



UNITED STATES  
NUCLEAR REGULATORY COMMISSION  
REGION II  
101 MARIETTA STREET, N.W., SUITE 2900  
ATLANTA, GEORGIA 30323-0189

October 6, 1995

EA 95-209

Florida Power and Light Company  
ATTN: Mr. J. H. Goldberg  
President - Nuclear Division  
P. O. Box 14000  
Juno Beach, FL 33408-0420

SUBJECT: COMPLAINT OF ALLEGED DISCRIMINATION

Dear Mr. Goldberg:

On June 5, 1995, the U.S. Department of Labor's Wage and Hour Division in Fort Lauderdale, Florida, received complaints from Mr. Gary L. Phipps, an employee of Florida Power and Light Company's Turkey Point Nuclear Plant and St. Lucie Nuclear Plants. The employee alleged that he had been subjected to discrimination as a result of raising safety concerns while performing his duties at the St. Lucie Nuclear Plant. In response to that complaint, the Wage and Hour Division conducted an investigation, and in a letter dated September 8, 1995, the Assistant District Director of the Wage and Hour Division, Fort Lauderdale, Florida, found that the evidence obtained during the Division's investigation indicated that the employee was engaged in a protected activity within the scope of the Energy Reorganization Act and that discrimination as defined and prohibited by the statute was a factor in the actions which comprised his complaint.

The NRC is concerned that a violation of the employee protection provisions set forth in 10 CFR 50.7 may have occurred and that the actions taken against the employee may have had a chilling effect on other licensee or contractor personnel.

Accordingly, pursuant to sections 161c, 161o, 182 and 186 of the Atomic Energy Act of 1954, as amended, and the Commission's regulations in 10 CFR 2.204 and 10 CFR 50.54(f), in order for the Commission to determine whether your license should be modified, suspended or revoked, or other enforcement action taken to ensure compliance with NRC regulatory requirements, you are required to provide this office, within 30 days of the date of this letter, a response in writing and under oath and affirmation that:

1. Provides the basis for the employment action regarding the employee and includes a copy of any investigation reports you have regarding the circumstances of the action; and
2. Describes the actions, if any, taken or planned to assure that this employment action does not have a chilling effect in discouraging other licensee or contractor employees from raising perceived safety concerns.

Your response should not, to the extent possible, include any personal privacy, proprietary, or safeguards information so that it can be released to

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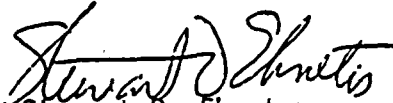
the public and placed in the NRC Public Document Room. If personal privacy information is necessary to provide an acceptable response, then please provide a bracketed copy of your response that identifies the personal privacy-related information and a redacted copy of your response that deletes the personal privacy-related information. Identify the particular portions of the response in question which, if disclosed, would create an unwarranted invasion of personal privacy, identify the individual whose privacy would be invaded in each instance, describe the nature of the privacy invasion, and indicate why, considering the public interest in the matter, the invasion of privacy is unwarranted. If you request withholding on any other grounds, you must specifically identify the portions of your response that you seek to have withheld and provide in detail the bases for your claim of withholding (e.g., provide the information required by 10 CFR 2.790(b) to support a request for withholding confidential commercial or financial information).

After reviewing your response, the NRC will determine whether enforcement action is necessary at this time to ensure compliance with regulatory requirements.

In accordance with 10 CFR 2.790 of the NRC's "Rules of Practice," a copy of this letter will be placed in the NRC Public Document Room.

The responses directed by this letter are not subject to the clearance procedures of the Office of Management and Budget as required by the Paperwork Reduction Act of 1980, Pub. L. No. 96-511.

Sincerely,

  
Stewart D. Ebnetter  
Regional Administrator

Docket Nos. 50-250, 50-251  
License Nos. DPR-31, DPR-41

cc:  
Department of Labor/ESA  
Wage and Hour Division  
ATTN: Ana R. Moreno  
Assistant District Director  
299 E. Broward Blvd., Room 408  
Fort Lauderdale, FL 33301

cc cont'd: (See page 3)

## cc cont'd:

Assistant Administrator  
Employment Standards Administration  
Wage and Hour Division  
Department of Labor  
Room S-3502  
200 Constitution Avenue, N.W.  
Washington, D.C. 20210

H. N. Paduano, Manager  
Licensing & Special Programs  
Florida Power and Light Company  
P. O. Box 14000  
Juno Beach, FL 33408-0420

D. E. Jernigan  
Plant General Manager  
Turkey Point Nuclear Plant  
P. O. Box 029100  
Miami, FL 33102

T. F. Plunkett  
Site Vice President  
Turkey Point Nuclear Plant  
P. O. Box 029100  
Miami, FL 33102

T. V. Abbatiello  
Site Quality Manager  
Turkey Point Nuclear Plant  
P. O. Box 029100  
Miami, FL 33102

E. J. Weinkam  
Licensing Manager  
Turkey Point Nuclear Plant  
P. O. Box 4332  
Miami, FL 33032-4332

J. R. Newman, Esq.  
Morgan, Lewis & Bockius  
1800 M Street, NW  
Washington, D. C. 20036

John T. Butler, Esq.  
Steel, Hector and Davis  
4000 Southeast Financial Center  
Miami, FL 33131-2398

Attorney General  
Department of Legal Affairs  
The Capitol  
Tallahassee, FL 32304

Bill Passetti  
Office of Radiation Control  
Department of Health and  
Rehabilitative Services  
1317 Winewood Boulevard  
Tallahassee, FL 32399-0700

Jack Shreve  
Public Counsel  
Office of the Public Counsel  
c/o The Florida Legislature  
111 West Madison Avenue, Room 812  
Tallahassee, FL 32399-1400

Joaquin Avino  
County Manager of Metropolitan  
Dade County  
111 NW 1st Street, 29th Floor  
Miami, FL 33128

Joe Myers, Director  
Division of Emergency Preparedness  
Department of Community Affairs  
2740 Centerview Drive  
Tallahassee, FL 32399-2100

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Thomas P. Johnson  
 Senior Resident Inspector  
 U.S. Nuclear Regulatory Commission  
 P. O. Box 1448  
 Homestead, FL 33090

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