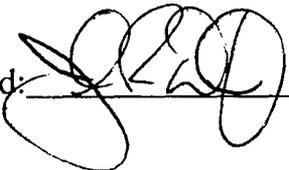


# Enclosure 2

# *Vermont Yankee Management Alternative Plan*

OSRC Reviewed:  Approved \_\_\_\_\_ Date: 7/25/07

Approved:  \_\_\_\_\_ Date: 8-1-07

Revision 7

*D-1*  
Revision 7  
08/01/2007

# Management Alternative Plan

## *Table of Contents*

<u>Topic</u>	<u>Section</u>
Introduction	
Plan Assumptions and Limitations	1.0
Management Support Team	2.0
Staffing Requirements	3.0
Operations	3.1
Maintenance	3.2
Radiological Protection	3.3
Chemistry	3.4
Security	3.5
Clerical	3.6
Materials Management	3.7
Emergency Preparedness	3.8
Nuclear Information Services	3.9
Engineering	3.10
Work Control	3.11
General Issues	4.0
Hazardous Materials	4.1
Confined Space Rescue	4.2
Medical Response Team	4.3
Communications	4.4
Establishment of Second Gate	4.5
Supplies	4.6
First Week	4.7
Site Access	4.8
Quality Assurance	5.0
Training	6.0
Sequestering Employees	7.0

**Management Alternative Plan**  
**Confidential**

**Attachments**

- A. 1. NRC Inspection and Enforcement Procedures
  - Inspection Procedure 92709, "Licensee Plans for Coping With Strikes"
  - Inspection Procedure 92711, "Continued Implementation of Strike Plans"
  - Inspection Procedure 92712, "Resumption of Normal Operations After a Strike"
- A.2. Training Schedule – AO/FB/Lic. Activation
- A.3. List of scheduled NRC inspections
- A.4. Four week work schedule
- A.5. Payroll and Total Rewards Schedule

## Management Alternative Plan

### *Introduction*

In the event of a bargaining unit job action, operation at Vermont Yankee will continue in a fashion that provides the highest degree of protection to the health and safety of the public. If power generation continues, as planned, it will be with a complement of personnel that are appropriately trained and qualified. Only the lower levels of operating personnel are affected by the job action, the upper level will continue to be manned by the same personnel. Personnel filling the lower level positions have all previously held those positions and have received training to effectively do their job. Back-up personnel will be provided to add additional depth. All employees, except those on strike, will be expected to report for work as usual and to accept such other assignments as may be necessary to ensure continuation of safe operations.

To continue to ensure safe operation, management oversight will be increased as detailed in this plan. The plant will be shut down in the event there are any indications that continual operation cannot continue with the highest degree of safety in mind. In an effort to provide maximum management oversight, the Operations Focus Room will be staffed from 0600 – 1800 with representatives from Operations, Work Control, Maintenance, Radiation Protection, and Security.

Some activities will be curtailed due to the job action because of the low priority of these activities. Other activities <sup>(b)(4)</sup> will be postponed as much as possible. The need to reinstate these activities will be regularly reviewed. Maintenance of the plant equipment will continue, with the priority to be significant corrective maintenance and required/routine surveillance's and PM's. Discretionary maintenance will be deferred to allow the focus to be on the most important activities.

A Vermont Yankee Management Alternative Team (VYMAT) will be established and will be the coordination center for operating Vermont Yankee (VY) under strike conditions. The VYMAT will serve to provide a safe and secure operating environment for personnel working at VY during an information picket or strike.

The Operations Safety Review Committee (OSRC) as well as the Safety Review Committee (SRC) will review this plan prior to the strike. During the strike, OSRC will meet daily and review the continued safe operation of the plant. QA and training will also provide input and represent an independent viewpoint to Executive Management. SRC will meet once per week to review OSRC's recommendations and review QA assessments. Any input from the NRC will be considered by both OSRC and SRC. It is noted that the safety of the plant as well as the need for personnel contingency plans change very little with the plant in a cold shutdown condition. It is expected that this plan will continue whether the plant is operating or is in shutdown. A Duty and Call Officer (DCO) will also be on-site at all times during the strike period. It is expected that the plant status/ trends and staffing assignments will be reviewed once per week by the OSRC.

In the event of a forced shutdown during the strike, OSRC will convene a special subcommittee to consider return to power or remain shutdown. Their recommendation will be made to the General Manager Plant Operations and reviewed by SRC. This plan will be revised as necessary

## Management Alternative Plan

**Confidential**

if conditions warrant.

This guide is to be used for emergency personnel planning. For operating practices, it is to be used only if a strike occurs; otherwise, normal practices and procedures will prevail.

A strike, if it occurs, is a temporary situation. Our goal, as always, will be to maintain good employee relations. In particular, we should make every effort to continue a positive relationship with employees involved in a labor dispute. The mutual confidence and respect, which has developed over the years, should guide our actions during a strike.

Currently scheduled NRC inspections during this time period can be found in Appendix A.3

The main principle to follow is to remain professional at all times.

# Management Alternative Plan

~~Confidential~~

## 1.0 Plan Assumptions and Limitations

The *Plan* addresses:

- 1) Staffing and scheduling for:
  - a) Regulatory staffing requirements
  - b) Technical Specification and License required surveillance activities
  - c) Minimum maintenance activities
- 2) Task Specific Training and Qualifications
- 3) Management of certain "Generic Issues"

The *Plan* does NOT address:

- 1) Planning, scheduling, or staffing for major maintenance activities.
- 2) Extended Operations during Forced or Refueling Outages.

The plan assumes that

(b)(4)

(b)(4)

During the time of a labor action Entergy - VY Senior Management will contact Entergy Senior Management on a daily basis to provided updated information and receive any feedback or assistance necessary from corporate leadership.

Planning assumes

(b)(4)

# Management Alternative Plan



## 2.0 Management Alternative Team

The Vermont Yankee Management Alternative Team (VYMAT) is established for the purpose of providing logistics, coordination and information in support of operating Vermont Yankee under various strike conditions. The VYMAT will serve to provide a safe and secure operating environment for personnel working at VY during an informational picket or economic strike situation.

### Site Organization and Duties

1) VYMAT Manager (b)(6)

The VYMAT Manager will be responsible for:

- a) Oversight of the VYMAT during strike conditions,
- b) Briefing the VYMAT prior to mobilization,
- c) Mobilizing the VYMAT,
- d) Oversight of communications with Site Personnel,
- e) Oversight of communications with Corporate Personnel,
- f) Communications Liaison for Regulatory and Media Personnel,
- g) Interfacing with Local Authorities.

2) VYMAT Coordinator (b)(6)

The VYMAT Coordinator will be responsible for:

- a) Providing backup and support for the VYMAT Manager,
- b) Shift Staffing and Scheduling for the VYMAT.

3) VYMAT Communicator(s) (b)(6)

Public Affairs personnel appointed by the VYMAT Manager to serve as Communicators.

The Communicators will be responsible for:

- a) Interfacing with Regulatory Personnel, this will be designated to the Licensing Manager (b)(6)
- b) Interfacing with State Personnel (DPS and Department of Health) (b)(6)
- b) Interfacing with Media Personnel (b)(6)
- c) Interfacing with Company/Plant Personnel (b)(6)
- d) Maintaining records of VYMAT activities, including communication logs (b)(6)
- e) Interfacing with the VYMAT Facilitators (b)(6)

4) VYMAT Facilitator(s) (b)(6)

Personnel will be appointed by the VYMAT Manager to serve as Facilitators. The Facilitators will be responsible for:

(b)(4), (b)(6)

**Management Alternative Plan**

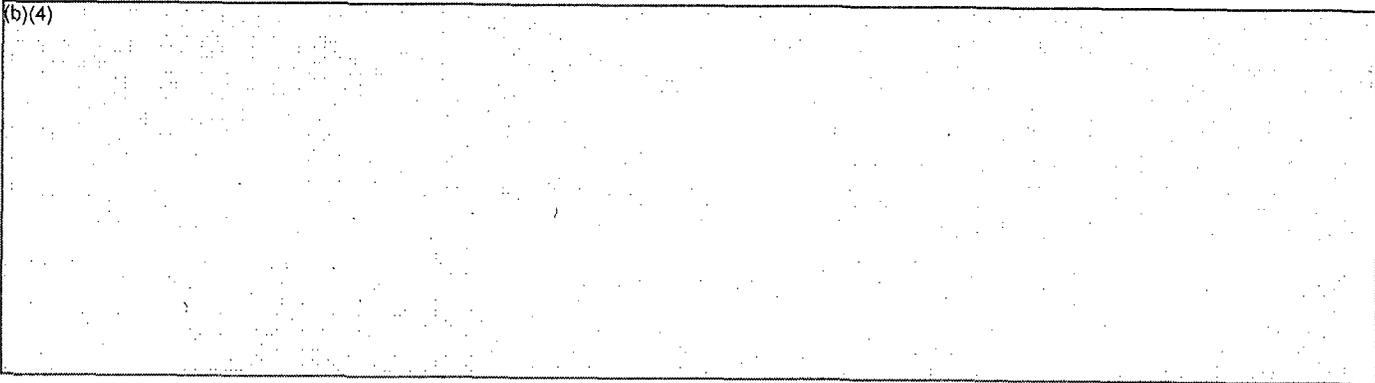
~~Confidential~~

***3.0 Management Staffing Requirements***

In the Event of a Strike, the Company must continue to provide service to our owners, to as near normal conditions as possible. In order to maintain service, all non-represented personnel are expected to perform work normally done by striking employees, as assigned.

Minimum staffing levels for NRC licensed positions as well as other key positions required by our Technical Specifications shall be maintained at all times.

(b)(4)



## **3.1 OPERATIONS**

## Management Alternative Plan

**Confidential**

A shift plan for three sections is attached. It provides for the SM, CRS, and STA to be filled with incumbents. (b)(4)

(b)(4) Individuals with either previous AO experience or operator training experience would stand AO watches. All would be fully qualified to take rounds, conduct routine AO duties and fulfill ON/OT procedure required roles.

### Technical Specification Minimum Staffing Requirements

With plant operating:

- (1) Shift Manager (SRO)
- (1) Control Room Supervisor (SRO)
- (2) Reactor Operators (RO)
- (2) Auxiliary Operator (AO)
- (1) Shift Technical Advisor

With plant shutdown (cold shutdown)

- (1) Shift manager (SRO)
- (1) Reactor Operators (RO)
- (1) Auxiliary Operator (AO)

A site fire brigade of at least 5 members shall be maintained onsite at all times

There will be at least one Hazmat Incident Commander qualified person available for each shift. There is also a contract with Clean Harbors to provide additional support if needed.

Sufficient active licensed operators are available to staff (b)(4) operating crews and partially man a (b)(4) crew if required.

If the strike goes for an extended duration, (b)(4)

(b)(4)

The shifts were developed so that Emergency Procedures can be adequately implemented. With independent fire brigades, there are adequate personnel on each shift to safely shutdown the plant while the fire brigade addresses any fire concerns.

## Management Alternative Plan

**Confidential**

(OPERATIONS)

### Normal Operation Requirements — Surveillance and Minimum Maintenance Activities

- (b)(4) is needed for each crew in order to accomplish surveillance and minor maintenance activities.
  - Minor maintenance activities are considered to be those activities essential to keep the unit on line and would include items such as short time clock LCOs.
  - Major maintenance (activities of complexity and level supported in non-strike periods) may not be able to be supported with the Operations shift composition level specified in this plan.
- Staff augmentation from the Operator Training Program will be adjusted such that the following training activities could continue if an extended strike period should occur:

(b)(4)

### Management Oversight and Augmentation

- One Senior Manager will be assigned for each operating crew as Operations Management (OM). OM's will provide 24 hours per day, 7 days per week coverage. Responsibilities included (but not limited to):
  - Function to support the Senior Vermont Yankee Management Representative as required
  - Oversight function, troubleshooter, coordinator
- Operations Management will perform a review Technical Specification surveillance's and schedules to limit the impact of performing large numbers of surveillance's with reduced personnel.

# Management Alternative Plan



## Ops Shift Schedule

	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
August	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	
September																					1
	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22
	23	24	25	26	27	28	29	30													
October									1	2	3	4	5	6	7	8	9	10	11	12	13
	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30				

(b)(4)

^ Extra staffing to be used for fill ins. ERO List MUST be checked prior to any swaps occurring.

## Operations Schedule

Position	(b)(6)	Additional Options	Add. Opt. Notes
SM			
CRS			
RO			
RO			
AO			
AO			
AO			
Non Tech Spec			
STA			
FB - leader			
FB			
CH			
RP			
OM			

\*Reactivate License      \*\*\* AO Qualification      \*\* Fire Brigade Training      @ NO Respirator Fit

**Management Alternative Plan**  
**Confidential**

***Operations Department Staffing Summary***

**Operations Management**

- (b)(6) Acting Operations Manager (Support)
- (b)(6) - Asst. Operations Manager (Training)
- (b)(6) - Asst. Operations Manager (Shift)

**Shift Managers**

(b)(6)

**SRO Licensed**

(b)(6)

**Management Alternative Plan**  
**Confidential**

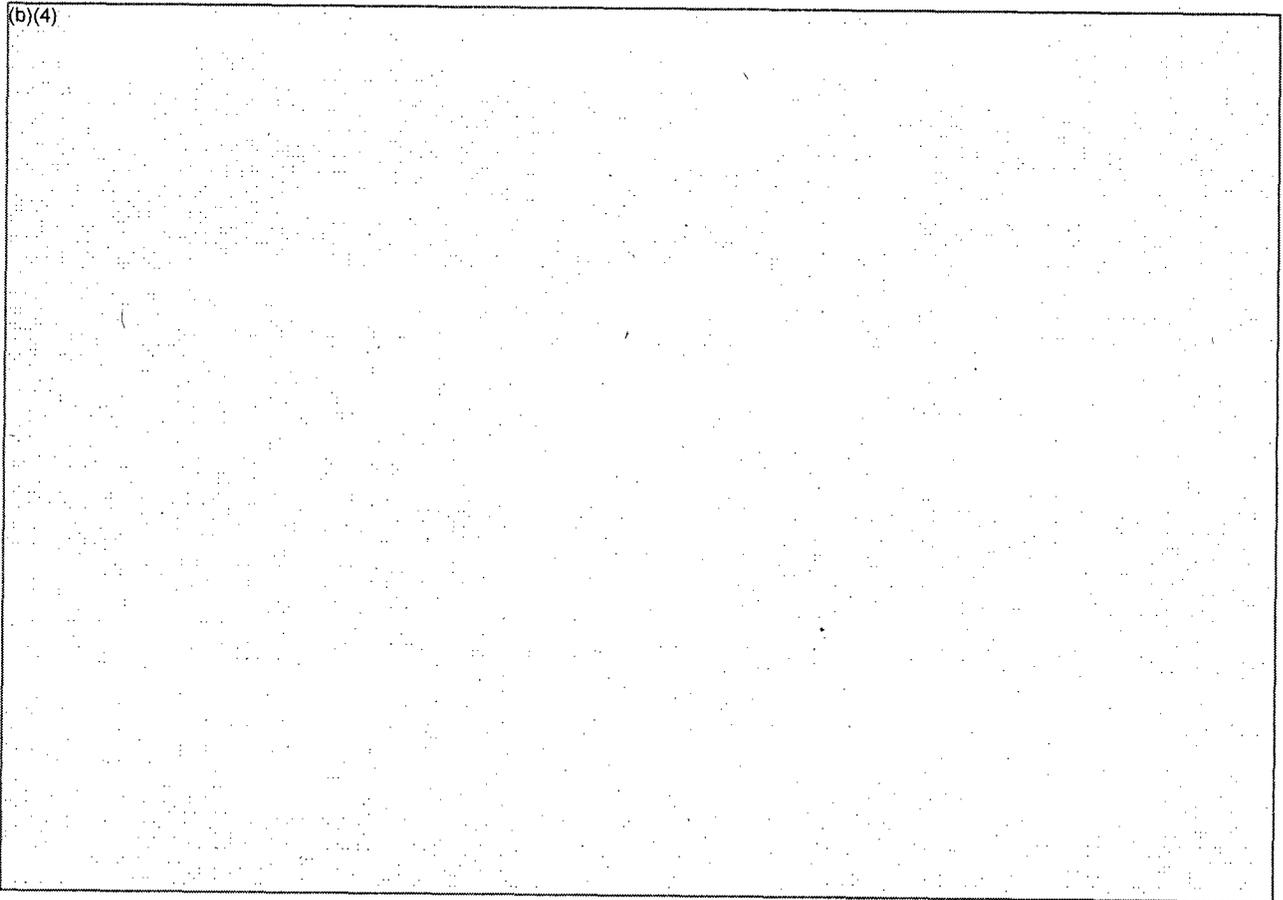
(OPERATIONS)

**Identified Needs**

**A. Training**

The following positions have specific training requirements that will need to be met prior to assuming the respective positions:

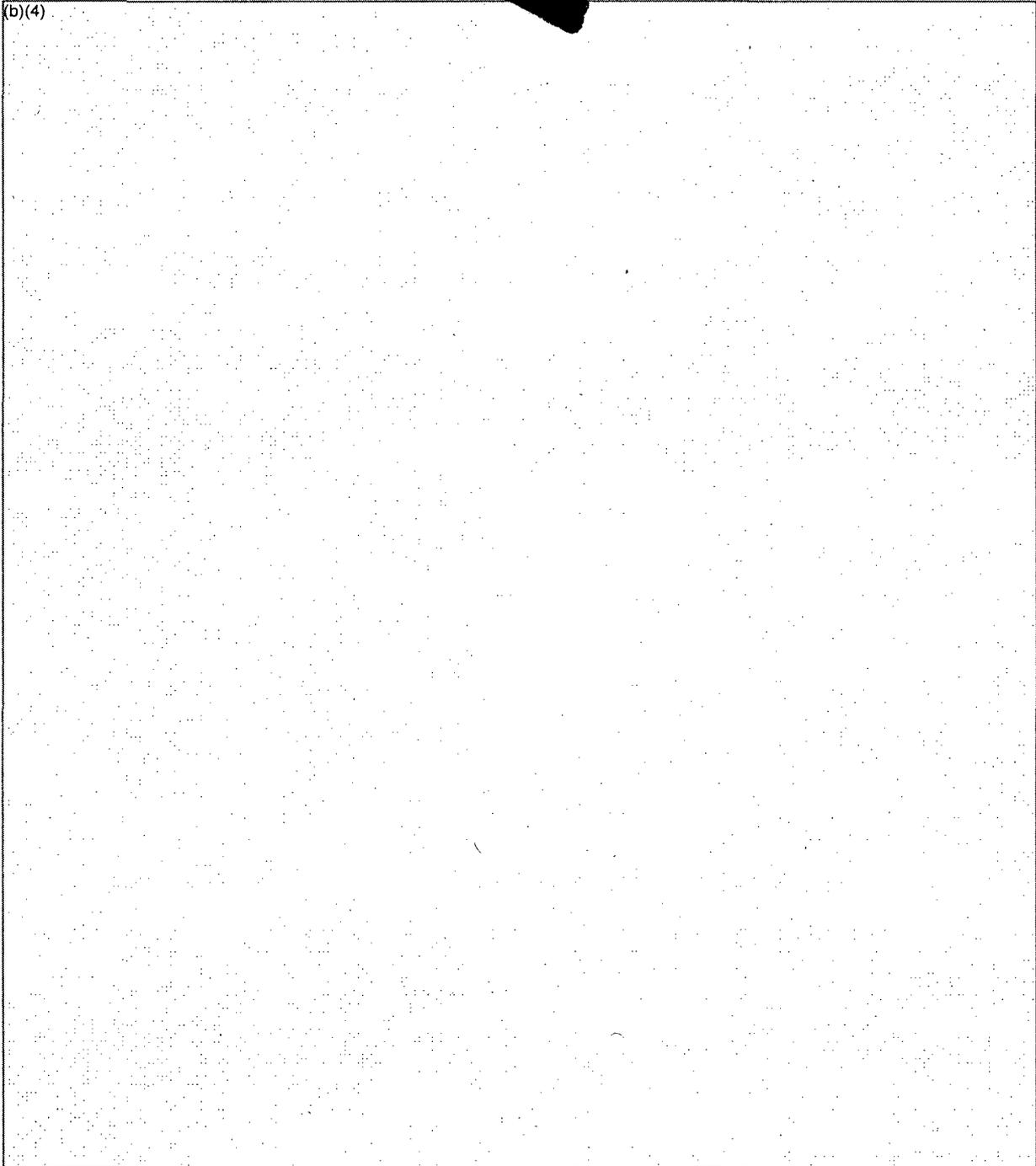
(b)(4)



(OPERATIONS)

**Management Alternative Plan**  
**Confidential**

(b)(4)



## ***3.2 Maintenance***

## Management Alternative Plan

**Confidential**

The Maintenance departments (i.e. Mechanical, Electrical, I & C, and Maintenance Support) consist of craftsmen, supervisors, and engineers to accomplish corrective maintenance, preventative maintenance, and surveillance activities. These activities are specified in procedures and are planned and scheduled using EMPAC and the P3 scheduling system. A rolling 12 week schedule of system work weeks exists that form the framework for organizing the scheduling of work. Work would be accomplished by the management personnel within the departments. Work controls would not be relaxed. Required surveillance and PM's would be performed, as would high priority corrective maintenance. Support departments, engineering, The Maintenance and Modification Contractor, and radiation protection, would be adequately staffed with trained management personnel to continue to support ongoing work activities.

All maintenance departments will review their staffing needs and resources prior to the commencing contract negotiations and develop a strike contingency plan. The following general rules shall apply to the maintenance department's contingency plan

(b)(4)

2. All work will be reviewed for assignment and skill of the personnel assigned. Other management personnel will provide overview of work quality.
3. Pre- and post-job briefings will be conducted for all work.
4. Workweek scheduling and management will continue.

During the fourth week of the contingency plan, maintenance and work control will review the upcoming four weeks. They will make recommendations to the plant manager as appropriate.

In all Maintenance areas, several management individuals have been promoted from their respected shops. They have continued to attend required, annual and specialized training. Their expertise in the maintenance department's management exceeds that of the Bargaining Unit. By supplementing this expertise with other Training Department and management personnel, and by increasing the flexibility to perform work with combined crews, adequate staffing will remain available to maintain the plant operating in a safe, conservative manner.

Individuals performing work including surveillance's shall be verified to be fully qualified prior to performing the work. The normal maintenance supervisors will oversee all work on the "power block" portion of the plant. The supervisor will confirm the additional staff required to perform the work are capable of performing the required tasks.

The priority of work will be as follows:

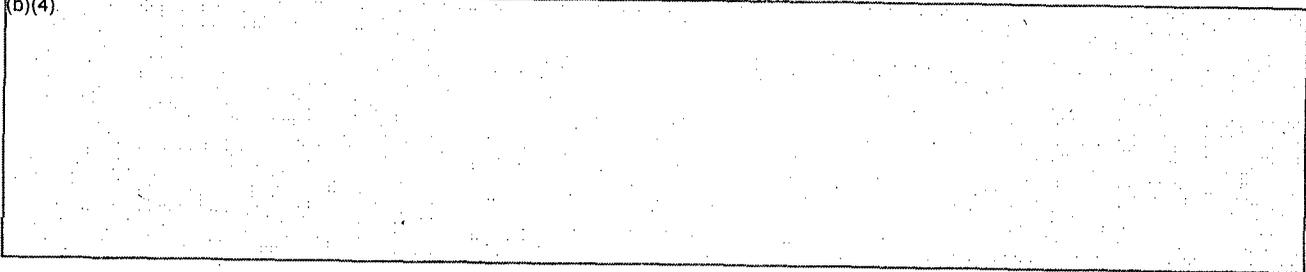
(b)(4)

# Management Alternative Plan

~~Confidential~~

Things deferred:

(b)(4)



The Maintenance Department has made preparations for a strike contingency. There are sufficient resources available at Vermont Yankee to support all surveillance requirements and necessary maintenance of plant equipment. Below is a tabulation of company resources that would support plants needs. Those designated as "qualified" have been previously qualified to the VY OJT program , have performed the training such that they are considered qualified to perform work on safety related equipment, or could easily be retrained to perform the assigned work. Those without the designation have previous hands on experience and are capable of supervising and assisting on safety related work. A review will be performed to ensure sufficient personnel are qualified for switching and tagging to support normal operation.

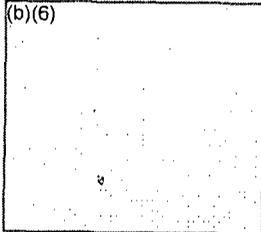
(b)(4)



## Mechanical Maintenance Department

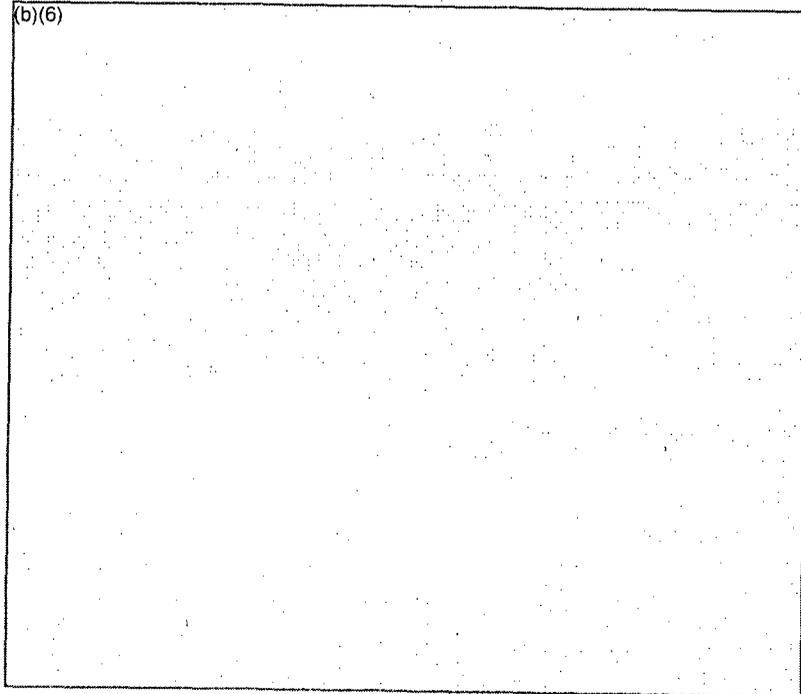
### Qualified Mechanical

(b)(6)



### Mechanical Engineer/Technicians

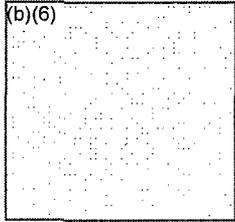
(b)(6)



**Management Alternative Plan**  
**Confidential**  
**Electrical Maintenance Department**

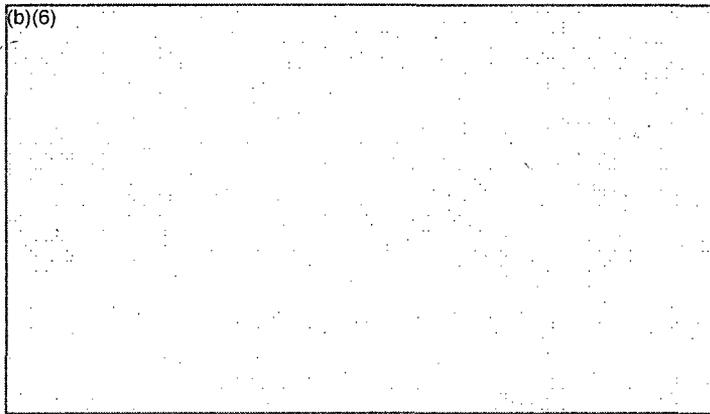
Qualified Electrical

(b)(6)

A rectangular box containing a dense pattern of small black dots, representing redacted information.

Electrical Engineer/Technicians

(b)(6)

A large rectangular box containing a dense pattern of small black dots, representing redacted information.

Elect

**Management Alternative Plan**  
**[REDACTED] tial**

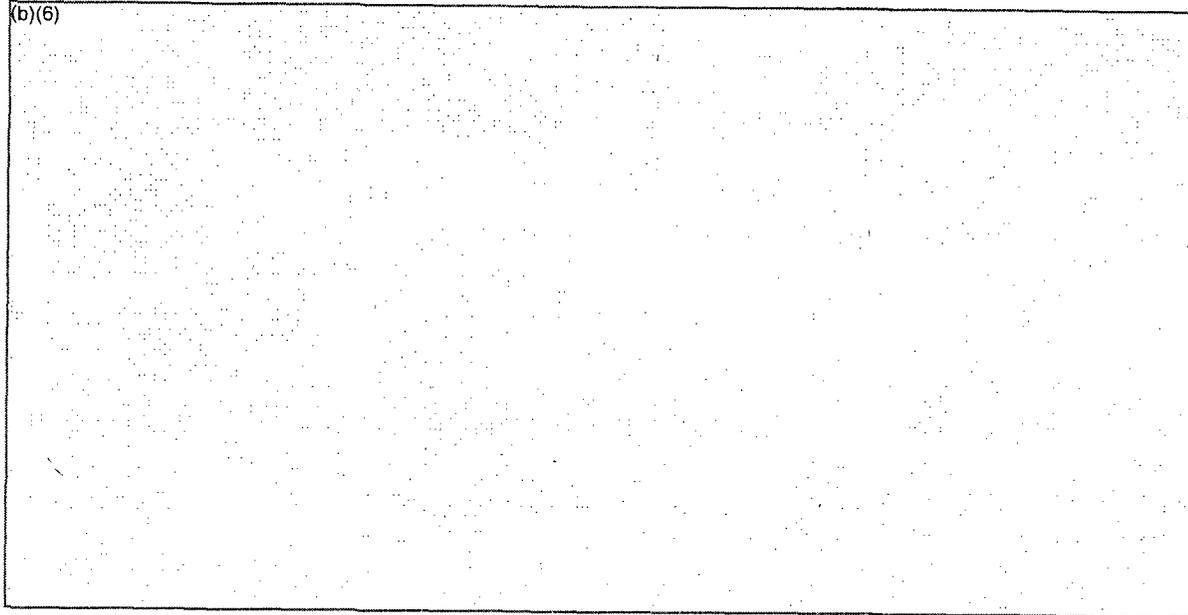
**Instrument Maintenance Department**

The I&C Maintenance has sufficient resources available to support all surveillance requirements and necessary maintenance of plant equipment. Below is a tabulation of the company resources that could support the plants needs.

Qualified I&C Technicians

I&C Engineering/Technicians

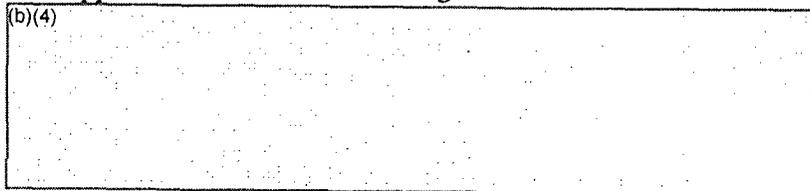
(b)(6)



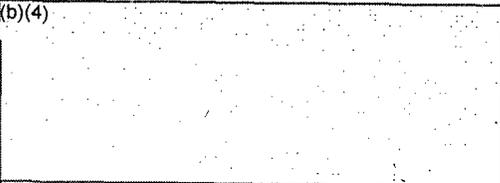
**Maintenance & Modification Contractor**

General President's agreement under which the Maintenance and Modification Contractor supplies labor from the Building Trades has a no strike clause (b)(4)

(b)(4)



(b)(4)



(b)(4)



### *3.3 Radiological Protection*

## Management Alternative Plan

~~Confidential~~

### *(Radiological Protection)*

Tech Specs require one RP Tech on shift at all times. It has been our practice and we continue to have both a qualified RP Tech and Chem Tech on shift at all times. These personnel are supervisors from the respective departments that have performed this work in the past. RP would cover a <sup>(b)(4)</sup>

#### **Regulatory Manning Requirements**

One RP Technician must be onsite anytime fuel is in a reactor. The RPT must meet ANSI training requirements.

#### **Staffing for Surveillances and Minor Maintenance**

The following individuals are qualified to perform the duties of RP Shift Technician.

(b)(6)

The following individuals are also available to cover the duties of Shift Technician if so needed with the exceptions as listed above.

(b)(6)

(b)(4), (b)(6)

#### **Training Requirements**

Training and qualifications will be aligned with the Emergency Operating Conditions Position Training Plan for Maintenance and Technical Operating Conditions.

**Management Alternative Plan**

**Co. [REDACTED] tial**

**(Radiological Protection)**

**EMERGENCY OPERATING JOB ASSIGNMENTS**

A Job Assignment Matrix (JAM) has been developed for management personnel who may perform Radiation Protection Technician (RPT) tasks in the event of an emergency operating situation which would restrict the use of the normal RPT workforce.

The Radiation Protection JAM was populated based on a review of training records for each candidate, followed by a technical talk-through with each individual to verify they were satisfactorily familiar with the tasks they would be expected to perform.

## *3.4 Chemistry*

**Management Alternative Plan**  
**Confidential**

*(Chemistry)*  
**Staffing Requirements**

- One Chemistry Tech will be on-shift at all times.

**Compensatory Measures**

- The majority of all chemistry work will have direct overview and independent verification to ensure full compliance with procedures and regulatory requirements. Off-site surveillance's will be coordinated with the Management Alternative Plan Manager to ensure no missed surveillance's and no interaction with striking employees.

(b)(4)

**Training Requirements**

- (b)(4)

**Required Offsite Resources**

- The following resources have been identified as being required to support long term operation of the station: (b)(4)

(b)(4)

- The Chemistry supervisor will confirm all required support items are available by (b)(4)

***Chemistry Department Staffing Summary***

ANSI Qualified Techs

Lab/Sampling Support

Crew A  
Crew B  
CrewC

(b)(6)

Other Support Personnel:

(b)(6)

\* Denotes ANSI Qualified Individual

## ***3.5 Security***

**Management Alternative Plan**  
**Confidential**

**I. Regulatory Manning Requirements**

1. (b)(4)

2. The Wackenhut Corporation (TWC) (b)(4)  
(b)(4) Vermont Yankee Security has a current contract with TWC (b)(4).  
(b)(4)

3. The TWC site security force at Vermont Yankee is composed of bargaining and non-bargaining unit personnel. (b)(4)

4. (b)(4)

5. In anticipation of a job action or labor strike, (b)(4)  
(b)(4)

6. Shift coverage shall be uninterrupted and not otherwise adversely impacted by IBEW contract issues. Specific response post assignments and shift staffing levels relative to the protection strategy are safeguards information and are required to be protected in accordance with ENN-NS-204 entitled "Protection of Unclassified Safeguards Information." As such response capabilities and schedules are not disclosed in this document.

7. TWC and Entergy senior security staff members will be sequestered, as required, to provide oversight and continuity. Security shift workers (b)(4)  
(b)(4)

**Management Alternative Plan**  
**Confidential**

8. (b)(4)

**II. Normal Functions of the Security Organization:**

1. TWC will provide initial and refresher training to all site security personnel regarding the proper conduct of operations and personnel interaction during any type of job action. Refresher training will be performed as applicable to reinforce these standards.
2. The security organization shall provide uninterrupted service that ensures full compliance with the requirements contained in the Vermont Yankee Physical Security Plan, and other regulatory and statutory requirements.
3. The security organization will provide (b)(4) trained and qualified fire brigade members on a twenty-four hour basis to meet regulatory requirements.

**III. Management Oversight and Augmentation that will be in place:**

1. The Manager-Nuclear Security has overall responsibility to ensure that the security organization is staffed and complies with all regulatory and statutory requirements.
2. The Security Operations Supervisor assists the Manager-Nuclear Security in ensuring that all regulatory requirements are met by overseeing the day-to-day activities of the Security Organization.
3. Entergy Nuclear Northeast Corporate Security staff will provide support as requested.
4. TWC Project Manager has overall responsibility for the contract security force.
5. TWC will provide Corporate support as requested.
6. The line supervisors will also work a (b)(4) shift schedule to ensure proper oversight of the security program on a shift level.
7. Staff augmentation will be provided by TWC as needed and as requested.

# Management Alternative Plan

## IV. Watch Bill and Schedule.

1. (b)(4)

## V. Identify staff augmentation support.

Anticipated additional posts:

1. (b)(4)
- 2.
- 3.
- 4.
- 5.

## VI. Required Actions and Additional Information

### 1. Conduct of Employees

All employees shall conduct themselves in accordance with existing Entergy standards, station policies and procedures. Employees shall treat each other with consideration and respect and have the right to similar treatment. Striking employees will be treated with respect before, during, and after the contingency. Failure to do so will be considered a disciplinary issue.

### 2. Security Procedures

Security operations for Vermont Yankee will continue to be maintained in accordance with the NRC approved physical security plan.

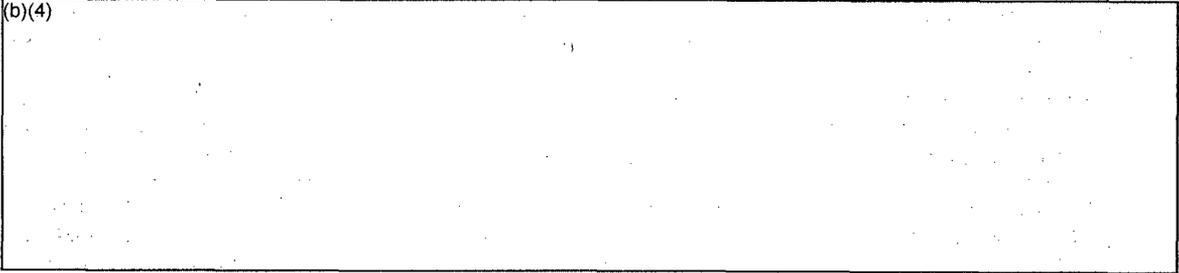
### Owner Controlled Area (OCA) Access Control

The Site Security Manager will interface with Contingency Manager and site Human Resources personnel to establish (b)(4)

(b)(4)

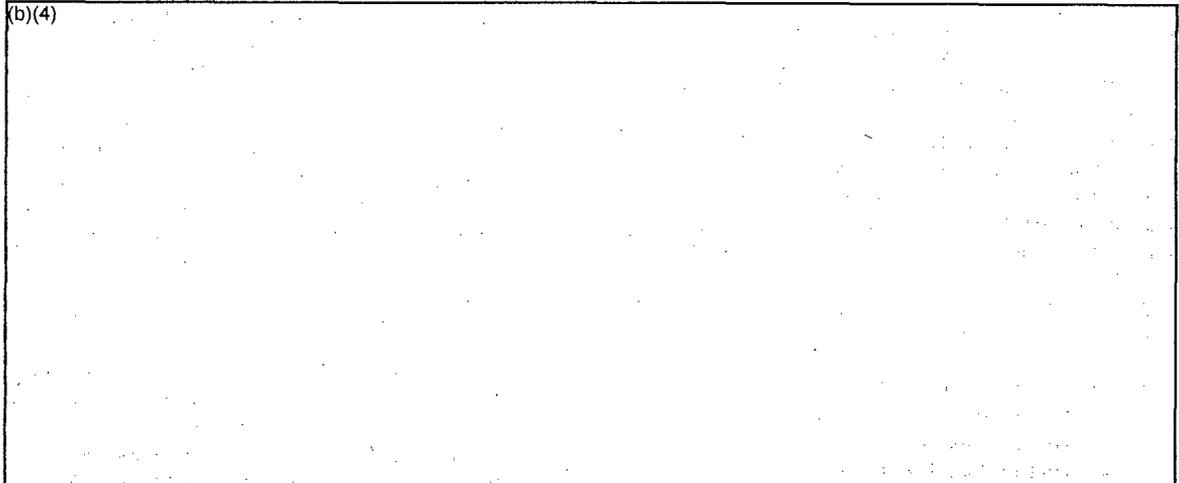
## Management Alternative Plan

(b)(4)



### 3. Use of North Gate

(b)(4)



### 4. Parking / Busing

Except as directed otherwise, employees are expected to use existing site parking lots. These parking lots will have TWC OCA Patrol coverage twenty-four hours a day. A determination will be made if off-site parking and a shuttle service is necessary. VY Security will ensure appropriate security coverage of any designated off-site parking facility.

### 5. Signage

The Manager-Nuclear Security is responsible to ensure that a walk-down of the site is conducted to verify that "No Trespassing" signs are located at the site entrances and boundaries. The Maintenance Superintendent is responsible to ensure that the signs are posted in accordance with the Manager-Nuclear Security recommendations. Follow-up tours will be completed on a periodic basis as needed. Replacement signs will be installed as needed at each entrance and at the site boundaries as deemed appropriate.

### 6. Emergency Services

## Management Alternative Plan

**Confidential**

The Manager-Nuclear Security or designee is responsible for making contact with the Vernon Police Department, Vermont State Police and local Fire and EMS personnel to ensure that each is knowledgeable of points of access to the site and the most expeditious routes to take in the event of an emergency. Requests for emergency off-site assistance is the responsibility of the Operations Shift Manager or designee as in normal operating conditions.

### 7. Notification Protocols

Security Management will be responsible to contact the following personnel:

- Resident NRC Inspector  
The Manager-Nuclear Security or designee will brief the resident NRC inspectors regarding Nuclear Security requirements, capabilities, and contingencies, as applicable.
- Regional NRC Inspector (Safeguards Section)  
The Manager-Nuclear Security or designee will brief the Regional NRC Security Inspector regarding nuclear security requirements, capabilities, and contingencies, as applicable.
- Local Law Enforcement Agencies (LLEA)  
The Manager-Nuclear Security or designee will brief representatives of LLEA. If necessary, planning meetings will be scheduled to reinforce working relationships and to work out logistical support issues. The local Fire Departments and EMS personnel will be contacted during this same time period.

### 8. Strike-Related Safeguards Events and Allegations

The Manager-Nuclear Security or designee is responsible to manage the Safeguards Contingency Plan and implement the plan as approved in accordance with established procedures. The details of the plan are considered Safeguards Information and are protected in accordance with ENN-NS-204 and 10 CFR Part 73.21.

Department Managers are responsible to notify their respective employees to report any suspicious activities observed or found during work stoppage conditions.

Employees must understand that it is better to question a situation than to ignore it and have a problem occur as a result. Employees are encouraged to first use the chain of command in their organizations to report matters, but not to hesitate to call the Security Department directly.

## Management Alternative Plan

**Confidential**

In the event an allegation is received by anyone, the recipient should immediately notify his / her Supervisor or Department Manager. The Manager shall notify the Manager-Nuclear Security listed below. The Manager-Nuclear Security is responsible to coordinate the investigation of security related allegations as soon as possible and shall keep senior plant management advised of the allegation's status.

(b)(6)

Manager, Security

Phone:

Beeper:

Cell:

(b)(6)

### 9. Access Authorization Plan

This plan is designed to mitigate the consequences of the labor action by bargaining unit members as applied to their Unescorted Access to VY. It provides for an orderly flow of events to expeditiously out-process and in-process those participants.

For those members at VY when the labor action commences, they will be provided with an Employee Checkout Sheet that contains actions to be accomplished prior to departure.

(See Figure 1) (b)(4)

(b)(4)

Human Resources will provide the access authorization department with a list of all bargaining unit employees (b)(4)

(b)(4)

The Checkout Sheets are the responsibility of the responsible Supervisor and are to be delivered to Access Authorization along with the Security and OCA badges plus the Support Building access card. These will be used to validate the list of bargaining unit members presently on file.

Access Authorization will compile a listing of those personnel participating in the labor action and will make site access restrictions as necessary. In addition, all other ENN sites will be provided with a listing of those personnel with access restrictions prompted by the labor action. Behavioral Observation Program (BOP) limitations will be noted and action taken should program requirements fail to be met. PADS terminations will be completed as required by governing directives.

Should the labor action end within the thirty (30) day window, in-processing will consist of returning OCA badges; Security badges will be placed in the slot boxes. FFD testing, other than random, is not required. GET expiration dates will be checked to ensure individual currency; if not GET current, access will be placed in a "Hold" status pending completion of training. All other ENN sites will be notified that access restrictions no longer apply.

## Management Alternative Plan

**Confidential**

If thirty (30) days is exceeded, several actions occur. BOP requirements are no longer met and the individual must be placed on "Hold" status in the Security systems and *terminated favorably* in PADS. Once the labor action ends, the individuals must complete the following paperwork after ID verification:

- Consent Form
- Unemployment verification
- Self-disclosures

The individual must then complete FFD screening. Other qualifications (GET, physicals, etc.) that have elapsed must be updated prior to resuming duties. Some may be completed subsequent to re-establishment of Unescorted Access; GET, however, must be current prior to being granted Unescorted Access. Operator currency and other job-related restrictions are not within the scope of Access Authorization and remain the responsibility of their Supervisors.

Once all access requirements are satisfied, Access Authorization will complete the Security File, make computer entries and notify the Secondary Alarm Station. The individual's badge will be returned to his/her slot.

Access Authorization will then make the required PADS entries and notify all other ENN sites that site restrictions have been lifted.

**Management Alternative Plan**  
**Confidential**

**Access Authorization Plan**  
**(Figure 1)**

EMPLOYEE CHECKOUT SHEET

THIS CHECKOUT SHEET IS APPLICABLE TO ALL ENTERGY NUCLEAR NORTHEAST AND CONTRACT PERSONNEL EXCLUDING EMPLOYEES OF OR UNDER CONTRACT TO THE NRC, INPO, VISITORS AND ENN EMPLOYEES PARTICIPATING IN OUTAGE SHARED RESOURCES, ASSIGNED TO OR PERFORMING WORK AT THE Vermont Yankee Site

INITIATION OF THIS CHECKOUT SHEET IS THE RESPONSIBILITY OF THE EMPLOYEE'S IMMEDIATE SUPERVISOR.

.....  
Exiting employees shall checkout with all applicable locations below. Supervisors may "N/A" areas which are not applicable.

Employee Name (Print): \_\_\_\_\_ SSN: \_\_\_\_\_ - \_\_\_\_\_ - \_\_\_\_\_

Slot: \_\_\_\_\_

	(Last)	(First)	(M.I.)	<u>Date</u>	<u>Initials</u>
1) All plant keys	_____	_____	_____	_____	_____
2) All equipment returned (M&TE)	_____	_____	_____	_____	_____
3) No outstanding Tags (Control Room Annex)	_____	_____	_____	_____	_____
4) Cell phones returned	_____	_____	_____	_____	_____

**NOTE: On your exit, turn in your Security and OCA badge.**

.....

Checkout effective: \_\_\_\_\_  
Date



**Management Alternative Plan**

**Confidential**

**The Wackenhut Corporation Labor Strike Contingency Plan  
SEC-LSCP-ATTACHMENT 1**

**PURPOSE**

The purpose of this contingency plan is to provide actions to be taken by The Wackenhut Corporation (TWC) to address the possibility of any labor disruptions caused by members of the United Government Security Officers of America (UGSOA) assigned at Vermont Yankee.

Entergy requires, through contract, (b)(4)

(b)(4) In the event of a labor disruption, the ability to meet those levels may be compromised without a contingency plan to identify the mechanisms and actions required to respond to and mitigate the loss of continuous service.

This plan identifies resources provided by TWC and provides details on how these resources will be integrated into phases of the contingency response. As the events of this potential labor action unfolds, any and all information pertinent to the security operations at Vermont Yankee will be communicated immediately to the Entergy Manager-Nuclear Security.

**DISCUSSION**

TWC has a collective bargaining agreement with the security officers assigned at Vermont Yankee. (b)(4)

(b)(4)

(b)(4)

**Management Alternative Plan**  
**Confidential**

**CONTINGENCY PLAN PHASES**

The plan is comprised of five (5) phases. Depending upon the likelihood of a strike some or all of the phases may be implemented. Summaries of the phases are identified below:

Note: The requirements in Section II, Access Authorization Plan, apply to security force personnel who may walk out.

**PHASE 1- Identification of Replacement Personnel**

It is necessary to identify personnel who may be needed to replace those walking out (b)(4). (b)(4)  
(b)(4) Our basic strategies follow immediate, short term, and long term replacement methodologies.

**A. Immediate Contingency Personnel**

Entergy and TWC supervisory personnel, TWC Nuclear Services Division management, and TWC support staff personnel and others designated, as strike contingency personnel will assume the security duties at Vermont Yankee. Identification of the immediate contingency personnel is as follows:

1. TWC Non-Bargaining Employees assigned to Vermont Yankee
2. Entergy staff assigned to Vermont Yankee
3. Wackenhut Nuclear Services Division Staff

(b)(4)

A total of (b)(4) initial replacement personnel will be required. The initial group of replacement personnel is broken out into (b)(4)  
(b)(4)

**B. Temporary Contingency Personnel**

In the event of a strike action at Vermont Yankee, an adequate number of supervisor personnel will be assigned from other nuclear facilities serviced by the Nuclear Services Division. The Division will initially request a total of (b)(4) supervisory support personnel. These personnel have been cleared for access at their facilities and are fully trained and qualified to perform armed security officer duties. These officers also have Vermont Yankee site-specific security training and certification. The Division has schedule arrival of the temporary contingency personnel to start on a TBD time.

**Management Alternative Plan**  
**Confidential**

**C. Permanent Replacement Personnel**

If a strike action at Vermont Yankee results in the replacement of existing security force members, it will be necessary to recruit, hire and train the necessary number of personnel to replace those employees on strike. TWC Project Manager/Designee will be the responsible lead individual within this phase. The Nuclear Services Division personnel from corporate or other sites will provide assistance as needed. These individuals would be trained and qualified in (b)(4)

(b)(4)

**PHASE 2 - Training and Qualifying Replacement Personnel**

This phase requires the training of recruits according to the licensee Training and Qualification plan where classroom activities are required. Training activities include GET, radiation protection training, firearms qualifications, uniforms, equipment, etc.

**A. Immediate Contingency Personnel**

(b)(4) Group One consist of (b)(4) fully qualified personnel. This group will perform the (b)(4) duties and act as our oversight or compliance personnel to ensure temporary contingency personnel perform their duties in compliance with site procedures and plans. Group two consist of (b)(4) current staff members, and (b)(4) supervisors (b)(4) that will be trained and certified as needed to support the Group one personnel. (b)(4)

(b)(4)

**B. Temporary Contingency Personnel**

If necessary, security force members from (b)(4) are available on a temporary basis. While trained and certified in security functions at their respective sites, they would require (b)(4)

(b)(4)

A training program would be implemented that should include post specific training and qualification to accelerate the process. Increased supervisory oversight from VY contract security supervision will be provided to ensure compliance with regulatory requirements.

**C. Permanent Replacement Personnel Training.**

Recruits hired to replace the existing force will be required to complete the entire training program for armed security officers. (b)(4)

(b)(4)

They will be trained in groups of (b)(4) until the required numbers are obtained. Training of the first group will be completed in (b)(4) If a strike is imminent and impasse is determined, (b)(4)

(b)(4)

**Management Alternative Plan**  
**Confidential**

**PHASE 3 - Preparation for Activation**

This phase begins when

(b)(4)

(b)(4)

**A. Immediate Contingency Personnel**

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.

(b)(4)

**B. Temporary Contingency Personnel**

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.
- 7.

(b)(4)

**Management Alternative Plan**  
**Confidential**

**C. Permanent Replacement Personnel**

1. (b)(4)
- 2.
- 3.
- 4.
- 5.
- 6.
- 7.
- 8.
- 9.
- 10.

**PHASE 4 - Strike or Walkout**

In the event of a strike or walkout management will implement the following:

1. (b)(4)
- 2.
- 3.
- 4.
- 5.
- 6.
- 7.
- 8.
- 9.

**Management Alternative Plan**  
**Confidential**

**PHASE 5 - Strike Not Probable**

Phase 5 identifies the recovery actions taken if the Union strike is eliminated.

1. The senior Nuclear Services Division representative at the labor negotiations notifies site management that the bargaining unit has reached an agreement.
2. Immediate contingency personnel are directed to return to their normal duties.

3. Temporary contingency personnel are notified that the strike contingency is over. (b)(4)  
(b)(4)  
(b)(4) All assigned  
equipment issued to personnel will be recovered and inventoried.

4. If the process to select permanent replacement personnel was initiated, (b)(4)  
(b)(4)

**Management Alternative Plan**  
**Confidential**

**Sample Schedule**

**Contingency Security Force with Bargaining Unit Compliment**

Maintained by Security Manager

## ***3.6 Clerical Support***

**Management Alternative Plan**  
**Co~~nfidential~~**

*(Clerical)*

During a strike, all non-union clerical personnel will report to work as usual. Some adjustments to normal schedules and duties may be made to support contingency plans.

## *3.7 Materials Management*

# Management Alternative Plan

## (PROCUREMENT)

It is assumed that deliveries to the plant during a strike

(b)(4)

(b)(4)

Provisions will be made in advance for this

eventuality.

(b)(4)

(b)(4), (b)(6)

(b)(4)

Based upon anticipated craft worker needs, to be supplied by Maintenance and Project Engineering, Contracts will arrange for replacement workers through staffing companies. Training, background investigations and badging will be required for the new workers. The staffing agency will be tasked with arranging worker transportation onto the plant site.

To ensure the availability of key staff,

(b)(4)

## Management Alternative Plan

(b)(4)

Food services for workers on site during the day as well as those (b)(4)

(b)(4) will be provided from the COB cafeteria. Additional on-site for food may be necessary.

(b)(4), (b)(6)

(b)(4)

### *Procurement Staffing Summary*

Stores Support -

(b)(6)

- EOF Pers/Equip

(b)(6)

(b)(6)

Procurement - Contracts and Purchasing -

(b)(6)

EOF Purchasing

(b)(6)

## ***3.8 Emergency Preparedness***

**Management Alternative Plan**  
**Confidential**

***(Emergency Preparedness)***

The attached ERO Contingency Staffing Plan is used as the basis for this implementation.

Pager coverage is adequate to notify critical personnel. The contingency does not affect current pager holders, therefore, no additional pager assignments are necessary.

Some individuals will require additional training and (b)(4) qualification. The training department will provide the necessary GET (b)(4) and associated (b)(4) training necessary for individuals who require it. Department managers and affected individuals will coordinate with Access Control personnel to schedule necessary (b)(4)

(b)(4)

All personnel will receive notification of their contingency assignment. All initial responders will be trained prior to (b)(4). Relief workers, if not trained prior to implementation of this plan, will receive training during the (b)(4)

(b)(4)

# Management Alternative Plan



## ERO CONTINGENCY STAFFING PLAN

In the "Position" column, "(30)" and "(60)" represent NUREG 0654 Table B-1 30 and 60 minute response requirements. (b)(4)

POSITION	INITIAL STAFF	RELIEF STAFF
	(b)(6)	
TSC Coordinator		
Operations Coordinator		
RP Coordinator		
Chemistry Coordinator		
RE Coordinator		
Security Coordinator		
Maintenance Coordinator		
Engineering Coordinator		
TSC ERFIS Operator/NRC Communicator		
TSC Communicator		
TSC Support/ Accountability Officer		
Manpower & Planning		
Mech. Engineer (60 min)		
Elect. Engineer (60 min)		
OSC Coordinator		
OSC Coordinator Assist		
Work Coordinator Assistant		
OSC Dispatcher		
OSC Logkeeper		
I&C/Electrical Work Coordinator		
Mechanical Work Coordinator		
Shift RP tech (b)(4)		
RP Tech (30 min) (b)(4)		
RP Tech (30 min)		
RP Tech (60 min)		
RP Tech (60 min)		
RP Dosimetry (30 min)		
Shift Chem tech (b)(4)		
Chemistry (60 min) (b)(4)		
Ops Radwaste (60 min)		
Mech. Maintenance(60min) (b)(4)		
Mech Maintenance (b)(4)		



## Management Alternative Plan



POSITION	INITIAL STAFF	RELIEF STAFF
	(b)(6)	
Elect. & Controls (60 min)	(b)(4)	
Mech. Maintenance(60min)		
Elect. & Controls (30 min)		
Elect. & Controls (60 min)		
Elect. & Controls (30 min)		
<b>OFFSITE SURVEY TEAMS</b>		
Blue (30 min)	(b)(6)	
Green (30 min)		
Green (60 min)		
Blue (60 in)		
Shift RP Tech		
Site Boundary (30 min)		
Site Boundary (60 min)		
<b>EOF</b>		
Site Recov. Mngr.	(b)(6)	
Radiological Asst.		
EOF Coordinator		
Compliance Advisor		
Ops Advisor #1		
Ops Advisor #2		
Purchasing Coordinator		
RP Staff		
Manpower & Planning		
Pers./Equip. Monitor		
Pers./Equip. Monitor		
METPAC Operator		
Radio Operator		
SRM State Advisor		
SRM Media Advisor		
Media Advisor Assist		
IT/Telecommunications		
SRM Support		
State Liaisons		

# Management Alternative Plan

**Confidential**

POSITION	INITIAL STAFF	RELIEF STAFF
	<b>JIC</b>	
NID	(b)(6)	
Tech Briefing Rep		
Tech Rep		
JIC Coordinator		
NID Assist		
Emergency Info Coor		
Press Release Writer		
Credentialing		
Press Release Distribution		
Status Coor		
PI Coordinator		
PI Response		
Media Monitor/Status Phone		
State Assist		
Floor Liaison		
(b)(4)		

## Management Alternative Plan

The following individuals are available to provide additional support

(b)(4)

Engineering Support: Remainder of Engineering groups per EAPL (all are non-bargaining unit)  
Emergency Planning Department

(b)(6)

(b)(6)

### TRAINING REQUIREMENTS

(b)(4)

**Management Alternative Plan**  
**Confidential**

(b)(4)

(b)(6)

## *3.9 Information Technology*

# Management Alternative Plan

~~Confidential~~

## Information Technology

### Telephone Support

A review of telephone support issues indicates normal non-union personnel are prepared to support most phone activities. In the event that additional assistance is needed, the following methods will be implemented to obtain support:

- Contact the Manager of IT
- Additional contract support is available if needed to support the phone systems.

### Pagers/Radios/Cell Phones

The following actions related to communications devices were identified:

- All VY personnel have a pager, however, should additional pagers may be required, they will be requested by MAT Manager.
- Additional cell phones will be acquired, as necessary, or personal cell phones will be utilized.
- Additional radios will be acquired, as requested by MAT Manager.

### Computer Access

All personnel with computer access will be identified and a process established to disable or limit access, as necessary. The MST Manager will notify the IT Manager when to disable or limit access. A listing of those personnel for which access would be disabled will be provided to the IT Manager (b)(4)

### Required Staffing Support

The IT Manager will make the necessary assignments to provide continued support of computer needs.

### IT Support Organization

IT Manager: (b)(6)  
Operations and Network Supervisor: (b)(6)  
Applications Supervisor: (b)(6)

#### Network Support

#### Technicians

#### Applications

#### Telecomm

(b)(6)

## ***3.10 Engineering***

**Management Alternative Plan**  
**C [REDACTED] tential**

## **Engineering Department Contingency Planning**

Personnel with direct experience in operations, maintenance, and planning will be assigned as appropriate to perform these functions. Any necessary training and qualification of these persons are addressed in other portions of this plan.

Engineering will establish and maintain 24-hour, 7 day call-in coverage on a rotating schedule. The Engineering Duty Manager (EDM) position will provide the primary contact for the duration of any labor action. The position of EDM will serve as a single point of contact for all engineering issues to ensure prompt communication and resolution. EFIN coverage will be extended to 7 day per week day shift coverage. . If maintenance activities are planned for night shift then this coverage will be expanded to 24/7 coverage.

System engineers will perform system walkdowns on increased frequency. Walkdowns will be performed on a nominal weekly basis. The system walkdowns will be performed so as to extend the oversight time in the field. For example, each work day a system will be walked down versus many on Monday. In addition multidisciplinary walkdowns/tours will be performed at least weekly on alternating days each week. In addition multidisciplinary walkdowns/tours will be performed at least weekly on alternating days each week.

Engineering staff personnel will be available on a scheduled or emergent basis to provide oversight of maintenance activities. System engineers or other engineers (component engineers) will be in the field when their system/ equipment requires maintenance or surveillance testing to support maintenance.

Design engineers will principally remain involved in planned related modification activities and in support of the planned NRC engineering inspection activities Those not assigned to these activities will support EFIN.

Reactor engineering will provide any needed support for power level changes, and supplemental support from the fleet will be used when needed for Rod Sequence Exchanges.

Fleet resource needs , will be used to address needed emergent issues during daily strike telecoms.

## *3.11 Work Management*

# Management Alternative Plan



(Work Management)

## Work Force Staffing Requirements for Work Control

Assumptions:

(b)(4), (b)(6)

Staffing for Planner Position:

- I&C

(b)(6)

- Electrical

(b)(6)

- Mechanical

(b)(6)

Work Schedule: As determined by Work Management

# Management Alternative Plan



(Work Management)

## Work Force Staffing Requirements for Work Control

Assumptions:

(b)(4), (b)(6)

Staffing for Planner Position:

- I&C

(b)(6)

- Electrical

(b)(6)

- Mechanical

(b)(6)

Work Schedule: As determined by Work Management

## ***4.0 General Issues***

**Management Alternative Plan**  
~~**Confidential**~~

**4.1 Hazardous Materials**

NOTE: The Incident Commander will address hazardous material issues.

(b)(4) will provide HAZMAT support. The MAT Manager, or designee, will verify (b)(4) will provide support in the event of a strike. If not, corporate will be contacted to supply a back-up Hazmat response organization. The RP department also has HAZMAT qualified personnel. Please reference the RP qualification matrix for qualified personnel. The VY Safety Coordinator can also be utilized for HAZMAT issues.

**4.2 Confined Space Rescue**

Confined space entry will be covered on a call-out basis and coordinated by the Industrial Safety Coordinator. Contracting with (b)(4) for confined space rescue may be addressed if needed at a later date.

**ENVY Confined Space Rescue Team Member List**

**\*Names that are Bolded can be assigned as leaders**

(b)(6)	Engineering Support	Team lead/ Med.	
	Site Coord	Support/ Med.	
	Training/ Fire Protection	Team lead/ Med.	
	Safety	Team lead	
	Safety	Med.	
	Security	Med.	
	Training	Support	
	Maint. Support		
	QA	Support	
	Safety	Support	
	CA&A	Support	
	Engineering	Team lead/ Med.	

# Management Alternative Plan

**Confidential**

## 4.3 Medical Response Team

The following list is a list of qualified Medical response personnel available during a strike. The list will be divided such that there is coverage on all shifts. Where possible, medical response personnel will serve other duties during this time. (i.e. fire brigade member)

It will be the responsibility of the Plant Safety Coordinator to notify Rescue of the potential strike and to

(b)(4) The Safety Coordinator shall also notify the local hospital if a strike were to occur.

(b)(6)

- |                 |                       |
|-----------------|-----------------------|
| EMT-I           | System Engineering    |
| EMT-I           | Maintenance Support   |
| First Responder | System Engineering    |
| EMT-B           | System Engineering    |
| EMT-B           | E-Plan                |
| EMT-B           | Training              |
|                 | Safety                |
| First Responder | Maintenance Support   |
| First Responder | Planner Electrical    |
| First Responder | Programs & Components |
| First Responder | QA                    |

## 4.4 Communications

Site communications will be handled through the MAT communicators and the corporate communications group. A hot line will be developed to update employees as to the status of negotiations and other important information concerning the strike.

- The Manager of Communications will set-up the hot line by (b)(4)

4.5 (b)(4)

(b)(4)

## 4.6 Supplies

The Stores Department has made arrangements with the necessary suppliers and for delivery of parts, materials and supplies. (See Material Management section).

## 4.7 First Two-Weeks

**Management Alternative Plan**  
**Confidential**

(b)(4) exceptions will be made only with the Management Plan Manager and Site Vice-President's approvals.

First priority will be (b)(4)

(b)(4)

At the time of the strike, the Plant will continue to remain in the 'Mode' it is currently operating.

Plans shall be prepared to address the steps to be taken for long term staffing of VY. Key elements to be addressed will be (b)(4)

(b)(4) Overtime guidelines shall be established in accordance with GL 82-12.

(b)(4)

**4.8 Site Access**

See security plan section 3.5 of this plan. Section VI paragraph 4 defines access onto the site.

Bus Schedule if necessary

Buses will leave the off-site parking lot (to be determined) for a journey to the site at (b)(4)

(b)(4)

## *5.0 Quality Assurance*

# Management Alternative Plan

Confidential

## Quality Assurance

### QA Strike Contingency Plan

The following Contingency Plan will be pursued by the Quality Assurance Department in the event of a bargaining unit strike requiring management to enlist non-union staff in the performance of in-plant operating and maintenance activities affecting quality.

#### A. Prior to Start of a Strike:

Prior to end of the contract, QA will perform a review of the Company's overall contingency plan to determine that all licensing basis commitments will be met during the strike.

Also, QA will confirm that sufficient staff resources will be available to support areas identified in NRC Inspection Manual IP 92709, "Licensee Strike Contingency Plans," specifically Tech Spec and TRM minimum staffing requirements, Emergency Plan response, and observance of overtime limits.

As part of this review, QA will evaluate the qualifications of non-union personnel assigned to perform activities affecting quality to determine that they meet the requirements of ANS 3.1-1978 for the tasks to be performed.

QA will reschedule any routine audit or surveillance activities scheduled during the strike period to a later date, consistent with any regulatory constraints on audit frequency.

#### B. During a Strike:

QA will carefully monitor operations and maintenance activities to determine that activities affecting quality are properly performed. Particular attention will be paid to quality of workmanship, human performance and radiation/industrial safety.

To do this, QA will conduct a program of observations in accordance with ENN-OV-124 "Oversight Observations Checklist (O2C)," primarily in the areas of (b)(4)

(b)(4)

(b)(4)

The level of oversight will be comparable to that provided during refueling outages, except that coverage outside of the normal workday will be established according to the nature of the planned activities.

QA will assign all available Assessors to the above tasks. In establishing these assignments, QA assumes (b)(4)

(b)(4)

## Management Alternative Plan

**Confidential**

(b)(4)

If the duration of an extended strike could impact regulatory compliance regarding audit frequency in any area, QA will work with the cognizant manager(s) to arrange for limited-scope oversight that will satisfy NRC baseline audit criteria.

QA will assist Security in monitoring for any signs of vandalism, especially in the days immediately preceding the end of the contract.

- C. QA has no audit activities presently scheduled during the month of (b)(4)
- D. The Quality Assurance organization expects to have the following staff available to support this contingency plan:

(b)(6)	QA Manager
(b)(6)	Acting QA Supervisor
(b)(6)	QA Auditor
(b)(6)	QA Auditor

The following individuals are expected to be unavailable for the reasons shown:

(b)(6)

## ***6.0 Training***

## Management Alternative Plan

**Confidential**

### (Training)

The Manager, Training and Development will ensure all crews scheduled to work during the strike period have current qualifications and will have performed crew specific training on the simulator prior to taking the watch during the strike.

The Training Department will be responsible for ensuring all personnel scheduled to perform specific job requiring job specific knowledge will be trained to the appropriate training objectives and qualifications. This shall include but not limited to, training of additional AO for job specific activities, Re-activation of NRC required licenses, maintenance-related activities, Radiation Controls duties, and Chemistry duties.

The Manager, Training and Development will also be responsible to review ongoing training needs for on-shift Tech Spec required personnel.

The training department will also develop a training plan to address when the striking workers return to work. This plan must be developed prior to the end of the strike such that it can be implemented as soon as the strike is over. The plan must consider how long the workers have been off the job, and what training is required to re-qualify them to take over their respective assignments.

The training department will be responsible for documenting the training of strike replacement workers for auditing purposes.

## *7.0 Sequestering Employees*

# Management Alternative Plan

~~Confidential~~

In the event that (b)(4) the Management Alternative Team (MAT) Manager may request all previously designated "sequestered employees" to remain onsite 24/7 for an extended period of time. If that should occur, all "non-sequestered employees" are expected not to report to work until notified. If the sequestered process is not initiated, it is expected (b)(4)

(b)(4)

This section is written based on the following priorities:

1. (b)(4)
- 2.
- 3.
- 4.

Generally, should sequestering be needed, this plan allows for:

(b)(4)

Below are particulars that define the plan. Action items with dates follow.

1. Sequestered Employee – Those designated as "sequestered employees" will be (b)(4)

(b)(4)

2. Non-sequestered employee - are expected to (b)(4)

(b)(4)

3. Sleeping:

(b)(4)

**Management Alternative Plan**  
**Confidential**

f. (b)(4)

**4. Meals:**

a. (b)(4)  
b.  
c.  
d.

**5. Entertainment**

a. (b)(4)  
b.  
c.

**6. Parking**

a. (b)(4)  
b.

**7. Site Egress/Ingress**

a. (b)(4)  
b.  
c.  
d.  
e.  
f.

**Suggestions for sequestered employees:**

(b)(4)

**Management Alternative Plan**  
**Confidential**

(b)(4)

**CHECKLIST FOR "CONFINED" EMPLOYEES**

- (b)(4)
- Work clothes / underwear / pajamas / robe
- Work shoes / slippers
- Personal Hygiene Items
- **PRESCRIPTION MEDICATIONS**
- Soap
- Shampoo / hair care products
- Toothpaste
- Toothbrush
- Razor / shaving cream
- Deodorant
- Tissues
- Comb / Brush
- Make-up
- Hair Dryer / Curling Iron
- Aspirin / non-prescription pain medications
- Vitamins
- Clock
- Extra Pair of Eyeglasses
- Contact Lens' / Contact Lens Cleaning and Storing Solution
- Laundry Bag
- Laundry Detergent (For Hand Washed Items)
- Books / Magazines / Radio

**NOTE: LEAVE JEWELRY AND OTHER VALUABLES AT HOME**

**Vermont Yankee  
Inspection / Activity Plan  
01/01/2007 – 03/31/2008**

Inspection Activity	Title	No. of Staff on Site	Planned Dates		Inspection Type
			Start	End	
<b>92709</b>	<b>- STRIKE CONTINGENCY REVIEW</b>	<b>3</b>			
IP 92709	Licensee Strike Contingency Plans		07/01/2007	08/31/2007	Other Routine
<b>95001</b>	<b>- TRANSPORTATION – WHITE FINDING</b>	<b>1</b>			
IP 95001	Supplemental Inspection for One or Two White Inputs in a Strategic Performance Area <u><a href="#">Link to Preparation Materials</a></u>		07/09/2007	07/13/2007	Supplemental Programs
<b>71130</b>	<b>- SECURITY [LO-07-0013]</b>	<b>4</b>			
IP 7113002	Access Control		07/09/2007	07/13/2007	Baseline Inspections
IP 7113004	Equipment Performance, Testing and Maintenance		07/09/2007	07/13/2007	Baseline Inspections
IP 7113007	Security Training		07/09/2007	07/13/2007	Baseline Inspections
IP 7113009	Owner-Controlled Area Controls		07/09/2007	07/13/2007	Baseline Inspections
IP 71151-PP01	Protected Area Security Performance Index		07/09/2007	07/13/2007	Baseline Inspections
IP 71151-PP02	Personnel Screening Program		07/09/2007	07/13/2007	Baseline Inspections
IP 71151-PP03	FFD/Personnel Reliability		07/09/2007	07/13/2007	Baseline Inspections
	<u><a href="#">Link to Preparation Materials</a></u>				
<b>7112203</b>	<b>- PUB RAD SAFETY – REMP [LO-07-0078]</b>	<b>1</b>			
IP 7112203	Radiological Environmental Monitoring Program <u><a href="#">Link to Preparation Materials</a></u>		07/30/2007	08/03/2007	Baseline Inspections
<b>711117B</b>	<b>- MODS AND 50.59 [LO-07-0079]</b>	<b>3</b>			
IP7111102	Evaluation of Changes, Tests, or Experiments		08/06/2007	08/10/2007	Baseline Inspections
IP7111117B	Permanent Plant Modifications <u><a href="#">Link to Preparation Materials</a></u>		08/06/2007	08/10/2007	Baseline Inspections
<b>71121</b>	<b>- OCC RAD SAFETY [LO-07-0080]</b>	<b>1</b>			
IP 7112101	Access Control to Radiologically Significant Areas		09/10/2007	09/14/2007	Baseline Inspections
IP 7112102	ALARA Planning and Controls <u><a href="#">Link to Preparation Materials</a></u>		09/10/2007	09/14/2007	Baseline Inspections

**Vermont Yankee  
Inspection / Activity Plan  
01/01/2007 – 03/31/2008**

<b>Inspection Activity</b>	<b>Title</b>	<b>No. of Staff on Site</b>	<b>Planned Dates</b>		<b>Inspection Type</b>
			<b>Start</b>	<b>End</b>	
<b>7111401</b>	<b>- EP EXERCISE &amp; PI VERIFICATION [LO-07-0081]</b>	<b>4</b>			
IP 7111401	Exercise Evaluation		10/15/2007	10/19/2007	Baseline Inspections
IP 71151-EP01	Drill/Exercise Performance		10/15/2007	10/19/2007	Baseline Inspections
IP 71151-EP02	ERO Drill Participation		10/15/2007	10/19/2007	Baseline Inspections
IP 71151-EP03	Alert & Notification System		10/15/2007	10/19/2007	Baseline Inspections
	<u><a href="#">Link to Preparation Materials</a></u>				
<b>71152B</b>	<b>- PI&amp;R</b>	<b>4</b>			
IP 71152B	Identification and Resolution of Problems		10/22/2007	10/26/2007	Baseline Inspections
IP 71152B	Identification and Resolution of Problems		10/29/2007	11/02/2007	Baseline Inspections
	<u><a href="#">Link to Preparation Materials</a></u>				
<b>ISFSI</b>	<b>- ISFSI INSPECTIONS</b>	<b>1</b>			
IP 60854.1	Preoperational Testing of Independent Fuel Storage Facility Installation		10/01/2007	11/30/2007	Other Routine
	<u><a href="#">Link to Preparation Materials</a></u>				
<b>7112202</b>	<b>-PUB RAD SAFETY - RADWASTE</b>	<b>1</b>			
IP 7112202	Radioactive Material Processing and Transportation		10/15/2007	10/19/2007	Baseline Inspections
	<u><a href="#">Link to Preparation Materials</a></u>				
<b>71111.12</b>	<b>- MAINTENANCE RULE</b>	<b>1</b>			
IP 711112B	Maintenance Effectiveness		11/05/2007	11/09/2007	Baseline Inspections
	<u><a href="#">Link to Preparation Materials</a></u>				
<b>7111121</b>	<b>- CDBI (COMPONENT DESIGN BASES INSPECTION)</b>	<b>7</b>			
IP 7111121	Component Design Bases Inspection		04/28/2008	05/02/2008	Baseline Inspections
IP 7111121	Component Design Bases Inspection		05/12/2008	05/16/2008	Baseline Inspections
IP 7111121	Component Design Bases Inspection		05/19/2008	05/23/2008	Baseline Inspections
	<u><a href="#">Link to Preparation Materials</a></u>				

**Management Alternative Plan**  
**Confidential**

*Attachment 3*  
*Training Schedule*  
*AO/FB/License Activation*

# Management Alternative Plan Confidential

## Licensed Personnel

Those individuals designated as requiring activation of an inactive license will be notified and will begin working to meet the license activation requirements. All licenses must be activated prior to (b)(4) WTs will be issued to track completion.

## Non-Licensed Personnel (AO's)

Individuals identified previously in the plan needing to update AO qualifications will be notified and will begin working to meet their AO qualification cards. Completion of these qualification cards is required on or prior to (b)(4) WTs will be issued to track completion.

## Fire Brigade Training

All Fire Brigade training is currently up to date.

Strike Contingency Action Plan

Item #	Sect #	Item	Owner	Due Date	Complete
92					Complete
52					
93					
12					
86					Complete
31					
81					
82					Complete
83					
85					Complete
84					Post Action
16					Complete
1					Complete
67					Complete
40					Complete
44					
45					
41					
42					
87a					
43					
39a					
19					Complete
20					Complete
28					Complete
22					Complete
24					Complete
21					Complete

(b)(4), (b)(6)

Strike Contingency Action Plan

Item #	Sect	Item	Owner	Due Date	Complete
23					(b)(4), (b)(6)
25					(b)(4), (b)(6)
78					Complete
77					Complete
79					Complete
80					
4					Complete
51					
14					Complete
13					
15					
91a					
89					Complete
New					
5					
7					
9					
10					
50					Complete
37					
93					Complete
30					Complete
33					Complete
38					Complete
35					Complete
36					

Strike Contingency Action Plan

Item #	Sect	Item	Owner	Due Date	Complete
39					(b)(4), (b)(6)
46					Complete
91					Complete
29					
32					(b)(4)
34					Complete
95					
95a					Complete
47					Complete
26					Complete
2					
61a					
17					
18					
71					
48					Complete/
55					Complete
54					Complete
56					Complete
57					
59					
60					Complete

Strike Contingency Action Plan

Item #	Sect #	Item	Owner	Due Date	Complete
63					Complete / ongoing with Res
62					Complete
61					Complete
65					
58					
66					On Track
87					Complete
49					
19a					Complete
11					
75					
76					
6					
88					
8					
3					
27					
53					Complete
64					
74a					
72					
74					Complete
94					
73					
90					Complete
68					Complete
69					Complete

(b)(4), (b)(6)