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Transcript of Monday, March 24, 2003 meeting with [REDACTED]
[REDACTED] PSEG Nuclear

[REDACTED] One of those days I guess.

Harvin: Yep, pretty busy, huh?

[REDACTED] Kymn, I wanted to talk to you about... [REDACTED] talked to me a little bit I guess it was on Wednesday or so...uh...in reference to your position and the services you are currently providing. As you know, the 16th of May, excuse me, the 16th of April I think is scheduled to be your last day. A couple of things, with the on-site or the change of leadership with [REDACTED] coming on board, [REDACTED] obviously leaving in the next week or so, thought it would be beneficial if we moved your date up for your departure still paying you through the 16th to give you more time to look for other work or whatever. So that's what I wanted to talk to you about today to see what that timetable looked like so...what a...discussions with [REDACTED] were he thought it would, looks like this week sometime as far as in other words the leadership of [REDACTED] leaving, the new guy's coming on board, you were tied pretty closely to [REDACTED] and that leadership and to make that transition a little quicker like I said as far as...uh...the pay and that sort of thing you'll still get compensated through the 16th or whatever that date is. As far as looking for other work, if any other jobs come up, I can certainly have [REDACTED] send you postings and that sort of thing. Does that make sense to you?

Harvin: No. To be honest. I mean I've been working and intend to work until the 16th.

[REDACTED] OK.

Harvin: So are you saying I don't have a choice?

[REDACTED] Yes. So what I would ask you to do is this week, um...I don't know, I heard you say that your preference would be to the 16th, is it your preference to make it Friday or this week or...obviously I am taking you cold. I can tell you didn't have any conversations with [REDACTED] for anything around this so....

Harvin: No. Have you talked with him since I met with him?

[REDACTED] I talked to [REDACTED] last Thursday I think it was.

Harvin: After I met with him?

[REDACTED] I believe it was....after you had met with him.

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Harvin: OK.

So he made it clear to me that [REDACTED] had the choice of retaining me or not.

[REDACTED] There is not a position. When I look at my Access headcount, that's what this is, that position does not exist here.

Harvin: But it does until April 16th, right?

[REDACTED]

Harvin: I went over all this with [REDACTED] so I'm just surprised at the...he didn't say any of this to me.

[REDACTED] Where I'm at, I feel awkward. Ummm...yeah, I don't know what [REDACTED] told...let me just say [REDACTED] said he had a conversation with you, let me just repeat it back. He said you had questioned him about the decision to lay you off or no longer use your services or this function, you asked whose uh...whose decision was that, and he said it was his, is that right?

Harvin: Yep.

[REDACTED] OK. So it was after his conversation with you. And then ummm, like I said it was Wednesday or Thursday whenever I talked to him, it must have been after after (sic) your discussion with him and uh he says [REDACTED] we don't have a position I said no we don't have a position ummm we're working to a fairly tight time table, as far as the number of positions, I said it's not going to be an issue of pay or whatever but the desire is that we wrap that up as soon as possible.

Harvin: Why? I mean my understanding is other people who've gotten the 45 days have the 45 days so am I different?

[REDACTED] No, I wouldn't say you're...you're different. What I'm saying is that you are probably closer aligned with [REDACTED] and uh...the former leadership...and there's a desire that we make a transition or a break and that's probably in part and we've done it both ways. Some people, in fact, some people don't even when we did the IT group, those persons didn't even work any of their transition period so...

Harvin: But that was their choice, right?

[REDACTED] Ummm...no. That was (inaudible) choice.

Harvin: OK, so, has this been discussed with [REDACTED]

[REDACTED] That I don't know.

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Harvin: OK. OK. So it sounds like to me...what you're telling me is Friday's my last day.

[REDACTED] Yes.

Harvin: OK, got the message.

[REDACTED] (Inaudible). Is there anything I can do to help or...I mean...the work that you have, I understand that you had some work or had some other plans...um

Harvin: I was supposed to go on three plant evaluations at Duke Energy so...um...but...

[REDACTED] And that was when?

Harvin: That was the 6, 7, 8 of April, the latter part of April and the first part of May.

[REDACTED] And that would be clearly after your...end date.

Harvin: Yeah.

[REDACTED] So you've got to end that or bring that to a closure I think this week. OK?

Harvin: That's already in the works of getting that wrapped up.

[REDACTED] And do you have someone else who will do that? Those plant evaluations?

Harvin: No, they specifically asked for me...

[REDACTED] OK.

Harvin: For my unique expertise so...um...and the answer is no.

[REDACTED] OK, is that something I should talk to [REDACTED] about then or?

Harvin: No, no. It's already handled.

[REDACTED] Oh, is it?

Harvin: [REDACTED] and [REDACTED] and I discussed it so that part is already handled. Um...

[REDACTED] OK. As far as, I mean, you don't have to turn in your badge, just plan on still doing your exit interview with [REDACTED] we can work that out, you know, somewhere close to the 16th or whatever.

Harvin: Oh, okay. So don't turn in my badge until the 16th but don't come to work.

[REDACTED] Yes.

Harvin: Is that what you're telling me?

[REDACTED] Unless...unless you...let me just ask you, what's your preference...would you prefer to out-process on Friday?

Harvin: No.

[REDACTED] Would it be easier for you?

Harvin: No. No. I'm just....I'll be honest [REDACTED] I'm confused by the mixed message. So there are a lot of people here way more aligned to and part of [REDACTED] administration than I was. He didn't bring me in.

[REDACTED] Jh-huh.

Harvin: Um, I've...so I'm just ...it seems inconsistent with everything else I've been told, it is inconsistent with the letter I was given, it's just inconsistent. So I don't understand it. Ummm...and....so...I just don't understand it.

What...if I want to talk with somebody further about this, who do I talk to?

[REDACTED] That would be...I guess...one, you could talk to [REDACTED] Or if you want to climb over my head that would be [REDACTED]

Harvin: Well, like you said, you are catching me cold.

[REDACTED] Yep.

Harvin: And I certainly didn't uh...plan to hear this conversation today. And I've been I mean working diligently, in I was in the outage and all of that, and we have a lot of things in the works that actually I am accountable for. So...I'll get back to you if I have any other questions.

[REDACTED] OK, and Kymn, the other thing is that in talking to [REDACTED] or talking to [REDACTED] is that I said Does Kymn understand that the position has been eliminated...and I think there was a fear or is a fear that you didn't understand that the position was or is eliminated.

Harvin: That's what the letter said.

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██████ OK.

Harvin: What, what...the point I made clear to ██████ and to ██████ is the need is not eliminated. I mean they have been spending money on external consultants to do the work that I've been doing. So, um...you'd have a very difficult time saying the need has been eliminated. Um...you can certainly eliminate the position but that does not eliminate the need and I think how...we're inconsistent...

██████ Are you okay?

Harvin: Yeah, I'm fine. Thank you. I'll be back in touch if I have any questions.

██████ Like I said, if you need any help or I'll mention to ██████ and make sure you and she hook up to get any postings that come up during the time 'til the 16th.

Harvin: OK. Bye ██████ Thank you.

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Thursday, March 27, 2003

[REDACTED] just came into my office, knocked on the door, came in, closed it and said,

"I think you should write [REDACTED] a letter. Put all your thoughts in it to him. Tell him what should continue, tell him concerns that weren't getting addressed. "Do your job, put it in writing."

He went on to say that's what he's doing. He said he hasn't been able to get attention to some issues himself so he's put them in writing, like hiring for different positions. He said to me, "I am the devil and don't you ever forget it." And I said, "You'll never be the devil to me." And he said, "Sometimes we have to salute and that's why I'm the devil. When I'm saluting I'm the devil."

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