# DRAFT

**Oyster Creek** **August 7, 2003**
**Post Strike (Reintegration) Inspection Plan**

**Inspection Dates:****

August 6, 2003 thru September 27, 2003
**End date may change based upon issues revealed during inspection

**Inspectors:****

Bob Summers - OC SRI
Steve Dennis - OC RI
Richard Barkley - DRP
Gil Johnson - DRS
Alan Blamey - DRS
Tom Hipschman - DRS
**Other inspectors TBD as needed

**Inspection Guidance:**

IP 92711 - Continued Implementation of Strike Plans During an Extended Strike
IP 92712 - Resumption of Normal Operations After a Strike
RI 1080.2 - NRC Preparations for Pending Licensee Strike

**Background/Purpose:**

On May 22, 2003, IBEW Local 1289, representing over 200 workers at Oyster Creek, went on strike after talks broke down during contract negotiations with AmerGen. NRC Inspectors and senior managers have monitored plant operation since the strike began to ensure the licensee's strike contingency efforts were effective in maintaining public health and safety. On August 5, 2003, following weeks of negotiations, the union bargaining group agreed to present AmerGen's latest contract offer to the union members for a vote on August 7, 2003. If the contract is approved, union members will begin to return to Oyster Creek on August 11, 2003.

Due to the lengthy strike (over 11 weeks), additional inspection focus is needed to ensure a safe transition to normal plant operations. The inspection effort will determine the efficacy of the licensee's implementation of their reintegration plan and evaluate the resumption of normal plant operations. Additionally, the inspection will also focus on human performance, which is a substantive cross-cutting issue at OC in the area of procedure adherence inadequacies.

**Inspection Objectives:** (IP 92712, IP 92711, RI 1080.2)

1. Review Licensee Reintegration Plan (Summers, Dennis, DRP)

- Verify an orderly turnover plan has been developed for all affected departments.
- Verify the plan addresses training and qualification issues.
- Verify the plan addresses employee concern issues which may arise during the reintegration.
- Verify the plan addresses any backlog issues in the engineering department.
- Verify that deviations to the plan are documented and addressed IAW licensee corrective action program.

2. Review Licensee's Operations Organization (Summers, Dennis, DRS)

- Verify that plans are in place for Licensed Operators to complete all missed training/testing required for maintaining an active license IAW 10CFR55.
- Observe requalification training to verify that operators are evaluated accurately in accordance with plant training procedures and to ensure proficiency.
- Verify that operations shift crews are staffed in IAW with Tech Spec requirements.

3. Training and Qualification (Summers, Dennis, DRP, DRS)

- Review and verify a sample of training and qualification records for returning personnel in the maintenance, I&C, Rad Pro, Fire Protection, and Chemistry organizations to verify up to date proficiency.

4. Emergency Preparedness (DRS - during graded exercise on September 9, 2003)

- Verify through a sample of training records review that returning personnel are cognizant of their roles and responsibilities in the EP organization.

5. Security (Summers, Dennis)

- Verify that security management and security officers have addressed and are prepared to deal with emergent issues onsite, including tampering, and during plant entry and exit.

6. Plant Conditions/Crew Turnovers (Summers, Dennis,DRS,DRP)

- Observe control room crew turnovers to ensure issues and duties are communicated and deficiencies are understood.
- Observe job briefings, in all departments, for normal surveillance activities and emergent issues, to ensure personnel communication, procedure adherence, and job knowledge are adequate.
- Accompany operators on building rounds and observe other department personnel during performance of maintenance activities to verify adequate job knowledge and procedure adherence.

7. Engineering (Hipschman)
- Review and assess engineering corrective action backlog to determine if any risk significant issues have been deferred and if so, how they are being addressed and how do they affect plant operation.

**Inspection Schedule**:

Round the clock coverage is not recommended at this time, however once operations and other department manning has returned to normal, 2 shift coverage is recommended until satisfied that site activity and issues have returned to pre-strike status. Weekend coverage will be needed, for 2 to 3 weeks initially, to observe turnovers. These recommendations can be adjusted and are contingent on plant operational issues.

**August 6 - 8**
- Review reintegration plan

Inspection Effort:
1 inspector, 8 hours

**August 11 - 15**
- 50 people per day will return to work, for two days only, during the first week. Each group of 50 will receive one day of training on the backsite consisting of GET, FFD, and senior management discussion of worker expectations, core values, employee conduct, and other "soft" issues affecting worker relationships with supervision and peers. Day two will consist of a plant tour and general housekeeping duties. The remaining three days of the week for each group will be vacation days off, with the exception of the operators, who will report to training.

Inspection Effort:
2 or 3 inspectors, in plant, 10 hours each, per week - day shift
1 DRS inspector to observe operator training - 1 day, 8 -10 hours

**August 18 - September 27**
- Operations will begin on shift proficiency watches for ROs around the clock
- Maintenance, I&C, and Rad Pro will begin 2 weeks of offsite training and requalification.
- Maintenance, I&C, and Rad Pro return to the plant the week of 9/1/03

Inspection Effort:
2 or 3 inspectors in plant 10 hours per week/2 overlapping shifts to observe crew turnovers
1 DRS Inspector, 1 day per week, 8 - 10 hours per day, to observe operator requal training.

**Additional Inspection effort information:**

**Conduct of Inspection**

MC 0612 will be the guidance utilized for determining the thresholds of findings such as greater than minor. In addition, findings which are considered to be potentially greater than minor should be evaluated consistent with MC 0609, "Significance Determination Process (SDP)," dated 4/30/2002. Observations, findings, or potential violations will be discussed daily with the SRI/RI. Also, **findings of potential risk significance should be discussed with the SRI/RI at the time of identification or as soon as possible.**

## Documentation and Information Requests

Documents and information requested during the course of the inspection will be listed, tracked, and documented by the individual inspectors and provided to the SRI/RI when submitting inspection documentation.

## Inspection Report Documentation Format

The outline of Manual Chapter 0612 is to be followed. **Any documentation for the inspection report must be provided to the SRI/RI by October 1, 2003.**

## STARFIRE Information:

Inspection time charges to STARFIRE = **Feeder to Inspection Report 50-219/2003-004**
Preparation Time= **GIP, 50-219/2003-004**
Inspection Time= **OA, IP 92712, 50-219/2003-004**
Documentation Time=**GID, 50-423/2003-004**
Estimated insp. hrs for this inspection procedure = approx. 250 hours and includes all DRS/DRP efforts**
****estimate is based upon 40-50 hours per for 4 to 6 weeks**
****some of the inspection effort will be counted toward other ROP baseline inspection requirements**

## Site Contacts

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|---|---|---|
| Licensee | Dave Slear, Licensing | (609) 971-4112 |
| | Bill Stewart, Reg Affairs | (609) 971-4775 |
| NRC | Bob Summers or | RI Office - (609) 693-0702/0717 |
| | Steve Dennis | Resident Cell Ph. - 484-868-1476 |