

David Werkheiser notes/comments on the [REDACTED] interview (11-06-03) 7C

The following are my observations/questions of the [REDACTED] 2nd interview 11-06-03.

ASSESSMENT QUESTION	YES/NO	AMPLIFICATION (WHY, WHY NOT, ETC.)
Will raise concerns and has done so before?	Yes	Has brought issues up before, including challenging decisions made by immediate supervisor by 'going over their head', eventually to VP. (p. 58,67)
Raises concerns for others?	Yes	He is the [REDACTED] He is a magnet for receiving issues from others and raising them as concerns to management. (p. 27, 88)
Believes others raise concerns without hesitation?	No	Believes that some personnel do not raise concerns as freely as they should because what they see that is happening to him. (p. 15,26,87,88)
Knows of someone who has experienced retaliation for raising concerns?	Yes	Considers himself retaliated against (prior Allegation and licensee management actions over past 1/2 year). Subtly implies that the termination of [REDACTED] may also be an example, but does not specifically address. (p. 24,31,49,82,87-90,98)

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

- (p. 14) Expresses lack of confidence in the notification process ... "if I write something up, I should have confidence that it works through the process and I really don't."
- (p. 23, 24) "... every time I try to bring something up [to management, I] have to pound it into their head ... you have to almost shame them into doing something and write them up so many times or reinforce that you have to do this or email their boss or email them and cc their boss to force their end to do the right thing. They tend to take it personal and make my life difficult. And other people see that, and therefore, it intimidates them from putting themselves in the same position I'm in. That's the point I feel is the safety aspect, that people don't want to get involved. It's easier just to stay out of it because there won't be any retaliation."
- (p. 26, 27) Brings issues to management on behalf of someone else ... "a lot of people come to me with their issues ... I'd say, 'did you do anything?' [then that person says] 'Well, no, I'm not going to do anything about it. I don't want to write it up, I don't want to be the one who did that.' So, I'm the one who does that ... they don't want to be me"
- (p. 33 - 41, 48, 49) Explains difficulties with particular managers after raising numerous issues [REDACTED] and how his schedule was changed which affected him by losing ~ 4 hours of overtime. It appears he was singled out.
- (p. 77) [REDACTED] they beat him into the ground ... used to want to do the right thing ... said he's tired of standing up in the meetings alone ... when you're the lone wolf out there and it's going to affect your [willingness to] raise [issues]"

#2 - PRODUCTION OVER SAFETY ISSUES

- No examples identified.

#3 - SCHEDULE PRESSURE ISSUES

- (p. 24, 25) "Procedures aren't a hundred percent right now ... you don't see any gain in correcting a problem, [you] see gain in getting the work done. Post-job briefs are pretty much non-existent ... the drive to get the schedule done, to meet the schedule ... I mean, that's the number one thing ... you say safety is the number one priority ... you can't, if you did everything totally 100% or as safe as you could, you wouldn't be in business."
- (p. 69 - 74) Attempted to start the 22 Auxiliary Feed Pump on a dead bus. Crew lost focus of the evolutions and failed to restore the 2B bus before the pump start attempt ... "it was the pressure to get something done ... it seems like they were going out of the schedule to get something back."

#4 - LABOR - MANAGEMENT ISSUES

- None

#5 - INDUSTRIAL SAFETY ISSUES

Information in this record was deleted in accordance with the Freedom of Information Act, exemptions 7C
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- (p. 46) While a maintenance supervisor racked a breaker in, electrical safety precautions and approved methods were not used ... "took a [pry bar], pried the switch in the cubicle with no fire retardant clothing ... and it [the breaker] went right in." [sic]

OTHER UNSPECIFIED ISSUES/COMMENTS

- PSEG Internal Focused Self-Assessment Report supplied by allegor provides some candid insight to SCWE.
- (p. 5 - 15) Boron identified by NEO's on small valves (~25 valves) during containment walk-down Dec 2002. PSEG determined these are possibly 'inactive' packing leaks when standby systems are tested and pressured. Alleges that these are not being documented and cleaned to assess the validity of claims.
- (p. 16 - 20, plus supplied email pack) Unclear if there was an adequate PMT for the 1A diesel (EDG) issue in the July/August 2003 time frame following thermal well and check valve leak repairs.
- (p. 63) According to a PSEG nuclear administration procedure, MOV manual operation requires the electrical breaker to be opened and safety-tagged before operation. Alleges that the safety-tagging of the breaker is not being performed. Says that this requirement is in the procedures for manual MOV operation. This would be a good opportunity for an Inspector to observe a manual MOV operation / or testing requiring this condition (i.e. 405P: recirc flow test).
- (p. 80) Grievance process... [REDACTED] was contacted by allegor concerning issues. It appears ECP has minimal response, (11/05/02 email from [REDACTED] "I will be in touch", with no further response from ECP at time of NRC allegor interview.