

**Ted Wingfield notes/comments on the [REDACTED] interview (11-13-03)**

The following are my observations/questions of the [REDACTED] interview held on 11-13-03.

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ASSESSMENT QUESTION	YES/NO	AMPLIFICATION (WHY, WHY NOT, ETC.)
Will raise concerns and has done so before?	YES	
Raises concerns for others?	YES	No examples given, however, I believe he would have no reservations about championing someone else's issue.
Believes others raise concerns without hesitation?	NO	He believes union employees will but he is confident that 'many members' of management WILL NOT for fear of losing their jobs (page 56 through 63)
Knows of someone who has experienced retaliation for raising concerns?	NO	

- Page 5 - In response to inquiry about the safety culture "... many people ... I get the impression that they really don't care anymore. They're fed up with the five-year management teams coming in shaking the world, changing policies and philosophies, and they feel as though they're not listened to ... [across the board]"
- Page 7 - "... these people bring up concerns, more efficient ways to do business ... and they're just not listened to"
- Page 10 through 14 - Recounts specific intimidation tactics used in an attempt to 'squeeze him out' (rift between him and his supervisor at the time [REDACTED] over his 'unauthorized' follow through on a task from [REDACTED] ... threatened his job ... offered a buy-out ... this was in 1998 prior to unionization
- Page 26 through 38 - Discussion involving potential non-compliance with a generic letter (breaker problems) ... failed to conduct inspections of certain breakers that were committed to
- Page 30 & 31 - Indication of the disorganization within management ... he mentions 2 supervisors, 3 other people who give him direction, and another person (whom he had never received any direction from) who gave him his annual performance review (the written evaluation of which [REDACTED] wrote himself)
- Page 36 - "Accountability is a serious problem here."
- Page 36 - On the work management process ... "Most people I talk to say one of the first things they do is look at what's in their work center and what date it is due to done. Some abide by that, some do not" ... an accountability issue
- Page 38 through 40 - Mentions a notification (10-24-03) written by [REDACTED] citing inadequate vigilance in meeting SORC member training requirements ... training hasn't occurred recently ... no training plan ...
- Page 42 - Service water valve destruction during premature motor operator actuation during system fill ... he is "intimately involved and knowledgeable on those valves ... scheduling pressure to get the header filled ... someone in the Outage Group made that decision"
- Page 45 through 52 - "A few weeks ago ... one of the workers ... "his supervisor said the words, 'If you bring that up as a safety issue, I'm going to discipline you.' ... went immediately up the chain of command to [REDACTED] ... trickled down quickly, 'you don't say that' ... [REDACTED] was the supervisor & [REDACTED] was the worker) ... [REDACTED] Union Representative) took the issue to [REDACTED] first ... [REDACTED] didn't respond, so he went to [REDACTED] ... the reality of the 'issue' was that it was not a safety issue (i.e. the applicable component was not safety-related) ... the concern is that a supervisor told an employee that he would discipline the employee for designating something as a 'safety issue'
- Page 52 - "... most of the field guys ... they don't really bend to schedule pressure ..."

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Act, exemptions 7C  
FOIA- 2005-0194

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- Page 53 - "I don't think there are serious nuclear safety issues here. I think once in a while ... someone will make a wrong decision [that] does get corrected before it gets this level ... I don't think you'll ever see a Davis-Besse here because enough guys and myself ... will scream"
- Page 53 - "... for minor stuff, no ... if it was something genuinely threatening to someone's life or the public or destruction of the plant, absolutely [people will raise issues]" ... HE IS REFERRING ONLY TO UNION EMPLOYEES HERE
- Page 56 through 63 - "Management people are fearful of raising issues for their jobs, because ... [they don't] know who's the next to go [in the next round of layoffs] ... [random] ... haphazardly ... them being in fear of bringing issues to their leaders in fear of retribution for their jobs. That scares me... that's not conducive to [a] safety conscious work environment ..."