

NOV 27 1992

Official copy

Docket Nos. 50-259, 50-260, 50-296, 50-327, 50-328, 50-390, 50-391
License Nos. DPR-33, DPR-52, DPR-68, DPR-77, DPR-79, CPPR-91, CPPR-92

Tennessee Valley Authority
ATTN: Dr. Mark O. Medford
Vice President Nuclear Assurance,
Licensing & Fuels
3B Lookout Place
1101 Market Street
Chattanooga, TN 37402-2801

Gentlemen:

SUBJECT: MEETING SUMMARY - WATTS BAR UNIT 1 AND UNIT 2

This letter refers to the meeting conducted in the NRC Region II office in Atlanta, Georgia, on November 24, 1992. The meeting was at your request to discuss current status of Department of Labor and employee concerns issues. A list of attendees and a copy of the TVA handout are enclosed.

It is our opinion that this meeting was beneficial and provided a better understanding of TVA's activities.

Should you have any questions concerning this letter, please contact me.

Sincerely,

Original Signed by
Jon R. Johnson

Ellis W. Merschoff, Director
Division of Reactor Projects

Enclosures:

1. List of Attendees
2. Presentation Summary

cc w/encs: (See page 2)

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PDR ADOCK 05000259
P PDR

IE01

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Tennessee Valley Authority

2

cc w/encls:

J. B. Waters, Director
Tennessee Valley Authority
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D. Nunn, Vice President,
Tennessee Valley Authority
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W. J. Museler
Vice President, Watts Bar Site
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M. J. Burzynski, Manager
Nuclear Licensing and
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G. L. Pannell
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Watts Bar Nuclear Plant
Tennessee Valley Authority
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TVA Representative
Tennessee Valley Authority
11921 Rockville Pike
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General Counsel
Tennessee Valley Authority
400 West Summit Hill Drive
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Knoxville, TN 37902

The Honorable Robert Aikman
County Executive
Rhea County Courthouse
Dayton, TN 37321

The Honorable Johnny Powell
County Executive
Meigs County Courthouse
Decatur, TN 37322

M. H. Mobley, Director
Division of Radiological Health
T.E.R.R.A. Building, 6th Floor
150 9th Avenue North
Nashville, TN 37219-5404

A. Harris

bcc w/encls: (See page 3)

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Tennessee Valley Authority

3

bcc w/encls:

E. W. Merschhoff, DRP/RII

J. R. Johnson, DRP/RII

K. P. Barr, DRP/RII

B. M. Bordenick, OGC

J. B. Brady, DRP/RII

G. R. Jenkins, EICS/RII

M. S. Callahan, GPA/CA

R. D. Gibbs, DRP/RII

C. A. Julian, DRS/RII

P. A. Taylor, DRS/RII

G. C. Lainas, NRR

F. J. Hebdon, NRR

L. C. Plisco, OEDO

P. S. Tam, NRR

NRC Document Control Desk

NRC Resident Inspector

U. S. Nuclear Regulatory Commission

Route 2, Box 700

Spring City, TN 37381

RII:DRP

JB
JBrady

11/25/92

RII:DRP

JB
Karr

11/16/92

RII:DRP

BW
BWilson

11/27/92

ENCLOSURE 1

LIST OF ATTENDEES

Name

Title

NRC Staff

S. Ebnetter	Regional Administrator, Region II (RII)
L. Reyes	Deputy Regional Administrator, RII
J. Johnson	Deputy Director, Division of Reactor Projects (DRP), RII
B. Wilson	Branch Chief, DRP, RII
G. Jenkins	Director, Enforcement and Investigation Coordination Staff (EICS), RII
D. Uryc	Enforcement Specialist, EICS, RII
J. Brady	Project Engineer, DRP, RII
R. Musser	Resident Inspector, DRP, RII
R. Rosano	Office of Enforcement

TVA Staff

M. Medford	Vice President, Nuclear Assurance, Licensing, and Fuels
T. Cosby	Concerns Resolution Staff Manager
P. Reynolds	Labor Relations
M. Burzynski	Manager, Nuclear Licensing and Regulatory Affairs

TVA/NRC Meeting

Status of DOL and Employee Concerns Issues

November 24, 1992

AGENDA

- | | |
|-------------------------------------|----------------------|
| 1. Introduction | Mark Medford |
| 2. Employee Concerns | Tom Cosby |
| 3. DOL Issues | Phil Reynolds |
| 4. Perspective on Complaints | Mark Medford |

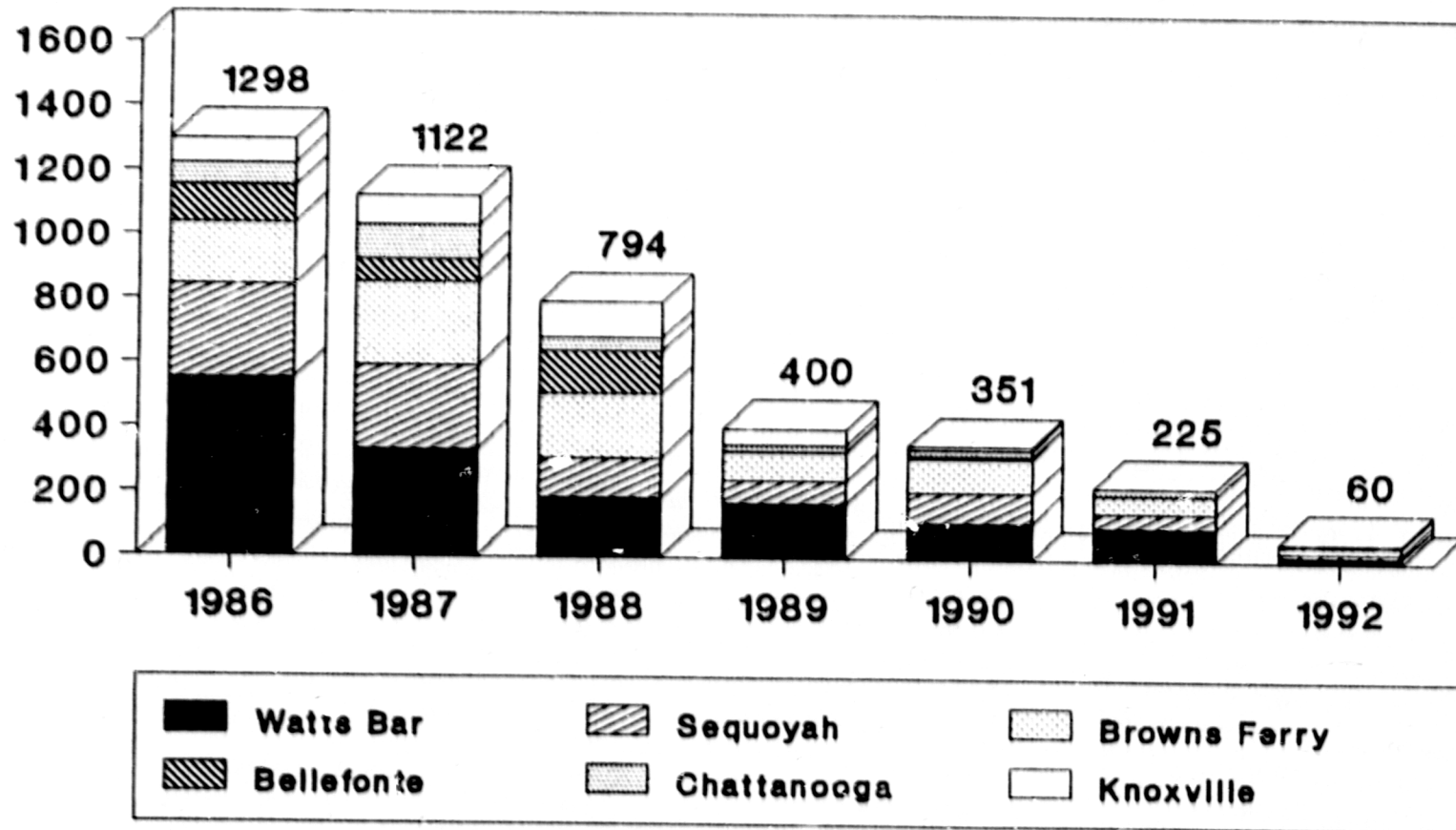
Concerns Resolution Staff

Current Status

- **Declining trend in concerns continues**
 - Number in 1991 was 36% less than 1990
 - Number in 1992 is 73% less than 1991
- **Declining trend attributed to the following:**
 - Better communication between management and employees
 - Better job of resolving employee issues
- **Future plans for CRS:**
 - Cover sites from corporate as site performance improves
 - Sequoyah to transition early next year
 - Integrate CRS into ongoing program after Watts Bar Unit 1 licensing
- **Contractor interface**
 - Contract requirements for concerns resolution program
 - Watts Bar interface found effective during NRC audit
 - Contractor programs monitored by CRS
- **Declining trend is consistent with other complaint programs**

Concerns Resolution Staff

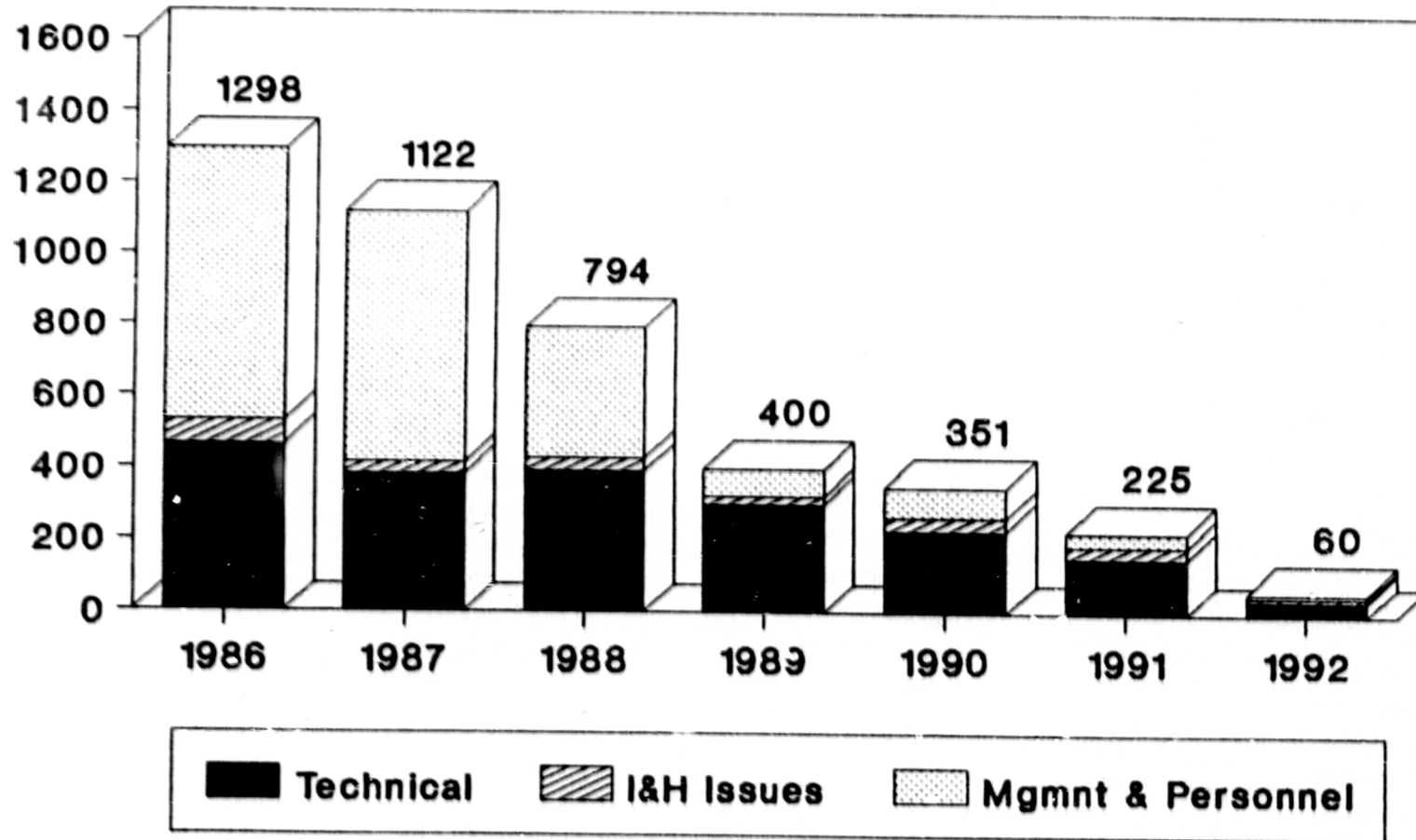
Issues By Location



Data through October 15, 1992

Concerns Resolution Staff

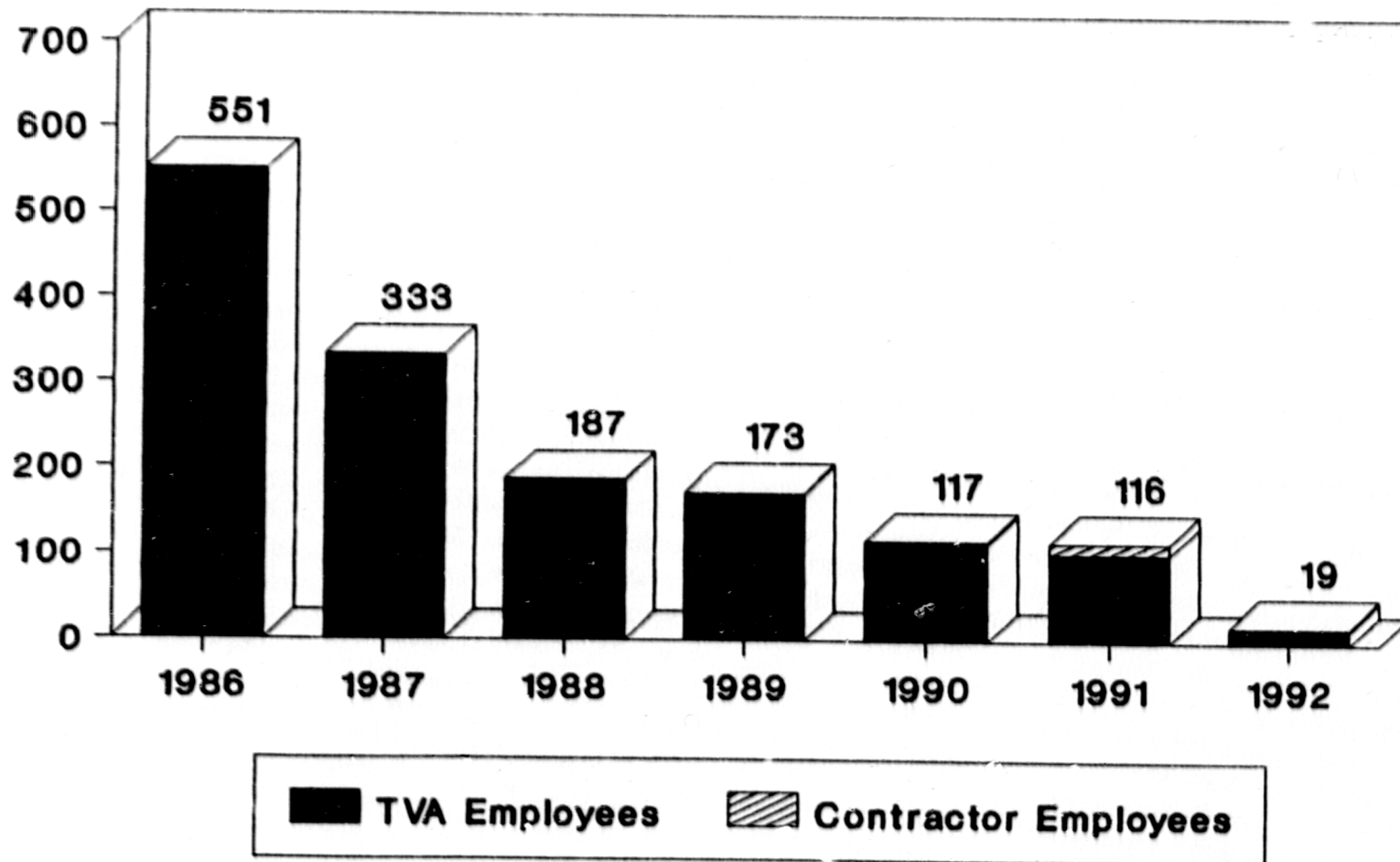
Issues By Category



Data through October 15, 1992

Watts Bar Concerns Resolution Staff

TVA and Contractor Issues



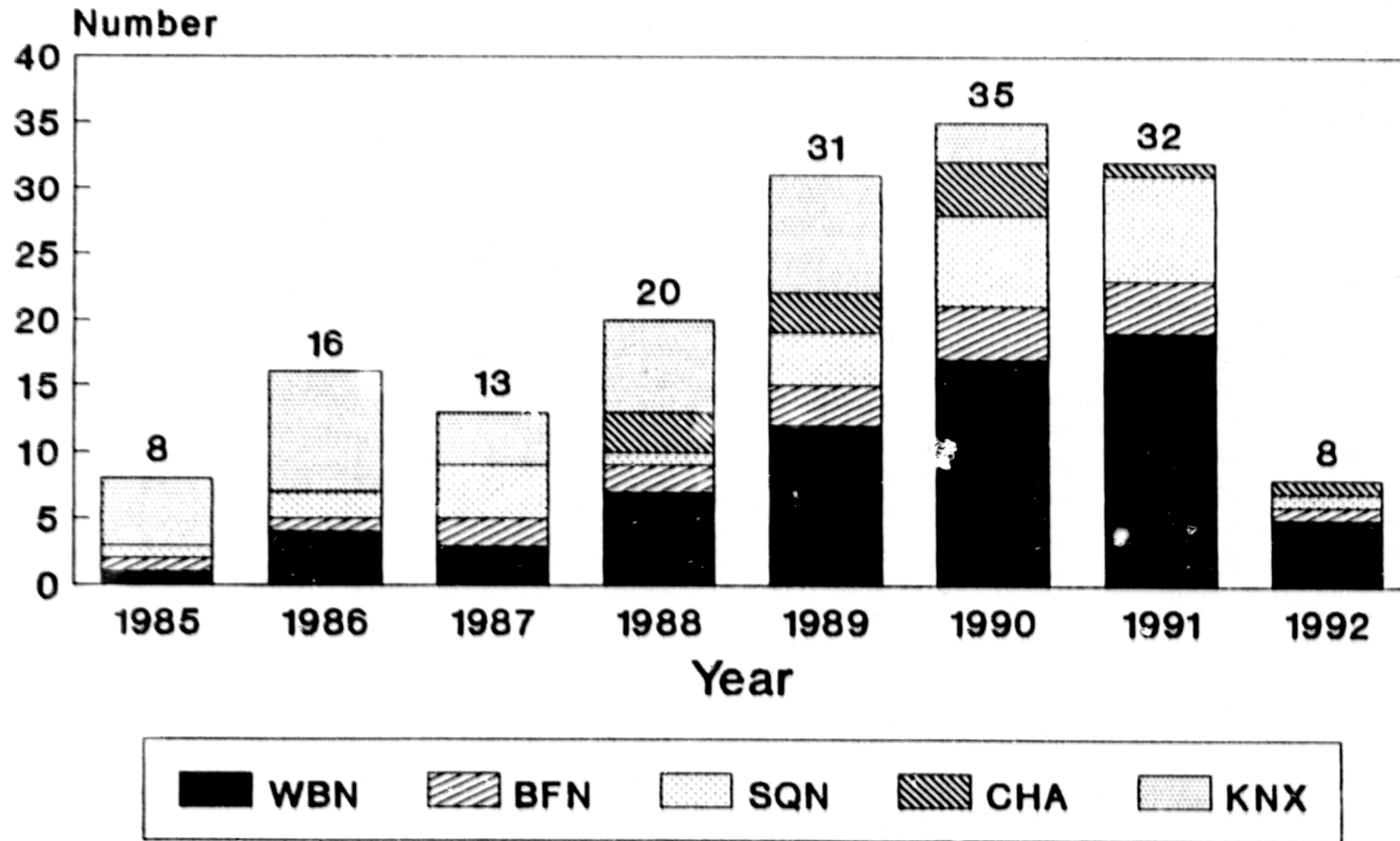
Data through October 15, 1992

Labor Relations

Current Status

- **Causes of DOL Complaints**
 - Downsizing and rightsizing
 - Alleged "blacklist" memo
 - Alternate path for grievances
- **TVA actions to reverse trend**
 - Improved communication with employees
 - Improved investigative procedures
 - Early identification and prevention tactics
 - Increased management involvement
 - Improved communication with DOL
- **Declining trend in DOL complaints filed**
 - Number in 1992 is 75% less than 1991
 - Significant reduction in complaints at Watts Bar
- **Significant progress made in resolution of DOL complaints**
 - 46 cases currently open
 - 127 cases closed since 1979

DOL 210 Complaints Filed By Location

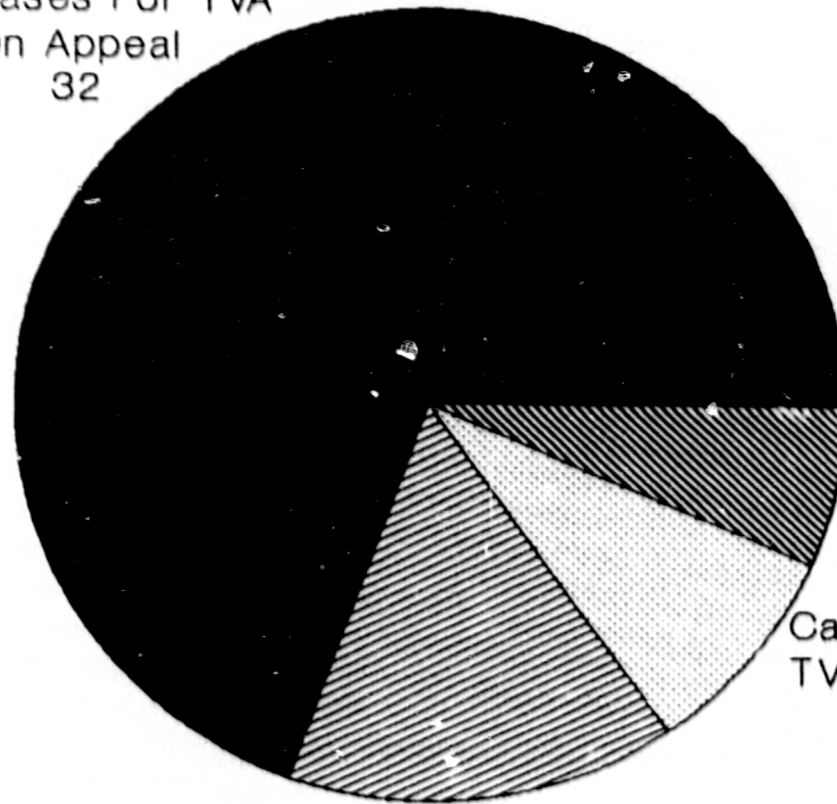


Data through October 15, 1992

DOL Issues

Pending Cases (46)

Cases For TVA
On Appeal
32



Under Investigation
By DOL
3

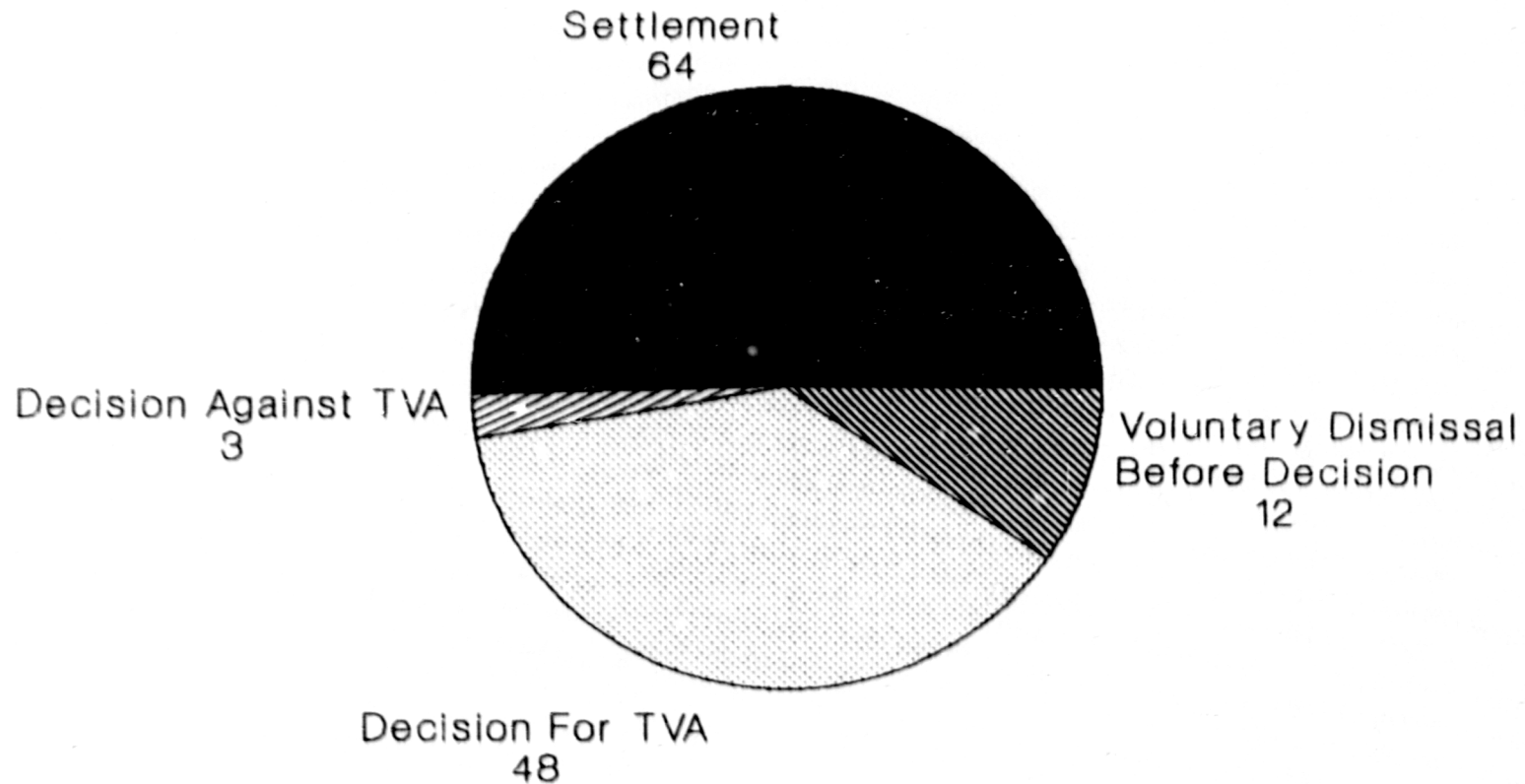
Cases Against
TVA On Appeal
4

Pending Approval of Settlement or Withdrawal
7

Data through October 15, 1992

DOL Issues

Closed Cases Since 1979 (127)



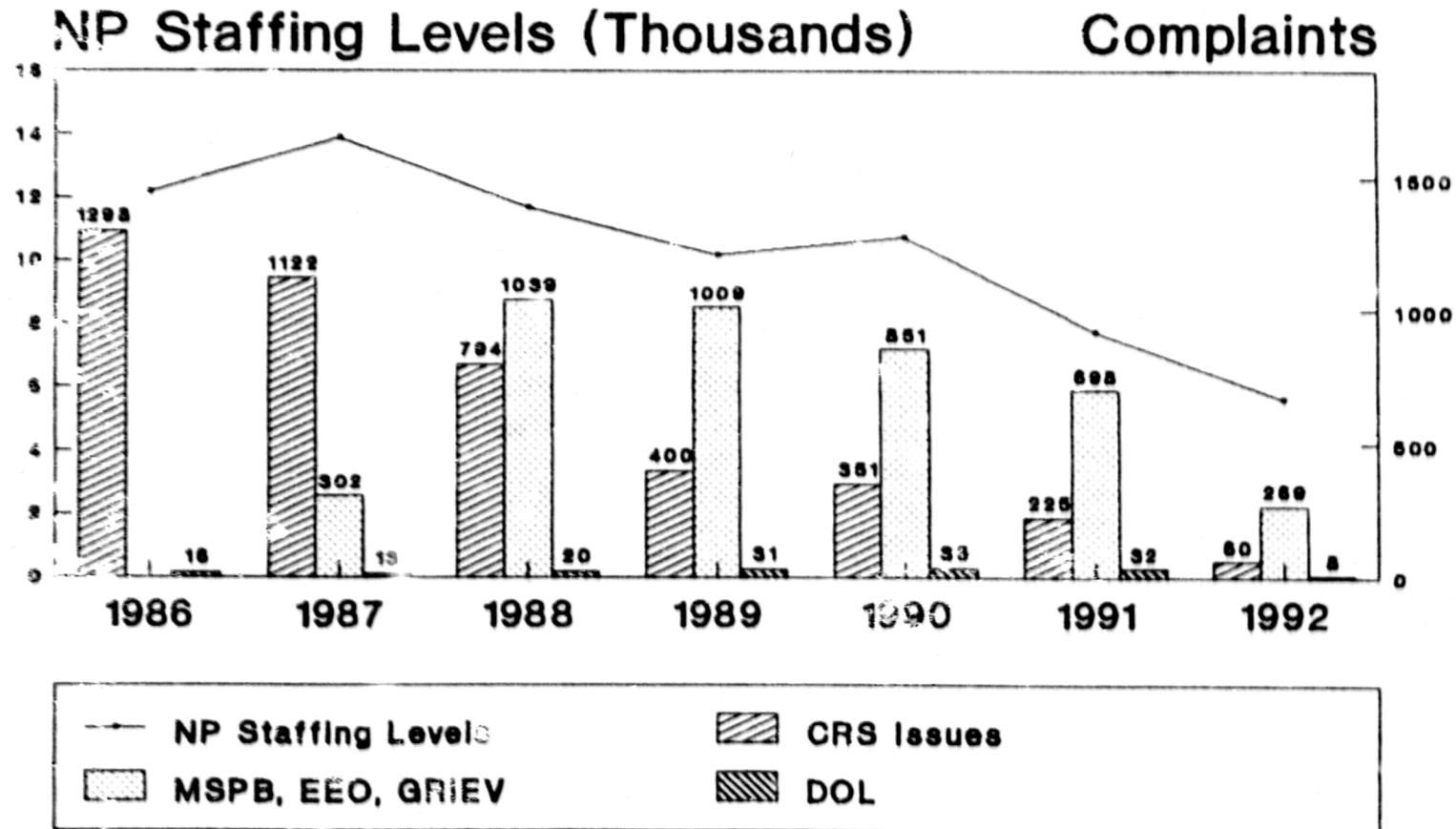
Data through October 15, 1992

Perspective and Summary

- Correlation with significant organization changes
 - Number of CRS issues has declined through this period
 - DOL and other employee complaint issues increased during period of downsizing and rightsizing
- Rate of complaints per 1000 employees has declined through this period
 - Rate increased in 1988 and 1991 as a result of staffing reductions
 - Performance in 1992 shows improvement even with staffing reductions
- Improved performance
 - Improved communication between management and employees
 - Increased management involvement in employee issues
 - Predictability in organization mission and direction
- Emphasis for the future

Total Complaints

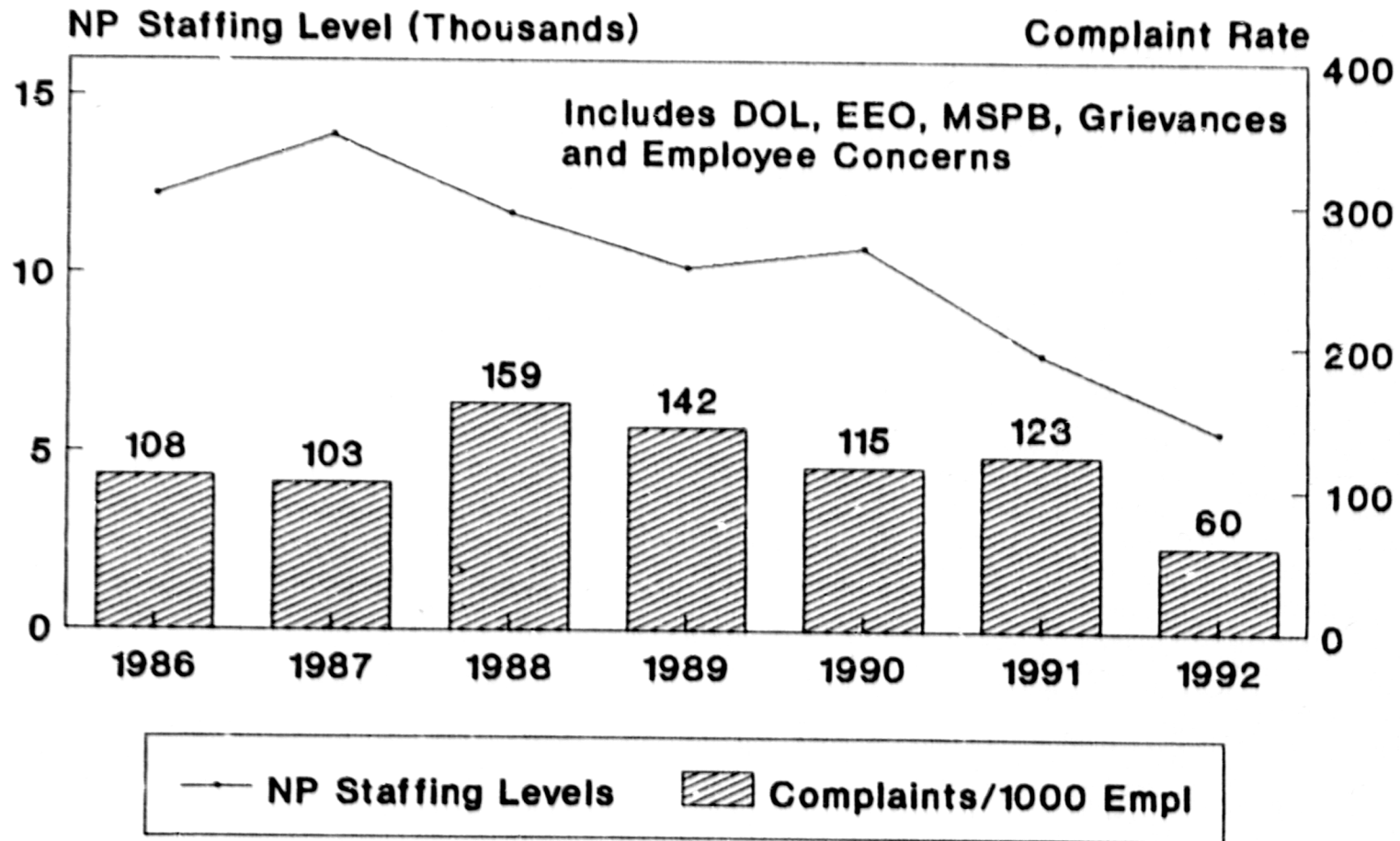
All Reporting Systems



MSPB, EEO, GRIEV data not available for 1986
Data through October 15, 1992

Total Complaints

Rate per 1000 Employees



MSPB, EEO, Grievance Data Not Available For 1986