

TENNESSEE VALLEY AUTHORITY

CHATTANOOGA, TENNESSEE 37401

6N 38A Lookout Place

July 2, 1986

Mr. Harold R. Denton, Director  
Office of Nuclear Reactor Regulation  
U.S. Nuclear Regulatory Commission  
Washington, D.C. 20555

Dear Mr. Denton:

In the Matter of the  
Tennessee Valley Authority

) Docket Nos. 50-259  
) 50-260  
50-296  
50-327  
50-328  
50-390  
50-391  
50-438  
50-439

Enclosed for your information is a brochure entitled "What's Happening? Watts Bar Employee Concerns Special Program." This brochure which updates employees on the status of the program is being distributed to Watts Bar employees and was made available to all TVA employees. The Nuclear Dispatch of June 25, 1986 notifying all Office of Nuclear Power employees of this brochure is also enclosed.

Very truly yours,

TENNESSEE VALLEY AUTHORITY

*R. L. Gridley*  
R. L. Gridley, Director  
Nuclear Safety and Licensing

cc (Enclosures):

U.S. Nuclear Regulatory Commission  
Region II  
Attn: Dr. J. Nelson Grace, Regional Administrator  
101 Marietta Street, NW, Suite 2900  
Atlanta, Georgia 30323

Mr. James M. Taylor, Director (15)  
Office of Inspection and Enforcement  
U.S. Nuclear Regulatory Commission  
Washington, D.C. 20555

Director of Nuclear Reactor Regulation  
Attn: Mr. B. J. Youngblood, Project Director  
PWR Project Directorate No. 4  
Division of PWR Licensing-A  
U.S. Nuclear Regulatory Commission  
Washington, D.C. 20555

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# WHAT'S HAPPENING?

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WATTS BAR EMPLOYEE CONCERNS  
SPECIAL PROGRAM

JUNE 1986

*When I established the new Employee Concern Program on February 1, I also established a separate program, called the Watts Bar Employee Concerns*



**Steven A. White**

*Special Program. This special program is to resolve those concerns given by employees to Quality Technology Co. (QTC) and to TVA prior to February 1.*

*There were over 5,000 of them.*

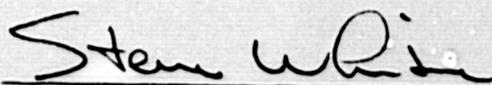
*To get the job done, I set up the Employee Concerns Task Group (ECTG). I decided at the outset the best way to investigate these concerns was to group them into nine major categories. It just made sense when I looked at the sheer number of concerns and recognized that many of them represented common problems. Here is a rough breakdown of the numbers that we are dealing with:*

<i>Employees Interviewed</i>	<i>5,880</i>
<i>Employees Expressing Concerns</i>	<i>2,000</i>
<i>Total Concerns</i>	<i>5,300*</i>
<i>Safety-related</i>	<i>1,900</i>
<i>NonSafety-related</i>	<i>3,400</i>
<i>By Category:</i>	
<i>Management and Personnel</i>	<i>2,000</i>
<i>Construction</i>	<i>500</i>
<i>Material Control</i>	<i>100</i>
<i>Engineering</i>	<i>300</i>
<i>Quality Assurance</i>	<i>700</i>
<i>Operations</i>	<i>400</i>
<i>Industrial Safety</i>	<i>400</i>
<i>Welding</i>	<i>300</i>
<i>Intimidation, Harassment, Wrongdoing</i>	<i>600</i>

*\*Includes 350 concerns received directly by TVA rather than QTC.*

*Before we set up our comprehensive approach, many of the concerns were investigated and some resolved separately. But too often, this allowed us to see only bits and pieces of the problem. It was like trying to put together a jigsaw puzzle with the pieces face down—even if you figured out where a piece fit, you could not see how it related to the whole picture.*

*The ECTG approach is providing in-depth reviews of problem areas...allowing us to identify patterns in employee concerns and determine their root or underlying causes. I am confident our work will produce effective resolutions of employee concerns. The answer as to when that will happen and more is contained in the answers that follow in this brochure. I hope this will clearly show we take your concerns seriously.*

A handwritten signature in black ink, reading "Steven White". The signature is written in a cursive style with a horizontal line underneath it.

*Steven A. White  
Manager of Nuclear Power*

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**Q. How do you know what my concern was?**

**A. QTC prepared abbreviated summaries of each concern but maintained the confidentiality of the persons. These summaries, which are called "K" forms, were given to TVA.**

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**Q. What happened to my QTC file?**

**A. QTC has removed the original files from TVA property for storage under its control, but the Nuclear Regulatory Commission (NRC) made three copies first. One set of NRC files is being kept under lock and key by the NRC at Watts Bar. The other two sets are at NRC offices in Bethesda, Md.**

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**Q. What is the NRC doing with the files?**

**A. It is reviewing them to ensure all safety issues are identified. Then, the NRC sends the information to TVA so we can do our job.**

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**Q. How is my identity being kept confidential?**

**A. The K forms do not identify the individual, and the NRC deletes your name from its file before turning it over to the TVA Inspector General (IG). The IG double checks the file to ensure that any information which would identify an employee is removed. Only then is the file turned over to us.**

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**Q.** Will the NRC turn over all the files to TVA?

**A.** No. The NRC plans to independently evaluate those safety issues found in the QTC files which cannot be transmitted to TVA without breaching confidentiality. These will be evaluated by NRC and, in some cases, TVA employees may be contacted directly by the NRC for additional information. Contacted employees will be afforded the opportunity to remain as confidential sources or to rescind previous confidentiality agreements, if they so desire. If the NRC evaluation substantiates safety issues requiring resolution, TVA will be required to take appropriate action.

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**Q.** Should I restate my concern to my Employee Concern Program Site Representative just to make sure it is seen?

**A.** That is not necessary. If you voiced a concern, it will be investigated.

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**Q.** When will my concern be resolved?

**A.** Our goal is to resolve all categories of concerns, except welding, by the end of August. Welding may take longer...possibly until the end of the year. It is a complex issue, and it is going to take a good deal of time to do the job completely and do it right.

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**Q.** How is the welding issue being investigated?

**A.** TVA hired E G & G to perform an independent study of the welding program, including procedures and materials, as well as inspection of actual welds. It is a big undertaking, evidenced by the fact that E G & G will inspect at least 22,000 welds during the course of their study.

**Q.** What kind of welding problems have you found? Are they serious?

**A.** Most of the problems found so far involve arc strikes, weld size and weld location. So far, we have not found a weld we could classify as totally unacceptable but that opinion is based on preliminary engineering evaluations.

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**Q.** Suppose I had a concern about a particular weld. Will that specific weld be inspected or will it be lumped together with others in the same category?

**A.** If you identified a problem with a particular weld, we will look at that weld, and for that matter, any other item specifically identified in an employee concern. We also will be looking at that whole category of welds.

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**Q.** Is welding the most important concern category to resolve?

**A.** Not necessarily. Like all safety-related issues, welding concerns must be satisfactorily resolved before we seek an operating license. We all want to get on with the business of operating Watts Bar. But how we relate to one another on the job can affect everything else we do. That is why resolving "people-related" categories are high priorities for us. For example, we have 30 people working on the management and personnel category, alone.

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**Q. What type of employees are in the ECTG?**

**A.** The ECTG is composed of TVA employees, including senior managers. In addition, we are using outside contractors who have special expertise in certain areas, such as engineering, quality assurance/quality control, welding, etc. In all, about 350 people are involved. The contractors include personnel from Bechtel, Stone and Webster, DuPont, Impell and E G & G.

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**Q. Does the ECTG work only on Watts Bar concerns?**

**A.** No. Although its home office is at Watts Bar, the ECTG also works at other TVA nuclear plants and offices where concerns were identified prior to the new Employee Concern Program. In addition, there are some instances in which Watts Bar concerns have a generic impact at other plants.

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**Q. Who makes sure the ECTG is doing a good job?**

**A.** We have retained four nationally recognized safety and engineering experts to look over our shoulders. They make up a Senior Review Panel which monitors our activities. In addition, the NRC oversees our work and, of course, must ultimately be satisfied with the results.

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**Q. How will I know when my concern has been resolved?**

**A.** We cannot notify you personally since we do not know your identity. So, we will publish reports which describe in detail the resolution of concern categories and make them available to all employees. By reading the report, you will see the response to your concern.

**Q. What if I am not satisfied with the way my concern is resolved?**

**A. I certainly hope that is not the case, but if it is, I would definitely want to know about it. If you think you can help us resolve the issue, and you do not mind revealing your identity, please feel free to contact the ECTG directly at Watts Bar, ext. 3787. But if you prefer to remain anonymous, you can contact the Watts Bar Employee Concern Program Site Representative at ext. 8643.**

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TVA is an equal opportunity employer, and is committed to ensuring that the benefits of programs receiving TVA financial assistance are available to all eligible persons regardless of race, color, national origin, handicap, or age.



**TVA NUCLEAR**

# **NUCLEAR DISPATCH**

Vol. I, No. 103

June 25, 1986, 11:30 a.m.

## **BROCHURE UPDATING WATTS BAR EMPLOYEE CONCERNS SPECIAL PROGRAM AVAILABLE**

"What's Happening? Watts Bar Employee Concerns Special Program," a brochure updating employees on the status of the program is being distributed this week to Watts Bar employees via interoffice and home mail.

The brochure includes a letter from Manager of Nuclear Power Steven A. White explaining the purpose of the program, the number and types of concerns being investigated and how investigations are being conducted.

The brochure contains 16 questions and answers which address, among other issues, how confidentiality is maintained, when concerns will be resolved, welding problems, who is investigating the concerns and how employees will know when their concerns have been resolved.

The brochures are being mailed to Watts Bar employees today. Copies also will be made available to other employees upon request by calling the Nuclear Information Staff in Chattanooga, ext. 2864.

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**TVA NUCLEAR**

NUCLEAR INFORMATION STAFF, CHATTANOOGA, (615) 751-3370