

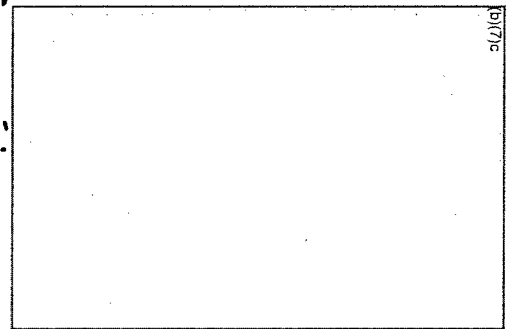
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To: NRC Resident

From:



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4/13/2006

One day during my Training week, the last week of June, 2005, I came over to the Service Building at lunch time to sign the schedule for the following week. It had not been finished in time for me to sign it before my Training week. (b)(7)(c) saw me on the first floor, asked if I had time to talk to him for a minute or two. I followed him to his office, and he closed the door. He asked me about a couple of minor things, and then asked me what I had heard about ( )

A few weeks earlier, I had heard that (b)(7)(c) was (b)(7)(c) (b)(7)(c) one particular night, a current (b)(7)(c) had pointed out to me that when (b)(7)(c) came in for (b)(7)(c) night shift, at about 22:45 (b)(7)(c) car was still parked in the (b)(7)(c) parking spot. This was odd, because I had relieved (b)(7)(c) at about 18:50. This particular (b)(7)(c) pointed out to me that this was nothing unusual, because the (b)(7)(c) (b)(7)(c) was working the PM shift in the Service Building, and that (b)(7)(c) was (b)(7)(c) to get off work at 23:00. The current (b)(7)(c) then asked me how much sleep I thought (b)(7)(c) could possibly get, since he had to back in by 06:00 the next morning for another Control Room shift, and asked what kind of shape I thought he would be in when he came in to relieve me. (I am guessing that (b)(7)(c) probably used to get up around 04:30 for a day shift.) I was told that (b)(7)(c) had been (b)(7)(c) (b)(7)(c) for some time.

When (b)(7)(c) asked me what I knew about (b)(7)(c) this is what I thought he was referring to. I told him what I had heard. This wasn't what he was after. He asked me repeatedly what I knew, or what I had heard and I told him I didn't know anything else. Then he asked me if I had heard anything about (b)(7)(c) having problems staying awake when he was on watch in the Control Room. I told him that I had not, and he didn't seem to believe me. I pointed out to (b)(7)(c) and I only saw each other a couple of days every six weeks due to our shift rotation. This seemed to make sense to him. Then he told me that the (b)(7)(c) had been to see him. The Reactor Operators on (b)(7)(c) crew had asked (b)(7)(c) as (b)(7)(c) to go to talk to (b)(7)(c) because they were concerned that (b)(7)(c) was falling asleep on watch, and they were afraid that they were going to get in trouble for being in the Control Room when he got caught some day. (b)(7)(c) worked for me, and that is probably why (b)(7)(c) thought I knew something.

I asked (b)(7)(c) what he was going to do about (b)(7)(c). He said he needed to talk to (b)(7)(c) and find out what was going on. He said he "might" have to get him out of the Control Room for a while. I expressed some surprise that he wasn't just taking him off shift until he checked things out. (At that time, we had three off-shift (b)(7)(c) who were available to step in, (b)(7)(c) told me he didn't think this was that serious, because in his words, "if this was really serious, these guys would have come and talked to me in person." He also said that he wasn't really sure what was up with the Reactor Operators on that crew. I told (b)(7)(c) that under the contract, these guys had fulfilled their obligation. They had gone to their (b)(7)(c)

(b)(7)c and asked him to bring a serious concern to upper management. As far as they were concerned, they had done their part, and they were under no obligation to bring their concern to him as individuals. (b)(7)c didn't agree with me, and implied that they owed it to him to come and talk to him in person. I reiterated that they didn't need to come to him in person, sending their (b)(7)c was the same as them coming to him personally. I guess we agreed to disagree. Our discussion ended. I returned to Training.

When my crew was back in the Control Room the following week, I asked (b)(7)c what was going on. I told him about my conversation with (b)(7)c and he seemed a little surprised. He told me that the Reactor Operators on (b)(7)c crew were afraid that the whole crew was going to get fired over (b)(7)c. That was why they asked (b)(7)c to go to (b)(7)c.

Over the summer, I talked with (b)(7)c "one on one" a number of times in the Control Room. I got the impression from him that everything was OK with (b)(7)c and that nothing else needed to be done. However, I also heard some things on shift that made me think that everything was not OK. I had no first hand knowledge, I just heard things. At some point over the summer, during one of our discussions, (b)(7)c told me that he had been ready to take (b)(7)c off shift back in May of 2005. In May, (b)(7)c crew had struggled to pass their annual simulator exam. They had flunked two exams, and had not been all that great on their third attempt, which they passed. They spent almost three weeks trying to pass a simulator exam, and numerous watches had to be covered for the entire crew while they were in training for that extra time. (b)(7)c told me that in his estimation, (b)(7)c had been holding his crew back, hindering their performance, and that his crew had been "carrying him." He also said that the LOCT trainers had told him that (b)(7)c was always struggling to stay awake. They said he would fall asleep pretty much any time he sat down.

September 7th, I emailed (b)(7)c and told them that I needed to come off shift after the outage (which was about to start) if there was any way that they could do it. Within a day or two, (b)(7)c called me to his office. He asked me if I was having some type of crisis at home, and I told him I was not. Then, he told me that there was just no way for him to get me off shift. He said his top priority had to be getting (b)(7)c off shift and out of the Control Room. I asked him what was up, and he wouldn't talk about it. He just stated again that he had to get (b)(7)c out of the Control Room. I asked if (b)(7)c was being removed before the outage, which is what I expected to hear. I was told that we couldn't afford to do that. I was told that we needed everybody in the department for the Refueling Outage. I expressed some surprise at that, because (b)(7)c was in the Control Room during the outage, but (b)(7)c didn't want to discuss it, and our conversation was over.

During the outage, unfortunately, I relieved (b)(7)c on a fairly regular basis. I saw him probably four or five times every two weeks. (b)(7)c usually looked exhausted when I came in to relieve him. I was on days to start the outage, and he was working nights. We were both in the Control Room. Most days, we would go across the hall to our turnover meeting, and (b)(7)c as the off-going (b)(7)c would cover the off-going shift activities first. Then, when he was done, my crew would cover all the other things that we

cover at the turnover meeting. Most days, within a minute of finishing his discussion, (b)(7)(c) would be out of it. His head would be down on his chest, his eyes were shut. Some days he could barely stay in his chair. I discussed this with (b)(7)(c) on a number of occasions (b)(7)(c) was the (b)(7)(c) in the Outage Control Center. I was of the opinion that the rest of my management (b)(7)(c) knew about the situation, and that they had chosen to do nothing about it. During that time, I rarely saw (b)(7)(c)

On October 22, 2005 I was over in the simulator doing a one day training session that was being conducted during the outage. (b)(7)(c) came in the simulator to watch us finish a scenario. Afterwards, as we left the simulator, (b)(7)(c) said "I talked to (b)(7)(c) and he told me that you and I need to talk." At first I didn't realize that he was referring to (b)(7)(c) but I figured it out. We went down the hall, away from everybody else, and I told him what I was seeing. I told him specifically that every day, when I relieved (b)(7)(c) while (b)(7)(c) was still signed in the logs as the on-shift (b)(7)(c); (b)(7)(c) he was sleeping at the turnover meeting. I also told him that based on how fast he fell asleep at the turnover meetings, it was difficult for me to believe that he could possibly be awake and alert before I got there to relieve him. I told (b)(7)(c) that this was the first time I had actually seen the problem, and that we had to do something about it. I told him that he had to get (b)(7)(c) out of the Control Room.

I was shocked by (b)(7)(c) reply. He looked me in the eye, and said "Oh hell, he does that in the Control Room, too. I thought you were going to tell me something really bad." In my estimation, I had just told him something really bad, and he wasn't at all concerned. He pretty much told me that nothing was going to be done, and our conversation was over. (b)(7)(c) stayed on watch throughout the rest of the outage, and was left on shift after the outage.

Since then, I have reminded (b)(7)(c) of this conversation a couple of times. He has tried to tell me that he evidently didn't think I was serious. He also tells me that he was only kidding when he said what he did, and that I just didn't realize that he was kidding. He told me once that I should have pushed harder on this, but I pushed pretty hard, and I could not have been any more serious. When I am serious, people know it. I have seen (b)(7)(c) kid around before many times. He was not kidding around that day. I am willing to take a lie detector test.

In December, 2005, (b)(7)(c) stood watch with (b)(7)(c) crew on a night shift. Afterwards, he went to (b)(7)(c) and told him that (b)(7)(c) had promised that he would do something about (b)(7)(c) in December, and it was December, and apparently nothing was being done. (b)(7)(c) told (b)(7)(c) that he thought that (b)(7)(c) problems had been taken care of, and that there was no need to do anything. (b)(7)(c) told (b)(7)(c) that he had just worked with (b)(7)(c) crew, and that he didn't think the problems were taken care of. (b)(7)(c) told (b)(7)(c) he would follow up on his comments.

I talked to (b)(7)(c) after that. He told me that he hadn't seen (b)(7)(c) sleeping in the Control Room personally. He said that (b)(7)(c) positioned himself at the computer in the (b)(7)(c) office

that is closest to the door. He said that (b)(7)(c) sat down kind of low behind his computer, and the island, and the concrete wall. From that vantage point (b)(7)(c) can not see what is happening in the Control Room, and his operators can not see him unless they get up and walk back to his office. (I am not aware of any other (b)(7)(c) who use that computer much. The only time I have used it was when the other one was broke.) (b)(7)(c) said that it was weird, but that the Reactor Operators and the Operating Supervisors on that crew seemed to have developed the attitude that (b)(7)(c) didn't come out and mess with them, and they didn't go back and see what he was doing either.

In January, 2006, the Operations Department was in the process of rotating people around, and I had heard that (b)(7)(c) would be coming back on shift. I assumed that we were finally taking (b)(7)(c) off shift. Instead it was announced that (b)(7)(c) would be taking (b)(7)(c) place. (b)(7)(c) was staying on shift, and would continue to work in the Control Room.

I had discussed this with (b)(7)(c) on several occasions. (b)(7)(c) had discussed this with (b)(7)(c). I was 100% convinced that (b)(7)(c) and (b)(7)(c) knew what was going on, and that they weren't going to do anything about it. For whatever reason, it finally dawned on me to go to (b)(7)(c) the Employee Concerns program. In mid-January, I went to (b)(7)(c). I told him what I knew and what I thought. On January 30th, after conducting numerous interviews with members of (b)(7)(c) crew, and substantiating what I had told him, (b)(7)(c) went to Operations management. On January 31<sup>st</sup>, (b)(7)(c) was taken off shift. I am totally convinced that had I not gone to (b)(7)(c) (b)(7)(c) would still be in the Control Room.

I asked (b)(7)(c) after he had done the interviews, if I had a distorted view of what had been going on. I asked him if I was out in left field. His answer was "Lord, no." He told me that when he started talking to the guys on (b)(7)(c) crew and asking them questions, most of them really wanted to talk. It was like they had been waiting for somebody to ask them about it privately, so they could spill their guts. He said they had told him lots of things that I had no way of knowing about.

One of things that bothered me about this from the beginning is that I was not on (b)(7)(c) crew, and I rarely saw him. From what little bit I heard, second hand, and from what I saw during the outage, I was concerned enough about this that it occupied much of my time and thoughts. It affected my home life. There were people that worked with (b)(7)(c) every day, and people that saw him much more often than I did. There were many people in the department that had access to more information than I did, and many who knew that something was going on, and none of them (or few of them, anyway) did anything about it. If this was a problem, as I thought it was, and as (b)(7)(c) thought it was, why was I the only one who seemed worried?

In fairness to (b)(7)(c), he had the same concerns, and he has been investigating this aspect. Why didn't all of the people that knew about this do something about it? I know that he has done a survey, and done some additional interviews. I don't know what (b)(7)(c) has found in this regard.

My management (b)(7)c has pretty much conveyed the same message since (b)(7)c came to them. The message is "Gosh, if only we had known. If only somebody had come to us and told us what was going on, we could have done something about it." At one point, a few days after (b)(7)c was taken off shift, I listened to a discussion (b)(7)c had with another (b)(7)c. What I heard was "I just wish that whoever went to Employee Concerns would have come to us instead so that we could have taken care of this." I have discussed this with (b)(7)c recently. I told him that I took great exception to that, and told him that I thought he had personally let the department down. He told me that he didn't really mean to convey that message, but still insists he didn't know there was a problem. Again, I will take a lie detector test if necessary, because the picture being painted is just not accurate. I know that (b)(7)c (b)(7)c knew what was going on back in June, and chose not to do anything for about 6 months. He only acted when he was forced to act. It is very hard for me to believe that (b)(7)c didn't know what was going on back in June. I don't think that these guys keep secrets from each other. The on-shift crews are really (b)(7)c s to run.

I believe that I have been personally retaliated against for going to (b)(7)c. I was told in early February that I was getting a (b)(7)c (b)(7)c (which would have been about (b)(7)c and a (b)(7)c). About 6 weeks after (b)(7)c was taken off shift, I was told that I was (b)(7)c (b)(7)c after all (they averaged about (b)(7)c) and that I was only (b)(7)c. By my estimate, this has cost me about (b)(7)c.

It has been nearly 3 months since I went to (b)(7)c. The immediate concern of getting (b)(7)c out of the Control Room has been addressed. I am betting that you have heard nothing about what Operations Department management knew, and when they knew it. I think that is totally unacceptable.

I am working nights this week, and I am in Training next week (4/17-4/21). I will discuss any or all of these items with whoever wants to discuss them.

(b)(7)c