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A. Lieberman
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Aug 30 1993

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Chief, Rules Review And Directive Branch
Mail Stop P-223
U.S. Nuclear Regulatory Commission
Washington, D.C. 20555

Dear Sir;

I am an Electrician Employed by TVA at Watts Bar Nuclear Plant Spring City TN. I am entitled to protection under the Whistle Blowers Act.

I have been subjected to continous Intimidation, Harrassment, and Repriser Actions by TVA Management due to reporting safety concerns to NRC.

Anyone reporting a safety concern at Watts Bar Nuclear Plant would be a FOOL, due to the reprisal actions that would be initiated agaist him. It is impossible to keep confidentially due to the people who work on the systems or componentd with the concerns of being reported on, due to TVA's tracting system.

I had reported safety concerns at Belfonte Nuclear Plant in 1982. I had been given a letter of notification of termination; after union stewert B.J. McDaniel had told instructumentation superintendant Michael Richerson that if he did not stop harrassing me that I would go to NRC with concerns. I reported the concerns to NRC Representative Wilcox. Mr. Wilcox informed me that there were nothing that could be done due to me reporting the concerns after my notice of termination. I was black-balled from TVA employment for over one year. I was rehired at Watts Bar Nuclear Plant in Dec 1983. From 1983 until 1987 I made a point to avoid NRC under any circumstances; although I had voiced concerns through my forman some of witch were corrected.

In Jan 1987 union stewert Jim Hoover came to me and stated that general forman Jim Stewart had told him that I was reporting to NRC and FBI on a daily basic and that he wanted it stopped. Up until that time while at Watts Bar Nuclear Plant I had never talked with NRC referencing concerns or other wise. And if there are a FBI agency at Watts Bar I have not knowingly talked to them even today. Union Stewart Jim Hoover informed me that crain maintence engineer Luther Shelton who was retiring from TVA was planning on biding his job as a private contractor with TVA. That he had went to three of my immediate supervisors that something has to be done about George Gillilan, that he is reporting to the NRC and FBI on a daily basic. The only reason for making this statement was that Luther Shelton was aware that I was intending on biding on his job. This evidentially scared my managers. I immediately noticed that my training had been re-scheduled. I had been denied the opportunity to go to Squeoha Nuclear Plant. But was later

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Aug 23, 1993

U.S. Dept Of Labor
Wage & Hour Division
Federal Bldg
710 Locust St
Box 123
Knoxville, TN 37902

Dear Sir;

I am an Electrician Employed by TVA at Watts Bar Nuclear Plant Spring City TN. I am entitled to protection under the Whistle Blowers Act.

I have been subjected to continous Intimidation, Harrassment, and Repriser Actions by TVA Management due to reporting safety concerns to NRC.

As you know I filed a DOL complaint agaist TVA on June 10, 1993 with Wage & Hour investigator Thomas Reesor.

In the attempt to settle, Mr. Reesor had requested me to meet with Charles D. Nelson WBN site maintenance manager and Randy W. Higginbotham WBN site E R & D representative; excluding my union representative Eddy DeBusk. I explained to Mr. Reesor that I did not want to meet with E R & D representative Randy W. Higginbotham due to the fact that he was the person who had the grievance procedure dead-lock and one of the reasons that I had filed the DOL complaint June 10, 1993 instead of filing through the grievance procedure. And also I wanted my union stewant Eddy DeBusk present at the meeting. A day or so later Mr. Reesor advised me that we could not reach an agreement on who was to attend the meeting and the meeting was postponed.

On July 8, 1993 I was informed by my forman Jackie Revis that I was to report to the office of TVA inspector general Jasen Grimes. It was my understanding that these meetings were to be kept confidant; yet this was the second time that Mr. Grimes had phoned announcing that he was an investigator of TVA inspector general office, to my forman Jackie Revis. Mr. Grimes insisting on meeting with me. It is in my opinion that Mr. Grimes violated my rights to confidentially. I called my union stewant Eddy DeBusk and we met with Mr. Grimes. Mr. Grimes denied me union representation insisting that Eddy DeBusk not be present. I had expressed my opinion that TVA inspector general office was only interest in covering TVA management's butts. And that the inspector general office had failed to find any wrong doings on TVA's part, where TVA managers had made false and misleading statements and had falseified TVA documents. Mr. Grimes again repeated that Mr. DeBusk could not sit in the meeting, a second

On Aug 15, 1991 (56-FR-40664) entitled deliberate misconduct (E.G. 10 CFR 50.5) The word deliberate should be deleted, any management who engages in misconduct including discrimination should be immediately terminated, fined, and prison terms determined by the extent of the misconduct.

Aug 20, 1993 I witness and documented a forman discussing a safety concern along with mentioning the person's name who alleged reporting the concern to NRC in the presence of the entire crew, this is the type of discrimination that passes by word of mouth from one supervisor to the next; where there is no records of. Yet it is allege knowledge spread through out the TVA system where each supervisor who comes in contact with this allege whistle blower can take a shot at him.

Employee Concerns should be operated by an organization completely out side of TVA system. The present Employee Concerns, if a employee complains about a supervisor it is just like complaining to the supervisor in person; in most cases they will have knowledge of the complaint by the time the employee returns to his work area.

The agreement between the NRC and the TVA inspector general 's office witch allows TVA inspector general to investigate wrong doings is a joke. The TVA inspector general office has had a long record of helping TVA cover their tracks in wrong doings. All investigations of TVA should be handled by a private organization out side of TVA and influences by persons with-in the U.S. Government.

Under the existing circumstances, I personally would discourage anyone from going to Employee Concerns or the NRC due to reprisal actions taken by TVA against whistle blowers. I am speaking from personal experience and if things could be done over, I would leave TVA employment before becoming involved as a whistle blower. I hope this will encourage you to make immediate changes in all policies fore-mentioned.

Two Enclousers:

cc:

Senotor Jim Sassor
Marilyn Lloyd

Sincerely

George M. Gillilan

George M. Gillilan

R2 Box 262-1

Decatur, TN 37322

PH:(615)334-5526

sent. After filing a grievance I was at SQ NP I reported a safety concern through management on the back up lighting in the relay room of the control building, shortly there after a disagreement with Plant management Steve Smith, I was forced back to WB NP when I filed a grievance Plant manager Steve Smith informed the union bussiness agency that if I proceeded with the grievance that he would see to it that I was fired. Almost immediately after returning to WB NP my security clearance was pulled by TVA Psychiatrist and I was forced off the job; mandating that I get psychiatric coueseling. I went for psychiatric coueseling and it was determied that my only psychical problems was due to TVA management discrimination, harrassment, intimidation, and reprisal actions. I won my grievance agaist Steve Smith through arbitration. The arbitrator ruled that I was to get back pay. TVA never abided by the arbitrator's decission and I was never paid my back pay.

Aug 1987 I was forced to Brown Ferry Nuclear Plant where I was harrassed, intimidated on a daily basic. I had threats of psycial violence and was given reduction in force notice. I filed an Dept of Labor complaint and was immediately transfered back to WB NP My harrassment, intimidation, and reprisal actions continued. I filed an additional suite in order to obtain the training required to obtain nuclear certification. TVA agreed to a settlement with out going to court. As of today TVA has not lived up to that agree ment, since that time I have filed numerous suites; some of witch was ruled untimely, one of witch my attonery talked me into dropping, others are still tired up in summary review. So far I have went through three lawyers, they have all ripped me off for thousands of dollars with out giving me proper represenation. My last att orney Charles Van Beke after a meeting with Brent Marquand TVA attorney. Charles Van Beke told me that if I filed any more DOL suites that TVA would termiate me. At the present time I have no attorney. I have not found suitable represenation. I have two DOL complaints, one filed in June; the other Aug 1993. May 12, 1993 I talked with Glen Waldon NRC representative WB and requested him to attend the meeting, Mr Waldon informed me that he would have to have his supervisors permission. The Dept of Labor in section 211 of the Energy Reorganization Act of 1974 has amended is a joke. It is a long and drawn out and expensive procedure for the whistle blower. And he has three strikes agaist him before he even starts. The NRC should seek an amendment to section 234 of the Atomic Energy Act to provide extreemly high fines plus termation and in prisonment.

I took additional blood pressure medicine and nerve medicine in order to get calm down, the chest pains went away; but I was unable to work Friday and Sat due to a nervous condition. When I returned to work Monday morning, Roger Taylor informed me that maintenance manager Charles Nelson had asked him if the events of procedure violations had occurred. Roger said he told Mr. Nelson that they diffidently had. Roger also stated that Mr. Nelson said that; that was the only time that they had happened. Roger said you don't want to know. Mr Nelson insisting asked Roger how many times had they happen. Roger said that he stated hundreds of times.

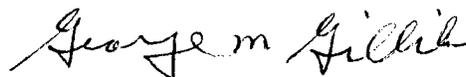
Approximately two weeks later I requested union steward Eddy DeBusk to obtain a copy of the notes from the July 8, 1993 meeting from Mr Randy Higginbotham under the freedom of information act. Eddy was denied the time to go to Mr Higginbotham office by his supervisor for several days. Therefore I was denied prompt union representation. Upon getting permission to meet with Mr Higginbotham Eddy acting as my representative, requested the notes under the Freedom of Information Act. Mr Higginbotham refused to provide a copy of his notes.

In this DOL complaint I was denied my rights of privacy by Jase Grimes. I was harrassed by Mr Grimes. Later July 8, 1993 I was discriminated agaist, harrassed, and intimidated by Charles D. Nelson. I was denied prompt union representation by Eddy DeBusk immediate supervisor. And I was denied legal rights to information That I was entitled to by Randy Higginbotham. Also Mr Nelson and Mr Higginbotham failed to follow a July 6, 1993 Generating Group Equal Employment Opportunity Policy Statement by O.D. Kingsley Jr. President Generating Group.

I would appreciate your prompt investigating my latest complaint agaist TVA.

Enclosed a copy of policy statement by O.D. Kingsley Jr.

Sincerely



George M. Gillilan

R2 Box 262-1

Decatur, TN 37322

PH:(615)334-5526

time denying me rightful union representation. Then Mr. Grimes procedued to lecture me on my vocabulary; at this time I ended the meeting. This meeting was July 8, 1993 from approximately 10:55 AM till 11:05 AM.

July 8, 1993 at 12:05 PM forman Jackie Revis informed me to report to the office of Charles D. Nelson WBN site maintenance manager. Upon arriving at his office Eddy DeBusk union steward was waiting for me outside, he had only been informed of the meeting and not the intent of the meeting. Present at the meeting was Charles D. Nelson, WBN site maintenance manager; Randy Higginbotham, WBN site E R & D represenative; Bruce W. O'Brien electrical maintenance superintendant; Eddy DeBusk union representative and myself. We discussed the procedure violation that prompted my June 10, 1993 DOL complaint. Mr. Nelson did most of the talking in an intimidating and demaning way. Insisting that the events leading to my DOL complaint did not happen that way and insinuated that I had lied. Mr. Nelson repeatedly said that it did not happen that way in a loud and intimidating matter in an attempt to get me to change my story. I told Mr. Nelson that if he believed that; that he was not even in this world. His face became red and obviously angry, and he repeated that it did not happen that way. I explained to Mr. Nelson That I was there and I know how it happen and that he was wrong. The conversation became more heated and Mr. Nelson obviously angry due to the fact that he could not intimidate me into changing my story. Mr. Nelson repeated again, I said It did not happen that way. I became so upset I was having chest pains and problems getting my bealth. I pointed my finger at Mr. Nelson and repeated that you are wrong. And told him that they had only talked to witnesses that would give them the answers that they wanted to hear, and asked if they had questioned Roger Taylor, Mr. Nelson, in a loud and angry voice stated that I am your maintenance manager and I demand your respect. Then Mr. Nelson said that he was sure that they had questioned Roger Taylor. Shortly there after the meeting ended. Mr. O'Brien informed Eddy DeBusk and myself that he wanted to meet with us in his office. A few minutes later, Mr. DeBusk and I met with Mr. O'Brien. I was still having chest pains and was extremely upset and did not comprehend what was discussed. I left Mr. O'Brien's office and left a message with my forman Jackie Revis that I was sick and going home. When I arrived home; I phoned my Dr to see if he could see me that afternoon. Dr Denton had already left his office for the day and was to be on vacation all the next week.

July 6, 1993

All Generating Group Employees

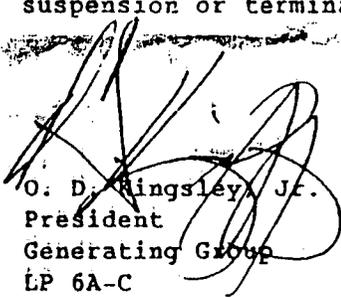
GENERATING GROUP (GG) - EQUAL EMPLOYMENT OPPORTUNITY (EEO) POLICY STATEMENT

I am taking this opportunity to express my firm support for the federal laws and TVA policy that mandate EEO for all persons and prohibits employment discrimination based on race, color, religion, sex, national origin, age (40 and over), and handicapping condition. Also, I am committed to the development and implementation of an affirmative employment program designed to eliminate the effects of past or present employment policies or practices which may operate as barriers to EEO.

In support of this policy, all employees shall ensure that the workplace remain free of discrimination and harassment. Discriminatory harassment includes ethnic jokes, racist or sexist remarks, conduct of a sexual nature, and other such behavior that affects an individual's work performance or creates an intimidating, hostile, or offensive work environment.

Any employee who believes he/she has been discriminated against because of his/her race, color, religion, sex, national origin, age, or disability; or is being subjected to unlawful harassment should immediately contact one of the GG's EEO counselors. In order to maintain a harmonious and productive work environment, and to avoid the time and expense required to dispose of formal discrimination complaints, managers and supervisors shall cooperate with and support the counselors' efforts to resolve EEO concerns during the informal counseling phase.

Let me conclude this policy statement by emphasizing that all GG employees, particularly those in managerial or supervisory positions, are responsible (and will be held accountable) for strictly carrying out the agency's EEO directives; especially, the maintenance of a work environment free of prohibited discrimination and harassment. Failure to comply with the agency's EEO policies and directives may result in disciplinary action, including suspension or termination.



O. D. Kingsley, Jr.
President
Generating Group
LP 6A-C

WJH:PDM:EJR

cc: RIMS, MR 2F-C

June 10, 1993

U.S. DEPT OF LABOR
Wage & Hour Division
Federal Bldg
710 Locust St
Box 123
Knoxville, Tn 37902

Dear Sir;

I am an electrician employed by TVA at Watts Bar Nuclear Plant Spring City Tn. I am entitled to protection under the Whistle Blowers Act.

I have been subjected to continuous intimidation, harassment, and reprisal actions by TVA management due to reporting safety concerns to NRC.

For the past few months I have attempted to take care of my problems by filing grievances through the union and I have had some success, but now employee research and development (E.R.D.) have interweaved in behalf of TVA and involuntarily of the General Agreement and completely dead locked the grievance procedure. I have also had some success in taking problems to employee concerns, but now they have appointed Ed Ditto in employee concerns; who is involved in several of my past DOL suits, this is like putting the fox in charge in the hen house. Therefore I have no other choice, but to enter into another DOL suit.

Monday, May 10, 1993 I discussed problems that I have had in reading and understanding in work order Sat. May 8, 1993. On Tue. May 11, 1993 Duel Rate Foreman told several in the crew that they did not have to perform steps as they were instructed on a 10CFR5049 work order, due to changes in SSP12.03, yet there had not been changes made to the work instructions. Wed. morning May 12, 1993 Electrical Trainee Kelvin Scott and myself were installing a breaker on work order #93-01629-01. The breaker had been removed by not performing step 1.3 as per instructions. removing the wires from the breaker line side to the bus stabs and pull back into the bucket. I explained to Mr. Scott that we would have to remove the line side wires from the bus stabs in order to perform step 1.7 of our work instructions. At this time Mr. Scott informed me that Duel Rate Gordon Reed had told him that we did not have to follow these instructions, due to there had been a change in SSP12.03. I explained to Mr. Scott that there had been no changes in the work order and that we had no choice in how we perform our work instructions, unless they had been changed on the work order. I insisted on removing the line side wires to the bus stabs and performed step 1.7 as instructed on the work order. We also discovered that the fuses block had been disconnected from the breaker without being entered on the configuration control log (SSP-6.02). We entered on our configuration control log "disconnected fuses block and then signed it off as return to normal.

When we returned to the shop, I handled the work order to Duel Rate Gorden Reed and pointed out that the previous craftman had not entered disconnected fuss block on the configuration log. Duel Rate Forman Gorden Reed in raising his voice stated "that he did not believe that disconnected fuss block needed to be entered on the configuration log." A few minutes later, approximately 10:00 AM May 12, 1993; Duel Rate Forman Gorden Reed turned from his desk and asked "if I had went over his head and reported him for procedures voluations." I attempted to explained to Mr. Reed that I did not want to discuss it, that Steve Robinson (Trainee Union Representative) that he had talked to Mr. Reed and asked him not to instruct trainees not to preform written instructions and that Mr. Reed had gotten angry and went to acting Electrical Maint Superintendent and there was a meeting set to discuss the problem with Mr. Vaughn, Mr. Reed interupted me before I could finish, by jumping up from his chair at the formans desk with his fist doubled up and ran over to me; in a fit of rage, holl wing and screaming at me and shaking his hand in my face in a threatening matter, while shouting "you went behind my back like you always do and reported me" and stated "that I was not man enough to talk to him man to man," all the time standing over me with his face just inches over mine, and continued shacking his hand in my face. He stated "that I would discuss it"and turned and walked back to his desk and said"that he was sorry he raised his voice."I told him "he was right, that we probaby would discuss it." I turned to a phone and called NRC Representative Glen Waldon's office and requested Mr. Waldon to return my call.

On Monday May 10, 1993, Tue. May 11, 1993, Wed. Morning May 12, 1993; it had been discussed in the presence of Mr. Reed and most of our crew about following procedures and on Tue. May 11, 1993 I had went to Union Trainee Representative Steve Robinson and requested that he instruct Mr. Reed not to tell the trainees that they did not have to follow the instructions on work order and procedures instructions. I did not consider this going over Mr. Reeds head, for this was the lowest level.

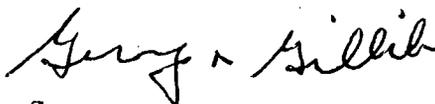
Approximately 3:20 PM Wed. May 12, 1993 Forman Jackie Revis came out into the yard where Kelvin Scott and I had been checking sump pumps, Mr. Revis instructed me to report to the Maint Manager Mr. Nelson, no later than 3:30 PM. I met with Mr. Nelson, Mr. Vaughn, and Union President David Morgan, and Eddie DeBusk for over an hour, we discussed the problems with failing to follow the work instructions to great lenght, Mr. Nelson asked me "why I went to Steve Robinson instead of Mr. Vaughn or him self (Mr. Nelson)." I told him that I wanted to keep the problem below management if possible. Not once did Mr. Nelson or Mr. Vaughn comment to me about Mr. Reeds actions.

Mr. Reed's intimidation, discrimination, and harrassment is just another example of continuing discriminations agaist Whistle Blowers at TVA.

Since the conflict with Mr. Reed May 12, 1993, many members of the crew have avoided talking to me, except for commenting to me, "who are you going to rat on today." Many of the Formans and Duel Rate Formans and other employees are refussing to talk to me even today June 10, 1993. I have not been able to sleep at nights wakeing up repeatedly after having bad dreams of the incident with Gorden Reed. I am continously fearful for repriser actions and possible psycial retaliation actions.

I would appreciate your efforts while investigating this latest problems.

Sincerely



George M. Gillilan
R#2 Box 262-1
Decatur, Tenn 37322
(PH) 615-334-5526