REDACTED] said that he did not have any nuclear safety concerns as he does not have much involvement in that area, more industrial safety. [REDACTED] said that technicians sometimes want to be part of the work party to help the guys out. [REDACTED] explained the situation: there was the same down power for both units and we ended up having an RP Tech act a RP escort in the bioshield on the catwalks for the pumps and he [REDACTED] was

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asked to check oil levels by SS. [REDACTED] further explained that we had no support from operations whereas normally there is support due to concerns about potential leaks and any abnormalities, as a result, the rad pro supervision performed all of the briefs.

[REDACTED] believed that the aforementioned event(s) occurred on September 20, 2003.

[REDACTED] said the reason for no support from operations that was provided to them was that operations had their hands tied with cleaning out the grass from the water boxes.

[REDACTED] agreed with that assertion saying operations didn't have the staffing to address it (pp. 12-16).

[REDACTED] said that he participated in the recent safety culture survey at SS and that he tried to get all 27 technicians to participate as well. According to [REDACTED] he is unaware if all 27 technicians participated. [REDACTED] opined that it was probably 80 percent participation. To date, [REDACTED] has not received any feedback. [REDACTED] said that he has usually participated in all of the safety surveys at SS (pp. 17-18).

[REDACTED] opined that a disgruntled separated employee is why the NRC was interviewing him. [REDACTED] said that was a recent reorganization and he feels that someone be upset about that. [REDACTED] believes that someone has asserted that SS is putting work above safety, and that does not "necessarily agree with that." [REDACTED] also said that: "There have been a lot of things identified, tons and tons of things identified, a lot of things fixed, and some other things that are that are going to take a lot of intensive labor, procedure changes, and things like that to get changed... So you are not going to change everything overnight." According to [REDACTED] and he [REDACTED] believes the majority of SS personnel think the same, things being fixed are improving at SS, however, things are going in the right direction because people are speaking up on safety [industrial] items (pp. 19-22).

3) [REDACTED] said that he had participated in the recent safety culture survey at SS, by checking the boxes but did not write in any comments. [REDACTED] has yet to receive the results from the most recent survey. [REDACTED] has participated in the safety surveys in the past. [REDACTED] felt that safety surveys from the past were done only from the perspective that management could say that they did one and that he has not seen a lot of correction come from past surveys. [REDACTED] has also seen different attitudes come from the most recent survey. "We have to try to be more safety conscious. We have to be more pro-active. We have to do this. We have to do that." According to [REDACTED] there have been a lot of actions on his shift. [REDACTED] said his performance evaluations have reflected that he is safety conscious and not afraid to stop a job when he thinks that it is unsafe. [REDACTED] added and the supervisors have supported him quite a lot on safety manners. [REDACTED] stated that senior management such as [REDACTED] seem to be addressing various items (pp. 6, and 28-31).

In the last few years, [REDACTED] said that: "I have had a lot of personal situations in the last couple of years. I have been lied to a lot. I've brought up various issues [such as fire retardant and fire retardant/resistant clothing] that have seen brick walls. Until they [management] start proving themselves to me and doing safety first -- I have seen a lot of

talk over the last ten years about safety first, and it has gotten better. But there are still a lot of guys out there my level and above, and my level and below for that matter, that will cut corners...." (pp. 32-34).

[REDACTED] said that management has never stressed productivity over safety with him and that he has never seen it on someone else, however, he said that he has heard hearsay to that effect. [REDACTED] added that in his own performance evaluations, it has been documented by his supervisors that he [REDACTED] displays a good safety awareness and will stop work to get things corrected. [REDACTED] asserted that he had no nuclear safety issues. [REDACTED] stated that in his opinion nuclear safety has been improving at SS and that he has no trouble sleeping at night knowing that SS is in good hands (pp. 7-9).

[REDACTED] said that industrial safety incidents/events have risen over the last three years at SS. According to [REDACTED] he has noticed that boric acid transfer pumps and other motorized equipment have routinely needed work and re-work. As to the boric acid transfer pumps, "There has been a lot work trying to get the proper seals or an upgraded-type seal that would work for more than a couple of months. The charging pumps have been a long-standing issue, 23 and 13 in particular, the positive displacement pumps."

[REDACTED] added: "Well, we have had some controller problems on the CC unit changers for some time. They come and go. They get fixed on a rather frequent basis." [REDACTED] said that there is a lot of repeat work (pp. 8, and 10-12).

[REDACTED] said that in past (over five years ago) he had been involved in and was aware of another situation where reverse power on an emergency diesel generator had occurred (when closing the breaker The work required a series of steps in rapid succession, close and raise. However, the situation has been improved whereby bulleted items are checked off as place keeping. [REDACTED] explained that NEOs before this task at SS, locally at the diesel (not from the control room), including the sync scope activities (pp. 13-16).

Regarding switch gear ventilation, [REDACTED] said he saw a handout about a new break away door that they are going to be installing to help with differential pressure. In the past, there have been some problems with high DPs. [REDACTED] said: "We've had some pinched fingers and some wrenched backs. There again, I would lump that in Industrial." [REDACTED] also said: "A damper problem. They identified a damper problem nine months ago that had to do with some DP somewhere" (pp. 17-19, and 26).

On MS52, [REDACTED] stated there has been a latch issue. [REDACTED] added the latch was bound up several times. We (SS) have had problems with Governor over-speeding. We have replaced quite a few Governors on the pumps. We also have had problems because the system won't trip. As to whether systems engineering was involved with the aforementioned situation, [REDACTED] advised that: "Initially, no, but after a couple, yes, they started getting involved..." [REDACTED] said sometimes TARP teams are brought in (pp. 19-21).

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On RHR, [REDACTED] asserted that there have been some leakage and corrosion problems that SS has had with on seals and flanges. As to if he has seen repeat occurrences, [REDACTED] said: "As [REDACTED], I feel like we identified the leakage on a flange many years before it became a real issue. We identified that it was leaking....When it became an industry-wide problem with the carbon steel bolts being eaten away, somebody walked down there and said we have a major problem down here. As [REDACTED], we had been telling them that we have a problem down there. We have been repeatedly cleaning it up..." Has it been fixed? [REDACTED] said: "No, we still have leakage down there." Have they been pro-active in addressing the problem, [REDACTED] commented: "They have replaced bolts and things along that line, yes. But in my opinion, there should be something other than carbon steel bolts. To me, that would be the fix, plus fix the leaks." According to [REDACTED] there are a number of different materials that can handle borated water. Suggestions have been submitted to the licensee to address the issue but sometimes they get kicked back for monetary reasons. [REDACTED] also talked about a suggestion to deal with the charging pump/13 or V-charging pumps, little low boil coolers and gear box coolers have to be dismantled during the grassing season to clean them out. As a result, several suggestions were made to create a back flush, a couple of valves to address the issue (pp. 22-26).

On an Environmental issue, [REDACTED] said: "we fought for a long time to get moveable fish lips so we can dump the grass off of the fish lips instead of sticking a rake in there and trying to get a rake jammed in there. We have had a lot of issues. We have come a long way. We have a lot longer to go..." (p. 26).

[REDACTED] stated that SS has gotten rid of a lot of store rooms. He explained if you want something (parts) now, you have to wait a day or two for it to come in from Baltimore or some place else. In the past you could down to the store room and ask for it and it would be handed to you (p. 28).

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