

LEON E. PANETTA
16TH DISTRICT, CALIFORNIA

COMMITTEES:
AGRICULTURE

CHAIRMAN
SUBCOMMITTEE ON DOMESTIC
MARKETING, CONSUMER RELATIONS,
AND NUTRITION

HOUSE ADMINISTRATION

CHAIRMAN
SUBCOMMITTEE ON PERSONNEL AND POLICE

SELECT COMMITTEE ON HUNGER

CHAIRMAN
TASK FORCE ON DOMESTIC HUNGER

DEPUTY MAJORITY WHIP

Congress of the United States
House of Representatives
Washington, DC 20515

April 24, 1987

WASHINGTON OFFICE:
339 CANNON HOUSE OFFICE BUILDING
WASHINGTON, DC 20515
(202) 225-2861

DISTRICT OFFICES:
380 ALVARADO STREET
MONTEREY, CA 93940
(408) 649-3555

HOLLISTER, CA
(408) 637-0500

SALINAS, CA
(408) 424-2229

SAN LUIS OBISPO, CA
(805) 841-0143

SANTA CRUZ, CA
(408) 429-1878

Mr. John C. Bradburne
Director, Office of Congressional Affairs
Nuclear Regulatory Commission
1717 H Street, N.W.
Washington, D.C. 20555

Dear Mr. Bradburne:

I am writing to you on behalf of my constituent, Mr. Ronald Cowan, of Cambria, California, who has recently encountered problems with his former employer, Bechtel, to be rehired at the Diablo Nuclear Power Plant.

While I am forwarding a copy of information regarding Mr. Cowan's situation for your review, I would like to know if NRC has any jurisdiction over the rehiring policies in this situation. Please direct your correspondence to my Monterey district office. I look forward to hearing from you soon.

Thank you for your assistance in this matter.

Sincerely,


LEON E. PANETTA
Member of Congress

LEP:ghb
Enclosure

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PDR ADOCK 05000275
A PDR



THE UNIVERSITY OF CHICAGO

PHYSICS DEPARTMENT

PHYSICS 435

LECTURE 10

THE HADRONIC COLLIDER

1. Introduction

2. The Hadron Collider

3. The LHC

4. The ATLAS Experiment

5. The CMS Experiment

6. The LHCb Experiment

7. The ALICE Experiment

8. The RHIC Experiment

9. The J-PARC Experiment

10. The FAIR Experiment

11. The CEBAF Experiment

12. The MAMI Experiment

13. The DESY Experiment

14. The SLAC Experiment

15. The Fermilab Experiment

CASE INTAKE FORM

INS/STATE DEPT INFO

OFFICE SLO

DATE 4/14/87

STAFF Kristie

PHONE VISIT X

Mr. Ronald Cowan

Name of Constituent (Petitioner)

P. O. Box 481

Address

Cambria, Ca. 93428

City State Zip

(805) 927-4575

Home Phone Work Phone

571-98-0758

Social Security Number

Claim Number (FA, FHA Loan, Etc.)

Name of Beneficiary

Address (if known)

Phone

Date and Place of Birth

Date and Place of Application

Visa #/Passport #/Alien Reg #

Date and Place of Entry to U.S.

Destination at Time of Entry to U.S. (if applicable)

PERTINENT FACTS AND DESCRIPTION OF PROBLEM

Mr. Cowan is requesting assistance in determining if he has any recourse in the denial by Bechtel at the Diablo Nuclear Power Plant to employ him.

He explained that in 1985 he was terminated by Bechtel in a matter relating to security violations that he reported. He pursued this through the NRC and Department of Labor and the DOL ruled in his favor and Bechtel signed a statement that he would be eligible for rehire in accordance with applicable referral procedures. When he was referred by his union this week he was told Bechtel will not hire him.

Mr. Cowan stated that he checked with an NRC official at Diablo about the refusal of employment and was advised that neither the NRC or DOL would have jurisdiction in a re-hire situation, they only have jurisdiction when employment is terminated. Mr. Cowan would like to know if this is true. If not, he would like to pursue the matter. He also inquired if the Congressman could make direct inquiry with Bechtel about the refusal to re-hire him.

Attachments: Letter from Mr. Cowan summarizing the matter, copy of DOL correspondence and portion of statement signed by Bechtel, copy of 4/6/87 Telegram Tribune article regarding Bechtel's refusal to rehire, Authorization.

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Small, faint text or mark.

Small, faint text or mark.

I HEREBY AUTHORIZE CONGRESSMAN LEON E. PANETTA TO INVESTIGATE
MY CASE WITH ALL NECESSARY AGENCIES IN ORDER TO ASSIST ME WITH MY
PROBLEM WITH the Department of Labor/Nuclear Regulatory
Commission

AND TO HAVE ACCESS TO WHATEVER FILES OR DOCUMENTS THAT MAY BE
RELATED THERETO.


SIGNATURE Ronald Cowan

11/14/87
DATE

Address: Box 491
CAMBRIA CALIF.
93429

S.S. or
Claim # 571-98-0758



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Main body of the page containing extremely faint and illegible text, possibly bleed-through from the reverse side of the paper.

U.S. Department of Labor

Employment Standards Administration
Wage and Hour Division

(818) 240-3274



February 28, 1985

115 North Central Avenue
Glendale, California 91203

Reply to the Attention of:

Mr. L. Timothy Portwood, Counsel
Bechtel Construction, Inc.
50 Beale Street
San Francisco, California 94119

RE: Ronald Cowan vs Bechtel Construction, Inc.

Dear Mr. Portwood:

This letter is to notify you of the results of our compliance actions in the above case. As you know Mr. Ronald Cowan filed a complaint with the Secretary of Labor under the Energy Reorganization Act on January 29, 1985. A copy of the complaint, a copy of Regulations, 29 CFR Part 24, and a copy of the pertinent section of the statute were furnished in a previous letter from this office.

Our initial efforts to conciliate the matter revealed that the parties would not at that time reach a mutually agreeable settlement. An investigation was then conducted. Based on our investigation, the weight of evidence to date indicates that Mr. Ronald Cowan was a protected employee engaging in a protected activity within the ambit of the Energy Reorganization Act, and that discrimination as defined and prohibited by the statute was a factor in the actions which comprise his complaint. The following disclosures were persuasive in this determination:

The complainant was terminated soon after complaining to the Nuclear Regulatory Commission. This termination was in the absence of any uncontroverted evidence of poor performance of his duties, and in the absence of declining manpower needs in his occupation at the time of the termination.

This letter will notify you that the following actions are required to abate the violation and provide appropriate relief:

Pay the complainant full back pay and fringe benefits for the period January 23, 1985 through February 15, 1985, and assure him that he will not receive an unfavorable job reference from you in the future.

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THE UNIVERSITY OF CHICAGO LIBRARY

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This letter will also notify you that if you wish to appeal the above findings and remedy, you have a right to a formal hearing on the record. To exercise this right you must, within five (5) calendar days of receipt of this letter, file your request for a hearing by telegram to:

The Chief Administrative Law Judge
U.S. Department of Labor
Suite 700, Vanguard Building
1111 - 20th Street, N.W.
Washington, D. C. 20036

Unless a telegram request is received by the Chief Administrative Law Judge within the five-day period, this notice of determination and remedial action will become the final order of the Secretary of Labor. By copy of this letter I am advising Ronald Cowan of the determination and right to a hearing. A copy of this letter and the complaint have also been sent to the Chief Administrative Law Judge. If you decide to request a hearing it will be necessary to send copies of the telegram to Ronald Cowan and to me at 115 North Central Avenue, Glendale, CA 91203, phone (818) 240-5274. After I receive the copy of your request, appropriate preparations for the hearing can be made. If you have any questions do not hesitate to call me.

It should be made clear to all parties that the role of the Department of Labor is not to represent the parties in any hearing. The Department would be neutral in such a hearing which is simply part of the fact-development process, and only allows the parties an opportunity to present evidence for the record. If there is a hearing, an Order of the Secretary shall be based upon the record made at said hearing, and shall either provide appropriate relief or deny the complaint.

Sincerely,



Edmund M. Sullivan
Area Director

cc: Ronald Cowan
Nuclear Regulatory Commission

...ami...
...NEW YORK...

...KING...

...JANUARY...

4. Bechtel acknowledges that Cowan has been, since January 22, 1985, and continues to be, eligible for rehire in accordance with applicable referral procedures. However, this acknowledgment is not to be construed as a guarantee of future employment. Bechtel also promises that, if and when it is contacted by prospective employers concerning Cowan, it will not give an unfavorable reference. *Bechtel agrees there will be no retaliation for any reason set forth herein.*

5. It is understood that Bechtel's execution of and compliance with this Agreement are to be construed only as a desire to settle and resolve disputed claims and shall not be deemed or construed, in any way, as an admission by Bechtel (i) that it violated any state or federal law, collective bargaining agreement, or legal duty owed to Cowan or (ii) that it is liable to Cowan in any manner or for any amount.

*ECM
RC*

6. Cowan agrees not to disclose the fact of this Agreement or the terms and conditions of this Agreement to anyone outside his immediate family.

7. Each of the parties to this Agreement will bear his or its own costs, including attorneys' fees, if any.

8. Cowan, in executing this Agreement, ~~has acted on the~~ *ECM* ~~advice of Local 639~~ and has not relied upon any statement of fact, representation, or promise made by Bechtel other than those set forth herein. Cowan represents that he has fully read this Agreement, understands its contents, and is signing it of his own free will.

Executed on March 14, 1985 at San Luis Obispo California.

S.F. Manning
Bechtel Construction, Inc.

Ronald Cowan
Ronald Cowan

~~Local 639, IBEW~~
ECM RC
- 4 -

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The ACAS summary reports showed that the two electricians involved in the hot spotwork area used 68 milli man-rem on October 13, 1986, and 121 milli man-rem on October 14, 1986. On October 15, 1986, with the hot spot shielded, 360 milli man-rem was used by the two workers. Based on the work times and days of work it appeared possible that 53 milli man-rem may have been saved if the hot spot had been shielded on October 13, 1986. Based on the work time on October 15, 1986, it appears reasonable to estimate that 150 to 200 milli man-rem was saved by shielding the hot spot. According to the C&RP engineer who had the shielding installed, the cost was negligible for installing the shielding and was not considered in this case.

The ACAS data provided PIC readings and times for each entry and exit on SWP No. 1335 for the electricians. Based on this data and assuming one half of the time was actually spent doing the work (allowing for the donning of PCs, entering and exiting the containment, etc.) the average dose rate for the two electricians involved with work in the vicinity of the hot spot was 15 mrem/hr on October 13, 1986, 20 mrem/hr on October 14, 1986, and 46 mrem/hr on October 15, 1986. The alleegeer did receive 303 mrem during those three days and had a total of 365 mrem for the period October 1-24, 1986, but not connected with the area of the hot spot.

Based on the above observations it was determined that a small amount of exposure was incurred by not shielding the hot spot on October 13, 1986. However, the source was shielded on October 15, 1986, and provided a savings of approximately 150-200 milli man-rem. Although the allegation was substantiated no violations of NRC requirements were identified. It also appears reasonable to infer that the best judgement may not have been exercised on October 13, 1986, by individual C. This matter is considered closed.

No violations or deviations were identified.

I. Outage Meetings and Management Involvement

The inspectors attended several RP shift turnover, foreman and department meetings. These meetings were conducted twice daily to discuss outage and sitewide activities. Items such as outage status, scheduling, ALARA and problems associated with both plants were discussed.

The inspectors observed that the RP supervisor was directly involved in the initial phases of all major jobs, was heavily involved with all jobs as they occurred and was conducting routine plant walkdowns. It was also noted that the RP manager was cognizant of the plant status and associated problems.

No violations or deviations were identified.

J. Work Hours

THE UNIVERSITY OF CHICAGO
DIVISION OF THE PHYSICAL SCIENCES
DEPARTMENT OF CHEMISTRY

RESEARCH REPORT
NO. 1000
1960

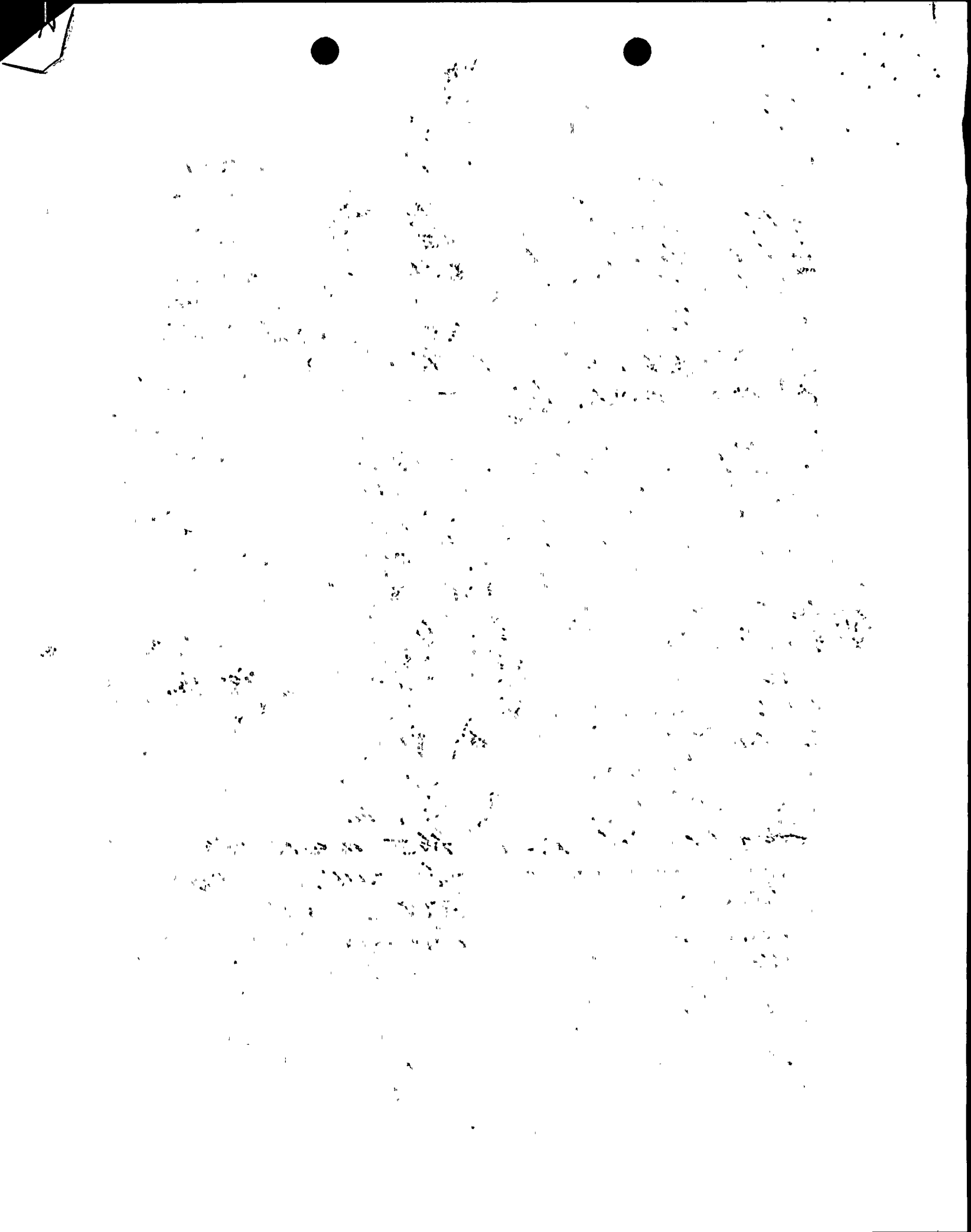
THE UNIVERSITY OF CHICAGO
DIVISION OF THE PHYSICAL SCIENCES
DEPARTMENT OF CHEMISTRY
RESEARCH REPORT
NO. 1000
1960

Mrs. PANETTA,

April 13, 1987

I AM A JOURNEYMAN ELECTRICIAN A MEMBER OF THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS. ON APRIL 3RD 1987 I WAS DISPATCHED BY MY UNION TO GO TO WORK FOR BECHTEL AT DIABLO CANYON NUCLEAR POWER PLANT FOR THE UNIT II REFUELING OUTAGE. I WAS DENIED EMPLOYMENT BY BECHTEL ELECTRICAL SUPERINTENDANT RICH DORAN. NO EXPLANATION WAS GIVEN WHEN I REQUESTED ONE.

IN JANUARY 1985 I WAS TERMINATED BY BECHTEL REDUCTION OF FORCE (R.O.F.). IT WAS DETERMINED THAT MY TERMINATION WAS BECAUSE I REFUSED TO VIOLATE SECURITY REGULATIONS. ON JANUARY 11th MY FOREMAN NORM WILSON PRESENTED ME WITH FORGED WORK ORDERS. WHEN I REFUSED TO ACCEPT THESE FAKE DOCUMENTS (I KNEW THEY WERE FAKE, OUR ENGINEER KNEW, AND THE SECURITY GUARD KNEW THEY WERE FAKE.) I WAS SENT HOME FOR THE DAY BY RICH DORAN. THIS WAS AT 8AM ON A 10 HOUR SHIFT. THREE DAYS LATER I WAS TERMINATED R.O.F. WHILE THE REST OF THE JOB WAS WORKING 6 DAYS A WEEK 10 HOURS A DAY.



Norm Wilson was immediately fired "not eligible for rehire" I found out later he accepted full blame for the forgeries. This prevented the General Foreman or Superintendant Rich Doran from getting any blame.

Later after the excitement was over, Norm Wilson's violation was changed to an ~~in~~ inaction and he was rehired by Bechtel at Diablo Canyon. Since then he has had a steady job. They have kept him out of sight and he has been assigned to "grave" duties he doesn't even associate with the other workers.

I would like to know why the man guilty of forging official documents has a good steady job and the man who refused to accept these forged documents can't even get a temporary job during peak demands for manpower. Where's the justice, or is Big Business (Bechtel) running our justice system?



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I RECEIVED WHISTLEBLOWER PROTECTION FROM THE U.S. LABOR DEPARTMENT (ENERGY REORGANIZATION ACT). I WAS ALSO PAID 3 WEEKS BACK PAY AND GIVEN A SETTLEMENT AGREEMENT. THIS AGREEMENT (SEE ENCLOSURE) ASSURED ME THAT I WAS ELIGIBLE FOR REHIRE AND THAT THERE WOULD BE NO RETALIATION OF ANY TYPE.

ON AUGUST 15th 1986 I WAS SENT OUT BY MY UNION TO WORK ON THE UNIT I REFUELING OUTAGE FOR BECHTEL AT DIABLO CANYON. I WAS DENIED EMPLOYMENT AT THAT TIME. AFTER BECHTEL WAS QUESTIONED BY THE PRESS AND I REMINDED THEM OF THERE SETTLEMENT AGREEMENT WITH ME THEY HIRED ME.

THIS EXPRESSES THERE DISCRIMINATION AGAINST ME AND PROVES THAT THEY ARE NOT HONORING THERE AGREEMENT WITH ME.

ON OCTOBER 15th DURING MY EMPLOYMENT WITH BECHTEL AT DIABLO CANYON I WAS WORKING IN THE CONTAINMENT BUILDING. AT THIS TIME I RECEIVED UNNECESSARY EXCESSIVE EXPOSURES TO RADIATION.



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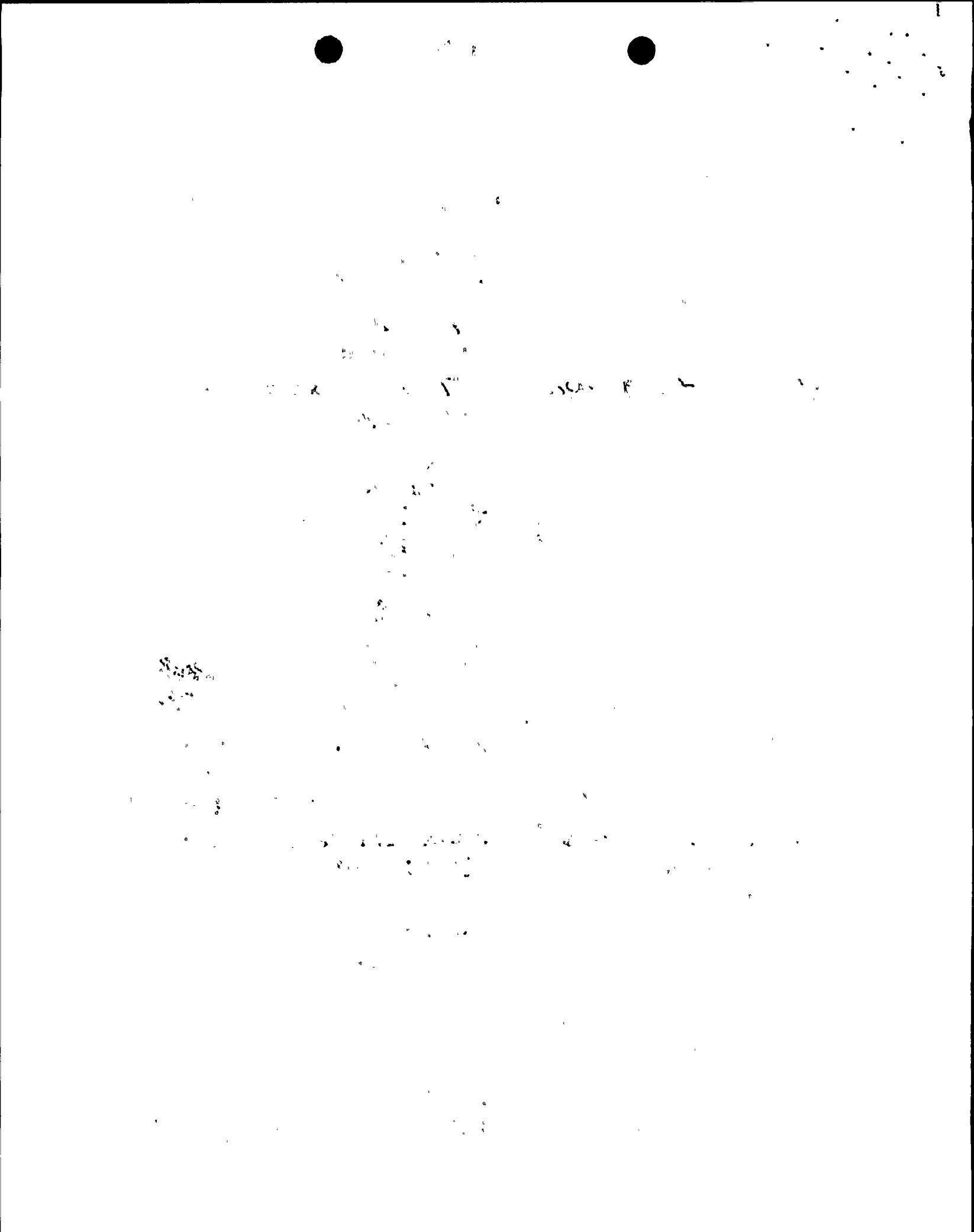
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IN AN N.R.C. INVESTIGATION AND REPORT IT WAS CONCLUDED THAT BEST JUDGEMENT WAS NOT USED. (SEE ENCLOSURE.)

LEAD SHIELDING WAS RECOMMENDED BY THE TECHNICIANS WHO WERE IN CHARGE OF OUR SAFETY. THERE JOB WAS TO MAINTAIN THE DIABLO CANYON AND N.R.C. POLICY OF KEEPING EXPOSURES AS LOW AS REASONABLE ACHIEVABLE (A.L.A.R.A.)

WHEN WE REQUESTED THIS LEAD SHIELDING (REQUIRED BEFORE WE COULD GO INTO THE WORK AREA) WE WERE TOLD BY MR. RAMIREZ (P.G. & E. SENIOR TECHNICIAN) "IT REQUIRED TOO MUCH ENGINEERING AND PAPERWORK, JUST GO IN AND GET YOUR DOSE". I COULDN'T BELIEVE HE TOLD ME THIS SO I ASKED HIM AGAIN AND HE SAID THE SAME THING. I FELT THIS WAS IN CONTRARY TO A.L.A.R.A. STANDARDS.

AFTER A DISCUSSION THE OFF LIMITS "HOT" WORK AREA WAS RELEASED TO US AND WE WENT TO WORK WITHOUT THE LEAD SHIELDING. WE WERE RECEIVING MEASURABLE EXPOSURES BY THE MINUTE.



To my surprise 3 days later when our work was almost completed the lead shielding was installed. This is proof to me that the lead shield could have been installed from the beginning. The exposures on the "Hot Spot" were reduced from 700 m. Rem. p. hour to less than 100 m. Rem. p. hour.

I reported this mishap to the N.R.C. and was immediately reassigned by Bechtel to different duties, away from any radiation or radiation workers. A few days later I was interviewed by an N.R.C. investigator Mr. Hooker, present was my General Foreman and Rich Doran. A few days later I was terminated (R.O.F.) at the time of my termination some of the workers were still on overtime.

I feel that my denial of employment is a direct result of my involvement in the N.R.C. investigation and report of poor A.L.A.R.A. standards. Furthermore they are not honoring their settlement agreement with me.



[Faint, illegible handwritten text, possibly bleed-through from the reverse side of the page.]

MAY I GUARANTEE YOU THAT THE QUALITY AND QUANTITY OF MY WORK AT DIABLO CANYON WAS ALWAYS UP TO STANDARDS. I WAS NEVER APPROACHED BY MY ~~ASTOREMAN~~ AS TO MY WORK STANDARDS. I WAS NEVER GIVEN A WRITTEN REPRAMAND WHICH IS THE BECHTEL POLICY. ALSO MY ATTENDANCE AND PUNCTUALITY WAS PERFECT.

HOW AND WHY DOES BIG BUSSINESS GET AWAY WITH THIS. THEY TREAT INDIVIDUAL PEOPLE LIKE THEY ARE NOTHING OR NOBODY. JUST HOW BIG AND POWERFUL IS THIS BECHTEL COMPANY. I KNOW THAT WITH WHAT THEY HAVE GOTTEN AWAY WITH THE REST OF THE DIABLO WORKERS KNOW TO KEEP THEIR MOUTHES SHUT AND DO AS TOLD.

ALL I WANT IS MY JOB BACK WHICH IS FAIRLY DUE TO ME. I DO BELIEVE DIABLO CANYON IS A SAFE PLACE TO WORK PROVIDED THEY FOLLOW THERE OWN SAFETY AND A.L.A.R.A. STANDARDS.



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IF YOU HAVE ANY FURTHER
QUESTIONS OR WOULD LIKE MORE
DETAILS OR DOCUMENTATION YOU
MAY CONTACT ME AT

PHONE (805) 927-4575
P.O. BOX 401
CAMBRIA CALIF.
93429

THANK YOU

~~Tom Cowan~~

RON COWAN

~~Tom Cowan~~



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April 6, 1987

Whistleblower turned away at D

By Margarita Mills
Telegram-Tribune

An irradiated Diablo Canyon worker was turned away at the plant's gates Friday when he reported to work.

Electrician Ron Cowan's number came up to start work for Bechtel Corp. last week. His union handed him a job referral card to be one of the more than 100 temporary electricians to work during the refueling of the Unit 2 reactor.

But at the gate he met Bechtel's Rich Doran who told Cowan the company wouldn't hire him.

Cowan wasn't given a reason for Bechtel's refusal, but he said it's probably because he complained about getting high radiation doses during his last job there, the Unit 1 refueling last year.

He was laid off during the height of maintenance last year.

Doran and his supervisor, Todd Roberts, declined to talk.

"We have no comment," said Roberts. "He can file a grievance through his union."

Cowan said he started the grievance procedure Friday morning.

"All I want is work. I've been waiting my turn."

Cowan was hired in September through the International Brotherhood of Electrical Workers, Local 639, during the Unit 1 shutdown.

During his two months of employment, Cowan performed a number of tasks.

In October he was assigned to replace conduit in some pipes located in the containment building, a highly radioactive area.

According to a Nuclear Regulatory Commission report, two radiation protection employees — people who assure that workers get "as low as reasonably achievable" doses of radiation — told Cowan and his work partner not to do the conduit work until a radioactive "hot spot" was shielded with lead covering.

Those two employees worked for a Pacific Gas & Electric Co. contractor, Bartlett Nuclear Inc.

Cowan said his partner called PG&E radiation protection foreman, J.A. Ramirez, to ask for the protective shielding.

Ramirez, the NRC report said, told them that there was too much engineering and paperwork involved to get the lead blanket.

"He told us to work until we got our entry dose limit," said Cowan.

PG&E's entry dose limit, the amount of radiation workers can get during any one entry into a contam-

inated area, is 120 millirem.

Cowan said he did the work, as told, because he didn't want to be fired for not doing work as assigned.

Cowan received 303 millirem during the three days he worked near the "hot spot," according to the NRC report.

In a 24-day period, including the three days he worked in the highly radioactive area, he had a total of 365 millirem.

During a three-month period, the NRC-established radiation exposure limit is 1,000 millirem. Anything higher than that must be reviewed and approved by the NRC.

Cowan was not given protective clothing to wear while he worked in the radioactive area.

"I had to crawl all over that thing," he said. "Who knows what happened to me."

Ramirez told the NRC, the report said, that he didn't think the electricians would be getting enough radiation to warrant a lead shield.

After the third day and after Cowan already received high doses of radiation, a lead shield was installed. Installation of the shield, the report said, took only 20 minutes.

Cowan called an on-site NRC inspector to complain that PG&E wasn't following the "as low as reasonably achievable" practices required by the regulatory agency.

He contended that if the shield were put up in the beginning, they could have gotten much less radiation. Cowan said some of co-workers got much higher doses than he did.

Only one other worker complained. He, too, was laid off, Cowan said. The ones who didn't are still working, Cowan said.

"I'm the type of person who won't keep my mouth shut when things like this happen," he said.

Some of the workers and their

Bechtel supervisor were interviewed by a special NRC inspector.

A few days later Cowan was reassigned to another job away from the containment building.

"I think that was so I wouldn't talk (to other workers about radiation exposure)," he said.

In about a week he was laid off. Bechtel was going through a "reduction of force," supervisors told Cowan, less than two months after the 16-week shutdown.

"I went through the grievance procedure (through the union)," Cowan said. "But they ran me off. I had to go out of the area to work."

He ended up at Edwards Air Force Base.

The report that came out of the NRC investigation said no violations occurred.

"Although the allegation (of poor "as low as reasonably achievable" practices) was substantiated, no violations of NRC requirements were identified. It also appears reasonable to infer that the best judgment may not have been exercised (by Ramirez)," the report said.

Friday was not the first time Cowan has been turned away at the gate.

During the Unit 1 refueling, it was a similar scenario.

He was turned away at the gate when he went early one morning to start work. Cowan said it was because he had gone to the NRC.

He had been laid off in January 1985, while workers were getting the plant ready for start-up.

He refused to work in an area where the papers that authorized the workers had expired.

A foreman forged the expiration date, Cowan said, so he still refused to go in, knowing the papers had been tampered with.

He was sent home with three others for not doing their work.

He went to the NRC again.

And again, he was let go of force."

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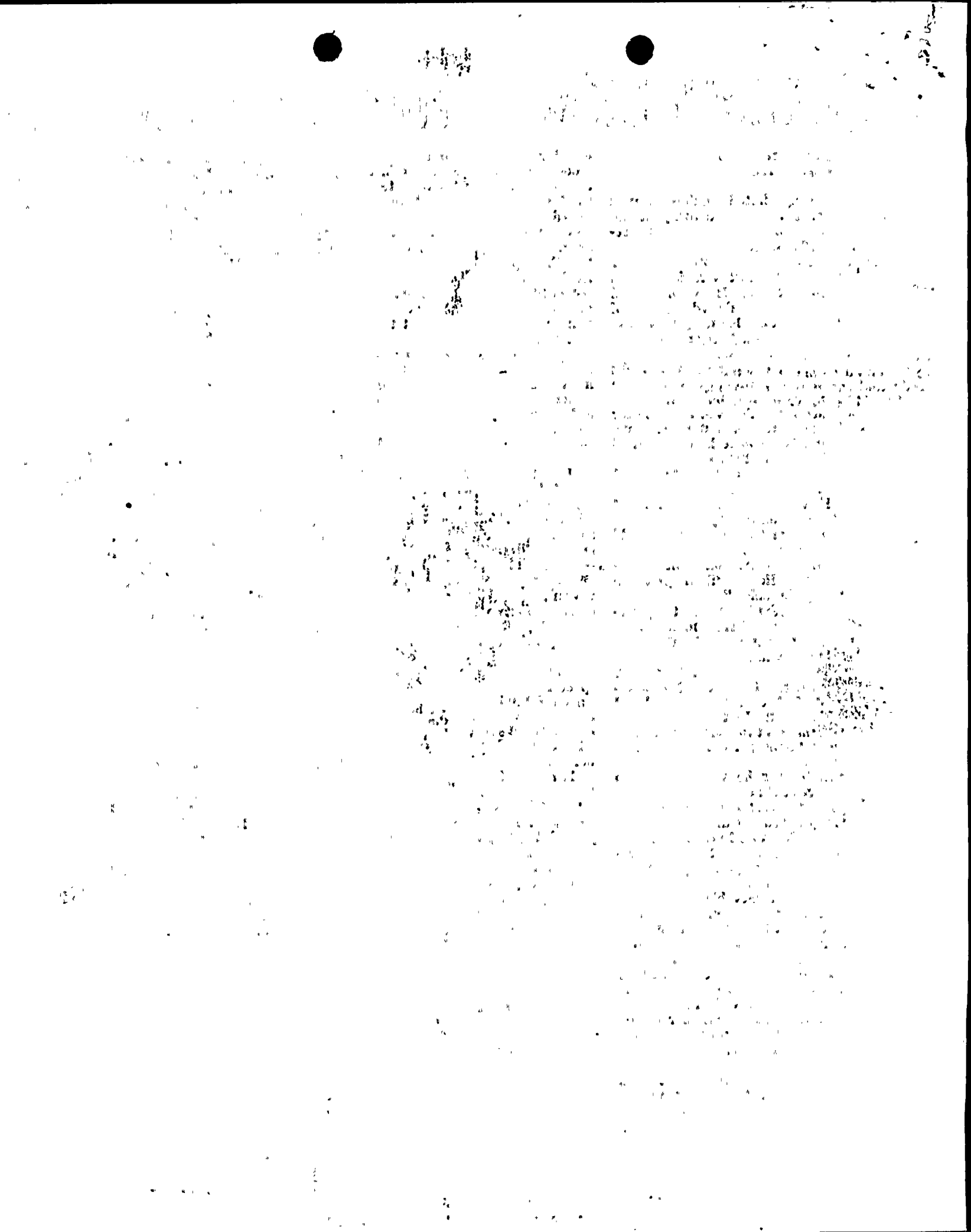
Correction

A quotation in an article published Monday was unclear.

Former Diablo Canyon nuclear power plant electrical worker Ron Cowan was quoted as saying he had filed a grievance through his union, the International Brotherhood of

Electrical Workers, Local 639.

Cowan's following comments should have stated that he said he was "run off the plant" by plant managers, not union representatives, even though he had gone through the normal grievance procedures.



Bechtel denies Diablo whistleblower was laid off for NRC complaint

By Margarita Mills
Telegram-Tribune

TT 4/11/84

A worker at Diablo Canyon nuclear power plant was not laid off because he complained to the Nuclear Regulatory Commission, a Bechtel Corp. spokesman said.

Al Donner said electrician Ron Cowan was laid off during the shutdown of Unit 1 in October 1986 because of his performance on the job.

"Ron Cowan was not rehired because he was ranked in the lowest of four classifications of workers," Donner said from his San Francisco office last week.

The Telegram-Tribune published an article April 6 that outlined Cowan's experiences at the plant:

Cowan was hired in 1985 during the start-up of the plant. He went to the NRC when he discovered work authorization papers had been forged.

A few days later, Bechtel let him go. Cowan filed a grievance with the Labor Department and won a settlement from Bechtel.

In August 1986, Cowan got a job referral from his union to work during Unit 1's shutdown. Bechtel turned him away at the gates. After the Telegram-Tribune contacted Bechtel, Cowan was rehired.

During work on Unit 1, Cowan went to the NRC again to express his concerns about radiation practices. A few days later, he was laid off again.

When Cowan went back at the

beginning of this month to work during Unit 2's shutdown, he was turned away again.

Bechtel managers at the plant declined to comment for that article.

Cowan filed grievances through his union after both layoffs, claiming he had been discriminated against. Both, which involved meetings between Cowan's labor representatives and Bechtel representatives, were denied.

The reason Cowan was given was that they didn't think there was evidence of discrimination, and by that time Bechtel was already slowing work down at the plant.

Cowan said he was never given either an oral or written reprimand about his performance on the job.

He said he was never late and never missed a day of work.

He said he thinks that he was laid off because of contact with the NRC, and insists he was "run off" by Bechtel supervisors.

He is concerned, he said, that other workers won't speak up about their concerns because "they all know I was fired."

Donner said, however, that Be-

chtel's normal procedures for temporary work such as that done at Diablo Canyon is to let go the lowest level of the four categories of workers.

"(The workers) understand the order of lay off," Donner said. "The number of people hired runs up quickly, and the decline is just as fast."

Although Donner couldn't come

up with any examples, he said Bechtel has rehired whistleblowers at nuclear power plants, workers who have talked with the NRC about their concerns and allegations.

He wouldn't say, however, whether Bechtel would ever rehire Cowan.

"I can't look into a crystal ball," he said. "I can't say."

