

Current Overall Assessment

The inspectors have noted no issues while the staff have been re-integrated. The inspectors observed several shift turnovers/briefs for the returning licensed & non-licensed operators and held discussions with key managers in Rad Pro and Maintenance to assess re-integration activities.

The inspectors observed supervisors' "re-entry" issues meeting and held several discussions with "mentor/shadow" supervisors to assess whether re-entry problems are being identified and resolved with appropriate management involvement. The inspectors have noted that shadow supervisors are being used for the near-term in ops, maintenance, and rad pro/chem departments to assist and assess the performance of supervisors in re-integration activities. Also, Exelon Oversight has been implementing an audit process to independently assess the re-integration activities.

Several issues have been identified by the line management during the re-integration that demonstrate the sensitivity they have toward safe operation. Increased numbers of supervisors are present onsite on backshift periods to better monitor work activities. Also, a recent CAP identified a configuration problem in a resin transfer system. Management has implemented their "tampering" process to determine whether the mis-positioned valve was an intentional event. In addition, a non-licensed operator (who had crossed the picket line during the strike) conducting an entry into a potentially high rad area had been briefed prior to the entry by a rad pro tech. The NLO wound up in the wrong area. No excessive dose was incurred. However, the licensee is reviewing this event to ensure that the briefing was accurate and did not intentionally mislead the NLO.

The inspectors' assessment is that the licensee's reintegration plan is being appropriately implemented. Minor changes made to the plan as reintegration continues have also been reviewed by the inspectors and found to be appropriate. Based upon inspector interviews with returning workers, morale seems to be generally good with some complaints from operations and rad pro concerning the new 12 hour shift schedule. The status of the inspection plan is noted below.

Oyster Creek

Post Strike (Reintegration) Inspection Plan

August 12, 2003

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

Gil Johnson (or alternate) - 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, the union members approved the contract and 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, DRS)
 - 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.
 - Verify May 30, 2003, and June 26, 2003, exemption request commitments are being met.
 - Verify that plans are in place for Licensed Operators to complete all missed training/testing required for maintaining an active license IAW 10CFR55.
 - Verify the plan includes adequate measures to prevent tampering with plant equipment or data as well as to promptly detect and react to tampering that might occur.
 - Verify the plan provides for appropriate decision making as to whether or not individuals or groups are ready to return to in plant work.

Status - Complete

2. Review Licensee's Operations Organization (Summers, Dennis, DRS)
 - Review requalification training evaluations to verify that operators are proficient. Use guidance from 71111.11 B & Q.
 - Verify that operations shift crews are staffed in IAW with Tech Spec requirements.

Status - Complete

3. Training and Qualification (Summers, Dennis, DRP)
 - 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 the records are current and personnel have up-to-date proficiency. Interview personnel as appropriate.

Status - In progress

4. Emergency Preparedness (DRS - during week of graded exercise on September 9, 2003)
 - Verify through a sample of training records review that records are current and returning personnel are cognizant of their roles and responsibilities in the EP organization. Interview personnel as appropriate.

Status - Week of 9/8

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.

Status - Complete

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.

Status - In progress

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.

Status - Complete

8. Maintenance (Summers, Dennis, DRP)

- Continue to track work scheduling backlog in PMs, STs, Corrective and Elective Maintenance.

Status - In progress

Inspection Schedule:

Weekend and round the clock site coverage is not recommended at this time. Once operations department proficiency watches begin (August 18) - 2 shift coverage is recommended. **(NOTE: due to the response to the grid event on August 14, the resident staff did not begin 2-shift coverage on August 18. Additional control room observations of turnover involving the proficiency watch-standers began on August 20. Extended shift coverage will continue during the next week.)** Once other department staffing and normal work week scheduling returns to normal (September 1) - weekend coverage should be considered. These recommendations can be adjusted and are contingent on plant operational issues.

August 6 - 15

- 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 on August 15 - 8 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 - 10 hours per week/2 overlapping shifts - observe Ops turnovers & RO proficiency watches.

1 DRS Inspector as necessary, August 18 & 19 - to observe RO reintegration training.
 DRS requal inspection to be scheduled this fall - Date TBD

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. SRI/RI will brief Branch Chief as needed.

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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