

## Salem / Hope Creek Allegations

## Summary of allegations:

## 1. SCWE - safety conscious work environment (production over safety)

## A. Specific SCWE incidents

- Sept 24, 2002 at Salem [REDACTED] operates [REDACTED] ECP confidential report substantiates allegation, Third Step Grievance ea 7c
- March 17, 2003 at Hope Creek [REDACTED] and [REDACTED] confide that [REDACTED] and [REDACTED] pressured for restart without forced outage - bypass valve incident; Forced outage & bypass valve repair occurred.
- March 17, 2003 at Hope Creek [REDACTED] told allegor he did not have the authority to stop the evolution (reactivity excursion during the bypass valve shutdown?) even though he knew it was ill-conceived.
- June 17, 2003 at Hope Creek - EDG leakage exceeds LCO time; pressure to avoid shutdown [REDACTED] directed operator [REDACTED] to not shutdown; shutdown later commenced.
- Fall (?) 2002 at Salem - Manager [REDACTED] directed [REDACTED] NA a startup checklist step.
- Excessive use of temporary logs to monitor degraded equipment (NEOs can provide)
- Salem grassing (i.e., heroic efforts) deviated from expected approach / lessons learned from 1994 grassing [REDACTED]
- Higher Tritium sample concentration in Spring 2003 - "a serious issue that had to be handled with kid gloves to keep us [PSEG] out of trouble" [REDACTED]

## B. General SCWE

- Discussions with [REDACTED] et al, including some taped
- Interactions with operating management & staff
- Letter to [REDACTED] and ECP - March 25
- Comments (mostly negative) from ECP survey - 4Q 2002 & 1Q 2003

Approach -

Information in this record was deleted  
in accordance with the Freedom of Information  
Act, exemptions 7C  
FOIA- 2005-0194

R-63

- Interviews with all shift managers at Salem and Hope Creek by technical/OI/consultant team to generally address SCWE
- NRC-directed survey of operations staffs to address specific issues raised or should have been raised in an anonymous manner to NRC ?
- Get April 2003 results of Gallup G-12 survey (multi-year effort to measure staff engagement, an indirect measure of SCWE)

## 2. Technical Review of Specific Incidents

- Technical review of above specific incidents (many previously reviewed) to assure technical / nuclear safety considerations were met in light of new info;.

Approach - Residents perform review and document in memo to file.

## 3. Discrimination

- Termination following raising safety concerns to [REDACTED] ex 7c
- Termination date of April 16 moved up to March 28 at [REDACTED] request
- ECP report of July 17 and Winston-Strawn review find her alleged discrimination to be unsubstantiated due to Human Resources' decisions to end position and to advance termination date.

Approach - OI to open discrimination case.

## 4. Wrongdoing

- PSEG destroys unfavorable documents
- Three specifics [REDACTED] knows some; [REDACTED] was asked to rewrite a notification, Winston-Strawn investigation differed from interviewees' accounts

Approach - Perform additional review to clarify general statements for possible OI review

October 1, 2003

G:\Br.3\Salem\allegation-culture.wpd