

**Barry Norris notes/comments on the [REDACTED] interview (10-29-03)**

The following are my observations/questions of the [REDACTED] interview held on 10-29-03.

ASSESSMENT QUESTION	YES/NO	AMPLIFICATION (WHY, WHY NOT, ETC.)
Will raise concerns and has done so before?	YES	See Below
Raises concerns for others?	YES	None
Believes others raise concerns without hesitation?	NO	See Below
Knows of someone who has experienced retaliation for raising concerns?	NO	None

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**Bins for Issues:**

**#1 - PERCEIVED LACK OF FREEDOM TO RAISE SAFETY CONCERNS TO PSEG MANAGEMENT**

- (p. 8) "[I left because] ... I felt like there was no future for me there [HC] because I was the one that spoke up often and they really don't care for that."
- (p. 12 - 43) Discusses cheating that occurred during initial qualification training for non-licensed Nuclear Equipment Operators (NEOs). "The qualification process for NEOs should have taken about 18 months. ... Part of the process of their [management] managing information was that if you spoke up ... they would not support you on getting qualified." It took him almost two years to qualify.
- (p. 21) Response by the individuals accused of cheating to [REDACTED] after an exam "... you can't rat out a Union brother or they can press charges against you at the Union ... if you want your time here to be normal ... you'd play along or your life's going to be miserable."
- (p. 73 - 82) Discussion about a valve mis-alignment coverup with related to a mechanical vacuum pump water seal during a plant startup: "... the operator who started the [water seal] pumps did not open the make up water [isolation valve] ... one [pump] tripped on low water level and the other one was real close to tripping ... He [a co-worker who un-isolated the mis-positioned valve] insisted that I say it that way [that the 2 of them went down to check why the pump tripped and that they kicked the make-up tank, in effect, freeing up a sticky float switch] or I was not going to get anymore help [completing my NEO qualification]" ... the NEO (interviewee) informed [REDACTED] but he was not aware of any action taken by [REDACTED] ... "Normally [the operators in the control room will say] 'go write a notification' ... [however], nobody said anything about writing a notification [the supposedly stuck float in the seal water supply tank] ... I could have [written a notification, but then] I would have had to deal with even more peer pressure ... basically, you can't do anything that might get someone in trouble"
- (p. 97) "The retaliation is so pervasive, no one will talk."
- (p. 129) With respect to the SCWE at Hope Creek: "... they have an excellent procedure. They have an excellent policy, and they don't enforce it. ... Management ... [was] not supportive. ... [Management] would not tell you not to [write a notification], but then I had notifications they'd close an hour later. ... They felt like I was a crybaby."
- (p. 133) "... we have a very apathetic work environment ... they/re in a hurry to get the job done."
- (p. 133) "Hope Creek has ... an unhealthy safety conscious work environment."

**#2 - PRODUCTION OVER SAFETY ISSUES**

- (p. 54) Discussion about equipment being out of the correct position during a second verification for an equipment tag-out: "... I was given a list ... to verify that it was in the procedural correct position. ... I found it in the incorrect position because it had a red tag on it. ... the expectation amongst my peers was to call and get support on the way to cover it up. Because a person is going to get a significant riff. ... I called the supervisor ... the guy who got in trouble was [REDACTED] ... he's on some kind of probation ..."

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- (p. 60) With respect to retribution: "Did you catch and heat for bringing that issue to [management's] attention? Oh yes. ... I was confronted in the Ready Room by the person I was supposed ... to work with that evening ... I was told that he was not going to work with me, he did not feel comfortable with me ... if he messed up, I would rat him out."
- (p. 64) With respect to pressure to get done: "Is there something about the tagging process at Hope Creek to make some challenges to do the right thing? ... You're always in a hurry. ... they said no time pressure ... but then they're paging, are you done yet?"

**#3 - SCHEDULE PRESSURE ISSUES**

- NONE

**#4 - LABOR - MANAGEMENT ISSUES**

- NONE

**#5 - INDUSTRIAL SAFETY ISSUES**

- (p. 124) Discussion about EDG manifold leaks and an unsafe atmosphere: "... it was an unsafe work environment ... from an industrial safety standpoint ..." the concern was raised and nothing was done until several other iterations of NEOs going out to the EDG room while the EDG was running and getting sick from the exhaust fumes ... only then did the station management pay attention and take actions to protect the workers (or at least address the concerns)

**OTHER UNSPECIFIED ISSUES/COMMENTS**

- (p. 12 -43) In reference to NEO qualification examination cheating ... [REDACTED] were the specific individuals observed to be cheating
- (p. 43) NEOs had signing parties for their qualification cards

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