TVA EMPLOYEE CONCERNS
SPECIAL PROGRAM

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Preface

This subcategory report is one of a series of reports prepared for the Employee Concerns Special Program (ECSP) of the Tennessee Valley Authority (TVA). The ECSP and the organization which carried out the program, the Employee Concerns Task Group (ECTG), were established by TVA's Manager of Nuclear Power to evaluate and report on those Office of Nuclear Power (ONP) employee concerns filed before February 1, 1986. Concerns filed after that date are handled by the ongoing ONP Employee Concerns Program (ECP).

The ECSP addressed over 5800 employee concerns. Each of the concerns was a formal, written description of a circumstance or circumstances that an employee thought was unsafe, unjust, inefficient, or inappropriate. The mission of the Employee Concerns Special Program was to thoroughly investigate all issues presented in the concerns and to report the results of those investigations in a form accessible to ONP employees, the NRC, and the general public. The results of these investigations are communicated by four levels of ECSP reports: element, subcategory, category, and final.

Element reports, the lowest reporting level, will be published only for those concerns directly affecting the restart of Sequoyah Nuclear Plant's reactor unit 2. An element consists of one or more closely related issues. An issue is a potential problem identified by ECTG during the evaluation process as having been raised in one or more concerns. For efficient handling, what appeared to be similar concerns were grouped into elements early in the program, but issue definitions emerged from the evaluation process itself. Consequently, some elements did include only one issue, but often the ECTG evaluation found more than one issue per element.

Subcategory reports summarize the evaluation of a number of elements. However, the subcategory report does more than collect element level evaluations. The subcategory level overview of element findings leads to an integration of information that cannot take place at the element level. This integration of information reveals the extent to which problems overlap more than one element and will therefore require corrective action for underlying causes not fully apparent at the element level.

To make the subcategory reports easier to understand, three items have been placed at the front of each report: a preface, a glossary of the terminology unique to ECSP reports, and a list of acronyms (terms formed from the first letters of a series of words).

Additionally, at the end of each subcategory report the reader will find at least two attachments. The first is a Subcategory Summary Table that includes the following information: the concern number, a brief statement of the concern, and a designation of nuclear safety-related concerns. The second attachment is a listing of the concerns included in each issue evaluated in the subcategory.

The subcategories are themselves summarized in a series of eight category reports. Each category report reviews the major findings and collective significance of the subcategory reports in one of the following areas:

- management and personnel relations
- industrial safety
- construction
- material control
- operations
- quality assurance/quality control
- welding
- engineering

A separate report on employee concerns dealing with specific contentions of intimidation, harassment, and wrongdoing will be released by the TVA Office of the Inspector General.

Just as the subcategory reports integrate the information collected at the element level, the category reports integrate the information assembled in all the subcategory reports within the category, addressing particularly the underlying causes of those problems that run across more than one subcategory.

A final report will integrate and assess the information collected by all of the lower level reports prepared for the ECSP, including the Inspector General's report.

For more detail on the methods by which ECTG employee concerns were evaluated and reported, consult the Tennessee Valley Authority Employee Concerns Task Group Program Manual. The Manual spells out the program's objectives, scope, organization, and responsibilities. It also specifies the procedures that were followed in the investigation, reporting, and closeout of the issues raised by employee concerns.

ECSP GLOSSARY OF REPORT TERMS*

classification of evaluated issues the evaluation of an issue leads to one of the following determinations:

Class A: Issue cannot be verified as factual

Class B: Issue is factually accurate, but what is described is not a problem (i.e., not a condition requiring corrective action)

Class C: Issue is factual and identifies a problem, but corrective action for the problem was initiated before the evaluation of the issue was undertaken

Class D: Issue is factual and presents a problem for which corrective action has been, or is being, taken as a result of an evaluation

Class E: A problem, requiring corrective action, which was not identified by an employee concern; but was revealed during the ECTG evaluation of an issue raised by an employee concern.

collective significance an analysis which determines the importance and consequences of the findings in a particular ECSP report by putting those findings in the proper perspective.

concern (see "employee concern")

corrective action steps taken to fix specific deficiencies or discrepancies revealed by a negative finding and, when necessary, to correct causes in order to prevent recurrence.

criterion (plural: criteria) a basis for defining a performance, behavior, or quality which ONP imposes on itself (see also "requirement").

element or element report an optional level of ECSP report, below the subcategory level, that deals with one or more issues.

employee concern a formal, written description of a circumstance or circumstances that an employee thinks unsafe, unjust, inefficient or inappropriate; usually documented on a K-form or a form equivalent to the K-form.

evaluator(s) the individual(s) assigned the responsibility to assess a specific grouping of employee concerns.

findings includes both statements of fact and the judgments made about those facts during the evaluation process; negative findings require corrective action.

issue a potential problem, as interpreted by the ECTG during the evaluation process, raised in one or more concerns.

K-form (see "employee concern")

requirement a standard of performance, behavior, or quality on which an evaluation judgment or decision may be based.

root cause the underlying reason for a problem.

*Terms essential to the program but which require detailed definition have been defined in the ECTG Procedure Manual (e.g., generic, specific, nuclear safety-related, unreviewed safety-significant question).

Acronyms

AI	Administrative Instruction
AISC	American Institute of Steel Construction
ALARA	As Low As Reasonably Achievable
ANS	American Nuclear Society
ANSI	American National Standards Institute
ASME	American Society of Mechanical Engineers
ASTM	American Society for Testing and Materials
AWS	American Welding Society
BFN	Browns Ferry Nuclear Plant
BLN	Bellefonte Nuclear Plant
CAQ	Condition Adverse to Quality
CAR	Corrective Action Report
CATD	Corrective Action Tracking Document
CCTS	Corporate Commitment Tracking System
CEG-H	Category Evaluation Group Head
CFR	Code of Federal Regulations
CI	Concerned Individual
CMTR	Certified Material Test Report
COC	Certificate of Conformance/Compliance
DCR	Design Change Request
DNC	Division of Nuclear Construction (see also NU CON)

DNE	Division of Nuclear Engineering
DNQA	Division of Nuclear Quality Assurance
DNT	Division of Nuclear Training
DOE	Department of Energy
DPO	Division Personnel Officer
DR	Discrepancy Report or Deviation Report
ECN	Engineering Change Notice
ECP	Employee Concerns Program
ECP-SR	Employee Concerns Program-Site Representative
ECSP	Employee Concerns Special Program
ECTG	Employee Concerns Task Group
EEOC	Equal Employment Opportunity Commission
EQ	Environmental Qualification
EMRT	Emergency Medical Response Team
EN DES	Engineering Design
ERT	Employee Response Team or Emergency Response Team
FCR	Field Change Request
FSAR	Final Safety Analysis Report
FY	Fiscal Year
GET	General Employee Training
HCI	Hazard Control Instruction
HVAC	Heating, Ventilating, Air Conditioning
II	Installation Instruction
INPO	Institute of Nuclear Power Operations
IRN	Inspection Rejection Notice

L/R	Labor Relations Staff
M&AI	Modifications and Additions Instruction
MI	Maintenance Instruction
MSPB	Merit Systems Protection Board
MT	Magnetic Particle Testing
NCR	Nonconforming Condition Report
NDE	Nondestructive Examination
NPP	Nuclear Performance Plan
NPS	Non-plant Specific or Nuclear Procedures System
NQAM	Nuclear Quality Assurance Manual
NRC	Nuclear Regulatory Commission
NSB	Nuclear Services Branch
NSRS	Nuclear Safety Review Staff
NU CON	Division of Nuclear Construction (obsolete abbreviation, see DNC)
NUMARC	Nuclear Utility Management and Resources Committee
OSHA	Occupational Safety and Health Administration (or Act)
ONP	Office of Nuclear Power
OWCP	Office of Workers Compensation Program
PHR	Personal History Record
PT	Liquid Penetrant Testing
QA	Quality Assurance
QAP	Quality Assurance Procedures
QC	Quality Control
QCI	Quality Control Instruction

QCP	Quality Control Procedure
QTC	Quality Technology Company
RIF	Reduction in Force
RT	Radiographic Testing
SQN	Sequoyah Nuclear Plant
SI	Surveillance Instruction
SOP	Standard Operating Procedure
SRP	Senior Review Panel
SWEC	Stone and Webster Engineering Corporation
TAS	Technical Assistance Staff
T&L	Trades and Labor
TVA	Tennessee Valley Authority
TVTLC	Tennessee Valley Trades and Labor Council
UT	Ultrasonic Testing
VT	Visual Testing
WBECSP	Watts Bar Employee Concern Special Program
WBN	Watts Bar Nuclear Plant
WR	Work Request or Work Rules
WP	Workplans

1.0 CHARACTERIZATION OF ISSUES

1.1 Introduction

The 486 concerns in this subcategory raise six issues about ONP management techniques:

- Inappropriate or Ineffective Management Practices
- Authoritarianism
- Favoritism
- Faulty Communications
- Lack of Commitment to Quality
- Intimidation and Harassment as Management Techniques

In this report management technique means the methods and style used collectively by ONP management to accomplish its aims. The evaluation of these six issues will focus on the norms, values, and basic assumptions that the concerned individuals perceived to be behind the actions and style of their supervisors and managers.

This subcategory evaluation is not intended to judge the merits of specific managerial acts or of individual managers. Rather, it will evaluate the six issues listed above in order to judge what ONP's managerial aims were during the period of the concerns and to judge how well those aims were achieved by the techniques used.

The majority of these concerns originated at Watts Bar Nuclear Plant (WBN). However, each of the issues has generic implications for the Office of Nuclear Power (ONP) as a whole.

1.2 Description of Issues

The following subsections define for each issue the scope of the questions that issue raises about management action and style.

1.2.1 Inappropriate or Ineffective Management Practice (70601) - 225 Concerns

The Management Practices issue consists of concerns about inappropriate or ineffective practices in everyday supervisory and management activities. This issue includes questions about management's ability to coordinate, cooperate with, and support employees in their work activities.

1.2.2 Authoritarianism (70602) - 55 Concerns

The Authoritarianism issue contends that supervisors and managers demanded unquestioning obedience to their authority and often used bullying, abusive language, 'nitpicking,' and 'birddogging' as means to force that obedience.

1.2.3 Favoritism (70603) - 59 Concerns

The Favoritism issue contends that management actions are often neither fair nor consistent because these actions are motivated by favoritism towards members of a particular 'buddy system.'

The perception of favoritism is also discussed in issues within the subcategory reports on Employment (71800), Overtime (70400), Work Rules (70200), Labor Relations (71600), and Equal Employment Opportunity (70500).

1.2.4 Faulty Communications (70604) - 56 Concerns

This issue on Faulty Communications evaluates concerns about management's inability or unwillingness to keep employees aware of information the employees needed to adequately perform their jobs.

1.2.5 Lack of Commitment to Quality (70605) - 59 Concerns

This issue on Commitment to Quality evaluates those concerns which perceived management as directing or allowing substandard work to be done.

Issues affecting quality of work are also discussed in the Industrial Safety, Operations, Construction, and Quality Assurance/Quality Control categories.

1.2.6. Intimidation and Harassment as Management Techniques (70606) - 52 Concerns

This issue addresses concerns about intimidation and harassment that state or imply such behavior was at least tacitly acceptable to ONP management during the timeframe of these concerns.

Specific charges against individual ONP managers and supervisors are being investigated by TVA's Office of the Inspector General. The Intimidation and Harassment Category Report (60000) will assess the wider implications of the 679 concerns about intimidation, harassment, and wrongdoing. As an issue in the subcategory report on Management Technique, only a part of the wider question will be examined: the perception that intimidation and harassment were common by-products of the ONP management style that was dominant during the time of these concerns.

Some concerns have been evaluated in more than one issue; therefore, the total of concerns applicable to each issue is greater than the total number of concerns in this subcategory. To locate the issue in which a particular concern is evaluated, consult the following attachments:

Attachment A, Subcategory Summary Table

Attachment B, List of Concerns by Issue

All Management and Personnel Category concerns having a technical component (including all concerns designated Nuclear Safety-Related) are shared with the appropriate technical category for investigation and resolution of that technical component. Report(s) sharing a concern with this report are identified in the entry for that concern on Attachment A.

2.0 SUMMARY

2.1 Characterization of Issues

In this report management technique means the methods and style used collectively by ONP management to accomplish its aims. This subcategory report on Management Technique contains the following six issues:

- Inappropriate or Ineffective Management Practices
- Authoritarianism
- Favoritism
- Faulty Communications
- Lack of Commitment to Quality
- Intimidation and Harassment as Management Techniques

2.2 Methodology

The evaluator has reviewed all the information available on the concerns in this subcategory. The information pertinent to the evaluation of the issues has been considered and incorporated in this report.

Major steps in the evaluation process included interviews and document reviews to establish requirements and criteria in effect at the period of the concerns. Interviews and document reviews were also conducted to determine what industry accepted standards are presently available as guidelines for ONP management techniques.

2.3 Findings

The issues evaluated in this report originate from concerns arising at a time when:

- TVA's nuclear program was being cut back.
- Many employees were losing their jobs because of the program cutbacks or were being shifted from one project to another.
- ONP was undergoing several rapid and confusing changes in its management philosophy caused by an equally rapid turn-over in ONP's top management.
- Lines of authority were not clearly established.
- Esprit de corps or even a unifying sense of identity had not yet been developed in the loose confederation of organizations involved in TVA's nuclear program.

An organization which solicits employee concerns through open-ended interviews at such a time will not lack for respondents.

Not surprisingly, the evaluation found that ONP had serious management problems during the period of these concerns. Communication between many managers and employees was poor. Employee and management effectiveness was damaged because a significant number of employees saw ONP management as overly authoritarian, guilty of favoritism, prone to indulge in intimidation and harassment, and just plain untrustworthy.

A manager was not required to undergo managerial training. The training that did exist was voluntary. It was not based on a structured assessment of what the individual manager needed to know. It also was not tailored to develop the specialized nuclear industry management skills needed in TVA's nuclear program.

Managers were not adequately evaluated for effectiveness. Promotions into (and often even within) management schedules were largely based on the technical qualifications of personnel rather than their ability as managers in a nuclear program.

Although these problems with management existed through all levels of ONP, it should be noted that ONP also had many respected, skilled managers doing highly completent work.

2.4 Collective Significance

At the time of these concerns the recently created Office of Nuclear Power had not yet developed a coherent managerial philosophy or clear lines of authority. Because ONP's managerial aims were not well defined, it could not provide its managers with consistent standards or unquestioned models of what a nuclear program manager should be. Consequently, while ONP had a large pool of potentially effective nuclear managers and a significant minority of actually effective managers, its management as a whole was not effective.

The following are needed to improve the long-term performance of ONP management:

- Organizational stability
- A clear managerial philosophy
- Role models who examplify that philosophy in action
- Clear lines of authority and responsibility for both organizations and individuals
- Development and recruitment programs that can supply ONP's need for a large number of competent nuclear managers

2.5 Causes

Widespread problems with an organization's management technique cannot be passed off as merely the inexperience or the inadequacy of individual managers. A basic principle of management is that the purpose of organization is to allow ordinary people to do extraordinary things. ONP's disorganization during the time of these concerns required its effective managers to make extraordinary efforts just to achieve the ordinary.

Another principle of effective management pinpoints a major reason for ONP's lack of effective organization: managers must be wary of finding the right answer to the wrong problem. Which is to say that managers, like generals, tend to be prepared to fight the last war, not the next one.

In this case TVA's proud history as a leader among non-nuclear utilities was its last war. TVA repeatedly applied management experience drawn from its successful design and construction of fossil and hydro power plants to its nuclear program. However, the intense public anxiety over nuclear safety has led to very closely regulated standards for the construction and operation of nuclear power plants. This situation creates managerial challenges unique to the nuclear industry, challenges which require that nuclear managers be equipped with specialized managerial training and experience.

2.6 Corrective Action

The corrective action for ONP's management technique problems is the implementation of the Revised Corporate Performance Plan (Volume 1 of TVA's Nuclear Performance Plan). That plan includes actions to remedy (1) ONP's identity and lines of authority problems and (2) actions to meet ONP's need for a sufficient present and future supply of competent nuclear managers. Additional corrective action is needed to incorporate into the plan insights gained from the Management and Personnel Category evaluations. However, that corrective action should be taken at the category level rather than in this subcategory report. Additional corrective action on intimidation and harassament may also be needed but will be taken at the category level in the Intimidation, Harassament, and Wrongdoing Category Report.

3.0 EVALUATION PROCESS

3.1 General Methodology

The evaluation of this subcategory was conducted according to the Evaluation Plan for the Employee Concerns Task Group and the Evaluation Plan for the Management and Personnel Group. The concern case files were reviewed. Source documents were researched and interviews conducted in order to identify the requirements and criteria which applied to the issues addressed in the concerns. The concerns were grouped into elements; the elements in this subcategory were each found to identify one issue. The issues were

evaluated against the identified requirements and criteria to determine findings. A collective significance analysis was conducted; causes were indicated for negative findings; and corrective action for the negative findings was determined to have already been initiated, although additional corrective action will be necessary at the category report level.

3.2 Limitations

This subcategory evaluation is not intended to judge the merits of specific managerial acts or of individual managers. Rather, it will evaluate the six issues listed above in order to judge what ONP's managerial aims were during the period of the concerns and to judge how well those aims were achieved by the techniques used.

3.3 Requirements

3.3.1 Basis for Judgment

The concerns in this subcategory deal with management methods. There are few specific requirements or step-by-step criteria for judging what constitutes effective methods of management. This is true not only for TVA but for most utilities and for most organizations, for that matter. Obligations, commitments, and policy only address management methods with broad, general statements encouraging "good" management practice, without attempting to define what "good" management is.

Twenty-two interview sessions were conducted. Those interviewed included key TVA managers, managers from other Southeastern utilities, and the head of the University of Tennessee's Department of Management. The dual purpose of all interviews was to gather definitions of "TVA management practice" and to solicit examples of good and bad TVA management practices.

Additional information used in identifying the criteria for good management practices was derived from the results of workshop exercises during the empowerment training module of the Watts Bar Nuclear Construction Management and Supervisory Training Program.

3.3.2 Criteria

Interviewees were questioned about what, in their opinion, was acceptable management technique. That is, what practices and policies should managers employ in managing and interacting with employees? These interviews led to the development of the following evaluation criteria.

Effective Decisionmaking - The ultimate measure of management technique is whether decisions are effective. Are decisions made based on good planning, organization, and control? Do those decisions achieve acceptable levels of productivity and quality?

Good Management Practices - Interviewees defined good management practices as those which customarily display fairness and openness, and which show a willingness on the part of the manager to apply policies and procedures consistently while staying actively involved with employees and with the work. Managers should visibly demonstrate a consistent willingness to interact with employees and to lead by example. Managers should encourage teamwork, and their solutions to problems should be based on what is best for TVA rather than what is best for an individual or specific organization.

Good Communication - Interviewees described as a vital element of good management practice a manager's willingness to listen to employees and to consistently engage in open and honest interchanges. To be effective, a manager needs a strategy for ensuring that needed information is conveyed to the appropriate people in a timely manner. Key elements of good communication from manager to employee include:

- Knowing what top management's philosophy is
- Having a Branch Chief and a Division Director who can clearly communicate how top management philosophy will be implemented at the division and branch level
- Sharing information quickly
- Giving explanations rather than orders
- Communicating goals and objectives clearly
- Providing employees with thorough and regular feedback on performance and development
- Creating an atmosphere of trust that allows employees to communicate bad news through normal channels, rather than forcing them to rely on grievances, Employee Concerns or other channels outside the normal chain of command.

Clear Lines of Authority - Clearly defined mechanisms for providing direction and priorities and for resolving disputes, differences in opinion, and controversial issues are essential to the effective, efficient functioning of any organization. Decision making authority must ultimately be vested in personnel acknowledged as respected authorities.

Management Methodology - Effective, efficient management technique is characterized by the following approaches to managing:

- Visible demonstration of willingness to change past inappropriate or ineffective practices.
- Development of action plans that provide follow-up throughout implementation
- Promotion of teamwork wherever the combined talents of a group can produce more than individual efforts can
- Consistency and logic in application of policy
- Emphasis on taking corrective action rather than on finding excuses or assigning blame
- Willingness to use scientific surveys to get objective feedback on employee attitudes, job satisfaction, and morale
- Willingness to act on significant results from employee surveys

3.4 Methods

3.4.1 Background

The issues question how management is practiced, monitored, evaluated, and reinforced. The evaluation of such issues was viewed as having ONP-wide implications. However, attention was given to the timeframe of the concerns and to the history and development of ONP during the timeframe, rather than to a simple comparison of each issue by a specific standard of performance.

The intent of the evaluation effort was to describe the present state of management practices throughout ONP, to identify where these practices differ from generally accepted management techniques, to develop an understanding of the barriers preventing uniform good management practice in ONP, and to identify the actions needed to overcome the barriers.

3.4.2 Documents and Data Reviewed

A. McDonald Motivational Research Center Reports:

1. Diagnostic Evaluation of Morale and Productivity at the Watts Bar Nuclear Plant, October 1981

2. Progress Report Changes Since Diagnostic Survey - Post-Test 1, September 1982

3. Final Report - Evaluation of Morale and Productivity at the Watts Bar Nuclear Plant, February 1983

B. TVA Study of Internal Communications: Findings and Recommendations, July 1980, Towers, Perrin, Forster and Crosby

C. Data Analyses from the following TVA systems:

1. Management Description Form for M1 - M5 Employees 1983 - 1985 (Attitude Survey)

2. Job Skills Form 1983 - 1985 (Supervisor's ratings of M1-M5 employees).

3. Turnover Research System Results 1984, 1985 (Survey results from employees voluntarily leaving TVA).

D. Power and Engineering (Nuclear) Communications Survey, December 1985

E. NSRS/QTC Investigative Reports

4.0 FINDINGS

General Conclusions

Management technique in ONP during the period of the concerns was marred by a lack of clearly established lines of authority, by poor communications with employees, by an absence of teamwork based on shared beliefs and information, by a resultant employee distrust of management, and by a lack of visible involvement by upper-management in the day-to-day working of ONP.

The investigation showed that the issues identified problems in need of corrective action and generally supported the results of the NSRS/QTC Investigative Reports. That is, the data and information gathered point to the fact that ONP had significant management technique shortcomings. Although there were many management successes and pockets of acceptable management technique throughout ONP, in many other instances the way in which management had been practiced is unacceptable by today's standards. Definitive changes from past ineffective management practices are needed if ONP management as a whole is to achieve its aims.

4.1 Ineffective or Inappropriate Management Practices (70601) 225 Concerns

Discussion

Studies and interviews revealed failings in TVA management practices. This information supports employee claims that serious problems existed in the day-to-day management techniques of their supervisors and managers.

4.1.1 McDonald Motivational Research Center Reports

Although these studies were conducted at WBN in 1981 and 1982 long before the 1985 to early 1986 timeframe of the concerns, they serve as a historical perspective because these surveys show that as far back as August 1981 employees felt that:

- Feedback was inadequate
- They were not recognized for good performance
- There was only limited and inadequate definition of what was expected on the job

The consultants followed up with a study that discovered problems with the organizational 'line of command'. These problems blocked effective communication down the line. One basic problem was a lack of adequate instruction on how communication was supposed to take place in the organization.

The results of a second survey conducted in July 1982, indicated a small increase in satisfaction with supervision. This seemed to indicate the program might be working. However, the final survey conducted in November 1982, indicated that this small increase in satisfaction had not been maintained. In November 1982, employees exhibited overall low morale and a generally negative attitude. Management was not trusted, and there was discontent with pay and promotions.

4.1.2 Management Description Form and Job Skills Form for M-1 through M-5 Employees 1983-1985.

Results of this TVA survey showed that over half the managers responding were dissatisfied with:

- Organizational climate
- Performance feedback from their supervisor
- Advancement opportunity
- Merit based pay and promotions

4.1.3 Exit Interview Results at Watts Bar 1984, 1985

Watts Bar Nuclear Plant Employees voluntarily leaving TVA in 1984 and 1985 gave the following reasons for leaving. The number in parentheses is the percentage of employees stating that reason between 1984 and 1985. Employees could give more than one reason:

- Policies and Upper Management (74%)
- Opportunities Elsewhere (67%)
- Work Itself (50%)
- Job Security (41%)
- Immediate Supervision (36%)

4.1.4 Interviews with TVA Managers

Every ONP manager interviewed for this evaluation agreed that although there were many instances of positive management practices throughout ONP, there were also many problems with the way in which management had been practiced in the past. The managers interviewed also agreed that definite changes were needed to improve the working environment, increase employee satisfaction, and regain employee trust. However, most went on to note that corrective action for organization-wide faults in management practice requires a long term focus.

This issue of day-to-day management practices was raised when TVA's nuclear program was experiencing rapid changes. The establishment of the earlier Power and Engineering organization had introduced the "owner-operator" concept. This concept gave decision making authority and resource control to the individual sites. Such a change was intended to make formerly independent functional organizations such as Engineering, Construction, and Quality Assurance more sensitive to the needs of the individual plants. This change in organizational philosophy was never fully understood or accepted by many segments of TVA's nuclear program and led to conflicts in authority and breakdowns in communication and team work.

Other changes included the wholesale relocation of personnel from central offices in Knoxville to the sites and to Chattanooga (engineers, NSRS). The Office of Quality Assurance was dismantled. The turmoil reached its peak when all nuclear plants were shut down in late 1985.

During the period of the concerns there was also no agreed upon process for resolving differences in interpretation of requirements, or conflicts in priorities and resource allocations. There was no formal or widely accepted informal management philosophy. Nor was there a structured, mandatory management training and development program.

Management development and training is an important issue because the TVA management system is not built on a foundation of modern management techniques. The TVA management tradition was developed largely by trial and error from the lessons gained through its leadership in hydro and coal-fired power plant construction and operation.

TVA's long standing success in non-nuclear power generation argues that the earlier management tradition served it well. However, TVA's nuclear power program needs to develop a management tradition of its own. A tradition which incorporates the best of TVA-wide methods, but which is also adapted to the peculiarities of the nuclear plant construction and operation. Given ONP's current shortage of trained, experienced nuclear managers, ONP's emphasis should be on establishing a workable management system that recognizes uneven management skills and compensates by using consultants, procedures, training programs, and innate common sense. Mandatory (and as much as possible on-the-job) management development training for all management and supervising personnel should also be emphasized.

Finally, employee opinion surveys are useful management tools for measuring the general viewpoints of the collective organization. Although these instruments are often too sensitive to current organizational events such as layoffs, budget cuts, and job reassignments, a longitudinal research program can provide valuable information to top management as to satisfaction and concerns with general areas of management practice.

Conclusion

The existence of many of the management practices problems raised by the concerns in this issue has been accepted as a fact by the Office of Nuclear Power (ONP). Its 1986 top management reorganization and the ONP Performance Plan (particularly Volume 1) have undertaken to improve ONP overall management practice.

Therefore, the issue identifies a problem, but corrective action for the problem was initiated before evaluation of the issue was under taken.

4.2 Authoritarianism (70602) - 55 Concerns

Discussion

The findings on this issue were drawn from interviews conducted specifically for this study. There was general agreement among the interviewees (most of whom were themselves managers) that autocratic and overly-authoritarian ONP managers certainly existed during the timeframe of this issue.

However, the fairly widespread perceptions of authoritarianism, while accurate in the case of isolated, individual instances, may often have been created by two other ONP middle management difficulties: (1) an inability to effectively explain management decisions and (2) an inability to understand or accept upper management decisions.

Management in TVA's nuclear program has a notorious inability to present the reasoning behind its engineering practices to its implementing organizations. This is not a problem unique to TVA's nuclear program. However, ONP management's communication problem is made especially difficult by the many regulatory constraints on nuclear engineering and construction practices that conflict with traditional TVA engineering and construction methods. These constraints have to be explained to the working level people, if they are to respond in a cooperative manner. Disagreements with the interpretation of requirements have to be worked out by interactive discussion. ONP had so many issues of this type to resolve that top management was unable or unwilling to spend the management effort to explain and clarify them. Hence, many such issues were resolved by arbitrary edicts from within the organization. These middle level edicts were then challenged by other organizational units, by the NRC, by TVA's NSRS, or by all three at once.

The perception of wide spread "authoritarianism" was often really a result of working level managers making decisions about how to proceed with work in the absence of guidance from respected authorities. Such decisions were frequently based on poorly founded understanding and had to be reversed. Therein was the root cause for employees' loss of respect for their managers. Most of the concerns of this type were over DNC activities. They included such activities as setting quotas for cable pulling productivity, establishing constraints on how to review design documents after they were issued to the field, when to issue nonconformance reports, and how to perform inspections.

Conclusion

During the time of the concerns in this issue, isolated instances of authoritarianism did exist. However, there is insufficient evidence to support a conclusion that authoritarianism was ever the dominant or even the tacitly accepted ONP management model. What this evaluation did reveal is that the perception of authoritarianism was often created by the existence of two other problems:

1. The inability of upper and middle managers to explain decisions to working level managers.

2. The tendency of middle and lower level managers "to take the law into their own hands" and make ill-informed decisions because of the confusion created by problem (1).

Therefore, the issue is not verified as factual, but two other closely connected problems were found that did require corrective action. However, corrective action was initiated for these problems before this evaluation by the issuance of the Corporate Nuclear Performance Plan (Volume 1 of the overall NPP). Programs, developed to implement the NPP should address the issue of authoritarianism.

The corporate restructuring announced in the NPP plan is intended to clarify and streamline lines of authority. Additionally, the revision of job descriptions is intended to clearly designate the specific responsibilities of all personnel including upper-level managers. The implementation of a mandatory supervisory skills course for all DNC supervisors and the development of ONP-wide managerial development training will help to improve the ability of ONP managers to explain decisions effectively. One result of the new Nuclear Procedures System will be clarifications on how and when information and authority must be shared by organizations both within and without ONP that must work together to construct and operate nuclear plants.

4.3 Favoritism (70603) - 59 Concerns

Discussion

In a managerial techniques context "favoritism" means giving unwarranted favorable treatment to friends or cronies without regard to an objective evaluation of their professional qualifications, without regard to the effect such partiality has on the morale of other workers, and without regard to the long term interests of the organization.

Fifty-nine concerns raised the issue of managerial favoritism directly, but the issue has been raised indirectly in many other places in M&P subcategory reports. For instance, favoritism or the perception of widespread favoritism is discussed in issues within the subcategory reports on Employment (71800), Overtime (70400), Work Rules (70200) Labor Relations (71600), and Equal Employment Opportunity (70500).

Some degree of favoritism will inherently exist in any organization. The focus of this evaluation is the extent to which actual favoritism or employees' perception of wide-spread favoritism weakened the effectiveness of ONP management.

The extent to which the effectiveness of ONP management actually suffered from the existence of "good ol' boy networks" or "buddy systems" during the 1985-early 1986 timeframe of these concerns is difficult to pin down. The overall management system was in such turmoil (see the discussions in sections 4.1 and 4.2 of this report) that the justification for most managerial decisions are almost impossible to reconstruct. This difficulty is made worse by inadequate documentation of such decisions as promotions and merit pay increases (the next issue in this report, 4.4 Faulty Communication, will continue the discussion of the need for documenting decisions).

The impact on ONP's management effectiveness from the perception of wide spread favoritism is easier to determine. It resulted in low morale, reduced productivity and unhappiness with administrative rules and regulations.

Evidence to support this contention can be found in the many concerns and the several issues in which angry and/or frustrated charges of blatant favoritism are raised. The continuance of this perception as one of the major problems in management-employee relationships is supported by the results of the ECP employee attitude survey conducted in September 1986. Fewer than one-fifth of those surveyed could agree with the statement that "Managers are selected based on their management skills and qualifications" or with the statement that "Promotions are based on competence and qualifications rather than on the buddy system."

Conclusion

When a great many employees believe that merit and competency have no particular bearing on advancement in the organization, one can hardly expect those employees to work to their potentials.

To overcome the perception of wide-spread favoritism, ONP needs to implement a much more thorough process for ensuring the objectivity and fairness of such managerial decisions as selection and promotion, work rule interpretation, and affirmative action enforcement. Overcoming the perception of favoritism constitutes a problem that requires corrective action at the category report level. Category level corrective action is needed to add necessary detail to support the implementation of the management system and management training programs discussed in Revision 4 of the Corporate Nuclear Performance Plan (Volume 1 of the Nuclear Performance Plan).

4.4 Faulty Communication (70604) - 56 Concerns

Discussion

The product of any power program is electricity. However, nuclear power generation is more sensitive to public perceptions and to regulatory controls and compliance than conventional forms of power generation. To be permitted to produce electricity, the TVA nuclear program must first and continuously produce a flow of information that communicates to the TVA Board, Congressional oversight committees, and the public that the program will produce electricity safely. However, if nuclear program personnel cannot communicate coherently among themselves, they are unlikely to establish meaningful communications with audiences outside the program.

Consequently, one trait that distinguishes the nuclear from the convention power programs within TVA is that the nuclear program and its managers carry a greater burden of responsibility for effective communications. The 56 concerns in this issue and conclusions from almost every subcategory report in the M&P category argue that, taken as a whole, the communications skills of ONP managers are woefully inadequate.

The employee concerns reflect the employees' angle of vision: they see managers unable or unwilling to share with them information they, as employees, need to know in order to do their jobs. However, the discussions in sections 4.1 and 4.2 of this report reveal that bad communication with employees may be the result of a manager's bad communication with his or her immediate supervisor or with upper management as a whole. Problems with these two groups suggest that managers probably also have trouble communicating effectively with other managers on the same level in the chain of command.

To some extent, the very existence of over 2300 employee concerns in the management and personnel category is evidence of the scope of the problem of ONP managers effectively communicating up, down, and across the chain of command. And, as if these three audiences were not enough, whether they are aware of it or not, almost every manager in a nuclear program has a fourth audience: the regulators of the nuclear power industry.

Although most nuclear managers do not interface directly with the NRC, almost all nuclear managers have documentation responsibilities. In some industries work is highly dependent on paperwork but in the nuclear industry it is essential to do required documentation before, during, and after the work is done. A technically competent nuclear manager who cannot or will not adequately document how, where, when, by whom, and why work can be as much a liability to a nuclear program as a technically incompetent manager.

The problem of faulty communication is not solely the responsibility of individual managers or even ONP managers collectively. It is the purpose of an effectively structured organization to allow ordinary people to perform difficult work. While the peculiar circumstances of the nuclear program require effective communication skills in its managers, the organization itself can ease the problem by providing a good decision basis through written policies and procedures.

Efforts to rescue nuclear managers from some of their communication burdens have already been initiated by this approach through the Corporate Nuclear Performance Plan:

(1) The restructuring of ONP and the development of job descriptions that clearly spell out a manager's responsibilities and authorities will clarify lines of authority, and thereby greatly increase the possibility of clear communication between upper and middle management.

(2) The overhaul and integration of all ONP written procedures now being undertaken by the Nuclear Procedures Staff will, among other things, result in a Nuclear Procedures System which defines not only who must communicate what to whom but also defines how that communication must be documented.

Conclusion

ONP managers need improvement in communication skills and should be held accountable for communication responsibilities. This additional corrective action will be addressed in the M&P category report as part of comprehensive corrective action to enhance the effectiveness of ONP management performance.

Therefore, this issue identifies a problem for which corrective action has already been initiated, but for which additional corrective action will also be taken at the Management and Personnel Category Report level.

4.5 Lack of Commitment to Quality (70605) - 59 Concerns

Discussion

The problem was that "quality assurance" requirements were not well defined or effectively communicated to the line responsible for the work and the responsibility of the QA organization was not clearly established. A review of NRC's Systematic Assessment of Licensee Performance (SALP) reports highlighted this problem. In some areas it was based on making sure that documentation existed; in others it was deciding whether inspections were properly implemented, and in still others it was verification of design adequacy. TVA had superimposed several quality control/quality assurance functions on the construction programs and they overlapped. This was a serious management error.

A basic problem was that "construction engineers," traditionally in TVA, had been assigned responsibility for quality acceptability in the field whenever quality requirements had not previously been defined by design. However, the role of the construction engineers in the Nuclear Quality Assurance System was unclear since the traditional TVA approach does not apply. The lack of acceptance bases resulted in QC inspectors, construction engineers and QA personnel all trying to determine acceptability. Craftsmen saw these internal decision making arguments as evidence of mismanagement. For nuclear quality assurance in accord with regulatory requirements, the Division of Nuclear Quality Assurance has the responsibility for developing and implementing acceptable QA procedures; and the Quality Assurance Training Section in the Division of Nuclear Training is developing and conducting QA related Training.

A new TVA, ONP Quality Assurance Policy Statement was issued on July 14, 1986. The statement reinforces the TVA emphasis that QA practice be in accord with regulatory requirements. It also explicitly directs all ONP personnel to actively promote quality in all activities in the design, construction and operation of nuclear facilities. This was a visibly supported restatement of existing policy. Further ONP's corrective action program was completely revised and issued in the Nuclear Quality Assurance Manual (NQAM) Part 1, Section 2.16, in order to improve the identification, monitoring/tracking, and close out of corrective actions.

Conclusion

The issue as stated is not factual. There is no evidence that doing substandard work was ever an acceptable part of ONP management practice. (Concerns claiming that individuals ordered or permitted violations of regulatory requirements are being investigated by TVA's Office of the Inspector General.) What the issue did reveal was an organizational dispute over who would judge quality and by what standards. That dispute has been settled by giving the responsibility for assuring quality to the Division of Nuclear Quality Assurance and by giving the Division of Nuclear Training the responsibility for training ONP personnel on their parts in ONP's overall effort to achieve and maintain quality. Therefore, the side issue revealed in this evaluation constituted a problem for which corrective action was initiated before the evaluation.

4.6 Intimidation and Harassment as Management Techniques (70606) - 52 Concerns

Discussion

Specific charges against individual ONP managers and supervisors are being investigated by TVA's Office of the Inspector General. The Intimidation and Harassment Category Report (60000) will assess the wider implications of the 679 concerns about intimidation, harassment, and wrongdoing.

An aspect of management technique is raised by concerns about intimidation and harassment that state or imply such behavior was tacitly acceptable to ONP management during the timeframe of these concerns.

To intimidate someone is to compel or deter that person by the use of explicit or implied threats. To harass someone is to persistently worry, obstruct, or impede that person. In these concerns as a whole there is a perception that two kinds of harassment and intimidation were acceptable behavior for ONP managers during this timeframe:

1. Harrassment and intimidation motivated by cultural prejudice

2. Harassment and intimidation sparked by a belief that manager's relationship with his employees, particularly craft employees, had to be adversarial

1. Harassment and intimidation motivated by prejudice was not formally acceptable behavior. A 1983 TVA Board of Directors policy statement to all employees is explicit on this point.

   > Discriminatory harassment includes ethnic jokes, racial or sexist remarks, conduct of a sexual nature, and other such behavior that affects an individual's employment or unreasonably interferes with an individual's work performance or creates an intimidating, hostile, or offensive work environment. We intend to identify and eliminate any lack of awareness, partronizing or discriminatory posture, be it subtle or blatant, toward minorities, women or handicapped individuals.

   However, there is evidence that some ONP managers may have intimidated and harassed employees because of race, sex or handicap. The Equal Employment Opportunity Staff and with its counseling and procedural system is evidence that ONP management desires to stop such misdeeds and to punish those responsible. Also several cases in which managers received disciplinary transfers or terminations for sexist or racist behavior demonstrate TVA's commitment to equal employment opportunity.

   On the other hand, the general confusion of ONP management's lines of communication and authority, coupled with the lack of widely accepted management role models during this period may have encouraged some supervisors and managers to believe that their prejudices against minorities, women or the handicapped were acceptable or at least tolerated.

2. The second type of harassment and intimidation, that appeared to be motivated by an adversarial management attitude toward its employees, particularly craft employees, may have been practiced by some ONP managers during the timeframe of these concerns.

   These managers may have lacked the professional management skills necessary to lead. Instead, they may have substituted an autocratic attitude toward the people they supervised. No explanation regarding work was given because it was thought that the employees deserved none. The management technique was: "do it because I said so and I'm the boss."

Meanwhile, ONP upper management was not communicating very effectively with its middle managers. The overall philosophy of the nuclear program was unclear. Role models for acceptable managerial behavior were few.

In such an atmosphere, these autocratic supervisors and managers could have, on occasion, used intimidation and harassment as acceptable ways to get more performance out of their workers. For instance, in an effort to build quality into the plants, a memo was issued at WBN defining required disciplinary action to be taken against employees who violated quality standards. This policy resulted in the interpretation by employees that reporting safety problems would be construed as a violation of the QA plan and these violations would automatically lead to disciplinary action. There were also a small number of managers who harassed supsected or known "whistle blowers" (those who reported substandard work or safety violations). Individual cases are being investigated by the Office of the Inspector General.

For the evaluation of the problem at the management technique subcategory level, it is sufficient to say that employees who worked under such managers had good reason to believe that intimidation and harassment were acceptable management techniques during this period. They were used in attempts to increase productivity and to meet schedules. The autocratic type of manager would consider them a necessary part of management practice.

ONP senior management is intervening to change these management techniques. The Manager of ONP has repeatedly stressed via memos, directives and meetings that intimidation and harassment will not be tolerated. He has ordered reductions in penalities, expunged files and pardoned employees against whom inappropriate disciplinary actions were taken. Furthermore, he has reprimanded and terminated managers found quilty of intimidation and harassment.

One of the six goals set out in the Corporate Nuclear Performance Plan (Volume 1 of the NPP) is the restoration of employee trust.

Conclusion

The burden is now on ONP management to demonstrate that intimidation and harassment is not acceptable managerial behavior under any circumstances. Particularly, management needs to prove to employees that safety and quality questions

do not have to be taken outside the chain of command in order to receive adequate attention or to avoid retribution against the employee.

Many of the changes described in the rest of the volume are intended to create a coherently structured ONP management system staffed with professional nuclear managers who know that motivational tools are more effective than intimidation and harassment. The perception that wide spread intimidation and harassment are acceptable ONP management techniques is a problem for which corrective action was initiated before this evaluation. The Intimidation, Harassment, and Wrongdoing Category Report will review lessons learned from the various ECTG and OIG investigations of this problem.

5.0 COLLECTIVE SIGNIFICANCE

At the time of these concerns the recently created Office of Nuclear Power had not yet developed a coherent managerial philosophy or clear lines of authority. Because ONP's managerial aims were not well defined, it could not provide its managers with consistent standards or unquestioned models of what a nuclear program manager should be. While ONP had a large pool of potentially effective nuclear managers and a significant minority of actually effective managers, its mangement as a whole was not effective.

The following are needed to improve the long-term performance of ONP management:

- Organizational stability
- A clear managerial philosophy
- Role models who examplify that philosophy in action
- Clear lines of authority and responsibility for both organizations and individuals
- Development and recruitment programs that can supply ONP's need for a large number of competent nuclear managers

6.0 CAUSES

Widespread problems with an organization's management technique cannot be passed off as merely the inexperience or the inadequacy of individual managers. A basic principle of management is that the purpose of an effective organization is to allow ordinary people to do extraordinary things. ONP's disorganization during the time of these concerns required its effective managers to make extraordinary efforts just to achieve the ordinary.

Another principle of effective management pinpoints a major reason for ONP's lack of effective organization: managers must be wary of finding the right answer to the wrong problem. Which is to say that managers, like generals, tend to be prepared to fight the last war, not the next one.

In this case, TVA's proud history as a leader among non-nuclear utilities was its last war. TVA repeatedly applied its management experience drawn from its design and construction of fossil and hydro power plants to its nuclear program. However, the intense public anxiety over nuclear safety has led to very closely regulated standards for the construction and operation of nuclear power plants. This situation creates managerial challenges unique to the nuclear industry, challenges which require that nuclear managers be equipped with specialized managerial training and experience.

7.0 CORRECTIVE ACTIONS

7.1 Corrective Actions Previously Initiated

7.1.1 Changes in Management Structure

In Volume I of the ONP Nuclear Performance Plan (Revised July 28, 1986), ONP management has taken as one of its key commitments the recruitment, training, development, and retention of nuclear managers.

During a transition period, some ONP personnel with high managerial potential will work in concert with contract managers who have been brought in on an interim basis because of their proven managerial ability. The contract manager will help identify the strengths and weaknesses TVA managers; provide developmental activities that have meaningful objectives; and assure that job content includes development of managerial skills. As a result of this process, ONP anticipates that these permanent ONP employees will be able to assume management positions within ONP when the contract managers' terms with ONP expire.

7.1.2 Management Development

ONP is also implementing a long term management development plan. That includes both the recruitment of experienced nuclear managers as permanent ONP employees and skill development of managers employees it already has. Part of that development program is the ability to forecast how many and what type of managers will be needed and to establish what skills and experience these managers will need to possess or acquire.

The training/development phase of the long range plan for ONP management addresses directly the issues of management practices; authoritarism; and, to a lesser extent favoritism evaluated in this subcategory. ONP is developing responsibility and accountability profiles (RAPs) which will serve to define the responsibilities of individual managers and to provide standards against which to evaluate their performance. Placed prominently among these standards will be the ability to exercise the managerial communication skills that have been persistently inadequate in the TVA nuclear program.

To provide training in these skills, ONP will make use of managerial training programs available through TVA, courses developed within ONP that focus specifically on skills needed by nuclear managers, and courses made available by bringing in management trainers from outside TVA. Much effort will also be placed on giving managers assignments which will provide learning experiences for those skills not easily learned in the classroom.

7.1.3 Other Corrective Actions

ONP procedures are being standardized throughout ONP. Training programs are being developed to ensure the consistent application of new and revised procedures. The Employee Concerns Program has also been established. An Employee Concern Program Survey was conducted in September 1986 and similar surveys are periodically planned to monitor progress in employee - management relations and management practices for general employee training.

ONP's commitment to quality will be strengthened by the assignment of responsibility for quality assurance to the Division of Nuclear Quality Assurance and by the assignment of responsibility for general employee training on quality to the Division of Nuclear Training.

The manager of ONP has stessed via memos, directives and staff meetings that intimidation and harrassment will not be tolerated. He has taken direct action against managers found guilty of intimidation and harrassment, and reversed some previously imposed disciplinary action.

7.2 Corrective Action At The Category Report Level

Additional corrective action will be taken in the Management and Personnel Category Report to address favoritism, faulty communications and management practices.

8.0 ATTACHMENTS

Attachment A, Subcategory Summary Table by Issue

Attachment B, Management Techniques - List of Concerns by Element/Issues

EFERENCE - ECPS132J-ECPS132C
REQUENCY - REQUEST
IP - ISSS - RWM

TENNESSEE VALLEY AUTHORITY
OFFICE OF NUCLEAR POWER
EMPLOYEE CONCERN PROGRAM SYSTEM (ECPS)
EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY

RUN TIME - 10:04:39
RUN DATE - 03/10/87

CATEGORY: MP MGT. & PERS. ISSUES
SUBCATEGORY: 706 COMMUNICATIONS

REF. SECTION
CAT - MP
SUBCAT - 706

CONCERN NUMBER	CAT	SUB CAT	SHRD	PLT LOC	1 REPORT APPL 2 SAF RELATED BF BL SQ WB	HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION
FN-85-008-00301	MP	70604	N	BFN	1 N N N N 2 NA NA NA NA		NSRS	DURING AN INTERVIEW CONTACT THE CI STATED THAT THERE IS A LARGE CONTINUING TURNOVER OF PERSONNEL BECAUSE OF THE PRESENT SUPERVISORY ENVIRONMENT (LACK OF EMPLOYEE TRUST AND CONFIDENCE). THE CI ALSO STATED THAT THERE IS AN UNFAIRNESS IN JOB ASSIGNMENT(SAME PERSONNEL ARE ALLOWED THE LATITUDE OF NOT PERFORMING ASSIGNMENTS).
NONPEC008 01	MP	70604	N	BLN	1 N N N N 2 NA NA NA NA		OECP	LACK OF INDIVIDUAL RESPONSIBILITIES - A LOT OF DETAILED PROCEDURES SUCH AS AREA PLANS STIFLE ENGINEERS IN DOING THEIR JOB. IF EVERYTHING IS ROADMAPPED, IT REMOVES INDIVIDUAL RESPONSIBILITY AND INNOVATIVENESS.
-85-001-00401 T50036	IH	60400	S	WBN	1 2		QTC	INDIVIDUAL WAS TREATED IN DISCRIMINATORY MANNER BECAUSE OF ABSENCE DUE TO INJURY (NAME AND DETAILS KNOWN BY QTC)
02	MP	70606	S	WBN	1 N N N N 2 NA NA NA NA			
-85-006-00101 T50046	MP	70601	N	WBN	1 N N N N 2 NA NA NA NA	EX-85-006-001	QTC	TOP MANAGEMENT SHOULD GET INTO THE FIELD AND SEE WHO ACTUALLY DOES THE WORK. SOME CRAFTS SPEND MOST OF THE SECOND SHIFT OUT OF SIGHT IN THE UNIT #1 LABOR SHOP WHILE LABOR PERSONNEL WHO DO WORK ARE LAID OFF.
-85-010-00101 T50053	MP	70604	N	WBN	1 N N N N 2 NA NA NA NA		QTC	INDIVIDUAL WAS INFORMED BY SUPERVISOR (NAME KNOWN) THAT THE INDIVIDUAL WAS LAID OFF DUE TO THE INVESTIGATIONS BEING PERFORMED BY ERT. IT PROBABLY WOULD BE 4 TO 6 WEEKS BEFORE ADDITIONAL HELP WOULD BE NEEDED DUE TO NEED FOR EVALUATING THE INVESTIGATION CONCERNS.

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

TENNESSEE LEY AUTHORITY
OFFICE OF NUCLEAR POWER
EMPLOYEE CONCERN PROGRAM SYSTEM (ECPS)
EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY
SUBCATEGORY: 706 MANAGEMENT PRACTICES

REF. SECTION :
CAT - MP
SUBCAT - 706

:ONCERN NUMBER	CAT	SUB CAT	SHRD	PLT LOC	1 REPORT APPL 2 SAF RELATED BF	BL	SQ	WB	HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION
-85-015-00101 T50054	IH	60400	S	WBN	1 2					QTC	MANAGEMENT STATED AT A SAFETY MEETIN G "CONCERNED EMPLOYEES ARE TROUBLE M AKERS- I CAN GET RID OF YOU ANYTIME I WANT". THE EXPRESSED CONCERNS WER E REGARDING FAVORITISM DISPLAYED BY MANAGEMENT TO SELECTED EMPLOYEES. 5 /85 (NAMES/DETAILS KNOWN TO QTC)
02	MP	70601	S	WBN	1 N 2 NA	N NA	N NA	N NA			
-85-015-00201 T50054	MP	70603	N	WBN	1 N 2 NA	N NA	N NA	N NA		QTC	MANAGEMENT STATED "I LOVE YOU ALL BU T THERE ARE A FEW I LOVE A LITTLE MO RE". MANAGEMENT DISPLAYS FAVORITISM TO A SELECTED FEW EMPLOYEES. (NAME S/DETAILS KNOWN TO QTC)
-85-015-00301 T50054	MP	70606	N	WBN	1 N 2 NA	N NA	N NA	N NA		QTC	MANAGEMENT PARTAKES IN OFFICE PLAY W ITH WOMEN FREQUENTLY AND PUBLICLY, I E ENCOURAGING DANCING ON DESK, ETC. (NAMES/DETAILS KNOWN TO QTC)
-85-015-00401 T50054	MP	70603	N	WBN	1 N 2 NA	N NA	N NA	N NA		QTC	MANAGEMENT EXHIBITS FAVORITISM BY AS SIGNING PERSONNEL TO CONTAINMENT BUI LDING BUT ALLOWS THEM TO IMMEDIATELY LEAVE FOR AN EASIER WORK ASSIGNMENT . WHEN REMAINING EMPLOYEES ASKED FO R ASSISTANCE IN THE CONTAINMENT THEY WERE TOLD THERE WAS NO ONE AVAILABL E. (NAMES/DETAILS KNOWN TO QTC)
-85-015-00501 T50054	MP	70601	N	WBN	1 N 2 NA	N NA	N NA	N NA	EX-85-015-005	QTC	LOWER MANAGEMENT AND TWO CRAFT MEMBE RS WENT TO LOWER CONTAINMENT TO PERF ORM A JOB ASSIGNMENT BUT INSTEAD TUR NED OFF THE LIGHT AND SAT FOR THREE HOURS IN VIEW OF EVERYONE IN THE ARE A. (NAMES/DETAILS KNOWN TO QTC)
-85-015-01201 T50053	IH	60400	S	WBN	1 2					QTC	MANAGEMENT STATED TO EMPLOYEES, "WHE N I PUT YOU ON A JOB RIGHT OR WRONG- YOU DO IT AND DON'T GO TO YOUR JOB STEWARD". (NAMES/DETAILS KNOWN TO Q TC)
02	MP	70601	S	WBN	1 N 2 NA	N NA	N NA	N NA			

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

TENNESSEE LEY AUTHORITY
OFFICE OF NUCLEAR POWER
EMPLOYEE CONCERN PROGRAM SYSTEM (ECPS)
EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY

EGORY: MP MGT. & PERS. ISSUES
SUBCATEGORY: 706 COMMITMENT TO QUALITY

REF. SECTION
CAT - MP
SUBCAT - 706

ONCERN NUMBER	CAT	SUB CAT	SHRD	PLT LOC	1 REPORT 2 SAF BF	APPL RELATED BL	SQ	WB	HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION
-85-020-00101 T50256	MP	70605	S	WBN	1 N 2 NA	N NA	N NA	N NA		QTC	THE CI COMPLETED 4 OF 8 WELDS TYING IN THE CHECK VALVE ON 6" FIRE PROTEC TION PIPE. REMAINING 4 WELDS HAD ON LY ROOT WELD COMPLETED. THIS CONCER N INVOLVES WORK SLOW DOWN BY ORIGINA L CREW, HARASSMENT OF CI BY ORIGINAL CREW, AND A RUSH JOB BY THE FOREMAN TO ACCOMPLISH THE ASSIGNED WORK IN A SHORT PERIOD OF TIME. DETAILS KNO WN TO QTC, WITHHELD DUE TO CONFIDENT IALITY. NO FURTHER INFORMATION MAY BE RELEASED. NO FOLLOW-UP REQUIRED.
02	WE	50632	S	WBN	1 N 2 NA	N NA	N NA	Y NO			
-85-035-00101 T50141	MP	70601	N	WBN	1 N 2 NA	N NA	N NA	N NA		QTC	CI WAS EMBARRASSED AND UNJUSTLY ACCU SED BY THE DEPARTMENT SUPERVISOR (KN OWN). (DETAILS KNOWN TO QTC AND WIT HELD DUE TO CONFIDENIALITY). NUCLEA R POWER DEPT CONCERN. CI HAS NO FUR THER INFORMATION.
-85-041-00101 T50151	MP	70604	N	WBN	1 N 2 NA	N NA	N NA	N NA	EX-85-041-001	QTC	TVA MANAGEMENT KEEPS EMPLOYEES UNINF ORMED. CONSTRUCTION DEPT CONCERN. CI HAS NO ADDITIONAL INFORMATION. F OLLOW-UP NOT REQUIRED.
-85-048-00201 T50169	MP	70601	N	WBN	1 N 2 NA	N NA	N NA	N NA		QTC	SECOND SHIFT MANAGEMENT IS VERY POOR . THEY ARE UNCONCERNED ABOUT MOST E VERYTHING. CONSTRUCTION CONCERN. C I HAS NO ADDITIONAL INFORMATION.
-85-050-00101 T50165	MP	70601	N	WBN	1 N 2 NA	N NA	N NA	N NA		QTC	AN EMPLOYEE (POSITION KNOWN) DOES NO THING EXCEPT HIDE AND WATCH CRAFT WO RK. DETAILS KNOWN TO QTC, WITHHELD DUE TO CONFIDENTIALITY. CONST. DEPT . CONCERN. C/I HAS NO FURTHER INFOR MATION.
-85-052-00701 T50171	MP	70601	N	WBN	1 N 2 NA	N NA	N NA	N NA	EX-85-052-007	QTC	WHEN IT COMES TO FIELD PROBLEMS, FOR EMEN DON'T RESOLVE THEM, THE CRAFTSM EN DO. FOREMEN ARE TOO TIED UP WITH PAPERWORK. CONSTRUCTION DEPT CONCE RN. CI HAS NO ADDITIONAL INFORMATIO N.

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

:ONCERN NUMBER	CAT	SUB CAT	SHRD	PLT LOC	1 REPORT APPL 2 SAF RELATED BF	BL	SQ	WB	HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION
-85-053-00301 T50171	MP	70603	N	WBN	1 N 2 NA	N NA	N NA	N NA		QTC	THERE IS A STRONG CLIQUE AT WATTS BA R (CRAFT KNOWN). CI HAS NAMED TWO S PECIFIC INDIVIDUALS AS LEADERS. NAM ES TO THIS SPECIFC CASE ARE KNOWN TO QTC AND WITHHELD TO MAINTAIN CONFID ENTIALITY. CI HAS NO FURTHER INFORM ATION. CONSTRUCTION DEPT CONCERN.
-85-056-00201 T50184	MP	70601	N	WBN	1 N 2 NA	N NA	N NA	N NA	EX-85-056-002	QTC	TVA MANAGEMENT PASSES THE BUCK. CON STRUCTION CONCERN. CI HAS NO ADDITI ONAL INFORMATION.
-85-057-00401 T50256	MP	70603	N	WBN	1 N 2 NA	N NA	N NA	N NA		QTC	MANAGEMENT AND SUPERVISION AT WATTS BAR USE THE BUDDY-BUDDY SYSTEM, OTHE RWISE, THEY TREAT THEIR MEN POORLY A ND ALWAYS HAVE. CONSTRUCTION CONCER N. NO FURTHER INFORMATION IN THE FI LE. NO FOLLOW-UP REQUIRED.
-85-058-00601 T50184	MP	70602	N	WBN	1 N 2 NA	N NA	N NA	N NA	EX-85-058-006	QTC	TVA SHOWS POOR MANAGEMENT SKILLS BY USING VERBAL THREATS FREQUENTLY. CO NSTRUCTION CONCERN. CI HAS NO ADDIT IONAL INFORMATION.
-85-059-00301 T50179	EN	00000	S	WBN	1 2					QTC	C/I WOULD LIKE TO KNOW WHY THE VARIO US TVA PLANTS (NUCLEAR) ARE ALL DESI GNED DIFFERENTLY? C/I EXPRESSED THA T THE INCREASED COST FACTOR TO THE R ATE PAYERS IS SENSELESS. CONST. DEP T. CONCERN. C/I HAS NO FURTHER INFO RMATION.
02	MP	70604	S	WBN	1 N 2 NA	N NA	N NA	N NA			
-85-062-00101 T50183	MP	70603	N	WBN	1 N 2 NA	N NA	N NA	N NA	EX-85-062-001	QTC	TVA UPPER MANAGEMENT USES THE "BUDDY BUDDY SYSTEM." CONSTRUCTION CONCER N. CI HAS NO ADDITIONAL INFORMATION .
-85-070-00101 T50185	MP	70601	N	WBN	1 N 2 NA	N NA	N NA	N NA	EX-85-070-001	QTC	TVA MANAGEMENT ATTITUDE HERE AT WBNP IS POOR. GENERIC CONCERN. CONSTRU CTION DEPT. CONCERN. CI HAS NO ADDI TIONAL INFORMATION.

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

TENNESSEE LEY AUTHORITY
OFFICE OF NUCLEAR POWER
EMPLOYEE CONCERN PROGRAM SYSTEM (ECPS)
EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY
SUBCATEGORY: 706 MANAGEMENT PRACTICES

EGORY: MP MGT. & PERS. ISSUES

REF. SECTION 1
CAT - MP
SUBCAT - 706

CONCERN NUMBER	CAT	SUB CAT	SHRD	PLT LOC	1 REPORT APPL 2 SAF RELATED BF	BL	SQ	WB	HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION
-85-070-00201 T50185	MP	70601	N	WBN	1 N 2 NA	N NA	N NA	N NA		QTC	"WHITE HATS" CONTROL MANAGEMENT. GENERIC CONCERN. CONSTRUCTION DEPT. CONCERN. CI HAS NO ADDITIONAL INFORMATION.
-85-071-00101 T50187	MP	70601	N	WBN	1 N 2 NA	N NA	N NA	N NA		QTC	THE GENERAL FOREMAN RUNS THE CREW, NOT THE FOREMAN. CONSTRUCTION DEPT. CONCERN. CI HAS NO ADDITIONAL INFORMATION. GENERIC CONCERN.
-85-072-00101 T50187	MP	70602	N	WBN	1 N 2 NA	N NA	N NA	N NA	EX-85-072-001	QTC	SUPERVISION AT WATTS BAR "NIT PICK" CRAFT (KNOWN). THEY DO NOT TREAT THEM DECENTLY. CONSTRUCTION DEPT CONCERN. CI HAS NO ADDITIONAL INFORMATION. GENERIC CONCERN.
-85-073-00301 T50181	MP	70602	N	WBN	1 N 2 NA	N NA	N NA	N NA	EX-85-073-003	QTC	MANAGEMENT (KNOWN) AT WBNP IS POOR, AND THIS INDIVIDUAL THRIVES ON INTIMIDATING PEOPLE AND IS A PRIMARY REASON FOR LOW MORALE AMONG CRAFT PERSONNEL. C/I EXPRESSED THAT QUALITY MEANS NOTHING TO THIS INDIVIDUAL, ONLY QUANTITY. CONST. DEPT. CONCERN. C/I HAS NO FURTHER INFORMATION.
-85-082-00401 T50187	MP	70604	N	WBN	1 N 2 NA	N NA	N NA	N NA	EX-85-082-004	QTC	THERE IS A LACK OF COMMUNICATION FROM UPPER MANAGEMENT. CONSTRUCTION DEPT CONCERN. CI HAS NO ADDITIONAL INFORMATION. GENERIC CONCERN.
-85-084-00101 T50181	MP	70601	N	WBN	1 N 2 NA	N NA	N NA	N NA	EX-85-084-001	QTC	THE RELATIONSHIP BETWEEN GENERAL FOREMEN AND CRAFT PERSONNEL IS VERY BAD. THIS HURTS EMPLOYEE MORALE, AND REDUCES EMPLOYEE MOTIVATION TO PRODUCE A QUALITY JOB. CONST. DEPT. CONCERN. C/I HAS NO FURTHER INFORMATION.

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

EGORY: MP MGT. & PERS. ISSUES

EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY
SUBCATEGORY: 706 AUTHORITARIANISM

REF. SECTION #
CAT - MP
SUBCAT - 706

CONCERN NUMBER	CAT	SUB CAT	SHRD	PLT LOC	1 REPORT 2 SAF BF	APPL RELATED BL	SQ	WB	HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION
-85-105-00301 T50201	MP	70602	N	WBN	1 N 2 NA	N NA	N NA	N NA	EX-85-105-003	QTC	SUPERVISORS "NIT PICK" MOST WORKERS. CONSTRUCTION DEPT. CONCERN. CI HAS NO NAMES OR ADDITIONAL INFORMATION. -GENERIC CONCERN-
-85-105-00401 T50201	MP	70603	N	WBN	1 N 2 NA	N NA	N NA	N NA	EX-85-105-004	QTC	TVA MANAGEMENT SHOWS FAVORITISM TO FRIENDS. CONSTRUCTION DEPT. CONCERN. CI HAS NO NAMES OR ADDITIONAL INFORMATION. -GENERIC CONCERN-
-85-108-00301 T50201	MP	70602	N	WBN	1 N 2 NA	N NA	N NA	N NA	EX-85-108-003	QTC	SUPERVISORS "NIT PICK" WELDERS AND FITTERS. CONSTRUCTION DEPT. CONCERN. CI HAS NO ADDITIONAL INFORMATION. -GENERIC CONCERN-
-85-110-00101 T50201	MP	70602	N	WBN	1 N 2 NA	N NA	N NA	N NA		QTC	SOME SUPERVISORS "NIT PICK" THOSE PEOPLE THEY WANT TO GET RID OF. CONSTRUCTION DEPT. CONCERN. CI HAS NO ADDITIONAL INFORMATION. (NAMES AND MINOR DETAILS ARE KNOWN TO QTC AND ARE WITHHELD TO MAINTAIN CONFIDENTIALITY).
-85-117-00101 T50200	MP	70603	N	WBN	1 N 2 NA	N NA	N NA	N NA	EX-85-117-001	QTC	TVA MANAGEMENT USES THE BUDDY SYSTEM; THEY PLAY TOO MUCH POLITICS. CONSTRUCTION DEPT. CONCERN. CI HAS NO ADDITIONAL INFORMATION. -GENERIC CONCERN-
-85-118-00101 T50203	MP	70602	N	WBN	1 N 2 NA	N NA	N NA	N NA	EX-85-118-001	QTC	TVA MANAGEMENT IS INEFFICIENT. THEY DON'T DO THEIR JOB; JUST TRY TO MAKE THEMSELVES LOOK GOOD, AND "NIT PICK" WORKERS. CONSTRUCTION DEPT. CONCERN. CI HAS NO ADDITIONAL INFORMATION. -GENERIC CONCERN-
-85-127-00201 T50202	MP	70601	N	WBN	1 N 2 NA	N NA	N NA	N NA		QTC	TVA MANAGEMENT SHOULD BE MORE ORGANIZED AND FOLLOW A COMMON COURSE. CONSTRUCTION DEPT. CONCERN. CI HAS NO ADDITIONAL INFORMATION. - GENERIC CONCERN -

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REF. SECTION
CAT - MP
SUBCAT - 706

CONCERN NUMBER	CAT	SUB CAT	SHRD	PLT LOC	1 REPORT APPL 2 SAF RELATED BF BL SQ NB	HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION
-85-086-00401 T50197	MP	70606	N	WBN	1 N N N N 2 NA NA NA NA		QTC	ANY TVA EMPLOYEE WHO EXERCISES THEIR RIGHT TO FILE A GRIEVANCE WITH EEO IS LABELED AS A TROUBLE MAKER AND TH IS LABELING FOLLOWS THEM NEGATIVELY FROM ONE SITE TO ANOTHER. THIS LABE L OFTEN PREVENTS THEM FROM BEING RE-HIRED. CONSTRUCTION DEPT. CONCERN. CI HAS NO FURTHER INFORMATION.
-85-092-00501 T50230	MP	70604	N	WBN	1 N N N N 2 NA NA NA NA		QTC	CI STATED THAT CRAFT CAN'T EVEN TALK TO GENERAL FOREMAN. CRAFT SUPERVIS ION IS INTERESTED IN GIVING LETTERS BUT NOT SOLVING THE JOB RELATED PROB LEMS. CI HAS NO ADDITIONAL INFORMAT ION OR SPECIFICS. CONSTRUCTION DEPA RTMENT CONCERN. NO FOLLOW UP REQUIR ED.
-85-093-00301 T50245	MP	70603	N	WBN	1 N N N N 2 NA NA NA NA		QTC	CI EXPRESSED THAT THE "BUDDY" SYSTEM OF MOVING AHEAD WITH TVA IS ON OF T HE PROBLEMS IN THE NUCLEAR PROGRAM. CI DECLINED TO PROVIDE FURTHER INFO RMATION. NO ADDITIONAL INFORMATION IS AVAILABLE IN THE FILE.
-85-096-00201 T50190	MP	70605	N	WBN	1 N N N N 2 NA NA NA NA		QTC	CI STATED THAT THE INADEQUATE WELDER S RECERTIFICATION PROGRAM WAS TVA MA NAGEMENT'S INCOMPETENCE AS MANY WELD ERS HAD PREVIOUSLY VOICED TO MANAGEM ENT, BOTH VERBALLY AND IN WRITING, T HE PROGRAMS DEFICIENCY. THEREFORE T VA SHOULD REIMBURSE ALL THE WELDERS FOR MONIES LOST DURING THE FURLOUGH. CONSTRUCTION DEPARTMENT CONCERN. CI HAS NO FURTHER INFORMATION.
-85-102-00401 T50190	MP	70603	N	WBN	1 N N N N 2 NA NA NA NA	EX-85-102-004	QTC	TVA MANAGEMENT SHOW FAVORITISM TOWAR D FRIENDS. CONSTRUCTION DEPT. CONCE RN. CI HAS NO ADDITIONAL INFORMATIO N. -GENERIC CONCERN-

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EGORY: MP MGT. & PERS. ISSUES
SUBCATEGORY: 706 FAVORITISM

REF. SECTION
CAT - MP
SUBCAT - 706

CONCERN NUMBER	CAT	SUB CAT	SHRD	PLT LOC	1 REPORT APPL 2 SAF RELATED BF	BL	SQ	WB	HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION
-85-132-00201 T50202	MP	70603	N	WBN	1 N 2 NA	N NA	N NA	N NA	EX-85-132-002	QTC	TVA MANAGEMENT USES THE BUDDY SYSTEM TO PROTECT AND TAKE CARE OF THEIR F RIENDS. CONSTRUCTION DEPT. CONCERN. CI HAS NO ADDITIONAL INFORMATION. -GENERIC CONCERN-
-85-132-00301 T50202	MP	70601	N	WBN	1 N 2 NA	N NA	N NA	N NA		QTC	SOME TVA MANAGEMENT PEOPLE (KNOWN) M ISMANAGE THEIR POSITIONS AND AREN'T QUALIFIED TO HAVE THEM. CONSTRUCTIO N DEPT. CONCERN. CI HAS NO ADDITION AL INFORMATION.
-85-132-00401 T50202	MP	70602	N	WBN	1 N 2 NA	N NA	N NA	N NA	EX-85-132-004	QTC	SUPERVISORS "NIT PICK" LABORERS UNRE ASONABLY. CONSTRUCTION DEPT. CONCER N. CI HAS NO ADDITIONAL INFORMATION . -GENERIC CONCERN-
-85-139-00101 T50202	IH	60400	S	WBN	1 2					QTC	SUPERVISOR HAS BOASTED (WHILE LAUGHI NG) THAT HE WILL SEE THAT CI RECEIVE S A "POOR" TERMINATION. (NAMES/DETA ILS TO THE SPECIFIC CASE ARE KNOWN T O QTC AND WITHHELD TO MAINTAIN CONFI DENTIALITY). CONSTRUCTION DEPT. CON CERN. CI HAS NO FURTHER INFORMATION .
02	MP	70601	S	WBN	1 N 2 NA	N NA	N NA	N NA			
-85-150-00201 T50207	IH	60200	S	WBN	1 N 2 NA	N NA	N NA	Y NO		QTC	TVA DID NOT HONOR DOCTOR'S WORK REST RICTIONS FOR CI, AND HARASSED CI OVE R RESTRICTIONS. DETAILS KNOWN TO QT C; WITHHELD TO MAINTAIN CONFIDENTIAL ITY. CI HAS NO FURTHER INFORMATION. CONSTRUCTION DEPT. CONCERN.
02	MP	70601	S	WBN	1 N 2 NA	N NA	N NA	N NA			
-85-153-00401 T50205	MP	70601	N	WBN	1 N 2 NA	N NA	N NA	N NA	EX-85-153-004	QTC	UPPER MANAGEMENT HAS MADE A LONG JOB OF THIS PROJECT AND HAS PROVEN TO B E VERY INEFFICIENT. CONSTRUCTION DE PT. CONCERN. CI HAS NO ADDITIONAL I NFORMATION. -GENERIC CONCERN-

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TENNESSEE VALLEY AUTHORITY
OFFICE OF NUCLEAR POWER
EMPLOYEE CONCERN PROGRAM SYSTEM (ECPS)
EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY
SUBCATEGORY: 706 COMMITMENT TO QUALITY

REF. SECTION
CAT - MP
SUBCAT - 706

CONCERN NUMBER	CAT	SUB CAT	SHRD	PLT LOC	1 REPORT APPL 2 SAF RELATED BF	BL	SQ	WB	HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION
-85-156-00201 T50205	MP	70605	N	WBN	1 N 2 NA	N NA	N NA	N NA		QTC	TVA HAS VIOLATED THEIR COMMITMENTS TO THE PUBLIC AND DO NOT ADHERE TO THEIR APPROVED POLICIES. (NAMES/DETAILS TO THE SPECIFIC CASE ARE KNOWN TO QTC AND WITHHELD TO MAINTAIN CONFIDENTIALITY). CONSTRUCTION DEPT. CONCERN. CI HAS NO FURTHER INFORMATION.
-85-165-00101 T50206	MP	70604	N	WBN	1 N 2 NA	N NA	N NA	N NA		QTC	CI WAS GIVEN ERRONEOUS JOB RELATED INFORMATION BY SUPERVISION WHICH LATER COST CI A LARGE SUM OF MONEY. (NAMES/DETAILS TO THE SPECIFIC CASE ARE KNOWN TO QTC AND WITHHELD TO MAINTAIN CONFIDENTIALITY). CONSTRUCTION DEPT. CONCERN. CI HAS NO FURTHER INFORMATION.
-85-165-00201 T50206	MP	70604	N	WBN	1 N 2 NA	N NA	N NA	N NA		QTC	CI IS CURRENTLY BEING GIVEN ERRONEOUS INFORMATION BY SUPERVISION AS TO THE REASON FOR THE LATEST LAY OFF. (NAMES/DETAILS TO THE SPECIFIC CASE ARE KNOWN TO QTC AND WITHHELD TO MAINTAIN CONFIDENTIALITY). CONSTRUCTION DEPT. CONCERN. CI HAS NO FURTHER INFORMATION.
-85-168-00401 T50225	MP	70601	N	WBN	1 N 2 NA	N NA	N NA	N NA		QTC	EMPLOYEE WAS INFORMED BY SUPERVISION NOT TO EXPECT A LAY-OFF FOR AT LEAST ONE YEAR. EMPLOYEE REPORTED TO IMMEDIATE SUPERVISION WRONGDOING BY UPPER SUPERVISION AND WITHIN TWO DAYS WAS NOTIFIED OF LAY-OFF. (NAMES/DETAILS TO THE SPECIFIC CASE ARE KNOWN TO QTC AND WITHHELD TO MAINTAIN CONFIDENTIALITY.) CONSTRUCTION DEPARTMENT CONCERN. CI HAS NO FURTHER INFORMATION. NO FURTHER INFORMATION MAY BE RELEASED. NO FOLLOW UP REQUIRED.
-85-169-00301 T50207	MP	70603	N	WBN	1 N 2 NA	N NA	N NA	N NA	EX-85-169-003	QTC	MANAGEMENT (KNOWN) AT WATTS BAR USES A VERY UNFAIR BUDDY BUDDY SYSTEM. CONSTRUCTION DEPT. CONCERN. CI HAS NO ADDITIONAL INFORMATION.

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

EGORY: MP MGT. & PERS. ISSUES
SUBCATEGORY: 706 COMMUNICATIONS

REF. SECTION
CAT - MP
SUBCAT - 706

CONCERN NUMBER	CAT	SUB CAT	SHRD	PLT LOC	1 REPORT 2 SAF BF	BL	SQ	WB	HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION
-85-179-00101 T50228	MP	70604	N	WBN	1 N 2 NA	N NA	N NA	N NA		QTC	CI HAS LOST TRUST IN TVA BECAUSE THE IR MANAGEMENT FREQUENTLY MISLEADS EM PLOYEES WITH INFORMATION THAT IS ERR ONEOUS OR HALF-TRUTHS ONLY. THIS OF TEN CREATES PERSONAL AND FINANCIAL H ARDSHIPS ON EMPLOYEES. (EXAMPLES KN OWN). CONSTRUCTION DEPT. CONCERN. CI HAS NO FURTHER INFORMATION. NO F OLLOW-UP REQUIRED.
-85-187-00101 T50225	MP	70604	N	WBN	1 N 2 NA	N NA	N NA	N NA	EX-85-187-001	QTC	THERE NEEDS TO BE BETTER PERSON TO P ERSON TALK BETWEEN MANAGEMENT AND EM PLOYEE FOR WORK REQUIRED, TO OBTAIN A BETTER DESIGN OF HOW THINGS SHOULD BE DONE. CONSTRUCTION DEPARTMENT C ONCERN. CI HAS NO ADDITIONAL INFORM ATION. - GENERIC CONCERN - NO FOLL OW UP REQUIRED.
-85-189-00101 T50228	MP	70603	N	WBN	1 N 2 NA	N NA	N NA	N NA		QTC	A SELECT GROUP OF CRAFT PERSONNEL AP PEARS TO BE DOING ENGINEERS WORK. M ANAGEMENT IS VERY MUCH AWARE OF THIS , AND EVEN ASSIGNS THEM THIS WORK. (NAMES AND DETAILS ARE KNOWN TO QTC AND ARE WITHHELD TO MAINTAIN CONFIDE NTIALITY.) NO FURTHER INFORMATION M AY BE RELEASED. CONSTRUCTION CONCER N. CI HAS NO ADDITIONAL INFORMATION . NO FOLLOW-UP REQUIRED.
-85-190-00101 T50228	IH	60400	S	WBN	1 2					QTC	CI EXPRESSED THAT A PROMISED PROMOTI ON WAS NEVER RECEIVED DUE TO CI'S AB SENCE FOR MEDICAL REASONS. CI IS NO W BEING LAID OFF DUE TO RIF, AND FEE LS THAT THIS IS ALSO RELATED TO CI'S MEDICAL ABSENCE. DETAILS KNOWN TO QTC, WITHHELD DUE TO CONFIDENTIALITY . NO FURTHER INFORMATION MAY BE REL EASED. CONSTRUCTION DEPT. CONCERN. CI HAS NO FURTHER INFORMATION. NO FOLLOW-UP REQUIRED.
02	MP	70604	S	WBN	1 N 2 NA	N NA	N NA	N NA			

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TENNESSEE[illegible]LEY AUTHORITY
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EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY

EGORY: MP MGT. & PERS. ISSUES SUBCATEGORY: 706 FAVORITISM

REF. SECTION 1
CAT - MP
SUBCAT - 706

ONCERN NUMBER	CAT	SUB CAT	SHRD	PLT LOC	1 REPORT APPL 2 SAF RELATED BF	BL	SQ	WB	HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION
-85-193-00701 T50246	MP	70603	N	WBN	1 N 2 NA	N NA	N NA	N NA		QTC	TVA SUPERVISOR ATTEMPTED TO ADVERSEL Y BIAS ANOTHER TVA SUPERVISOR AGAINS T AN EMPLOYEE. DETAILS KNOWN TO QTC , WITHHELD DUE TO CONFIDENTIALITY. NO FURTHER INFORMATION MAY BE RELEAS ED. CONSTRUCTION DEPARTMENT CONCERN . CI HAS NO FURTHER INFORMATION.
-85-193-00901 T50246	MP	70602	N	WBN	1 N 2 NA	N NA	N NA	N NA		QTC	CI HAS BEEN "HASSLED" BY TVA MANAGEM ENT IN THE PERFORMANCE OF OFFICIAL D UTIES. DETAILS KNOWN TO QTC, WITHHE LD DUE TO CONFIDENTIALITY. NO FURTH ER INFORMATION MAY BE RELEASED. CON STRUCTION DEPARTMENT CONCERN. CI HA S NO FURTHER INFORMATION.
-85-016-00101	IH	60100	S	WBN	1 N 2 NA	N NA	N NA	Y NO		QTC	INDIVIDUAL WAS AWARE OF AN EMPLOYEE BEING "RIFD" AFTER STATING SAFETY RE LATED CONCERNS. POTENTIAL "I&H" THI S HAPPENED IN 1984. SUPERVISOR AND MANAGEMENT WAS INVOLVED. (NAMES OF SUPERVISOR AND OTHER PEOPLE INVOLVED ARE KNOWN)
02	MP	70601	S	WBN	1 N 2 NA	N NA	N NA	N NA			
03	MP	70606	S	WBN	1 N 2 NA	N NA	N NA	N NA			
-85-019-00101	IH	60100	S	WBN	1 N 2 NA	N NA	N NA	Y NO		QTC	EMPLOYEE INJURED ON THE JOB AND SUFF ERS PERMANENT DISABILITY. TVA MANAG EMENT HARASSES EMPLOYEE WITH CLASSIF YING INJURY JOB RELATED THEN CHANGIN G TO NON-JOB RELATED (TIME OFF) AND BACK TO JOB RELATED. EMPLOYEE ASKED TO WORK OUTSIDE RESTRICTIONS. (NAM ES/DETAILS KNOWN TO QTC)
02	MP	70606	S	WBN	1 N 2 NA	N NA	N NA	N NA			
-85-029-00101 T50078	IH	60100	S	WBN	1 N 2 NA	N NA	N NA	Y SS	HI-85-029-001	QTC	MANAGEMENT ROUTINELY TAKES ADVERSE J OB ACTIONS, INCLUDING TERMINATIONS, AGAINST EMPLOYEES WHO EXPRESS NUCLEA R OR PERSONNEL SAFETY CONCERNS. (NA MES/DETAILS KNOWN TO QTC)
02	MP	70601	S	WBN	1 N 2 NA	N NA	N NA	N NA			

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

EGORY: MP MGT. & PERS. ISSUES
SUBCATEGORY: 706 INTIMIDATION AND HARASSMENT

REF. SECTION 1
CAT - MP
SUBCAT - 706

CONCERN NUMBER	CAT	SUB CAT	SHRD	PLT LOC	1 REPORT 2 SAF BF	APPL RELATED BL	SQ	WB	HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION
-85-035-00101 T50094	IH	60100	S	WBN	1 N 2 NA	N NA	N NA	Y NO		QTC	C/I HAS BEEN SEXUALLY DISCRIMATED AG AINST AND HARASSED BY VARIOUS TVA CR AFT SUPERVISORS (NAMES AND DETAILS K NOWN TO QTC) AFTER REPORTING SAFETY CONCERNS, ADDITIONAL INFORMATION IN FILE. NO FOLLOW UP REQUIRED.
02	MP	70606	S	WBN	1 N 2 NA	N NA	N NA	N NA			
-85-040-00201 T50152	IH	60100	S	WBN	1 N 2 NA	N NA	N NA	Y SS	HI-85-040-002	QTC	THREATS OF DISCIPLINARY ACTION ARE S O PREVALENT THAT EMPLOYEES ARE ENCOU RAGED TO "COVER UP" HONEST MISTAKES, RATHER THAN REPORT THEM AND RISK DI SCIPLINARY ACTION. HOWEVER, IF ENGI NEERING MAKES A "MISTAKE", IT IS CON SIDERED A MISTAKE, NOT A VIOLATION. CONSTR. DEPT. CONCERN. CI HAS NO F URTHER INFORMATION. NO FOLLOWUP REQ UIRED.
02	MP	70601	S	WBN	1 N 2 NA	N NA	N NA	N NA			
03	MP	70606	S	WBN	1 N 2 NA	N NA	N NA	N NA			
-85-045-N0201	CO	10200	S	WBN	1 N 2 NA	N NA	N NA	Y NO		NRC	NRC IDENTIFIED THE FOLLOWING CONCERN FROM REVIEW OF THE QTC FILE: "MANA GEMENT TRIED TO COVER UP THE FACT TH AT THERE WAS WIRE EMBEDDED IN WALLS. " PER REVIEW OF THE EXPURGATED FILE , THIS CONCERN DEALS WITH IMPROPER M ANAGEMENT DISCIPLINARY ACTION TOWARD AN INDIVIDUAL WHO UNKNOWINGLY HIT W IRE WHILE INSTALLING ANCHORS.
02	IH	60400	S	WBN	1 N 2	N	N	N			
03	MP	70601	S	WBN	1 N 2 NA	N NA	N NA	N NA			
-85-067-00101 T50164	IH	60100	S	WBN	1 N 2 NA	N NA	N NA	Y SS	HI-85-067-001	QTC	CI EXPRESSED THAT EMPLOYEES ARE AFRA ID TO REPORT ANY DAMAGE FOR FEAR OF REPRISAL. TVA IS MORE INTERESTED IN PUNISHING SOMEONE RATHER THAN IDENT IFYING AND CORRECTING A NONCONFORMAN CE. NO SPECIFICS KNOWN. CONSTRUCTI ON DEPT CONCERN. CI HAS NO FURTHER INFORMATION. NO FOLLOWUP REQUIRED.
02	MP	70601	S	WBN	1 N 2 NA	N NA	N NA	N NA			
03	MP	70606	S	WBN	1 N 2 NA	N NA	N NA	N NA			

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

REF. SECTION
CAT - MP
SUBCAT - 706

CONCERN NUMBER	CAT	SUB CAT	SHRD	PLT LOC	1 REPORT 2 SAF BF	BL	SQ	WB	HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION
-85-083-00101	IH	60100	S	WBN	1 N	N	N	Y		QTC	CRAFT (KNOWN) PERSONNEL ARE THREATEN
T50135					2 NA	NA	NA	SS			ED WITH 2 WEEKS OFF IN ANY MISTAKES
											ARE MADE. IF PAPERWORK IS INCORRECT
02	MP	70601	S	WBN	1 N	N	N	N			FROM ENGINEERING, AND IT IS NOT "CA
					2 NA	NA	NA	NA			UGHT" BY CRAFT INDIVIDUAL, IT IS THE
											CRAFT WHO ARE PUNISHED. FOR THIS R
											EASON, EMPLOYEES ARE AFRAID TO INFOR
											M SUPERVISON IF THEY KNOW OF SOMETHI
											NG THAT IS NOT RIGHT.
-85-087-00101	IH	60100	S	WBN	1 N	N	N	Y		QTC	CRAFT MGMT ENCOURAGES INDIVIDUALS NO
					2 NA	NA	NA	SS			T TO REPORT NONCONFORMING ITEMS BECA
											USE WHEN THEY DO THEY HAVE BEEN REPR
02	MP	70601	S	WBN	1 N	N	N	N			IMANDED.TRANSFERRED FROM HI-85-059-0
					2 NA	NA	NA	NA			01
-85-094-00101	IH	60100	S	SQN	1 N	N	Y	N		QTC	SEQUOYAH: CI HAS EXPRESSED A QUALITY
T50230					2 NA	NA	NO	NA			CONCERN ON NUMEROUS OCCASIONS TO MA
											NAGEMENT AND HAS RECEIVED ADVERSE AC
02	MP	70601	S	SQN	1 N	N	N	N			TION AND A THREAT OF TERMINATION. (
					2 NA	NA	NA	NA			NAMES/DETAILS TO THE SPECIFIC CASE A
											RE KNOWN TO QTC AND WITHHELD TO MAIN
											TAIN CONFIDENTIALITY. NO FURTHER IN
											FORMATION MAY BE RELEASED.) NUCLEAR
											POWER DEPARTMENT CONCERN. CI HAS N
											O FURTHER INFORMATION. NO FOLLOW UP
											REQUIRED.
-85-116-X0101	IH	60100	S	WBN	1 N	N	N	Y		QTC	CRAFT EMPLOYEES WHO REPORT QUALITY P
T50175					2 NA	NA	NA	SS			ROBLEMS ARE SUBJECTED TO DISCIPLINAR
											Y ACTION AS A RESULT. DETAILS KNOWN
02	MP	70601	S	WBN	1 N	N	N	N			TO QTC, WITHHELD DUE TO CONFIDENTIA
					2 NA	NA	NA	NA			LITY. THIS IS A GENERIC CONCERN.
03	MP	70606	S	WBN	1 N	N	N	N			
					2 NA	NA	NA	NA			

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

TENNESSEE LEY AUTHORITY
OFFICE OF NUCLEAR POWER
EMPLOYEE CONCERN PROGRAM SYSTEM (ECPS)
EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY

EGORY: MP MGT. & PERS. ISSUES
SUBCATEGORY: 706 MANAGEMENT PRACTICES

REF. SECTION
CAT - MP
SUBCAT - 706

CONCERN NUMBER	CAT	SUB CAT	SHRD	PLT LOC	1 REPORT APPL 2 SAF RELATED BF BL SQ WB	HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION
-85-515-BFN 01	MP	70601	N	BFN	1 N N N N 2 NA NA NA NA	I-85-515-BFN	NSRS	1.AN UNIDENTIFIED MANAGEMENT ANALYSIS COMPANY (MAC) REPRESENTATIVE AT BROWN'S FERRY IS NOT ADEQUATELY KNOWLEDGEABLE ABOUT 10CFR50 APPENDIX B, ANSI N18.7, AND FINAL SAFETY ANALYSIS REPORT (FSAR) COMMITMENTS CONCERNING NUCLEAR POWER PLANT OPERATIONS. 2.THIS MAC REPRESENTATIVE IS ILL-ADVISING THE BFN SITE DIRECTOR ON QUALITY AND NUCLEAR SAFETY MATTERS IN THAT ADVICE NOT CONSISTENT WITH NUCLEAR REGULATIONS IS BEING PROVIDED. 3.THE MAC REPRESENTITIVE SUGGEST THAT PLANT QA SUPERVISOR REPORT DIRECTLY T
86-113-SQN 01	MP	70601	N	SQN	1 N N N N 2 NA NA NA NA		NSRS	AUO GIVEN IMPROPER VERBAL WARNING. ADDITIONAL DETAILS AVAILABLE TO INVESTIGATOR WITHHELD TO PROTECT CONFIDENTIALITY.
-85-003-00101 T50007A	MP	70605	N	WBN	1 N N N N 2 NA NA NA NA	IN-85-003-001	QTC	CONCERNED ABOUT THE COST OF RE-WORK: INDIVIDUAL FELT THAT QUALITY WAS GOOD; BUT COULD NOT UNDERSTAND WHY WORK HAD TO BE RE-WORKED (ALL DISCIPLINES) SO OFTEN. ALL THIS RE-WORK INCREASES UTILITY BILLS
-85-006-00101 T50198	MP	70601	N	WBN	1 N N N N 2 NA NA NA NA	IN-85-006-001	QTC	IMPROPER MANAGEMENT TECHNIQUES. NO ACTION TAKEN ON KNOWN CONCERNS WHEN PRESENTED TO SUPERVISORY PERSONNEL. FREQUENTLY CHANGING REQUIREMENTS. CONSTRUCTION DEPT. CONCERN. UNIT 2. CI DECLINED TO PROVIDE ANY FURTHER INFORMATION.

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

TEGORY: MP MGT. & PERS. ISSUES
SUBCATEGORY: 706 COMMUNICATIONS

REF. SECTION
CAT - MP
SUBCAT - 706

CONCERN NUMBER	CAT	SUB CAT	SHRD	PLT LOC	1 REPORT APPL 2 SAF RELATED BF BL SQ WB	HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION
I -85-018-00101 T50050	MP	70604	N	WBN	1 N N N N 2 NA NA NA NA	IN-85-018-001	QTC	LACK OF COMMUNICATION (VERBAL) FROM ELECT. GENERAL FOREMAN (NAME GIVEN) TO JOURNEYMEN PERFORMING WORK. WHEN EVER CI PRESENTED A PROBLEM TO GENER AL FOREMAN, CI WAS TOLD BY GENERAL F OREMAN NOT TO WORRY ABOUT IT AND GET BACK TO WORK. CI STATED THAT OTHER JOURNEYMEN ALSO HAD THIS PROBLEM WI TH THIS GENERAL FOREMAN. THIS OCCUR RED IN UNIT 1 DURING SUMMER OF 1984.
I -85-040-00101 T50089	MP	70602	N	WBN	1 N N N N 2 NA NA NA NA		QTC	CONTINUED HARASSMENT OF LABORERS (NA MES KNOWN) BY PRESENT AND PAST LABOR ER GENERAL FOREMAN(NAMES KNOWN). CI STATED THAT THE HARASSMENT IS IN TH E FORM OF VERBAL REMARKS AND CONSTAN T PRESSURE BY GENERAL FOREMAN TO CI AND CI'S CREW. CI COULD NOT PROVIDE ANY ADDITIONAL INFORMATION.
-85-042-00201 T50050	MP	70602	N	WBN	1 N N N N 2 NA NA NA NA	IN-85-042-002	QTC	MANAGEMENT IS BEING HARASSED AND INT IMIDATED BY THE CRAFTSMEN. CI STATE D THAT EMPLOYEES IN ALL CRAFTS AT WA TTS BAR ARE "BAD MOUTHING" AND "CUTT ING DOWN" MANAGEMENT (FOREMEN, GENER AL FOREMEN AND SUPERINTENDENTS) WITH OUT KNOWING WHY MANAGEMENT MAKES THE IR DECISIONS. CI IS CONCERNED THAT THIS PRACTICE WILL SOMEDAY "BACKFIRE " ON THE CRAFTS. CI DID NOT PROVIDE ANY DETAILS.SPECIFICS.
-85-044-00101 T50060	MP	70602	N	WBN	1 N N N N 2 NA NA NA NA		QTC	MORALE AMOUNG THE WORKERS IN LOW DUE TO POOR CRAFT SUPERVISION. CI CITE D ONE SPECIFIC: ASST. GENERAL CONSTR UCTION SUPT. NAME KNOWN) WHO IS CONS TANTLY BIRD-DOGGING ELECTRICIANS.
-85-045-00201 T50261	MP	70604	N	WBN	1 N N N N 2 NA NA NA NA		QTC	EMPLOYEE JOB DUTIES WERE REDUCED, WI TH NO EXPLANATION PROVIDED BY SUPERV ISION. DETAILS KNOWN TO QTC, WITHHE LD DUE TO CONFIDENTIALITY. NO FURTH ER INFORMATION MAY BE RELEASED. CON STRUCTION DEPARTMENT CONCERN.

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

TENNESSEE VALLEY AUTHORITY
OFFICE OF NUCLEAR POWER
EMPLOYEE CONCERN PROGRAM SYSTEM (ECPS)
EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY

EGORY: MP MGT. & PERS. ISSUES
SUBCATEGORY: 706 AUTHORITARIANISM

REF. SECTION
CAT - MP
SUBCAT - 706

CONCERN NUMBER	CAT	SUB CAT	SHRD	PLT LOC	1: REPORT APPL 2: SAF RELATED BF	BL	SQ	WB	HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION
-85-046-00401 T50066	MP	70602	N	WBN	1 N 2 NA	N NA	N NA	N NA	IN-85-046-004	QTC	CRAFT SUPERINTENDENT (NAME GIVEN) CONTINUALLY USES ABUSIVE LANGUAGE (CURSING AND SCREAMING) WHILE ADDRESSING CRAFT PERSONNEL. NO OTHER INFORMATION AVAILABLE.
-85-046-00501 T50066	MP	70601	N	WBN	1 N 2 NA	N NA	N NA	N NA		QTC	APPROX. MAY 1983, CI RECIEVED LETTER FOR "UN-JOURNEYMAN-LIKE" WORK FROM ELECTRICAL GENERAL FOREMAN (NAME GIVEN). CI ASKED GENERAL FOREMAN WHO ISSUED THE LETTER AND TO SHOW CI WHERE IN THE PLANT THIS "UN-JOURNEYMAN-LIKE" WORK OCCURRED. GENERAL FOREMAN REFUSED. CI FEELS THIS IS AN EXAMPLE OF MISMANAGEMENT BY TVA CRAFT SUPERVISION
-85-049-00101 T50050	IH	60200	S	WBN	1 N 2 NA	N NA	N NA	Y NO		QTC	STEAMFITTER GENERAL FOREMAN (NAME GIVEN) HAS BEEN HARASSING A STEAMFITTER FOREMAN (NAME KNOWN) CONTINUOUSLY WITHOUT CAUSE. CI AND ANOTHER INDIVIDUAL (NAME GIVEN) HAS WITNESSED MANY INCIDENTS DURING THE LAST 18 MONTHS. THESE INCLUDE NAME CALLING, "SMART" ANSWERS, RACIAL SLURS AND BELITTING FOREMAN IN FRONT OF OTHER PERSONNEL.
02	MP	70606	S	WBN	1 N 2 NA	N NA	N NA	N NA			
-85-054-00101 T50065	MP	70605	N	WBN	1 N 2 NA	N NA	N NA	N NA		QTC	TVA HANGER ENGINEERING SUPERVISION (NAMES GIVEN) ARE NOT RESPONSIVE TO EMPLOYEE CONCERNS ABOUT PROBLEMS OF WORK OR WORKMANSHIP AT THE TIMES THEY ARE IDENTIFIED. INSTEAD OF ACTING ON PROBLEMS, THEY PROCRASTINATE UNTIL THE DELAY SIGNIFICANTLY INCREASED THE TIME AND MONEY EXPENDED TO RESOLVE THE PROBLEM. C/I CITES EXAMPLE CONCERNING MISMATCH OF BERGEN-PATTERSON HANGER PARTS WHICH OCCURRED BETWEEN MARCH AND SEPT. 1983. DETAILS IN FILE. NO FOLLOW-UP REQUIRED.

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

REF. SECTION 1
CAT - MP
SUBCAT - 706

CONCERN NUMBER	CAT	SUB CAT	SHRD	PLT LOC	1 REPORT APPL 2 SAF RELATED BF	BL	SQ	WB	HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION
-85-055-00101 T50064	MP	70602	N	WBN	1 N 2 NA	N NA	N NA	N NA		QTC	CRAFT SUPERVISION'S CONSTANT "HEN-PECKING" AND HARASSMENT (VERBAL ABUSE, LETTER WRITING FOR PETTY ITEMS) HAS CAUSED CRAFT MORALE TO BE EXTREMELY LOW, RESULTING IN POOR QUALITY OF WORK BY CRAFT. C/I GAVE NAMES OF ELECT. FOREMAN AND GENERAL FOREMAN WHO ARE UNRESPONSIVE TO PROBLEMS AND ARE MORE INTERESTED IN MEETING QUOTAS (FOOTAGE OF CABLES PULLED, OR CONDUIT RUN PER DAY) THAN RESPONDING TO PROBLEMS AND DOING A GOOD QUALITY JOB. C/I WITNESS FOREMAN (NAMES GIVEN) DISTRACT A Q.C. INSPECTOR WHILE H
-85-056-00101 T50062	MP	70603	N	WBN	1 N 2 NA	N NA	N NA	N NA	IN-85-056-001	QTC	DUAL STANDARDS BEING PRACTICED BY TVA CRAFT (STEAMFITTERS) SUPERVISION. CI STATED THAT IF YOU KNOW THE RIGHT PEOPLE, YOU CAN GET AWAY WITH ANYTHING. CI WOULD NOT SUPPLY NAMES OF FOREMAN/GENERAL FOREMAN AND COULD NOT PROVIDE ANY ADDITIONAL INFORMATION
-85-083-00101 T50001	MP	70601	N	WBN	1 N 2 NA	N NA	N NA	N NA	IN-85-083-001	QTC	LOW MORALE DUE TO MANAGEMENT INCONSISTANCY AND ATTITUDE TOWARD PERSONNEL .
-85-084-00101 T50177	MP	70604	N	WBN	1 N 2 NA	N NA	N NA	N NA	IN-85-084-001	QTC	LACK OF COMMUNICATION BETWEEN LABOR AND SUPERVISION. NO FURTHER INFORMATION AVAILABLE. ERT ATTEMPTED TO CONTACT CI, CT WOULD NOT PROVIDE ANY ADDITIONAL INFORMATION. CONST. DEPT. CONCERN. NO FOLLOW UP REQUIRED.
-85-097-00101 T50169	MP	70602	N	WBN	1 N 2 NA	N NA	N NA	N NA		QTC	TVA MANAGER (KNOWN) SUBJECTS CO-WORKERS AND SUBORDINATES TOO BELLIGERENT AND ABUSIVE BAD LANGUAGE, INCLUDING VULGARITY AND PROFANITY. OTHER DETAILS KNOWN TO QTC, WITHHELD TO MAINTAIN CONFIDENTIALITY. CI HAS NO MORE INFORMATION. CONSTRUCTION DEPARTMENT CONCERN.

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

EGORY: MP MGT. & PERS. ISSUES
SUBCATEGORY: 706 INTIMIDATION AND HARASSMENT

REF. SECTION :
CAT - MP
SUBCAT - 706

CONCERN NUMBER	CAT	SUB CAT	SHRD	PLT LOC	1 REPORT APPL 2 SAF RELATED BF BL SQ WB	HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION
I -85-097-00201 T50226	IH	60300	S	WBN	1 N N N Y 2 NA NA NA NO		QTC	TVA MANAGER (KNOWN) DISCRIMINATED AG AINST TVA EMPLOYEES (KNOWN) ON THE B ASIS OF RACE. THESE EMPLOYEES WERE SINGLED OUT FOR ABUSIVE TREATMENT, W ERE DENIED OVERTIME, AND WERE MOVED FROM ONE SHIFT TO ANOTHER. CI HAS N O MORE INFORMATION. CONSTRUCTION DE PARTMENT CONCERN.
02	MP	70606	S	WBN	1 N N N N 2 NA NA NA NA			
I -85-097-00301 T50226	MP	70601	N	WBN	1 N N N N 2 NA NA NA NA		QTC	TVA MANAGERS (KNOWN) NOT DEDICATED T O TVA'S BEST INTERESTS, AND HAVE PAM PERED THE ACTIVITIES OF DEDICATED MA NAGERS (KNOWN). RATHER THAN CONTEND WITH THIS CONTINUAL CONFLICT, GOOD MANAGERS HAVE LEFT TVA. CI HAS NO M ORE INFORMATION. CONSTRUCTION DEPAR TMENT CONCERN.
I -85-097-00601 T50226	MP	70604	N	WBN	1 N N N N 2 NA NA NA NA	IN-85-097-006	QTC	TVA MANAGEMENT DOES NOT ENSURE THAT COMMUNICATIONS ARE GOOD, EITHER AMON G MIDDLE LEVEL MANAGERS, AMONG UPPER LEVEL MANAGERS, OR BETWEEN UPPER AN D MIDDLE LEVELS. CI HAS NO MORE INF ORMATION. CONSTRUCTION DEPARTMENT C ONCERN.
I -85-097-00701 T50226	MP	70601	N	WBN	1 N N N N 2 NA NA NA NA		QTC	TVA MANAGERS (KNOWN) USE INAPPROPRIA TE MANAGEMENT STYLES WHICH ARE UNSUI TED TO EITHER THE NEEDS AND ABILITIE S OF THEIR SUBORDINATES, OR TO THE P ROJECT'S NEEDS. EXAMPLES: MANAGER (KNOWN) REFUSED TO REWARD SUBORDINATE S' GOOD PERFORMANCE; MANAGERS (KNOWN) UNFAIRLY AND INAPPROPRIATELY REPRI MANDED SUBORDINATE (KNOWN); MANAGERS USE EXCESSIVELY DIRECTIVE STYLE, AN D GO SO FAR AS TO THEIR SUBORDINATE SUPERVISORS' WORK AND MANAGER (KNOWN) USES SAME ABUSIVE, DIRECTIVE STYLE WITH EVERYONE, REGARDLESS WHETH

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

EGORY: MP MGT. & PERS. ISSUES
SUBCATEGORY: 706 MANAGEMENT PRACTICES

REF. SECTION 1
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SUBCAT - 706

ONCERN NUMBER	CAT	SUB CAT	SHRD	PLT LOC	1 REPORT APPL 2 SAF RELATED DF BL SQ WB	HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION
I -85-097-00901 T50226	IH	60200	S	WBN	1 N N N Y 2 NA NA NA NO		QTC	EMPLOYEE WAS TRANSFERRED FOR REPORTI NG NUMEROUS TYPES OF MANAGEMENT PROB LEMS (NOT HARDWARE-RELATED). DETAIL S KNOWN TO QTC, WITHHELD TO MAINTAIN CONFIDENTIALITY. CI HAS NO MORE IN FORMATION. CONSTRUCTION DEPARTMENT CONCERN.
02	MP	70601	S	WBN	1 N N N N 2 NA NA NA NA			
I -85-097-01401 T50223	MP	70601	N	WBN	1 N N N N 2 NA NA NA NA		QTC	TVA MANAGEMENT HAS DENIED THE MIDDLE AND FRONTLINE MANAGERS THE AUTHORIT Y NEEDED TO DO THEIR JOBS. EXAMPLE: INADEQUATE CONTROL OVER STAFFING/MA NPOWER RESOURCES, AND INABILITY TO R EPRIMAND UNACCEPTABLE PERFORMANCE. CI HAS NO MORE INFORMATION. CONSTRU CTION DEPARTMENT CONCERN.
I -85-115-00401 T50166	MP	70603	N	WBN	1 N N N N 2 NA NA NA NA	IN-85-115-004	QTC	C/I WAS REPRIMANDED AND GIVEN 3-DAY SUSPENSION FROM WORK FOR SLUGGISHNES S CAUSED BY ALLERGIC REACTION. C/I FEELS THIS TREATMENT BY TVA IS UNFAI R. NUCLEAR POWER CONCERN. ADDITION AL DETAILS AVAILABLE, WITHHELD DUE T O CONFIDENTIALITY. NO FOLLOW-UP REQ UIRED.
I -85-115-00501 T50166	MP	70605	N	WBN	1 N N N N 2 NA NA NA NA		QTC	ATTITUDE OF SUPERVISION (NAMES AND G ROUP KNOWN) IS TO GET PAPERWORK COMP LETE REGARDLESS IF INSTALLATION IS R IGHT OR WRONG. NUCLEAR POWER CONCER N. ADDITIONAL INFORMATION IN FILE, WITHHELD DUE TO CONFIDENTIALITY. NO FOLLOW-UP REQUIRED.
I -85-123-00101 T50074	IH	60200	S	WBN	1 N N N Y 2 NA NA NA NO	IN-85-123-001	QTC	MANAGEMENT REFUSED TO ALLOW EMPLOYEE S TO VISIT EEO OFFICE AND STATED THA T IF THEY DID GO TO EEO, THEY WOULD BE REPLACED. NAMES/DETAILS KNOWN TO QTC. NO FOLLOW-UP REQUIRED.
02	MP	70606	S	WBN	1 N N N N 2 NA NA NA NA			

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'EGORY: MP MGT. & PERS. ISSUES
SUBCATEGORY: 706 MANAGEMENT PRACTICES

REF. SECTION
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'ONCERN NUMBER	CAT	SUB CAT	SHRD	PLT LOC	1 REPORT APPL 2 SAF RELATED BF BL SQ WB	HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION
I -85-129-00301 T50116	MP	70601	S	WBN	1 N N N N 2 NA NA NA NA	IN-85-129-003	QTC	IN THE PAST, AN M-4 IN NUCLEAR POWER WOULD NOT ALLOW MAINTENANCE WORKERS TO READ MANUALS/INSTRUCTIONS ON HOW TO PERFORM WORK ON INSTRUMENTATION. CI WOULD NOT SPECIFY NAME OF M-4 O R OTHER DETAILS. UNIT 1 CONCERN.
02	OP	30801	S	WBN	1 2			
I -85-134-00401 T50050	MP	70605	N	WBN	1 N N N N 2 NA NA NA NA		QTC	SUPERVISION (M6 &M7) LEVEL ENCOURAGE S PROCEDURAL VIOLATIONS. CI HAS PAS SED AWAY, NO FURTHER DETAILS AVAILAB LE.
I -85-138-00301 T50235	MP	70602	N	WBN	1 N N N N 2 NA NA NA NA		QTC	MANAGEMENT STYLE AT WATTS BAR IS LIK E A "DICTATORSHIP". "LEGAL" HARASSM ENT (I.E., UNNECESSARILY STRICT ENFO RCEMENT OF JOB RULES UNFAIR "77" FOR M RATINGS UPON TERMINATION OR RESIGN ATION) ARE USED AS "LEVERAGE" AGAINS T WORKERS WHICH CAUSES BAD WORKING R ELATIONS. CONSTRUCTION DEPARTMENT C ONCERN. CI HAS NO FURTHER INFORMATI ON. NO FOLLOW UP REQUIRED.
-85-142-00701 T50089	MP	70601	N	WBN	1 N N N N 2 NA NA NA NA	IN-85-142-007	QTC	CONTAINMENT SUMP LEVEL TRANSMITTER T O CONTROL ROOM IS OIL FILLED WAS USI NG A CHEAP DOW CORNING OIL THAT DID NOT WORK. THE TRANSMITTERS WERE CHA NGED AND THEY ARE NOW USING WESTINGH OUSE REFINED OIL WHICH IS WORKING BE TTER, TRANSMITTERS ARE LOCATED AT 70 2' ELEV RACEWAY REACTOR BUILDING UNI T 1. THE CI CITES THIS AS AN EXAMPL E OF POOR SUPERVISION (NAME KNOWN). CI HAS NO FURTHER INFORMATION.
-85-158-00101 T50217	MP	70606	N	WBN	1 N N N N 2 NA NA NA NA		QTC	FAVORITISM SHOWN TO FEMALES WHO ARE SEXUALLY INVOLVED WITH SUPERVISION O R MANAGEMENT HAS A DEROGATORY EFFECT ON CRAFT MORALE, PRODUCTIVITY AND Q UALITY. NO SPECIFIC NAMES PROVIDED BY CI. CONST. DEPT. CONCERN. CI HA S NO FURTHER INFORMATION.

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

TENNESSEE VALLEY AUTHORITY
OFFICE OF NUCLEAR POWER
EMPLOYEE CONCERN PROGRAM SYSTEM (ECPS)
EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY

EGORY: MP MGT. & PERS. ISSUES SUBCATEGORY: 706 AUTHORITARIANISM

REF. SECTION 1
CAT - MP
SUBCAT - 706

ONCERN NUMBER	CAT	SUB CAT	SHRD	PLT LOC	1 REPORT APPL 2 SAF RELATED BF	BL	SQ	WB	HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION
-85-159-00201 T50198	MP	70602	N	WBN	1 N 2 NA	N NA	N NA	N NA		QTC	CI HAS BEEN HARASSED BY MANAGEMENT. (POSITION KNOWN TO QTC). NO SPECIFICS GIVEN. CI WOULD NOT PROVIDE ANY ADDITIONAL INFORMATION. CONSTRUCTION DEPT. CONCERN. UNIT 2.
-85-161-00101 T50038	MP	70604	N	WBN	1 N 2 NA	N NA	N NA	N NA	IN-85-161-001	QTC	BOTH WRITTEN AND VERBAL COMMUNICATION FROM UPPER LEVEL CRAFT SUPERVISION (GENERAL AND ASSIST. GENERAL CONSTRUCTION SUPERINTENDENTS) TO JOURNEYMAN LEVEL IS VERY POOR. INFORMATION FROM GEN. FOREMAN THROUGH FOREMAN TO JOURNEYMAN IS USUALLY INCOMPLETE OR INACCURATE. SOME WORK ASSIGNMENTS (NO DETAILS/SPECIFICS COULD BE PROVIDED BY CI) WERE HARD TO COMPLETE DUE TO LACK OF EFFICIENT COMMUNICATIONS. THIS STARTED IN LATE 1979 OR EARLY 1980 WHEN A.R. WHITE LEFT SITE. GENERIC TO BOTH UNITS 1 & 2.
-85-162-00101 T50039	MP	70601	N	WBN	1 N 2 NA	N NA	N NA	N NA		QTC	TOO MUCH WASTE AND INEFFICIENCY BY TVA AT WATTS BAR, BOTH UNITS 1 AND 2. CI OFFERED THE FOLLOWING EXAMPLES: 1. TVA DOES NOT GET RID OF ITS "DEADWOOD". TOO MUCH JOB SECURITY DEMONSTRATED BY SUPERVISORY PERSONNEL AT M-5 LEVEL. 2. NO WORK INCENTIVES. MORALE IS LOW. 3. PREFERRED HIRING PRACTICES. TOO MUCH ATTENTION BEING GIVEN TO EEO. 4. PROMOTIONS ARE BASED ON WHO YOU KNOW, NOT WHAT YOU KNOW OR QUALITY OF WORK.
-85-167-00101 T50226	MP	70601	N	WBN	1 N 2 NA	N NA	N NA	N NA	EX-85-021-001	QTC	CI WAS HARASSED TO THE POINT OF REQUESTING SHIFT TRANSFER, AFTER BRINGING A CONCERN ABOUT EXPOSURE TO AIRBORNE ASBESTOS. DETAILS KNOWN TO QTC, WITHHELD DUE TO CONFIDENTIALITY. NO FURTHER INFORMATION MAY BE RELEASED. CONSTRUCTION DEPT. CONCERN. CI HAS NO FURTHER INFORMATION.

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TENNESSEE VALLEY AUTHORITY
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EMPLOYEE CONCERN PROGRAM SYSTEM (ECPS)
EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY
SUBCATEGORY: 706 INTIMIDATION AND HARASSMENT

REF. SECTION
CAT - MP
SUBCAT - 706

CONCERN NUMBER	CAT	SUB CAT	SHRD	PLT LOC	1 REPORT 2 SAF RELATED BF	BL	SQ	WB	APPL	HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION
I -85-178-00101 T50157	IH	60200	S	WBN	1 N 2 NA	N NA	N NA	N NA	Y NO		QTC	CI HARASSED BY SUPERVISION MAKING ETHNIC JOKES, SLURRY REMARKS, AND THREATENING TO FIRE CI. CONSTR. DEPT. CONCERN. DETAILS KNOWN TO QTC, WITHHELD DUE TO CONFIDENTIALITY. NO FOLLOWUP REQUIRED.
02	MP	70606	S	WBN	1 N 2 NA	N NA	N NA	N NA				
I -85-181-00301 T50258	MP	70601	N	WBN	1 N 2 NA	N NA	N NA	N NA			QTC	TVA HAS NO TEAMWORK ANYMORE. UPPER MANAGEMENT IS AFRAID SOMEONE ELSE IS GOING TO GET THEIR JOB SO THEY "STAB" EACH OTHER IN THE BACK AND PLACE THE BLAME ON SOMEONE ELSE. CONSTRUCTION DEPARTMENT CONCERN. CI HAS NO FURTHER INFORMATION.
I -85-181-00901 T50258	MP	70601	N	WBN	1 N 2 NA	N NA	N NA	N NA			QTC	TVA SHOULD ALLOW THE PEOPLE THEY HAVE HIRED FOR A JOB RUN THAT JOB INSTEAD OF TRYING TO RUN THE JOBS FROM TVA'S "FRONT OFFICE". CONSTRUCTION DEPARTMENT CONCERN. CI HAS NO FURTHER INFORMATION.
I -85-185-00401 T50241	MP	70602	N	WBN	1 N 2 NA	N NA	N NA	N NA			QTC	CRAFTS ARE HARASSED DUE TO WORK DELAYS BEYOND THEIR CONTROL, (I.E., WAITING FOR INSPECTION, ENGINEERING, WORK PACKAGES, ETC.) THE GENERAL FOREMEN WILL ISSUE LETTERS FOR LOAFING AND WASTING TIME WITHOUT INQUIRING TO THE REASON THE MEN ARE NOT BUSY AT A PARTICULAR TIME WHEN HE WALKS UP. CI HAS NO ADDITIONAL INFORMATION. CONSTRUCTION DEPARTMENT CONCERN.
I -85-186-00801 T50038	MP	70601	N	WBN	1 N 2 NA	N NA	N NA	N NA		IN-85-186-008	QTC	CI EXPRESSED THE GENERAL CONCERN THAT MANAGEMENT HAS A BAD ATTITUDE TOWARD THE CRAFT.
I -85-192-00301 T50238	MP	70601	N	WBN	1 N 2 NA	N NA	N NA	N NA			QTC	LOW CRAFT MORALE IS A RESULT OF POOR MANAGEMENT. NO SPECIFICS ARE AVAILABLE. CONSTRUCTION DEPARTMENT CONCERN. CI DECLINED TO PROVIDE ADDITIONAL INFORMATION. NO FOLLOW UP REQUIRED.

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

TENNESSE LEY AUTHORITY
OFFICE OF NUCLEAR POWER
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EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY

'EGORY: MP MGT. & PERS. ISSUES
SUBCATEGORY: 706 AUTHORITARIANISM

REF. SECTION
CAT - MP
SUBCAT - 706

:ONCERN NUMBER	CAT	SUB CAT	SHRD	PLT LOC	1 REPORT APPL 2 SAF RELATED BF	BL	SQ	WB	HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION
I -85-192-00401 T50021	MP	70602	N	WBN	1 N 2 NA	N NA	N NA	N NA	IN-85-192-004	QTC	MANAGER (NAME KNOWN) USES FOUL LANGU AGE IN MIXED COMPANY; SHOWS DISRESPE CT TOWARD ALL CRAFT PERSONNEL & THRE ATENS JOB SECURITY FOR NOT WORKING O VERTIME
I -85-192-00501 T50238	MP	70602	N	WBN	1 N 2 NA	N NA	N NA	N NA		QTC	MANAGER (NAME KNOWN) HARASSES CRAFTS DURING LUNCH BREAKS. NO ADDITIONAL INFORMATION IS AVAILABLE. CONSTRUC TION DEPARTMENT CONCERN. CI DECLINE D TO PROVIDE ADDITIONAL INFORMATION. NO FOLLOW UP REQUIRED.
I -85-193-00101 T50011	MP	70602	N	WBN	1 N 2 NA	N NA	N NA	N NA		QTC	A MANAGER (NAME KNOWN) IMPOSES HIS O WN RULES OTHER THAN TVA POLICY (THRE ATENING TO FIRE, DOES NOT TREAT PERS ONNEL FAIRLY) HE ACTED THE SAME WAY ON OTHER PROJECTS. (NAMES ARE KNOWN) NO FURTHER INFORMATION IS AVAILAB LE.
I -85-206-00101 T50007A	MP	70601	N	WBN	1 N 2 NA	N NA	N NA	N NA	IN-85-206-001	QTC	MGMT/SUPERVISION IS NOT COOPERATIVE WITH CRAFTS. WORKERS ARE SHIFTED FR OM TASK TO TASK THEN QUESTIONED AND THREATENED FOR NOT COMPLETING TASK. CRAFT INVOLVED IS ASBESTOS WORKERS (INSULATORS)
I -85-209-00301 T50220	MP	70604	N	WBN	1 N 2 NA	N NA	N NA	N NA		QTC	POOR COMMUNICATION BETWEEN LOWER AND UPPER MANAGEMENT. TO PROVE THIS PO INT CI STATED THAT COMMUNICATION PRO BLEMS EXIST FROM GENERAL FOREMAN AND ABOVE. THERE ARE SO MANY CHANNELS TO GO THROUGH AND SO MUCH PAPERWORK TO BE DONE TO GET ANY PROBLEM RESOLV ED. AS AN EXAMPLE: WHY CAN'T THE F OREMAN PICK UP THE PHONE AND CALL TH E WAREHOUSE IF HE NEEDS SOMETHING RI GH AWAY? EXISTING COMMUNICATION PRO BLEMS AND PROCEDURES RESULT IN DELAY AND COSTLY FINISHED PRODUCT. CI HA S NO SPECIFICS OR FURTHER INFORM

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

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SUBCATEGORY: 706 AUTHORITARIANISM

REF. SECTION
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CONCERN NUMBER	CAT	SUB CAT	SHRD	PLT LOC	1 REPORT 2 SAF BF	APPL RELATED BL	SQ	WB	HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION
I -85-216-00201 T50008	MP	70602	N	WBN	1 N 2 NA	N NA	N NA	N NA	IN-85-216-002	QTC	ABUSIVE AND FOUL LANGUAGE USED BY GENERAL CONSTRUCTION SUPERINTENDENT WHEN ADDRESSING CRAFT PERSONNEL
I -85-218-00201 T50065	IH	60400	S	WBN	1 2					QTC	GROSS MIS-MANAGEMENT. A GROUP OF SUPERVISORS (NAMES KNOWN) THAT STICK TOGETHER, CONDUCTED COVER-UPS OF EACH OTHERS IN-APPROPRIATE ACTIVITIES AT SEQUOYAH. THIS GROUP IS CURRENTLY WORKING TOGETHER HERE AT WATTS BAR IN THE CONSTRUCTION ENGINEER'S OFFICE . DETAILS ARE AVAILABLE.
02	MP	70601	S	WBN	1 N 2 NA	N NA	N NA	N NA			
I -85-226-00201 T50038	MP	70602	N	WBN	1 N 2 NA	N NA	N NA	N NA	IN-85-226-002	QTC	CONSTANT THREAT OF DISCIPLINARY ACTIONS AFFECTING WORK QUALITY BECAUSE OF "BIRD-DOGGING" FROM SUPERVISION.
I -85-235-X1101 T50239	IH	60200	S	WBN	1 N 2 NA	N NA	N NA	Y NO		QTC	SUPERINTENDENT (NAME KNOWN) ANNOUNCED TO CRAFT (DATE AND DISCIPLINE KNOWN) THAT HE PLANNED TO TERMINATE ALL EMPLOYEES ON MEDICAL RESTRICTIONS IF IT WAS HUMANLY POSSIBLE. DETAILS KNOWN TO QTC, WITHHELD DUE TO CONFIDENTIALITY. NO FURTHER INFORMATION MAY BE RELEASED. CONSTRUCTION DEPARTMENT CONCERN. CI HAS NO FURTHER INFORMATION. NO FOLLOW UP REQUIRED.
02	MP	70506	S	WBN	1 N 2 NA	N NA	N NA	N NA			
03	MP	70601	S	WBN	1 N 2 NA	N NA	N NA	N NA			
: -85-235-00101 T50027	MP	70601	N	WBN	1 N 2 NA	N NA	N NA	N NA	IN-85-235-001	QTC	ELECTRICAL MAINTENANCE CRAFT SUPERVISION IS NOT RESPONSIVE TO THE NUMBER OF PERSONNEL NEEDED TO PROPERLY DO A JOB. THIS HAS RESULTED IN WELDING LEADS CAUSING ARC STRIKES ON STAINLESS STEEL PIPE. (INDIVIDUAL HAD NO FURTHER INFORMATION TO RELAY AND DOES NOT WANT TO BE RECONTACTED.)
I -85-235-00401 T50010	MP	70602	N	WBN	1 N 2 NA	N NA	N NA	N NA		QTC	ASSISTANT GENERAL CONSTRUCTION SUPERINTENDENT OF CABLE CONDUIT (NAME GIVEN) HAS BIRD-DOGGED CRAFT DURING LUNCH HOUR AND ISSUED "LETTERS" TO SEVERAL ELECTRICIANS FOR NOT WEARING HARDHATS DURING LUNCH

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

TEGORY: MP MGT. & PERS. ISSUES SUBCATEGORY: 706 COMMITMENT TO QUALITY

REF. SECTION
CAT - MP
SUBCAT - 706

CONCERN NUMBER	CAT	SUB CAT	SHRD	PLT LOC	1 REPORT APPL 2 SAF RELATED BF BL SQ WB	HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION
I -85-239-00101 T50027	MP	70605	N	WBN	1 N N N N 2 NA NA NA NA	IN-85-239-001	QTC	CURRENT TVA SYSTEM FOR CORRECTING PL ANT PROBLEMS IS EXCESSIVELY COMPLICA TED. AN ENGINEER INVOLVED IN PROCES SING A DCR OR FCR (MAY TAKE 2+ WEEKS) OFTEN GETS BEHIND IN HIS NORMAL DU TIES, WHICH IS NEGATIVELY REFLECTED ON HIS PERFORMANCE APPRAISALS. THE NET RESULT IS EMPLOYEES OFTEN OVERLO OKING POTENTIAL PROBLEMS, OR IMPROVE MENTS TO PLANT SYSTEMS. (NO SPECIFI C EXAMPLES AVAILABLE)
I -85-243-N0301	MP	70604	S	WBN	1 N N N N 2 NA NA NA NA		NRC	NRC IDENTIFIED THE FOLLOWING CONCERN FROM REVIEW OF QTC FILE. "SUPERVIS OR/FOREMAN IS NOT RESPONSIBLE TO CI' S CONCERN THAT JOB IS NOT IN ACCORDA NCE WITH PROCEDURES." THE ENTIRE IN TERVIEW TRANSCRIPT EXCERPT THAT WAS PROVIDED BY NRC, AND ON WHICH THIS C ONCERN IS BASED; IS REPRODUCED BELOW : HE SAID, "JUST PUT IT ON."
02	QA	80204	S	WBN	1 N N N Y 2 NA NA NA SR			
-85-245-00501 T50091	MP	70601	N	WBN	1 N N N N 2 NA NA NA NA	IN-85-245-005	QTC	"TOP HEAVY" MANAGEMENT STAFFING, AND BASIC LACK OF PROJECT MANAGEMENT LE ADERSHIP ARE PRIME REASONS FOR WBNP PROJECT INEFFECTIVENESS. C/I COULD NOT PROVIDE ANY SPECIFIC DETAILS.
-85-248-00401 T50236	IH	60400	S	WBN	1 2		QTC	TVA MANAGER UNFAIRLY PENALIZED CI FO R TIME LOST DUE TO AN ON THE JOB INJ URY. DETAILS KNOWN TO QTC, WITHHELD DUE TO CONFIDENTIALITY. NO FURTHER INFORMATION MAY BE RELEASED. CONSTR UCTION DEPARTMENT CONCERN. CI HAS N O FURTHER INFORMATION. NO FOLLOW UP REQUIRED.
02	MP	70601	S	WBN	1 N N N N 2 NA NA NA NA			
-85-252-00101 T50025	MP	70604	N	WBN	1 N N N N 2 NA NA NA NA	IN-85-252-001	QTC	EMPLOYEES CANNOT COMMUNICATE DIRECTL Y WITH ASSISTANT PROJECT MANAGER, NU CLEAR SERVICES BRANCH. (NAME OF ASS ISTANT PROJECT MANAGER GIVEN)

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

CATEGORY: MP MGT. & PERS. ISSUES
SUBCATEGORY: 706 COMMUNICATIONS

REF. SECTION
CAT - MP
SUBCAT - 706

CONCERN NUMBER	CAT	SUB CAT	SHRD	PLT LOC	1 REPORT APPL 2 SAF RELATED BF	BL	SQ	WB	HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION
I -85-257-00101 T50026	MP	70604	N	WBN	1 N 2 NA	N NA	N NA	N NA		QTC	LACK OF PROFESSIONAL TRUST AMONG SUPERVISORS/FOREMEN. SPECIFICALLY BETWEEN C/I AND C/I'S SUPERVISOR. (NAME KNOWN)
I -85-258-00101 T50245	MP	70601	N	WBN	1 N 2 NA	N NA	N NA	N NA		QTC	CI EXPRESSED A STRONG CONCERN ABOUT HIS PERSONAL SAFETY IF HE EXPRESSED ANY TYPE OF CONCERN TO ANYONE. NO FURTHER INFORMATION AVAILABLE IN FILE. CONSTRUCTION DEPARTMENT CONCERN.
I -85-265-00401 T50032	IH	60400	S	WBN	1 2				IN-85-265-004	QTC	INDIVIDUAL ALLEGED THAT THEIR FOREMAN ORDERED THEM TO PERFORM WORK WHICH VIOLATED A MEDICAL RESTRICTION OF THE EMPLOYEE. NO DAT/TIME/FOREMAN NAME WAS PROVIDED.
02	MP	70601	S	WBN	1 N 2 NA	N NA	N NA	N NA			
I -85-274-00101 T50160	MP	70602	N	WBN	1 N 2 NA	N NA	N NA	N NA		QTC	THERE IS LOW MORALE IN INSTRUMENT SHOP DUE TO POOR MANAGEMENT SUCH AS SHIFT CHANGES AND GENERAL HARASSMENT. PERSONNEL ARE GIVEN VERBAL WARNINGS FOR USED SICK LEAVE. NUCLEAR POWER CONCERN. CI WOULD NOT PROVIDE ANY ADDITIONAL INFORMATION. NO FOLLOWUP REQUIRED.
I -85-275-00101 T50254	MP	70601	N	WBN	1 N 2 NA	N NA	N NA	N NA		QTC	EMPLOYEE WAS TRANSFERRED TO THREE (3) DIFFERENT SHIFTS IN ONE WEEK AFTER REFUSING TO WORK A "HOT" JOB PRIOR TO REPORTING TO MEDICAL AFTER A JOBRELATED INJURY. CI DECLINED TO PROVIDE FURTHER INFORMATION. (CONSTRUCTION DEPARTMENT CONCERN) NO FOLLOW-UP REQUIRED.
I -85-276-00101 T50161	MP	70603	N	WBN	1 N 2 NA	N NA	N NA	N NA		QTC	PERSONNEL ASSIGNMENTS ARE NOT MADE ACCORDING TO AABILITY/ATTITUDE WITHIN THE ENGINEERING SECTION. CONSTRUCTION DEPARTMENT CONCERN. CI WOULD NOT PROVIDE ANY ADDITIONAL INFORMATION. NO FOLLOWUP REQUIRED.

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TEGORY: MP MGT. & PERS. ISSUES
SUBCATEGORY: 706 COMMITMENT TO QUALITY

REF. SECTION
CAT - MP
SUBCAT - 706

CONCERN NUMBER	CAT	SUB CAT	SHRD	PLT LOC	1 REPORT APPL 2 SAF RELATED BF	BL	SQ	WB	HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION
I -85-285-00301 T50176	CO	11300	S	WBN	1 N 2 NA	N NA	N NA	Y SR	I-85-684-WBN	QTC	TVA MANAGERS (KNOWN) TOLD PERSONNEL TO CUT THROUGH REBAR WITH REDHEADS, CUT OFF REDHEAD SHIELDS AND TO CUT O FF BOLTS AND WELD THEM TO BASE PLATE S WHERE REDHEADS COULD NOT BE PUT IN . MANAGEMENT WAS ONLY INTERESTED IN PRODUCTION, AND DID NOT LET WORKERS MOVE BASE PLATES IF REBAR WAS HIT. NO FOLLOW UP REQUIRED.
02	MP	70605	S	WBN	1 N 2 NA	N NA	N NA	N NA			
I -85-293-00801 T50266	MP	70601	N	WBN	1 N 2 NA	N NA	N NA	N NA		QTC	MANAGEMENT ALLOWS THE BLAME OF A SPE CIFIC EMPLOYEE'S (NAME KNOWN) INCOMP ETENCE BE PLACED ON OTHER EMPLOYEES RATHER THAN ADDRESS THE ROOT CAUSE O F THE INCOMPETENCE. DETAILS KNOWN T O QTC, WITHHELD DUE TO CONFIDENTIALI TY. NO FURTHER INFORMATION MAY BE R ELEASED. CONSTRUCTION DEPARTMENT CO NCERN. CI HAS NO FURTHER INFORMATIO N.
-85-293-01001	MP	70601	S	WBN	1 N 2 NA	N NA	N NA	N NA		QTC	A SPECIFIC NRC INSPECTOR (NAME KNOWN) HAS A CLOSE PERSONAL RELATIONSHIP WITH SOME TVA MANAGERS/SUPERVISORS (KNOWN) AND INFORMS THEM HOW TO "COVE R THEMSELVES". THIS SPECIFIC NRC INS PECTOR IS NOT TRUSTED BY THE CI. CO NSTRUCTION DEPARTMENT CONCERN. CI H AS NO FURTHER INFORMATION.
02	NU	00000	S	WBN	1 N 2 NA	N NA	N NA	N NA			
-85-293-01301 T50266	MP	70604	N	WBN	1 N 2 NA	N NA	N NA	N NA		QTC	A SPECIFIC SUPERVISOR LIED TO CI REG ARDING THE CORRECTIVE ACTION AND RES OLUTION TO A CONCERN THE CI HAS VOIC ED. DETAILS KNOWN TO QTC, WITHHELD DUE TO CONFIDENTIALITY. NO FURTHER INFORMATION MAY BE RELEASED. CONSTR UCTION DEPARTMENT CONCERN. CI HAS N O FURTHER INFORMATION.

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

EGORY: MP MGT. & PERS. ISSUES
SUBCATEGORY: 706 MANAGEMENT PRACTICES

REF. SECTION
CAT - MP
SUBCAT - 706

CONCERN NUMBER	CAT	SUB CAT	SHRD	PLT LOC	1 REPORT APPL 2 SAF RELATED BF BL SQ WB	HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION
I -85-293-01801 T50266	MP	70601	N	WBN	1 N N N N 2 NA NA NA NA		QTC	EMPLOYEE WAS TOLD SARCASTICALLY TO " COVER UP A MESS". THIS SARCASM WAS A MOCKERY DIRECTED AT A PREVIOUS CON CERN THAT HAD BEEN EXPRESSED REGARDI NG A COVER-UP. (NAMES/DETAILS KNOWN TO QTC, WITHHELD TO MAINTAIN CONFID ENTIALITY. NO FURTHER INFORMATION M AY BE RELEASED. CONSTRUCTION DEPART MENT CONCERN. CI HAS NO FURTHER INF ORMATION.
I -85-293-02001 T50266	MP	70602	N	WBN	1 N N N N 2 NA NA NA NA		QTC	TVA'S IDEA OF GOOD MANAGEMENT IS MAN AGEMENT BY INTIMIDATION. CONSTRUCTI ON DEPARTMENT CONCERN. CI HAS NO FU RTHER INFORMATION.
I -85-295-00101 T50038	MP	70604	N	WBN	1 N N N N 2 NA NA NA NA		QTC	A WELDER (NAME KNOWN) WAS TRANSFERRE D TO THE CREW DOING UNDESIRABLE WORK , BECAUSE HE LEFT WORK DUE TO FEELIN G NERVOUS & NOT WISHING TO MAKE A BA D WELD. UNIT 1 & 2 CONTAINMENT, IN 1979.
I -85-295-00201 T50038	MP	70605	S	WBN	1 N N N N 2 NA NA NA NA		QTC	GENERAL FOREMAN (NAME KNOWN) ORDERED AN INDIVIDUAL (NAME KNOWN) TO INTEN TIONALLY VIOLATE INTERPASS TEMPERATU RE REQUIREMENTS ON A WELD. INDIVIDU AL REFUSED & WELD WAS COMPLETED PER PROCEDURE, IN UNIT 2 CONTAINMENT WAL L.
02	WE	50914	S	WBN	1 N N N Y 2 NA NA NA SR			
I -85-296-00201 T50022	MP	70604	N	WBN	1 N N N N 2 NA NA NA NA	IN-85-296-002	QTC	MANAGEMENT (NAME KNOWN) DEMONSTRATES A LACK OF COMMUNICATION WITH EMPLOY EES CREATING AN ATMOSPHERE OF APPREH ENSION AMONG EMPLOYEES ABOUT REPORTI NG CONCERNS

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

'EGORY: MP MGT. & PERS. ISSUES
SUBCATEGORY: 706 COMMITMENT TO QUALITY

REF. SECTION
CAT - MP
SUBCAT - 706

:ONCERN NUMBER	CAT	SUB CAT	SHRD	PLT LOC	1 REPORT APPL 2 SAF RELATED BF BL SQ WB	HISTORICAL REPORT	CONCERN. ORIGIN	CONCERN DESCRIPTION
I -85-302-00101 T50188	CO	10100	S	WBN	1 N N N Y 2 NA NA NA SR		QTC	CRAFT SUPERINTENDENT, (NAME KNOWN) O RDERED CRAFT PERSONNEL TO INTENTIONA LLY BY PASS QA INSPECTION HOLDPOINTS RELATING TO BACKFILL OPERATIONS. R ESULT WAS A SIGNIFICANT AMOUNT OF WA STED EFFORT AND REWORK. THE INDIVID UAL COULD NOT PROVIDE SPECIFIC LOCAT IONS/TIMES. UNITS 1 & 2. CONSTRUCT ION DEPT CONCERN. CI HAS NO FURTHER INFORMATION.
02	MP	70605	S	WBN	1 N N N N 2 NA NA NA NA			
I -85-310-00201 T50210	MP	70601	N	WBN	1 N N N N 2 NA NA NA NA	IN-85-310-002	QTC	MANAGEMENT MORE CONCERNED WITH PERSO NNEL DETAILS THAN ASSIGNMENT OF WORK AND ASSISTING CRAFT. (DETAILS KNOW N TO QTC, BUT WITHHELD FOR CONFIDENT IALITY). CONSTRUCTION DEPT. CONCERN . CI HAS NO FURTHER INFORMATION. W BNP BOTH UNITS.
I -85-312-00201 T50188	MP	70602	N	WBN	1 N N N N 2 NA NA NA NA	IN-85-312-002	QTC	UPPER MANAGEMENT IS MORE INTERESTED IN HARASSMENT OF THE EMPLOYEES THAN BUILDING A PLANT. CI FEELS THAT PRO BLEMS ORIGINATE AT GENERAL FOREMAN L EVEL AND UP. CONSTRUCTION CONCERN. UNIT 2. CI COULD PROVIDE NO ADDITI ONAL INFORMATION.
I -85-339-00101 T50039	CO	11300	S	WBN	1 N N N Y 2 NA NA NA SR		QTC	INDIVIDUAL ORDERED BY FOREMAN (NAME KNOWN) TO VIOLATE PROCEDURE CONCERNI NG RED HEAD ANCHOR INSTALLATION WITH RESPECT TO REBAR INTERFERENCE. RED HEAD WAS CUT AND PLATE INSTALLED. LOCATION GIVEN WAS 708' IN THE ANNUL US AREA UNIT #2, FROM 713', SO DOWNS TAIRS TO 708, AT CONTAINMENT ENTRANC E TURN LEFT, GO 20', HANGER IS ON LE FT ON THE WALL. APPROXIMATE DATE OF OCCURRENCE IS MARCH-SEPTEMBER 1978.
02	MP	70605	S	WBN	1 N N N N 2 NA NA NA NA			
-85-347-00101 T50043	MP	70601	N	WBN	1 N N N N 2 NA NA NA NA	IN-85-347-001	QTC	MANAGEMENT EVALUATES AND BUY EVERYTH ING OFF. BOTH UNITS.

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TENNESSEE VALLEY AUTHORITY
OFFICE OF NUCLEAR POWER
EMPLOYEE CONCERN PROGRAM SYSTEM (ECPS)
EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY
SUBCATEGORY: 706 FAVORITISM

REF. SECTION :
CAT - MP
SUBCAT - 706

CONCERN NUMBER	CAT	SUB CAT	SHRD	PLT LOC	1 REPORT 2 SAF BF	APPL RELATED BL	SQ	WB	HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION
I -85-376-00101 T50019	MP	70603	N	WBN	1 N 2 NA	N NA	N NA	N NA	IN-85-376-001	QTC	MANAGEMENT OPENLY HAS "PETS" AND "NO N-PETS" WHEN SUPERVISING EMPLOYEES.
I -85-378-00101 T50018	MP	70601	N	WBN	1 N 2 NA	N NA	N NA	N NA		QTC	A LETTER TO EMPLOYEE ON AN UNSAFE PR ACTICE DESCRIBED A SIMILAR PRACTICE PERFORMED BY A SUPERINTENDENT FOR ON E WEEK PRIOR TO THE EMPLOYEE LETTER. EMPLOYEE CHARGES DISCRIMINATION. (NAMES KNOWN TO QTC).
I -85-379-00101 T50018	MP	70604	N	WBN	1 N 2 NA	N NA	N NA	N NA		QTC	POOR MORALE AND EMPLOYEE ATTITUDE, D UE TO LACK OF PROPER DIRECTION FROM TOP (BOARD) TO BOTTOM MANAGEMENT.
I -85-385-00201 T50041	MP	70601	N	WBN	1 N 2 NA	N NA	N NA	N NA		QTC	SUPERVISION OVER THE CRAFTS CAUSES L ACK OF COOPERATION AND CREATES LOSS OF QA AND SAFETY CONCERNS.
I -85-389-00301 T50015	MP	70601	N	WBN	1 N 2 NA	N NA	N NA	N NA	IN-85-389-003	QTC	CRAFT (KNOWN) ARE DIRECTED TO ERECT SCAFFOLDING FOR A SPECIFIC TASK AND THEN TOLD TO DISASSEMBLE BEFORE JOB IS COMPLETE JUST TO KEEP BUSY INSTAL LING IT THE NEXT DAY.
I -85-393-00201 T50098	MP	70601	S	WBN	1 N 2 NA	N NA	N NA	N NA	IN-85-393-002	QTC	SUPERVISOR (KNOWN) WENT AGAINST ACKN OWLEDGED ADVICE OF SUBORDINATES (KNO WN) AND HAD WASTEFUL AND UNNECESSARY MAINTENANCE DONE ON PLANT EQUIPMENT (PUMPS AND MOTERS, FLOW METERS). C I HAS NO FURTHER INFORMATION.
02	OP	30802	S	WBN	1 2						
I -85-420-00201 T50019	IH	60400	S	WBN	1 2					QTC	C/I CO-WORKER (NAME KNOWN) INCREASIN GLY MAKING SEXUALLY ORIENTED COMMENT S TO C/I. C/I HESITANT TO BRING THE SE COMMENTS TO APPROPRIATE SUPERVISI ON, AS THE CO-WORKER INVOLVED WRITES C/I'S SERVICE REVIEW. C/I DESIRED T HAT ERT MAKE A CONFIDENTIAL RECORD O F C/I'S EXPRESSION OF THESE INCIDENT S. C/I HAS DISCUSSED THESE INCIDENT S WITH ANOTHER CO-WORKER (NAME KNOWN). NO FURTHER DETAILS AVAILABLE.
02	MP	70606	S	WBN	1 N 2 NA	N NA	N NA	N NA			

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

TENNESSEE LEY AUTHORITY
OFFICE OF NUCLEAR POWER
EMPLOYEE CONCERN PROGRAM SYSTEM (ECPS)
EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY
SUBCATEGORY: 706 MANAGEMENT PRACTICES

REF. SECTION 1
CAT - MP
SUBCAT - 706

:ONCERN NUMBER	CAT	SUB CAT	SHRD	PLT LOC	1 REPORT 2 SAF BF	APPL RELATED BL	SQ	WB	HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION
I -85-424-00301 T50102	MP	70601	N	WBN	1 N 2 NA	N NA	N NA	N NA	IN-85-424-003	QTC	FRONTLINE SUPERVISION (NAMES KNOWN) DOES NOT GET MANAGEMENT SUPPORT. MA NAGEMENT (NAMES KNOWN) REFUSES TO HE LP WHEN PRESENTED WITH CONCERN AND W ILL NOT ACT TO RESOLVE CONCERNS. EG , CI NEEDED TO ASSIGN A POOR PERFORM ING SUBORDINATE TO DIFFERENT DUTIES WITHIN THE PERSON'S QUALIFICATION AR EA. MANAGEMENT REFUSED TO PREMIT TH IS, AND REFUSED TO HELP SOLVE THE PR OBLEM. CI HAS NO MORE INFORMATION. NO FOLLOW UP REQUIRED.
I -85-428-00101 T50016	MP	70603	N	WBN	1 N 2 NA	N NA	N NA	N NA		QTC	DOUBLE STANDARD BY MGT. FOR OPERATOR S & CRAFT. PLANT OPERATORS CAN DO A NYTHING.
I -85-429-00201 T50098	MP	70601	N	WBN	1 N 2 NA	N NA	N NA	N NA		QTC	LOWER CRAFT SUPERVISON DOES NOT GET SUPPORT NEEDED FROM UPPER SUPERVISON . CI CUT SELF BACK TO TOOLS BECAUSE OF LACK OF MANAGEMENT SUPPORT. CI HAS NO FURTHER INFORMATION.
I -85-432-00301 T50041	MP	70602	N	WBN	1 N 2 NA	N NA	N NA	N NA		QTC	CONSTANT HARASSMENT FROM MANAGEMENT PERSONNEL. WORKERS ARE TREATED LIKE CHILDREN. SUPERVISORS ASSIGN OVERT IME ACCORDING TO THE EMPLOYEES STATU S WITHIN THE CLIQUE. CONSTANT ISSUI NG OF ORAL WARNINGS, JUST TO KEEP EM PLOYEES LOOKING OVER THEIR SHOULDER.
I -85-433-00301 T50041	IH	60400	S	WBN	1 2				IN-85-433-003	QTC	EMPLOYEES ORDERED TO OR EXPECTED TO WORK OUTSIDE THEIR MEDICAL RESTRICTI ONS. (NAMES & DETAILS KNOWN TO QTC)
02	MP	70506	S	WBN	1 N 2 NA	N NA	N NA	N NA			
03	MP	70601	S	WBN	1 N 2 NA	N NA	N NA	N NA			

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

'EGORY: MP MGT. & PERS. ISSUES
SUBCATEGORY: 706 COMMITMENT TO QUALITY

REF. SECTION
CAT - MP
SUBCAT - 706

ONCERN NUMBER	CAT	SUB CAT	SHRD	PLT LOC	1 REPORT APPL 2 SAF RELATED BF	BL	SQ	WB	HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION
! -85-439-00101 T50167	CO	11300	S	WBN	1 N 2 NA	N NA	N NA	Y SR		QTC	REDHEADS HAVE BEEN IMPROPERLY ALTERE D, BUT MANAGEMENT REFUSED TO TAKE CO RRECTIVE ACTION. DETAILS KNOWN TO Q TC, WITHELD TO MAINTAIN CONFIDENTIAL ITY. CONSTRUCTION DEPT CONCERN.
02	MP	70605	S	WBN	1 N 2 NA	N NA	N NA	N NA			
! -85-439-00701 T50230	MP	70605	N	WBN	1 N 2 NA	N NA	N NA	N NA		QTC	MANAGEMENT (KNOWN) HAD WORD SENT TO CRAFT (KNOWN) THAT IF ANYONE WAS CAU GHT "TAPPING" EMBED PLATES (TO DETER MINE IF A SPACE EXISTED BETWEEN THE PLATE AND BACKING CONCRETE), THAT TH EY WOULD BE FIRED. THE JUSTIFICATIO N GIVEN IS "IF IT DOESN'T FALL, LEAV E IT". CONSTRUCTION DEPARTMENT CONC ERN. CI HAS NO FURTHER INFORMATION. NO FOLLOW UP REQUIRED.
! -85-445-00701 T50121	MP	70605	N	WBN	1 N 2 NA	N NA	N NA	N NA		QTC	CI IS CONCERNED THAT TVA MANAGEMENT' S ATTEMPT TO REWARD GOOD PRODUCTIVIT Y THROUGH ADMINISTRATIVE LEAVE FOR A NNUAL PERSONNEL, AND ACCESS TO RECRE ATION TRAILERS DURING WORK HOURS FOR CRAFT PERSONNEL WILL CAUSE QUALITY TO SUFFER. ADDITIONAL DETAILS AVAIL ABLE. CONSTRUCTION DEPARTMENT CONCE RN.
' -85-445-01101 T50121	MP	70603	N	WBN	1 N 2 NA	N NA	N NA	N NA	IN-85-445-011	QTC	UNFAIR, PREFERENTIAL TREATMENT: PERS ONNEL (KNOWN) WERE ASSIGNED TO OFFIC ES THAT HAD POOR AIR QUALITY. PERSO NNEL COMPLAINED AND WERE TOLD THAT T HERE WAS NO PROBLEM. BUT WHEN THEY WERE RE-LOCATED AND BEFORE ANOTHER G ROUP TOOK OVER THE SPACE, WINDOWS AN D OTHER IMPROVEMENTS WERE MADE. CI FELT THIS WAS BECAUSE HIS GROUP WAS NOT "FAVORED" BY MANAGEMENT. CI HAS NO FURTHER INFORMATION. CONSTRUCTI ON DEPARTMENT CONCERN.

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

TENNESSEE LEY AUTHORITY
OFFICE OF NUCLEAR POWER
EMPLOYEE CONCERN PROGRAM SYSTEM (ECPS)
EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY

EGORY: MP MGT. & PERS. ISSUES
SUBCATEGORY: 706 MANAGEMENT PRACTICES

REF. SECTION
CAT - MP
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ONCERN NUMBER	CAT	SUB CAT	SHRD	PLT LOC	1 REPORT APPL 2 SAF RELATED BF	BL	SQ	WB	HISTORICAL REPORT	CONCERN ORIGIN.	CONCERN DESCRIPTION
-85-447-00401 T50034	MP	70601	N	WBN	1 N 2 NA	N NA	N NA	N NA		QTC	TVA TRANSFERRED TOP MANAGEMENT FOR S EQUOYAH TO WATTS BAR. AT THIS TIME THERE WAS A DRASTIC CHANGE IN EMPLOY EE TREATMENT AND SUBSEQUENTLY A CHAN GE IN ATTITUDE AND MORALE WHICH MANA GEMENT NEVER SEEMS TO MAKE ANY EFFOR T TO IMPROVE. THE LOW MORALE AFFECT S QUALITY AND PRODUCTIVITY.
-85-452-00101 T50034	MP	70601	N	WBN	1 N 2 NA	N NA	N NA	N NA	IN-85-452-001	QTC	INTERNAL ORGANIZATION OF UNITS CREAT ED TO INSTILL COMPETITION RESULTING IN SUBSTANDARD WORKMANSHIP. NEW MAN AGEMENT TECHNIQUES RESULTING IN UNIT S COMPETING AGAINST EACH OTHER, NOT WORKING AS A TEAM. EXAMPLE- THE INT RODUCTION OF INSTRUMENTATION, M&A NO W NSB(NUCLEAR SERVICE BRANCH)
-85-453-00101 T50033	MP	70601	N	WBN	1 N 2 NA	N NA	N NA	N NA	IN-85-453-001	QTC	MANAGEMENTS' TREATMENT OF EMPLOYEES HAS GOTTEN WORSE DURING THE LAST THR EE OR FOUR YEARS.
-85-453-00401 T50033	MP	70603	N	WBN	1 N 2 NA	N NA	N NA	N NA	IN-85-453-004	QTC	MANAGEMENT SHOWS FAVORITISM TO A "CE RTAIN" FEW.
-85-454-00801 T50037	MP	70603	N	WBN	1 N 2 NA	N NA	N NA	N NA	IN-85-454-008	QTC	MORALE IS VERY LOW ON SITE DUE TO MA NAGEMENT FAVORITISM TO A SELECT FEW.
-85-463-01101 T50036	MP	70601	N	WBN	1 N 2 NA	N NA	N NA	N NA		QTC	PERSONNEL POLICY IS FREQUENTLY CHANG ED OR SUPERCEDED ON THE SPOT BY UPPE R MANAGEMENT.
-85-479-00201 T50037	MP	70602	N	WBN	1 N 2 NA	N NA	N NA	N NA		QTC	MISMANAGEMENT: LACK OF QUALIFIED SUP ERVISION; MORE CONCERNED WITH BIRD-D OGGING AND ISSUING LETTERS THAN GETT ING THE JOB DONE.
-85-480-00301 T50038	MP	70601	N	WBN	1 N 2 NA	N NA	N NA	N NA		QTC	LOWER MANAGEMENT IS OFTEN CRITIZED W HEN BRINGING CONCERNS/PROBLEMS TO UP PER MANAGEMENT'S ATTENTION. (NAMES/ DETAILS KNOWN TO QTC)

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

EGORY: MP MGT. & PERS. ISSUES SUBCATEGORY: 706 FAVORITISM

REF. SECTION I
CAT - MP
SUBCAT - 706

CONCERN NUMBER	CAT	SUB CAT	SHRD	PLT LOC	1 REPORT APPL 2 SAF RELATED BF BL SQ WB	HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION
I -85-482-00101 T50041	MP	70603	N	WBN	1 N N N N 2 NA NA NA NA		QTC	FAVORITISM IS SHOWN TO EMPLOYEES THA T PLAY UP TO MANAGEMENT AND TATTLE O N OTHERS WHEN THE CHANCE OCCURS. JO BS ARE NOT DISTRIBUTED FAIRLY AND JO B OPPORTUNITIES ARE AWARDED TO FAVOR ITES NOT TO THE MOST QUALIFIED.
I -85-492-00101 T50036	IH	60400	S	WBN	1 2		QTC	MANAGEMENT IS UNETHICAL IN THEIR SUP ERVISORY TECHNIQUES. (NAMES/DETAILS KNOWN TO QTC)
02	MP	70601	S	WBN	1 N N N N 2 NA NA NA NA			
I -85-504-00201 T50043	MP	70604	N	WBN	1 N N N N 2 NA NA NA NA	IN-85-504-002	QTC	LABORER SUPERVISION (NAME KNOWN) DOE S NOT APPEAR CONCERNED WITH THE WEL FARE OF EMPLOYEES AND NEVER HAS A KI ND WORK FOR EMPLOYEES WHEN ENCOUNTER ED IN THE FIELD. SAME INDIVIDUAL HA S HOWEVER; BEEN SEEN IN AMIABLE, SOC IAL TYPE ONVERSATION WITH OTHER CRAF T DISCIPLINE PERSONNEL. NO SPECIFIC DETAILS ARE AVAILABLE.
I -85-507-00101 T50046	MP	70601	N	WBN	1 N N N N 2 NA NA NA NA	IN-85-507-001	QTC	SUPERVISION IS LAZY- FOREMAN LETS PA PERWORK & SCHEDULE PROBLEMS SNOWBALL , THEN CRAFT WORKERS TAKE CONSEQUENC ES (EG CRAFT GETS TIME OFF BECAUSE F OREMAN DIDN'T CLEAR UP PAPERWORK SNA FU THAT MADE IT LOOK LIKA A HOLD POI NT WAS BTPASSED.
I -85-507-00201 T50046	MP	70601	S	WBN	1 N N N N 2 NA NA NA NA	IN-85-507-002	QTC	STRETCHING JOB OUT- CONSTRUCTION IS DELAYED BECAUSE ENGINEERS AND INSPEC TORS DO NOT COOPERATE. THEY DO THIN GS AS DIFFERENTLY FROM EACH OTHER AS POSSIBLE SO THE JOB WILL LAST. WHE N THIS PROJECT IS OVER, THERE IS NO OTHER TVA JOB FOR THESE PEOPLE TO GO TO AND RE-HIRE.
02	MP	71003	S	WBN	1 N N N N 2 NA NA NA NA			
I -85-516-00101 T50033	MP	70603	N	WBN	1 N N N N 2 NA NA NA NA	IN-85-516-001	QTC	MANAGEMENT OPENLY DISPLAYS FAVORITIS M.

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

EGORY: MP MGT. & PERS. ISSUES

EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY
SUBCATEGORY: 706 COMMITMENT TO QUALITY

REF. SECTION
CAT - MP
SUBCAT - 706

ONCERN NUMBER	CAT	SUB CAT	SHRD	PLT LOC	1 REPORT APPL 2 SAF RELATED BF	BL	SQ	WB	HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION
-85-532-00401 T50047	MP	70605	N	WBN	1 N 2 NA	N NA	N NA	N NA	IN-85-352-001	QTC	MEMO ISSUED BY MANAGEMENT THAT PROVI DES DIRECTION THAT IS CONTRARY TO TH E ESTABLISHED PROCEDURE FOR WELDER R E-CERTIFICATION. (AUTHOR OF MEMO KN OWN TO QTC)
-85-533-00101 T50219	CO	10900	S	WBN	1 N 2 NA	N NA	N NA	Y SR		QTC	A GENERAL FOREMAN (NAME KNOWN) AND F OREMAN LOCKED A QC INSPECTOR OUT OF A ROOM IN WHICH A CABLE PULL WAS IN PROGRESS. THE CRAFT WAS USING A COM E-ALONG TO PULL THE CABLE. THIS HAP PENED IN ABOUT 1982 IN THE AUX. BLDG . CI HAS NO FURTHER INFORMATION. C ONSTRUCTION DEPARTMENT CONCERN.
02	MP	70605	S	WBN	1 N 2 NA	N NA	N NA	N NA			
-85-533-00601 T50170	MP	70605	N	WBN	1 N 2 NA	N NA	N NA	N NA	IN-85-533-006	QTC	TVA MANAGEMENT, INCLUDING ENGINEERS AND ENGINEERING AIDS, DO NOT CARE WH ETHER WBNP EVER GENERATES POWER; THE Y HAVE NEVER HAD SUCH GOOD JOBS, AND ONLY CARE ABOUT KEEPING THEM, AND G ETTING TVA RETIREMENT. CONSTRUCTION DEPARTMENT CONCERN. CI HAS NO FURT HER INFORMATION.
-85-538-00101 T50042	MP	70604	N	WBN	1 N 2 NA	N NA	N NA	N NA	IN-85-538-001	QTC	IN 1981 WBNP HAD A EMPLOYEE IMPOROVE MENT PROGRAM WHERE AN EMPLOYEE COULD UTILIZE THE WELD TEST SHOP ON HIS O WN TIME TO IMPROVE HIS QUALITY OF WE LDING OR QUALITY AS A WELDER. TO TH E CI THIS PROGRAM WOULD MAKE BETTER EMPLOYEES IN ALL RESPECTS. SR. LEVE L MANAGEMENT (CONST) CANCELLED THE P ROGRAM WITH NO EXPLAINATION TO THE E MPLOYEES.
-85-543-00101 T50045	MP	70601	N	WBN	1 N 2 NA	N NA	N NA	N NA		QTC	UPPER MANAGEMENT IS UNQUALIFIED FOR THE POSITIONS THEY HOLD AND SO CONCE NTRATE ON MAKING AND ENFORCING PETTY RULES THAT LOWERS THE MORALE OF THE EMPLOYEES.
-85-544-00301 T50045	MP	70601	N	WBN	1 N 2 NA	N NA	N NA	N NA	IN-85-544-003	QTC	MANAGEMENT DOES NOT SUPPORT THE CRAF TS.

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

TENNESSEE VALLEY AUTHORITY
OFFICE OF NUCLEAR POWER
EMPLOYEE CONCERN PROGRAM SYSTEM (ECPS)
EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY

EGORY: MP MGT. & PERS. ISSUES
SUBCATEGORY: 706 MANAGEMENT PRACTICES

REF. SECTION
CAT - MP
SUBCAT - 706

CONCERN NUMBER	CAT	SUB CAT	SHRD	PLT LOC	1 REPORT APPL 2 SAF RELATED BF BL SQ WB	HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION
-85-545-00401 T50032	MP	70601	N	WBN	1 N N N N 2 NA NA NA NA		QTC	EMPLOYEES EXPRESSING CONCERNS TO MANAGEMENT IN THE PAST WERE USUALLY NOT PROMOTED OR GIVEN RAISES.
-85-549-00101 T50049	MP	70601	N	WBN	1 N N N N 2 NA NA NA NA	IN-85-549-001	QTC	DOUBLE STANDARD IN MANAGEMENT ONLY PROMOTE WHO THEY LIKE. GOOD JOBS ARE NOT RECOGNIZED; ONLY MISTAKES; EMPLOYEES WONDER "WHY PUT FORTH THE EFFORT IN MANAGEMENT DOESN'T CARE". MANAGEMENT'S ATTITUDE IS "THERE ARE MANY PEOPLE LOOKING FOR A JOB, IF YOU ARE UNHAPPY GO SOMEWHERE ELSE, YOU CAN BE REPLACED".
-85-550-00201 T50049	MP	70603	N	WBN	1 N N N N 2 NA NA NA NA	IN-85-550-002	QTC	FAVORITISM TOWARDS INDIVIDUAL EMPLOYEES BY MANAGEMENT. IF AN EMPLOYEE IS IN THE "CLIQUE" CERTAIN BENEFITS CAN BE EXPECTED.
-85-555-00501 T50049	MP	70604	N	WBN	1 N N N N 2 NA NA NA NA	IN-85-555-005	QTC	A GENERIC CONCERN OF "TENSION" WITHIN TVA WAS EXPRESSED, DUE TO THE LACK OF CONCERN AND COMMUNICATION BETWEEN SUPERVISION AND WORKERS, FOREMEN WHO DO NOTHING JOB RELATED EXCEPT PREPARE TIME CARDS, AND TVA'S NEGATIVE ATTITUDE TOWARD EMPLOYEES WHO EXPRESS DIFFERING OPINIONS THAN THOSE HELD BY MANAGEMENT. NO FURTHER DETAILS AVAILABLE.
-85-556-00401 T50051	IH	60400	S	WBN	1 2		QTC	CONSTRUCTION SIDE- SEXUAL HARASSMENT. (DETAILS KNOWN)
02	MP	70606	S	WBN	1 N N N N 2 NA NA NA NA			

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

TENNESSEE VALLEY AUTHORITY
OFFICE OF NUCLEAR POWER
EMPLOYEE CONCERN PROGRAM SYSTEM (ECPS)
EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY

EGORY: MP MGT. & PERS. ISSUES
SUBCATEGORY: 706 INTIMIDATION AND HARASSMENT

REF. SECTION
CAT - MP
SUBCAT - 706

ONCERN NUMBER	CAT	SUB CAT	SHRD	PLT LOC	1 REPORT 2 SAF BF	APPL RELATED BL	SQ	WB	HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION
-85-562-00401 T50048	MP	70606	N	WBN	1 N 2 NA	N NA	N NA	N NA		QTC	TVA MANAGEMENT VIOLATES RULES PERTAINING TO DISCRIMINATION, INTIMIDATION AND HARASSMENT BUT DO IT IN A MANNER THAT MAKES IT VERY DIFFICULT TO PROVE. GUIDELINES AND RULES NEED TO BE ESTABLISHED THAT WOULD MAKE THIS TYPE OF TREATMENT DIFFICULT TO DO AND EASIER TO PROVE.
-85-577-00101 T50052	MP	70601	N	WBN	1 N 2 NA	N NA	N NA	N NA	IN-85-577-001	QTC	MANAGEMENT DISCOURAGES EMPLOYEE SUGGESTIONS EITHER WITH AN UNINTERESTED, RIDICULED OR IGNORED ATTITUDE.
-85-577-00201 T50052	MP	70601	N	WBN	1 N 2 NA	N NA	N NA	N NA	IN-85-577-002	QTC	MANAGEMENT IS INSECURE AS THEY ARE NOT AS QUALIFIED FOR THEIR POSITION AS MANY OF THE EMPLOYEES ARE AND SO MANAGE WITH INTIMIDATION AND HARASSMENT.
-85-580-00101 T50053	MP	70601	N	WBN	1 N 2 NA	N NA	N NA	N NA		QTC	MANAGERS SHOULD BE EVALUATED AS TO THEIR EFFECTIVENESS AND INFLUENCES ON THE OBJECTIVE OF COMPLETING A QUALITY PLANT.
-85-585-00101 T50115	MP	70601	N	WBN	1 N 2 NA	N NA	N NA	N NA	IN-85-585-001	QTC	WORKERS CANNOT ALWAYS GO TO THEIR IMMEDIATE SUPERVISOR WITH PROBLEM DUE TO COMMUNICATION/RETALIATION PROBLEMS. CI HS NO FURTHER INFORMATION. CONSTRUCTION DEPARTMENT CONCERN. NO FOLLOW UP REQUIRED.
-85-586-00101 T50055	MP	70603	N	WBN	1 N 2 NA	N NA	N NA	N NA		QTC	SOME TVA GROUPS ARE FAVORED OVER OTHERS. (EXAMPLES ARE KNOWN)
-85-588-00101 T50055	MP	70601	N	WBN	1 N 2 NA	N NA	N NA	N NA		QTC	GENERIC CONCERN- TVA WBNP MANAGEMENT IS POORLY ORGANIZED AND INEFFECTIVE. (NO DETAILS WERE PROVIDED)

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

TENNESSEE VALLEY AUTHORITY
OFFICE OF NUCLEAR POWER
EMPLOYEE CONCERN PROGRAM SYSTEM (ECPS)
EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY

EGORY: MP MGT. & PERS. ISSUES
SUBCATEGORY: 706 MANAGEMENT PRACTICES

REF. SECTION
CAT - MP
SUBCAT - 706

ONCERN NUMBER	CAT	SUB CAT	SHRD	PLT LOC	1 REPORT 2 SAF RELATED BF	BL	SQ	WB	APPL	HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION
-85-593-00301 T50055	IH	60300	S	WBN	1 2						QTC	TVA MANAGEMENT EXPECTS AND REQUEST EMPLOYEES TO WORK OUTSIDE THEIR MEDICAL RESTRICTIONS. (NAMES/DETAILS KNOWN TO QTC)
02	MP	70506	S	WBN	1 N 2 NA	N NA	N NA	N NA				
03	MP	70601	S	WBN	1 N 2 NA	N NA	N NA	N NA				
-85-595-00601 T50056	MP	70601	N	WBN	1 N 2 NA	N NA	N NA	N NA		IN-85-595-006	QTC	MANAGEMENT IS NOT QUALIFIED AND ENFORCES PETTY RULES, CONDUCTS SEARCHES OF TOOL BOXES, ETC INSTEAD OF PROVIDING TECHNICAL SUPERVISION. (NAMES/DETAILS KNOWN TO QTC)
-85-601-00201 T50057	MP	70601	S	WBN	1 N 2 NA	N NA	N NA	N NA			QTC	MANAGEMENT MAKES NO EFFORT TO CORRECT INENTIFIED PROBLEMS IN THE MAINTENANCE (SURVEILLANCE INSTRUCTION) AREA.
02	OP	30801	S	WBN	1 2							
-85-614-00101 T50058	MP	70601	N	WBN	1 N 2 NA	N NA	N NA	N NA			QTC	MANAGEMENTS'S INEXPERIENCE (GF LEVEL & UP) CAUSES MANY COMMUNICATION PROBLEMS. EVEN SMALL DIFFICULTIES CANNOT BE RESOLVED AT THE LOWER LEVELS OF MANAGEMENT AS WOULD BE USUAL PRACTICE ELSE WHERE.
-85-623-00101 T50059	IH	60200	S	WBN	1 N 2 NA	N NA	N NA	Y NO			QTC	EMPLOYEE HARASSED ON JOB DUE TO A JOB-RELATED INJURY. (NAMES/DETAILS KNOWN TO QTC)
02	MP	70606	S	WBN	1 N 2 NA	N NA	N NA	N NA				
-85-627-00401 T50209	MP	70601	N	WBN	1 N 2 NA	N NA	N NA	N NA			QTC	SUPERVISORS INTERFERING IN EMPLOYEES PERSONAL LIVES INSTEAD OF DOING THEIR JOBS. (NAMES/DETAILS TO THE SPECIFIC CASE ARE KNOWN TO QTC AND WITHHELD TO MAINTAIN CONFIDENTIALITY). CONSTRUCTION DEPT. CONCERN. CI HAS NO FURTHER INFORMATION.

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

EGORY: MP MGT. & PERS. ISSUES SUBCATEGORY: 706 INTIMIDATION AND HARASSMENT

REF. SECTION :
CAT - MP
SUBCAT - 706

:ONCERN NUMBER	CAT	SUB CAT	SHRD	PLT LOC	1 REPORT 2 SAF BF	APPL RELATED BL	SQ	WB	HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION
I -85-627-00701 T50196	IH	60400	S	WBN	1 2					QTC	SEXUAL HARASSMENT CHARGES BROUGHT AGAINST TVA MANAGEMENT HAVE BEEN QUIETLY COVERED UP BY UPPER MANAGEMENT. (NAMES/DETAILS TO THE SPECIFIC CASE ARE KNOWN TO QTC AND WITHHELD TO MAINTAIN CONFIDENTIALITY). CONSTRUCTION DEPT. CONCERN. CI HAS NO FURTHER INFORMATION.
02	MP	70606	S	WBN	1 N 2 NA	N NA	N NA	N NA			
I -85-627-02001 T50200	MP	70601	N	WBN	1 N 2 NA	N NA	N NA	N NA		QTC	SPECIFIC TVA MANAGEMENT HAS INDICATED AN UNUSUAL INTEREST IN THE PERSONAL LIVES OF SPECIFIC EMPLOYEES. (NAMES/DETAILS TO THE SPECIFIC CASE ARE KNOWN TO QTC AND WITHHELD TO MAINTAIN CONFIDENTIALITY). CONSTRUCTION DEPT. CONCERN. CI HAS NO FURTHER INFORMATION.
I -85-627-02101 T50200	IH	60200	S	WBN	1 N 2 NA	N NA	N NA	Y NO		QTC	CI EXPERIENCING OFF-SITE HARASSMENT AFTER REPORTING A SPECIFIC SUPERVISOR'S WRONGDOING. (NAMES/DETAILS TO THE SPECIFIC CASE ARE KNOWN TO QTC AND WITHHELD TO MAINTAIN CONFIDENTIALITY). CONSTRUCTION DEPT. CONCERN. CI HAS NO FURTHER INFORMATION.
02	MP	70602	S	WBN	1 N 2 NA	N NA	N NA	N NA			
03	MP	70606	S	WBN	1 N 2 NA	N NA	N NA	N NA			
I -85-627-03501 T50196	MP	70604	N	WBN	1 N 2 NA	N NA	N NA	N NA		QTC	TVA EMPLOYEE FROM KNOXVILLE MISLEADS EMPLOYEES AS TO THE CORRECT OFFICE THEY ARE REPRESENTING. (NAMES/DETAILS TO THE SPECIFIC CASE ARE KNOWN TO QTC AND WITHHELD TO MAINTAIN CONFIDENTIALITY). CONSTRUCTION DEPT. CONCERN. CI HAS NO FURTHER INFORMATION.
I -85-627-03901 T50220	IH	60400	S	WBN	1 2					QTC	SUPERVISOR INFORMED EMPLOYEE THAT SEXUAL FAVORS WERE EXPECTED IF CI WANTED TO STAY EMPLOYED. (NAMES/DETAILS TO THE SPECIFIC CASE ARE KNOWN TO QTC AND WITHHELD TO MAINTAIN CONFIDENTIALITY). CONSTRUCTION DEPT. CONCERN. CI HAS NO FURTHER INFORMATION.
02	MP	70606	S	WBN	1 N 2 NA	N NA	N NA	N NA			

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

EGORY: MP MGT. & PERS. ISSUES

EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY
SUBCATEGORY: 706 MANAGEMENT PRACTICES

REF. SECTION
CAT - MP
SUBCAT - 706

ONCERN NUMBER	CAT	SUB CAT	SHRD	PLT LOC	1 REPORT APPL 2 SAF RELATED BF	BL	SQ	WB	HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION
I -85-629-00101 T50167	IH	60400	S	WBN	1 2					QTC	MANAGEMENT (KNOWN) INSTRUCTIED CREWS TO KEEP BUSY EVEN IF THEY HAD TO DRILL HOLES. FILL THEM UP, WELD HANGERS, CUT THEM DOWN ETC. CREW WAS GIVEN TWO WEEKS OFF FOR FOLLOWING THESE DIRECTIONS OR ORDERS. THIS HAPPENED OVER A YEAR AGO IN TERRY TURBINE PUMP ROOM @ EL. 692 IN THE AUX BUILDING, UNIT 2. CONSTRUCTION DEPT CONCERN. CI HAS NO MORE INFORMATION.
02	MP	70601	S	WBN	1 N 2 NA	N NA	N NA	N NA			
03	MP	70606	S	WBN	1 N 2 NA	N NA	N NA	N NA			
I -85-632-00301 T50242	MP	70601	N	WBN	1 N 2 NA	N NA	N NA	N NA		QTC	EMPLOYEE WHO WAS NOT PART OF A FAVORED GROUP AND WHO COMPLAINED TO TVA MANAGER ABOUT DISCRIMINATORY TREATMENT WAS TRANSFERRED, DESPITE GOOD JOB PERFORMANCE. DETAILS KNOWN TO QTC, WITHHELD DUE TO CONFIDENTIALITY. NO FURTHER INFORMATION MAY BE RELEASED. CI HAS NO FURTHER INFORMATION. CONSTRUCTION DEPARTMENT CONCERN.
I -85-632-00401 T50242	MP	70603	N	WBN	1 N 2 NA	N NA	N NA	N NA		QTC	TVA FOREMAN (KNOWN) TOLERATED AND ENCOURAGED BEHAVIOR BY THE CREW'S DUAL-RATE THAT WAS CLEARLY IMPROPER. THE FOREMAN DID SO BECAUSE THIS DUAL-RATE IS A MEMBER OF A FAVORED GROUP (KNOWN). CI HAS NO MORE INFORMATION. CONSTRUCTION DEPARTMENT CONCERN.
I -85-632-00601 T50242	MP	70601	N	WBN	1 N 2 NA	N NA	N NA	N NA		QTC	TVA MANAGER AND SUPERVISOR TRANSFERRED EMPLOYEE WHO HAD COMPLAINED ABOUT UNFAIR AND DISCRIMINATORY TREATMENT. DETAILS KNOWN TO QTC, WITHHELD DUE TO CONFIDENTIALITY. NO FURTHER INFORMATION MAY BE RELEASED. CI HAS NO FURTHER INFORMATION. CONSTRUCTION DEPARTMENT CONCERN.

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

REF. SECTION 1
CAT - MP
SUBCAT - 706

:ONCERN NUMBER	CAT	SUB CAT	SHRD	PLT LOC	1 REPORT APPL 2 SAF RELATED BF	BL	SQ	WB	HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION
I -85-632-01201 T50242	MP	70605	S	WBN	1 N 2 NA	N NA	N NA	N NA		QTC	TVA FOREMAN ORDERED EMPLOYEES TO VIO LATE THE REQUIREMENTS OF THE QCI. D ETAILS KNOWN TO QTC. WITHHELD DUE T O CONFIDENTIALITY. NO FURTHER INFOR MATION MAY BE RELEASED. CI HAS NO F URTHER INFORMATION. CONSTRUCTION DE PARTMENT CONCERN.
02	QA	80606	S	WBN	1 N 2 NA	N NA	N NA	Y SR			
I -85-633-00101 T50061	MP	70602	N	WBN	1 N 2 NA	N NA	N NA	N NA	IN-85-633-001	QTC	MANAGEMENT HARASSMENT OF EMPLOYEES F OR UNIMPORTANT REASONS. CONSTANT TH REATS OF LETTERS OR TIME OFF FOR MEA NINGLESS REASONS
I -85-653-00201 T50260	IH	60200	S	WBN	1 N 2 NA	N NA	N NA	Y NO		QTC	EMPLOYEES WITH DOCUMENTED JOB-RELATE D INJURIES AND WHO ARE PLACED ON MED ICAL RESTRICTIONS ARE SUBJECTED TO H ARASSMENT AND ARE A PERSONNEL SAFETY HAZARD DUE TO THE RESTRICTIONS BEIN G REVISED AT THE DIRECTION OF NON-ME DICAL PERSONNEL. DETAILS KNOWN TO Q TC, WITHHELD TO MAINTAIN CONFIDENTIA LITY. CONSTRUCTION DEPARTMENT CONCE RN. NO FURTHER INFORMATION MAY BE R ELEASED.
02	MP	70601	S	WBN	1 N 2 NA	N NA	N NA	N NA			
03	MP	70606	S	WBN	1 N 2 NA	N NA	N NA	N NA			
I -85-653-00301 T50062	IH	60200	S	WBN	1 N 2 NA	N NA	N NA	Y NO		QTC	EMPLOYEE VERBALLY/SEXUALLY VIOLATED BY MANAGEMENT. (NAME/DETAILS KNOWN TO QTC)
02	MP	70606	S	WBN	1 N 2 NA	N NA	N NA	N NA			
I -85-653-00401 T50116	IH	60400	S	WBN	1 2					QTC	MANAGEMENT INVOLVED IN QUESTIONABLE ACTIVITIES (WIRE TAPPING, DISCRIMINA TION AND INTERVENTION WITH DECISIONS ON MEDICAL RESTRICTIONS). RELEASE OF DETAILS COULD COMPROMISE CI'S CON FIDENTIALITY. CONSTRUCTION DEPARTME NT CONCERN.
02	MP	70601	S	WBN	1 N 2 NA	N NA	N NA	N NA			
03	MP	70606	S	WBN	1 N 2 NA	N NA	N NA	N NA			

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

TENNESSEE VALLEY AUTHORITY
OFFICE OF NUCLEAR POWER
EMPLOYEE CONCERN PROGRAM SYSTEM (ECPS)
EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY
SUBCATEGORY: 706 INTIMIDATION AND HARASSMENT

REF. SECTION A
CAT - MP
SUBCAT - 706

CONCERN NUMBER	CAT	SUB CAT	SHRD	PLT LOC	1 REPORT APPL 2 SAF RELATED BF BL SQ WB	HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION
-85-654-00101 T50061	IH	60400	S	WBN	1 2		QTC	SUPERVISOR VIOLATING THE PRIVACY OF FEMALE STAFF WITH UNSOLICITED TOUCHES AND OFFENSIVE SEXUAL REMARKS THAT FREQUENTLY WERE TARGETED TO A FEMALE'S PERSONAL LIFE AND WERE VERY MIS-LEADING IF OVER-HEARD BY AN OBSERVER. (NAMES/DETAILS KNOWN TO QTC)
02	MP	70606	S	WBN	1 N N N N 2 NA NA NA NA			
-85-663-00101 T50238	IH	60200	S	WBN	1 N N N Y 2 NA NA NA NO		QTC	TVA MANAGERS (KNOWN) ARE ANTAGONISTIC TO EMPLOYEES' MEDICAL NEEDS. MANAGERS ARE UNRESPONSIVE TO EMPLOYEE REQUESTS TO THE POINT THAT THEY DISREGARD EMPLOYEES' MEDICAL (HEALTH) CONDITIONS. THEY CONTINUOUSLY HARASS EMPLOYEES BY INSISTING THAT THEY WORK OUTSIDE OF THEIR RESTRICTIONS. THEY SUBJECT EMPLOYEES TO JOB ACTIONS AND THREATS INCLUDING NEEDLESSLY DELAYING APPROVAL OF RESTRICTIONS, AND REQUESTING EXCESSIVE TRIPS TO THE DOCTOR WHICH CAUSES EMPLOYEES TO LOSE WAGES. THEY ALSO SUBJECT EMPLOYEE
02	MP	70606	S	WBN	1 N N N N 2 NA NA NA NA			
-85-663-01201 T50239	MP	70601	N	WBN	1 N N N N 2 NA NA NA NA		QTC	TVA FOREMEN ARE NOT ADEQUATELY SUPERVISING THEIR CREWS. FOREMEN DON'T KEEP TRACK OF WORKERS WHO NEED CLOSE SUPERVISION. SOME WORKERS ARE INJURED BECAUSE THEY ARE NOT SUPERVISED CLOSELY ENOUGH. WORKERS WHO ARE GOOFING OFF, WANDERING AROUND UNSUPERVISED OFTEN JUST "RUN INTO THINGS" THEN MUST GO TO MEDICAL. FOREMEN COULDN'T FIND ALL OF THEIR CREW MEMBERS QUICKLY IF THERE WAS A REAL EMERGENCY. CI HAS NO FURTHER INFORMATION. CONSTRUCTION DEPARTMENT CONCERN. NO FOLLOW UP REQUIRED.

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

TENNESSEE VALLEY AUTHORITY
OFFICE OF NUCLEAR POWER
EMPLOYEE CONCERN PROGRAM SYSTEM (ECPS)
EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY

ORY: MP MGT. & PERS. ISSUES
SUBCATEGORY: 706 COMMUNICATIONS

ICERN NUMBER	CAT	SUB CAT	S H R D	PLT LOC	1 REPORT APPL 2 SAF RELATED BF	BL	SQ	WB	HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION	REF. SECTION # CAT - MP SUBCAT - 706
-85-673-00301 T50068	MP	70604	N	WBN	1 N 2 NA	N NA	N NA	N NA		QTC	TOTAL LACK OF CONFIDENCE AND COMMUNICATION BETWEEN CRAFT FOREMAN AND UPPER LEVEL MANAGEMENT. MANAGEMENT IS NOT QUALIFIED IN THEIR RESPECTIVE POSITION OF RESPONSIBILITY. MEETINGS HELD BY MANAGERS, BUT WHEN DIFFICULT QUESTIONS ARE DIRECTED TO MANAGERS, MEETINGS ARE TERMINATED AND FOREMEN DIRECTED TO RETURN TO WORK. NAMES AND EXAMPLES KNOWN TO ERT.	
-85-676-00101 T50063	MP	70605	N	WBN	1 N 2 NA	N NA	N NA	N NA	I-85-654-WBN	QTC	SUPERVISION (NAME KNOWN) HAS MADE SEVERAL COMMENTS WHICH INDICATE PERSONAL DISSAGREEMENT WITH TVA POLICY. EXAMPLES FOLLOW: 1)THE JOB COMES BEFORE SAFETY 2)TVA SAFETY REGULATIONS ARE OVERSKILL 3)TRAINING IS FOR TIMES WHEN THERE IS NOTHING ELSE TO DO 4) AT TIMES, IN ORDER TO GET THINGS DONE, YOU HAVE TO GO OUTSIDE PROCEDURES, THEN PLEAD IGNORANCE.	
-85-677-00101 T50063	MP	70605	S	WBN	1 N 2 NA	N NA	N NA	N NA		QTC	WBNP WAS REQUIRED TO REVIEW ALL SURVEILLANCE INSTRUCTIONS FOR COMPLIANCE TO NRC & WB ADMIN. REQUIREMENTS. STAFF WAS GIVEN GUIDANCE FOR A THOROUGH REVIEW REGARDLESS OF TIME. WHEN ALLOWED TIME BEGAN TO APPROACH THE CRITICAL STAGE FOR PLANNING, THE EMPLOYEES WERE PUT ON AN EXHAUSTIVE O/T SCHEDULE. EMPLOYEES TOLD "GET IT DONE" THE QUALITY OF RESPONSE HAS BEEN SACRIFICED FOR SCHEDULE. TIME FRAME: JUNE 1, 1985. GROUP: INST. MAINT.	
02	OP	30801	S	WBN	1 2							

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

TENNESSEE VALLEY AUTHORITY
OFFICE OF NUCLEAR POWER
EMPLOYEE CONCERN PROGRAM SYSTEM (ECPS)
EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY

:GORY: MP MGT. & PERS. ISSUES SUBCATEGORY: 706 AUTHORITARIANISM

REF. SECTION &
CAT - MP
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ONCERN NUMBER	CAT	SUB CAT	SHRD	PLT LOC	1 REPORT APPL 2 SAF RELATED BF BL SQ WB	HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION
-85-680-00201 T50128	MP	70602	N	WBN	1 N N N N 2 NA NA NA NA		QTC	MANAGEMENT HARASSES, DISCRIMINATES, INTIMIDATES CONSTANTLY. THEY EXHIBIT FAVORITISM AND THEY DO NOT CONSIDER PERSONNEL QUALIFICATIONS WHEN ASSIGNING PERSONNEL TO POSITIONS. EXAMPLES ARE IN THE AREA OF SAFETY VIOLATIONS, DRUG ABUSE AND EMPLOYMENT OPPORTUNITIES. RELEASE OF MINOR DETAILS COULD COMPROMISE CI'S CONFIDENTIALITY.
-85-685-00401 T50068	MP	70601	N	WBN	1 N N N N 2 NA NA NA NA	IN-85-685-004	QTC	TVA CONSTRUCTION MANAGEMENT TREATS CONSTRUCTION WORKERS LIKE NUMBERS, NOT PEOPLE. NO FURTHER DETAILS AVAILABLE. NO FOLLOW-UP REQUIRED.
I -85-689-00101 T50238	IH	60400	S	WBN	1 2		QTC	CI, INJURED ON JOB AND PLACED ON MEDICAL RESTRICTION, WAS CONSISTENTLY PLACED ON JOBS THAT VIOLATED THESE RESTRICTIONS UNTIL CI BECAME RE-INJURED. DETAILS KNOWN TO QTC, WITHHELD TO MAINTAIN CONFIDENTIALITY. NO FURTHER INFORMATION MAY BE RELEASED. CI DECLINED TO PROVIDE FURTHER INFORMATION. CONSTRUCTION DEPARTMENT CONCERN. NO FOLLOW UP REQUIRED.
02	MP	70506	S	WBN	1 N N N N 2 NA NA NA NA			
03	MP	70601	S	WBN	1 N N N N 2 NA NA NA NA			
I -85-698-00101 T50072	IH	60200	S	WBN	1 N N N Y 2 NA NA NA NO		QTC	CI HAS EXPERIENCED CONSTANT HARASSMENT FROM HIS SUPERVISOR FOR THE PAST YEAR. CI HAS BEEN PLACED ON PROBATION TWICE IN THE PAST YEAR AND HIS JOB HAS BEEN THREATENED 4 (FOUR) OTHER TIMES. THIS IS PRIMARILY CAUSED BECAUSE "CI IS NOT IN THE CLIQUE" (NAMES KNOWN TO QTC).
02	MP	70603	S	WBN	1 N N N N 2 NA NA NA NA			
I -85-700-00301 T50079	MP	70603	N	WBN	1 N N N N 2 NA NA NA NA		QTC	THERE IS A 'CLIQUE' ON SITE THAT RUNS THE JOB. DISCRIMINATORY PRACTICES SUCH AS RECEIVING CHECKS EARLY, WHO GETS OT, AND VETERANS PREFERENCE ARE BASED ON WHETHER OR NOT YOU ARE IN THE CLIQUE. NO SPECIFICS GIVEN OR AVAILABLE.

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EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY
SUBCATEGORY: 706 FAVORITISM

REF. SECTION #
CAT - MP
SUBCAT - 706

CONCERN NUMBER	CAT	SUB CAT	SHRD	PLT LOC	1 REPORT 2 SAF BF	APPL RELATED BL	SQ	WB	HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION
-85-710-00101 T50070	MP	70603	N	WBN	1 N 2 NA	N NA	N NA	N NA		QTC	MANAGEMENT EXHIBITS FAVORITISM AMONG STAFF/SUBORDINATES. (NAMES/DETAILS /EXAMPLES KNOWN TO QTC AND RELEASE O F SAME WOULD JEOPARDIZE C/I CONFIDEN TIALITY)
-85-724-00101 T50076	MP	70601	N	WBN	1 N 2 NA	N NA	N NA	N NA		QTC	C/I FEELS THAT TVA IS MORE CONCERNED WITH THEIR LIABILITY WHEN AN INJURY OCCURS, THAN THE HEALTH AND WELFARE OF THE INJURED PERSON. THE INJURED PERSON IS INTIMIDATED TO THE POINT OF NOT REPORTING AN INJURY FOR FEAR OF TIME-OFF WITHOUT PAY OR DISCIPLIN ARY LETTER. NO ADDITIONAL INFORMATI ON AVAILABLE.
-85-725-00101 T50160	MP	70602	N	WBN	1 N 2 NA	N NA	N NA	N NA		QTC	TVA MANAGER (KNOWN) USED OFFICIAL PO SITION/AUTHORITY TO WRONGLY REPRIMAN D THE CI, BECAUSE THE CI KNEW OF CER TAIN OF THE MANAGER'S QUESTIONABLE A CTIVITIES. DETAILS KNOWN TO ERT BUT WITHELD TO MAINTAIN CONFIDENTIALITY . CONSTRUCTION DEPT CONCERN. CI HA S NO FURTHER INFORMATION. NO FOLLOW UP REQUIRED.
-85-726-00101 T50069	MP	70601	N	WBN	1 N 2 NA	N NA	N NA	N NA	IN-85-726-001	QTC	C/I REPORTED SEVERAL SAFETY INFRACTI ONS (DETAILS KNOWN) TO FOREMAN (NAME KNOWN) WHO IN TURN PASSED CONCERNS "UP THE LADDER". AFTER 2 OR 3 ATTEM PTS TO RESOLVE CONCERNS, SOMEONE (NA ME UNKNOWN) REPORTED CONCERNS TO SAF ETY OFFICER. C/I SUPERINTENDENT (NA ME NOT GIVEN) BECAME AWARE OF THIS A ND CALLED C/I INTO HIS OFFICE TO "CH EW" HIM OUT FOR NOT USING CHAIN OF C OMMAND. NOTE: SAFETY CONCERNS HAVE SINCE BEEN RESOLVED. NO FOLLOW-UP REQUIRED.

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EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY
SUBCATEGORY: 706 MANAGEMENT PRACTICES

CONCERN NUMBER	CAT	SUB CAT	SHRD	PLT LOC	1 REPORT 2 SAF RELATED BF	BL	SQ	WB	APPL	HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION	REF. SECTION # CAT - MP SUBCAT - 706
-85-727-00301 T50069	MP	70601	N	WBN	1 N 2 NA	N NA	N NA	N NA			QTC	FOREMAN (NAME KNOWN) "SET UP" WORKER (NAME KNOWN) BY TELLING HIM TO HAVE CONCRETE CHIPPED. FOREMAN KNEW THAT MAN DIDN'T KNOW ABOUT REQUIREMENT TO HAVE QC INSPECT CONCRETE BEFORE CHIPPING. FOREMAN WENT AND GOT QC WHILE CHIPPING WAS UNDERWAY AND MAN WAS GIVEN TWO WEEKS OFF. NO FOLLOW-UP REQUIRED.	
-85-728-00101	MP	70601	N	WBN	1 N 2 NA	N NA	N NA	N NA			QTC	EMPLOYEES ARE JUST NUMBERS AND ARE TREATED WORSE THAN IN THE MILITARY.	
-85-739-00201 T50070	MP	70601	N	WBN	1 N 2 NA	N NA	N NA	N NA		IN-85-739-002	QTC	WHILE POURING CONCRETE ON THE EAST SIDE OF THE AUX. BLDG., IN A HOLE, APPROXIMATELY 12 X 15 FT. DEEP, A REQUEST WAS MADE FOR A LADDER FOR THOSE EMPLOYEES IN THE BOTTOM OF THE HOLE. REQUEST WAS DENIED AND TOLD "JUST POUR THE CONCRETE". NO FOLLOW-UP REQUIRED. NO ADDITIONAL INFORMATION IS AVAILABLE.	
-85-740-00501 T50081	MP	70601	N	WBN	1 N 2 NA	N NA	N NA	N NA			QTC	TVA MANAGERS DISPLAY AN ARROGANT ATTITUDE BOTH ON AND OFF JOB. MANAGEMENT'S ATTITUDE IS ORIENTED ONLY TOWARD GETTING RID OF EMPLOYEES. THIS HURTS MORALE. NO FURTHER DETAILS AVAILABLE.	
-85-740-00601 T50082	MP	70601	N	WBN	1 N 2 NA	N NA	N NA	N NA			QTC	GUARD, WHO CAUGHT TWO TVA MANAGERS WITH A FIFTH OF LIQUOR ON SITE, WAS FORCED TO LEAVE JOB. NO FURTHER DETAILS AVAILABLE.	
-85-743-00901 T50076	MP	70602	N	WBN	1 N 2 NA	N NA	N NA	N NA		IN-85-743-009	QTC	GENERAL FOREMEN (NAMES NOT KNOWN) SPEND MORE TIME HARASSING CRAFT OVER PETTY RULES THAN IN COORDINATING/ASSISTING WORK. NO FURTHER DETAILS AVAILABLE.	

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-85-743-01101 T50076	MP	70601	N	WBN	1 N 2 NA	N NA	N NA	N NA	IN-85-743-011	QTC	TVA CONSTRUCTION MANAGEMENT HAS A DE MEANING ATTITUDE TOWARD CRAFT PERSON NEL, AND ARE CONSTANTLY MAKING INFLA MMATORY/DEROGATORY REMARKS TO CRAFT. NO NAMES KNOWN. NO FURTHER DETAIL S AVAILABLE.
-85-744-00101 T50072	MP	70604	S	WBN	1 N 2 NA	N NA	N NA	N NA		QTC	COMMUNICATIONS BETWEEN THE CRAFTS AN D ENGINEERING SHOULD BE EXPANDED BY UPPER MANAGEMENT. THIS WOULD ENCOUR AGE EMPLOYEES TO FEEL LIKE PART OF T HE TEAM.
02	MP	71003	S	WBN	1 N 2 NA	N NA	N NA	N NA			
-85-749-X0401 T50073	MP	70601	N	WBN	1 N 2 NA	N NA	N NA	N NA		QTC	SOMETIMES FOREMEN BECOME IRATE WHEN TOLD OF SAFETY/QUALITY PROBLEMS. NO FURTHER DETAILS AVAILABLE. NO FOLL OW-UP REQUIRED.
-85-749-00201 T50073	MP	70601	N	WBN	1 N 2 NA	N NA	N NA	N NA	IN-85-749-002	QTC	C/I'S FOREMAN MOVES CREW TOO OFTEN. THIS IS INEFFICIENT AND DISRUPTS WO RK AND KEEPS WORKERS "UP IN THE AIR" . (NAMES KNOWN TO ERT.) NO FURTHER DETAILS AVAILABLE. NO FOLLOW-UP RE QUIRED.
-85-762-00101 T50076	MP	70601	N	WBN	1 N 2 NA	N NA	N NA	N NA	IN-85-762-001	QTC	MANAGEMENT CANNOT OPERATE EFFECTIVEL Y 80 MILES AWAY IN KNOXVILLE. (C/I DECLINED TO PROVIDE SPECIFICS.) NO ADDITIONAL INFORMATION AVAILABLE.
-85-762-00301 T50076	MP	70602	N	WBN	1 N 2 NA	N NA	N NA	N NA	IN-85-762-003	QTC	CONSTANT HARASSMENT BY SUPERVISION C REATES AN ATMOSPHERE DETRIMENTAL TO QUALITY WORKMANSHIP. (C/I DECLINED TO PROVIDE SPECIFICS.) NO ADDITIONA L INFORMATION AVAILABLE.
-85-767-00101 T50167	MP	70605	N	WBN	1 N 2 NA	N NA	N NA	N NA		QTC	TVA'S TOP MANAGEMENT & LINE MANAGEME NT IS IGNORANT OF QUALITY ASSURANCE DEPARTMENT'S FUNCTIONS AND IMPORTANC E. MANAGEMENT IS INTERESTED IN MEET ING COST & SCHEDULES. DETAILS KNOWN TO ERT QTC ANY FURTHER INFORMATION WILL COMPROMISE CONFIDENTIALITY.

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:GORY: MP MGT. & PERS. ISSUES
SUBCATEGORY: 706 MANAGEMENT PRACTICES

REF. SECTION #
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-85-767-00401 T50171	MP	70601	N	WBN	1 N N N N 2 NA NA NA NA		QTC	CI EXPRESSED CONCERN REGARDING THE H OSTILE BEHAVIOR OF OPERATORS AND THE IR SUPERVISORS TOWARDS QA STAFF. DE TAILS KNOWN TO QTC, WITHHELD DUE TO CONFIDENTIALITY. CONSTRUCTION DEPT CONCERN. CI HAS NO FURTHER INFORMAT ION.
-85-778-00401 T50080	MP	70601	N	WBN	1 N N N N 2 NA NA NA NA	IN-85-778-004	QTC	TVA CONSTRUCTION MANAGEMENT USES THE IR POSITION AND AUTHORITY TO "PUSH E MPLOYEES AROUND", PARTIALLY WITH RES PECT TO OVERTIME PRIVILEDGES
-85-778-00501 T50080	IH	60400	S	WBN	1 2	IN-85-778-005	QTC	CONSTRUCTION MANAGEMENT DISCRIMINATE S AGAINST INJURED EMPLOYEE. DETAILS KNOWN TO QTC, WITHHELD DUE TO CONFI DENTIALITY. NO FURTHER DETAILS AVAI LABLE.
02	MP	70606	S	WBN	1 N N N N 2 NA NA NA NA			
-85-781-00101 T50081	MP	70602	N	WBN	1 N N N N 2 NA NA NA NA		QTC	C/I REFERRED TO DEROGATORILY AFTER R AISING A SAFETY RELATED QUESTION. (SUBMISSION OF FURTHER DETAILS, KNOWN TO QTC, WOULD COMPROMISE INDIVIDUAL 'S CONFIDENTIALITY.) NO ADDITIONAL I NFORMATION AVAILABLE.
-85-783-00101 T50081	MP	70601	N	WBN	1 N N N N 2 NA NA NA NA		QTC	C/I OBJECTS TO MANAGEMENT BEHAVIOR I N DEALING WITH PEOPLE. E.G. SUPERIN TENDENT WOULD COME TO C/I'S FOREMAN, AND WOULD ALWAYS SAY DEROGATORY THI NGS ABOUT C/I TO FOREMAN, BUT NOTHIN G SPECIFIC ABOUT C/I WORK, AND WOULD NOT SAY THESE THINGS TO C/I'S FACE. NAMES AND COMMENTS KNOWN TO ERT. NO FURTHER DETAILS AVAILABLE.

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EGORY: MP MGT. & PERS. ISSUES
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ONCERN NUMBER	CAT	SUB CAT	SHRD	PLT LOC	1 REPORT APPL 2 SAF RELATED BF	BL	SQ	WB	HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION
-85-785-00101 T50154	MP	70602	N	WBN	1 N 2 NA	N NA	N NA	N NA	IN-85-785-001	QTC	POOR MORALE DUE TO POOR MANAGEMENT. CI GAVE SEVERAL EXAMPLES: 1) SUPERVISORS AND MANAGERS ARE NIT-PICKING INSTEAD OF CONCENTRATING ON JOB. 2) TOO MUCH POLITICS AND BUDDY-RELATIONSHIP IS GOING ON, ON THE JOB SITE. 3) HARASSMENT TACTICS BY MANAGERS (FORCING) CAUSING GROUP MANAGERS TO QUIT AND MAKE WORK PLACE MISERABLE. 4) USING DICTATORIAL WORDS SUCH AS "I AM THE BOSS". TRANSMITTAL OF SPECIFICS WOULD COMPROMISE CONFIDENTIALITY. CONCERN IS IN CONSTRUCTION DEPT. FOLLOWUP NOT REQUIRED.
-85-785-00501 T50154	MP	70602	N	WBN	1 N 2 NA	N NA	N NA	N NA	IN-85-785-005	QTC	INCENTIVE PROGRAM SUCH AS "WATTS BAR GOOD NEIGHBORHOOD PROGRAM" IS REALLY A COVER-UP. CONSTRUCTION MANAGEMENT HARASSING, CURSING AND THREATENING EMPLOYEES ALL THE TIME ON THE JOB AND ENGAGING IN A PHILANTHROPIC ACTIVITY OUTSIDE THE JOB IS A PUBLICITY STUNT TO LOOK GOOD IN THE EYES OF UPPER MANAGEMENT IN KNOXVILLE. ANY SPECIFICS WOULD COMPROMISE CONFIDENTILITY. CONSTR. DEPT. CONCERN. CI HAS NO FURTHER INFORMATION. NO FOLLOWUP REQUIRED.
-85-785-00801 T50154	MP	70601	N	WBN	1 N 2 NA	N NA	N NA	N NA	IN-85-785-008	QTC	TVA SHOULD NOT HAVE STARTED 5 NUCLEAR PLANTS AT ONCE. TVA HAD GOOD QUALIFIED ENGINEERS IN 1973 AT WBNP, BELLFONTE, YELLOW CREEK, HARTSVILLE AND PHIP BEND. GOOD ENGINEERS WERE TRANSFERRED FROM WATTS BAR TO DIFFERENT SITES, CREATING A SHORTAGE OF QUALIFIED PEOPLE IN ALL PROJECTS ENDING UP IN THE PRESENT SITUATION OF CHAOS AND MASS CONFUSION. CI HAS NO SPECIFICS. CONSTR. DEPT. CONCERN. NO FOLLOWUP REQUIRED.

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-85-793-00901 T50261	MP	70601	N	WBN	1 N 2 NA	N NA	N NA	N NA		QTC	TWO SUPERVISORS HAVE PERSONAL "DIFFE RENCES" AND BECAUSE OF THESE DIFFERE NCES THE CRAFT ARE BEING CAUGHT IN T HE MIDDLE OF THE PERSONALITY CONFLIC T AND ARE BEING "USED" AND ABUSED. (NAMES/DETAILS KNOWN TO QTC, WITHHEL D TO MAINTAIN CONFIDENTIALITY). NO FURTHER INFORMATION MAY BE RELEASED. CONSTRUCTION DEPARTMENT CONCERN. CI HAS NO FURTHER INFORMATION.
-85-813-00101 T50071	MP	70601	N	WBN	1 N 2 NA	N NA	N NA	N NA	IN-85-813-001	QTC	THERE SHOULD BE A CLOSER WORKING REL ATIONSHIP BETWEEN MANAGEMENT AND THE WORKERS AND STOP PLAYING CHILDISH G AMES OF BACK-BITING, ETC. NO MORE I NFORMATION AVAILABLE.
-85-821-00601 T50199	MP	70602	N	WBN	1 N 2 NA	N NA	N NA	N NA	IN-85-821-006	QTC	TVA'S LEADERSHIP IS POOR - THEY EXPE CT TO BE ABLE TO NITPICK WORKERS, TR EAT THEM LIKE CHILDREN, REWARD PEOPL E WHO "SNITCH", THEN ASK PEOPLE TO " DO GOOD WORK" INSPITE OF THE ABUSE T HEY'VE GOTTEN. CONSTRUCTION DEPT. CO NCERN. CI HAS NO MORE INFORMATION. - GENERIC CONCERN-
-85-822-X0401 T50220	MP	70604	N	WBN	1 N 2 NA	N NA	N NA	N NA		QTC	CI STATED THAT IMMEDIATE SUPERVISOR LIES CONSTANTLY AND IS TOTALLY UNREL IABLE. DETAILS KNOWN TO QTC. WITHH ELD DUE TO CONFIDENTIALITY. CONSTRU CTION DEPT. CONCERN. CI DECLINED T O PROVIDE ANY ADDITIONAL INFORMATION .

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CONCERN NUMBER	CAT	SUB CAT	SHRD	PLT LOC	1 REPORT 2 SAF BF	APPL RELATED BL	SQ	WB	HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION
-85-824-00501 T50071	MP	70601	N	WBN	1 N 2 NA	N NA	N NA	N NA		QTC	ALL THE FOREMEN ARE CALLED TOGETHER EVERY WEDNESDAY AND THE GENERAL FOREMEN GIVE THEM "GRADES" BASED ON A PERCENTAGE OF WORK ACCOMPLISHED VS. WORK ASSIGNED. THIS IS DONE INFRONT OF THE OTHER FOREMEN AND IS VERY DEMEANING AND HUMILIATING. THIS HAS CAUSED THE FOREMEN TO TAKE SHORT-CUTS TO GET THEIR "BEAN COUNT" UP AND ALSO THE MEMBERS OF THEIR CREWS WILL TAKE SHORT-CUTS TO HELP THE FOREMEN. (NO SPECIFIC EXAMPLES OF "SHORT CUTS" GIVEN.) NO ADDITIONAL INFORMATION AVAILABLE.
-85-842-00201 T50089	MP	70601	N	WBN	1 N 2 NA	N NA	N NA	N NA		QTC	SOME MANAGEMENT HOLDS IT AGAINST INSPECTORS IF THEY SHOULD DISAGREE WITH MANAGEMENT DECISION: TO REJECT/ACCEPT AN INSPECTION OR IF THEY SHOULD HAVE TO BE RE-TESTED IN 30 DAYS DUE TO FAILING A PARTICULAR TEST. (NAMES/DETAILS KNOWN TO QTC AND RELEASE OF THIS INFORMATION WOULD JEOPARDIZE CI'S CONFIDENTIALITY.)
-85-847-00101 T50136	IH	60300	S	WBN	1 2					QTC	SEXUAL DISCRIMINATION- DETAILS KNOWN TO QTC, WITHELD DUE TO CONFIDENTIALITY. CONSTRUCTION DEPT CONCERN.
02	MP	70606	S	WBN	1 N 2 NA	N NA	N NA	N NA			
-85-847-00401 T50136	MP	70603	N	WBN	1 N 2 NA	N NA	N NA	N NA		QTC	FAVORITISM IS SHOWN BY GENERAL FOREMAN (NAME KNOWN) IN THE ASSIGNMENT OF NON UNIFORM WORK LOADS TO DIFFERENT FOREMEN. (EXAMPLES KNOWN) CONSTRUCTION DEPT CONCERN.

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ONCERN NUMBER	CAT	SUB CAT	SHRD	PLT LOC	1 REPORT APPL 2 SAF RELATED BF BL SQ WB	HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION
-85-847-00501 T50157	MP	70601	N	WBN	1 N N N N 2 NA NA NA NA		QTC	CRAFT EMPLOYEES WHO DISAGREE WITH THEIR GENERAL FOREMAN (NAME KNOWN) GET TRANSFERRED. CONSTR. DEPT. CONCERN. DETAILS KNOWN TO QTC, WITHHELD DUE TO CONFIDENTIALITY. CI HS NO FURTHER INFORMATION. NO FOLLOWUP REQUIRED.
-85-848-00301 T50153	MP	70601	N	WBN	1 N N N N 2 NA NA NA NA	IN-85-848-003	QTC	MANAGEMENT DOES NOT DELEGATE AUTHORITY THROUGH THE CHAIN OF COMMAND. THIS CAUSES CONFUSION AND DISSENTION. CI GAVE AN EXAMPLE TO PROVE THIS POINT. UPPER MANAGEMENT WALKS ALL OVER THE PLANT AND STARTS GIVING LETTERS INSTEAD OF COORDINATING THE WORK. CONSTRUCTION DEPT. CONCERN. CI HAS NO FURTHER INFORMATION. NO FOLLOWUP REQUIRED.
-85-848-00501 T50158	MP	70601	N	WBN	1 N N N N 2 NA NA NA NA		QTC	MANAGEMENT (KNOWN) ARE TOTALLY CONTROLLED BY HIGHER MANAGEMENT (KNOWN). CI FEELS THAT AT THIS LEVEL, MANAGEMENT SHOULD OPERATE MORE INDEPENDENTLY. CONSTR. DEPT. CONCERN. CI HAS NO FURTHER INFORMATION. NO FOLLOWUP REQUIRED.
-85-850-00501 T50085	MP	70601	N	WBN	1 N N N N 2 NA NA NA NA	IN-85-850-005	QTC	IN ORDER TO GET WORK APPROVED, MANAGEMENT (NAME KNOWN TO QTC) "BULLIES" ENGINEERS TO DO IT HIS WAY. HE HAS TRIED SEVERAL TIMES TO CONVINCE QA TO DO IT HIS WAY, BUT HAS BEEN UNSUCCESSFUL.
-85-850-00601 T50085	MP	70602	N	WBN	1 N N N N 2 NA NA NA NA	IN-85-850-006	QTC	MANAGEMENT (NAMES KNOWN TO QTC) CONTINUOUSLY USE FOUL LANGUAGE WHENEVER & WHEREVER POSSIBLE, LADY EMPLOYEES ARE NOT EXEMPT.

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GORY: MP MGT. & PERS. ISSUES SUBCATEGORY: 706 COMMITMENT TO QUALITY

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CONCERN NUMBER	CAT	SUB CAT	SHRD	PLT LOC	1 REPORT APPL 2 SAF RELATED BF	BL	SQ	WB	HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION
-85-853-X0201 T50085	MP	70605	S	WBN	1 N 2 NA	N NA	N NA	N NA	IN-85-853-X02	QTC	MANAGER (NAME KNOWN) TELLS WORKERS (KNOWN) TO DO THINGS THAT ARE NOT ACC ORDING TO TVA PROCEDURES (DETAILS KN OWN TO ERT).
02	QA	80606	S	WBN	1 N 2 NA	N NA	N NA	Y SR			
-85-881-00101 T50095	MP	70601	N	WBN	1 N 2 NA	N NA	N NA	N NA		QTC	PERSONNEL (DEPT. KNOWN) SPEND TOO MU CH TIME FILLING OUT DUPLICATE AND UN NECESSARY REPORTS. DETAILS KNOWN T O QTC, WITHELD DUE TO CONFIDENTIALIT Y. NO FURTHER DETAILS AVAILABLE. N O FOLLOW UP REQUIRED.
-85-882-X0201 T50164	MP	70601	N	WBN	1 N 2 NA	N NA	N NA	N NA		QTC	WATTS BAR- EMPLOYEES DO NOT TRUST MA NAGEMENT, BECAUSE MANAGERS ARE INEXP ERIENCED, ARE NOT PROMOTED BECAUSE O F ABILITY, THEY WILL DO ANYTHING THE Y ARE TOLD WITHOUT QUESTIONING WHETH ER IT IS RIGHT OR WRONG AND THEY DO NOT WORK IN THEIR SUBORDINATES' BEST INTERESTS. CI HAS NO FURTHER INFOR MATION. NO FOLLOWUP REQUIRED.
-85-884-00101 T50094	MP	70606	N	WBN	1 N 2 NA	N NA	N NA	N NA		QTC	CI WAS TRANSFERRED FROM ONE UNIT TO ANOTHER FOR CHALLANGING A SERVICE RE CORD/REVIEW. CI REPORTED THE ERROR TO EEO AND THE SERVICE REVIEW WAS CH ANGED. THE THREAT OF RETALIATION AG AINST EMPLOYEES IS VERY STRONG. NAM ES OF SUPERVISARY PERSONNEL KNOWN TO QTC. NO ADDITIONAL INFORMATION AVA ILABLE. NO FOLLOW UP REQUIRED.
-85-885-00201 T50255	MP	70601	N	WBN	1 N 2 NA	N NA	N NA	N NA		QTC	SUPERVISION DOES NOT WORK TOGETHER W ELL ON SOME JOBS. NO SPECIFICS GIVE N. CONSTRUCTION CONCERN. NO ADDITI ONAL INFORMATION AVAILABLE IN FILE.

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

TENNESSEE VALLEY AUTHORITY
OFFICE OF NUCLEAR POWER
EMPLOYEE CONCERN PROGRAM SYSTEM (ECPS)
EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY

EGORY: MP MGT. & PERS. ISSUES
SUBCATEGORY: 706 MANAGEMENT PRACTICES

REF. SECTION #
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CONCERN NUMBER	CAT	SUB CAT	SHRD	PLT LOC	1 REPORT APPL 2 SAF RELATED BF BL SQ WB	HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION
-85-886-X0301 T50153	MP	70601	N	WBN	1 N N N N 2 NA NA NA NA	IN-85-886-X03	QTC	POLICIES OF MIDDLE-LEVEL MANAGEMENT REGARDING SHIFTING SUPERVISORY PERSONNEL FROM ONE DEPARTMENT TO ANOTHER AND DEMOTING THEM FROM HIGHER LEVEL TO LOWER, ARE CAUSING MORALE PROBLEMS. ANY FURTHER INFORMATION WOULD DIVULGE CONFIDENTIALITY. CONSTR. DEPT. CONCERN. NO FOLLOWUP REQUIRED.
-85-889-00401 T50189	MP	70603	N	WBN	1 N N N N 2 NA NA NA NA		QTC	WBNP CONSTRUCTION MANAGEMENT WORKS ON POLITICS AND FAVORITISM. EMPLOYEES ARE GETTING TIRED OF IT. AN EMPLOYEE, WHEN APPLIED FOR TRANSFER, HAS GIVEN LOW SERVICE REVIEW ON A TOTALLY UNRELATED CAUSE STATING THAT THE EMPLOYEE DID NOT CONTROL THE SICK LEAVE OF THE CREW THAT WORKED FOR THE EMPLOYEE. DETAILS KNOWN TO QTC, WITHHELD, DUE TO CONFIDENTIALITY. CONSTRUCTION DEPT CONCERN. CI HAS NO FURTHER INFORMATION.
-85-890-00201 T50087	IH	60400	S	WBN	1 2		QTC	SEXUAL HARASSMENT. DETAILS KNOWN TO QTC, WITHELD DUE TO CONFIDENTIALITY
02	MP	70606	S	WBN	1 N N N N 2 NA NA NA NA			
-85-904-00101 T50091	MP	70601	N	WBN	1 N N N N 2 NA NA NA NA		QTC	SUPERVISOR'S ATTITUDE OF DO IT MY WAY OR DON'T DO IT AT ALL HAS CAUSED EMPLOYEES TO NOT DISCUSS PROBLEMS AND HAS CREATED A MORALE PROBLEM. (NAMES KNOWN TO ERT.

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:GORY: MP MGT. & PERS. ISSUES
SUBCATEGORY: 706 MANAGEMENT PRACTICES

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ONCERN NUMBER	CAT	SUB CAT	SHRD	PLT LOC	1 REPORT APPL 2 SAF RELATED BF	BL	SQ	WB	HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION
-85-933-00601 T50265	MP	70601	N	WBN	1 N 2 NA	N NA	N NA	N NA		QTC	TVA DOES NOT REPRIMAND MANAGERS WHO FAIL TO PERFORM, AND WHO ARE INCOMPETENT. ISTEAD, SUCH MANAGERS (EXAMPLE KNOWN) ARE EITHER PROMOTED, OR MOVED OUT OF THE "MAIN LINE" WHERE THEY CANNOT BOTHER ANYTHING. CI HAS NO FURTHER INFORMATION. NUCLEAR POWER CONCERN.
-85-935-00201 T50189	MP	70601	N	WBN	1 N 2 NA	N NA	N NA	N NA		QTC	TVA KNOW THAT THEY HAVE BAD FIELD MANAGEMENT, YET THEY ARE TRYING TO STRAIGHTEN OUT THEIR PROBLEMS WITH THE SAME MANAGERS THAT CAUSED THEM. EXAMPLES: A GOOD SUPERVISOR (KNOWN) HAS NOT BEEN ABLE TO DO A GOOD JOB BECAUSE OF THE LIKELIHOOD OF REPRISALS FROM HIS SUPERIOR (KNOWN). MANAGER (KNOWN) MAKES THINGS SO MISERABLE FOR COMPETENT FOREMEN AND GENERAL FOREMEN THAT THEY QUIT IN SOME CASES, THEY HAVE BEEN FIRED OR LAID OFF. IN PLACE OF COMPETENT SUPERVISORS, THIS MANAGER PROMOTES HIS FRIENDS, OR
-85-939-00401 T50136	MP	70508	S	WBN	1 N 2 NA	N NA	N NA	N NA	IN-85-939-004	QTC	SUPERVISION (DEPARTMENT KNOWN) DOES NOT CONSIDER EMPLOYEE PHYSICAL LIMITATIONS IN ASSIGNMENT OF WORK. DETAILS KNOWN TO QTC, WITHELD DUE TO CONFIDENTIALITY. CI HAS NO FURTHER INFORMATION.
02	MP	70601	S	WBN	1 N 2 NA	N NA	N NA	N NA			
-85-943-00101 T50100	MP	70601	N	WBN	1 N 2 NA	N NA	N NA	N NA		QTC	MANAGEMENT IS NOT CONCERNED ABOUT THE EMPLOYEES, ONLY LOOKING GOOD TO THEIR SUPERVISION. (EXAMPLES, WITH NAMES KNOWN). CI HAS NO ADDITIONAL INFORMATION. NO FOLLOW UP REQUIRED.

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EMPLOYEE CONCERN PROGRAM SYSTEM (ECPS)
EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY

EGORY: MP MGT. & PERS. ISSUES
SUBCATEGORY: 706 MANAGEMENT PRACTICES

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-85-912-00101 T50093	MP	70601	N	WBN	1 N 2 NA	N NA	N NA	N NA	IN-85-912-001	QTC	CRAFT MORALE AT THIS TIME IS LOW BEC AUSE OF THE WAY SUPERVISION TREATS T HEIR EMPLOYEES. THE SUPERVISION IS MORE INTERESTED IN WRITING LETTERS O F FINDING FAULT IN AN EMPLOYEES PERS ONALITY THAN THE QUALITY OF HIS WORK . C/I STATED THAT HIS CONCERN WAS G ENERAL (AT THE FOREMAN LEVEL) AND WO ULD NOT GIVE SPECIFICS. NO FOLLOW U P REQUIRED.
-85-916-00101 T50094	MP	70602	N	WBN	1 N 2 NA	N NA	N NA	N NA	IN-85-916-001	QTC	TVA'S POLICY/PRACTICE OF LETTER WRIT ING IS A METHOD OF HARRASMENT THAT H AS CONTRIBUTED TO POOR MORALE AND TE NDS TO DECREASE THE PRODUCTIVITY OF OTHERWISE MOTIVATED EMPLOYEES. (NO SPECIFICS AVAILABLE). C/I HAS NO FU RTHER INFORMATION. NO FOLLOW UP REQ UIRED.
-85-917-00101 T50094	MP	70603	N	WBN	1 N 2 NA	N NA	N NA	N NA		QTC	PROMOTION SYSTEM DOES NOT FAIRLY CON SIDER ALL APPLICANTS FOR A POSITION. C/I REQUESTED THAT OTC PERFORM THI S INVESTIGATION, TO ASSURE AN IMPART IAL INVESTIGATION. DETAILS KNOWN TO QTC, WITHELD DUE TO CONFIDENTIALITY . NO FURTHER DETAILS AVAILABLE. NO FOLLOW UP REQUIRED.
-85-928-00101 T50093	MP	70603	N	WBN	1 N 2 NA	N NA	N NA	N NA		QTC	INDIVIDUAL HIRED TO BE SUPERVISION, RESULTED IN INDIVIDUAL TRANSFER TO O THER POSITION. DETAILS KNOWN TO QTC , WITHELD DUE TO CONFIDENTIALITY. C /I HAD NO FURTHER INFORMATION. C/I REQUESTED QTC TO INVESTIGATE THIS IT EM. NO FOLLOW UP REQUIRED.
-85-933-00301 T50265	MP	70604	N	WBN	1 N 2 NA	N NA	N NA	N NA		QTC	TVA MANAGEMENT CHRONICALLY LIES ABOU T POLICY, AND OTHER MATTERS THAT DIR ECTLY AFFECT EMPLOYEES. DETAILS KNO WN TO QTC; WITHHELD TO MAINTAIN CONF IDENTIALITY. NO FURTHER INFORMATION MAY BE RELEASED. NUCLEAR POWER CON CERN.

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SUBCATEGORY: 706 MANAGEMENT PRACTICES

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I -85-958-00101 T50257	IH	60400	S	WBN	1 2					QTC	INDIVIDUAL WAS UNFAIRLY TREATED WITH REGARDS TO MEDICAL RESTRICTIONS. DETAILS KNOWN TO QTC. WITHHELD DUE TO CONFIDENTIALITY. NO FURTHER INFORMATION MAY BE RELEASED. CONSTRUCTION DEPARTMENT CONCERN.
02	MP	70506	S	WBN	1 N 2 NA	N NA	N NA	N NA			
03	MP	70601	S	WBN	1 N 2 NA	N NA	N NA	N NA			
I -85-961-00101 T50104	MP	70601	N	WBN	1 N 2 NA	N NA	N NA	N NA		QTC	THE MORALE OF THE WORKERS IS HIGHLY AFFECTED BY THE FACT THEY ARE NOT TREATED LIKE PEOPLE. EMPLOYEES FEEL LIKE THEY ARE IN PRISON RATHER THAN A JOB. EMPLOYEES THAT TAKE ADVANTAGE ARE NOT IDENTIFIED, INSTEAD THE WHOLE JOB IS PUNISHED. CORRECTIVE ACTION AGAINST THOSE FEW WOULD IMPROVE THE MORAL OF THE MAJORITY. CI HAS NO FURTHER INFORMATION. NO FOLLOW UP REQUIRED.
I -85-969-00101 T50104	IH	60200	S	WBN	1 N 2 NA	N NA	N NA	Y NO		QTC	CI DISCRIMINATED AGAINST AND HARASSED AFTER JOB-RELATED INJURY. (NAMES/DETAILS KNOWN TO QTC AND RELEASE OF THIS INFORMATION WOULD JEOPARDIZE CI'S CONFIDENTIALITY) CI HAS NO MORE INFORMATION. NO FOLLOW UP REQUIRED.
02	MP	70606	S	WBN	1 N 2 NA	N NA	N NA	N NA			
I -85-972-00201 T50111	MP	70604	N	WBN	1 N 2 NA	N NA	N NA	N NA		QTC	UPPER LEVEL MANAGEMENT WILL NOT LISTEN TO SUBORDINATES. A TOTAL LACK OF COMMUNICATION. NAMES KNOWN TO QTC. CI HAS NO FURTHER INFORMATION. NO FURTHER FOLLOW UP REQUIRED.

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TEGORY: MP MGT. & PERS. ISSUES
SUBCATEGORY: 706 MANAGEMENT PRACTICES

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N -85-973-00201 T50156	EN	22302	S	WBN	1 2		QTC	TYPICAL INSTRUMENT MOUNTING BRACKETS CONSISTING OF THIN GAUGE, PERFORATE D SHEETMETAL (OR SIMILAR MATERIAL) A RE NOT STRONG ENOUGH TO SUPPORT THE INSTRUMENTS (GENERIC FOR TYPICAL MOU NTS). CONSTANT BUMPING INTO, LEANIN G AGAINST, AND SITTING ON THESE BRAC KETS/INSTR. CAUSES DAMAGE TO BOTH BR ACKETS AND INSTRUMENTS. CI COULD NO T PROVIDE SPECIFIC INSTRUMENT NUMBER S, LOCATIONS, ETC., BUT STATED ALL S UCH INSTALLATIONS SHOULD BE SUBJECT TO RE-DESIGN. THIS WAS REPORTED TO MANAGER (KNOWN) BUT NO ACTION WA
02	MP	70601	S	WBN	1 N N N N 2 NA NA NA NA			
N -85-977-00301 T50112	MP	70604	N	WBN	1 N N N N 2 NA NA NA NA	IN-85-977-003	QTC	COMMUNICATIONS BETWEEN SUPERVISION (NO NAMES KNOWN) AND CREWS IS NOT GOO D. INFORMATION ABOUT TVA POLICY, OT HER SITES, OR NON-TECHNICAL ACTIVITI ES ARE CONSIDERED "TOP-SECRET" AND N OT SUBJECT FOR ANY DISCUSSIONS. THE NEWSPAPER IS OFTEN THE PRIMARY SOUR CE OF INFORMATION. THESE ACTIONS LE AD THE CREWS INTO FEELING THAT MANAG EMENT IS "SNEAKY" AND CAUSES A MORAL E PROBLEM. CI HAS NO ADDITIONAL INF ORMATION. NO FOLLOW UP REQUIRED.
N -85-978-00501 T50270	MP	70601	N	WBN	1 N N N N 2 NA NA NA NA		QTC	THERE IS A BASIC "COVER UP" ATTITUDE TOWARD MISTAKES AND PROBLEMS ON THE PART OF WBNP MANAGEMENT, REGARDING BOTH HARDWARE AND PERSONNEL SAFETY C ONDITIONS (SPECIFIC CONDITIONS ARE A DDRESSED BY OTHER CONCERNS IN THIS F ILE). MANAGEMENT, RATHER THAN ADMIT THAT PROBLEMS EXIST, TAKE ACTIONS S PECIFICALLY DESIGNED TO MASK RATHER THAN CORRECT THESE DEFICIENCIES. CI HAS NO FURTHER INFORMATION.

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CATEGORY: MP MGT. & PERS. ISSUES
SUBCATEGORY: 706 COMMITMENT TO QUALITY

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CONCERN NUMBER	CAT	SUB CAT	SHRD	PLT LOC	1 REPORT APPL 2 SAF RELATED BF	BL	SQ	WB	HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION
CN -85-978-01001 T50270	MP	70605	S	WBN	1 N 2 NA	N NA	N NA	N NA		QTC	TVA MADE A PRACTICE OF ORDERING PERS ONNEL TO OPERATE CONSTRUCTION EQUIPM ENT AND VEHICLES, EVEN WHEN IT WAS C LEARLY UNSAFE TO DO SO DUE TO EXHAUS T LEAKS, SLIPPING CRANE AND TRUCK CL UTCHES, BAD VEHICLE BRAKES, ETC. CO NSTRUCTION DEPARTMENT CONCERN. CI H AS NO FURTHER INFORMATION.
02	SF	91106	S	WBN	1 N 2 NA	N NA	N NA	Y NO			
CN -85-978-01301 T50223	CO	10100	S	WBN	1 N 2 NA	N NA	N NA	Y SR		QTC	TVA USES PROCEDURES AND DOCUMENTATIO N FOR "SHOW" ONLY. THEY HAD NO INTE NTION OF ABIDING BY PROCEDURES. EXA MPLES: BAD MATERIAL HANDLING PRACTIC ES, BAD BACKFILLING PRACTICES, BAD C ABLE PULLING METHODS, BAD CONCRETE P OURING PRACTICES, AND EQUIPMENT THAT WAS UNSAFE TO OPERATE WERE ALL ENCO URAGED, AND WERE NOT FULLY OR ADECUA TELY DOCUMENTED. TIME FRAME: 1974 T O DATE. SPECIFIC EXAMPLES OF THESE INCIDENTS ARE CONTAINED AS OTHER CON CERNS IN THIS FILE. CI HAS NO FURTH ER INFORMATION. CONSTRUCTION DE
02	CO	10200	S	WBN	1 N 2 NA	N NA	N NA	Y SR			
03	CO	10900	S	WBN	1 N 2 NA	N NA	N NA	Y SR			
04	MC	40407	S	WBN	1 N 2 NA	N NA	N NA	Y SR			
05	MP	70605	S	WBN	1 N 2 NA	N NA	N NA	N NA			
06	QA	806	S	WBN	1 N 2 NA	N NA	N NA	Y SR			
CN -85-984-00301 T50154	MP	70601	N	WBN	1 N 2 NA	N NA	N NA	N NA	IN-85-984-003	QTC	CI HAS NEVER WITNESSED TVA MANAGEMEN T GIVING EITHER RECOGNITION FOR A JO B WELL DONE OR APPROPRIATE ATTENTION FOR UNSATISFACTORY WORK. ANNUAL PE RFORMANCE REVIEWS ARE NOT ADEQUATE T O LET PERSONNEL KNOW HOW THEY ARE DO ING. CI HAS NO FURTHER INFORMATION. CONSTR. DEPT. CONCERN. NO FOLLOWU P REQUIRED.

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ATEGORY: MP MGT. & PERS. ISSUES
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CONCERN NUMBER	CAT	SUB CAT	SHRD	PLT LOC	1 REPORT APPL 2 SAF RELATED BF BL SQ WB	HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION
IN -85-987-00101 T50111	MP	70604	N	WBN	1 N N N N 2 NA NA NA NA		QTC	ADMINISTRATIVE UPDATES (PRECEDURE REVISIONS, REGULATION CHANGES, ETC.) ARE NOT PERFORMED IN A CONCISE FORMAT AND UPDATED INFORMATION IS NOT DISSEMINATED TO THE EMPLOYEES. CI HAS NO ADDITIONAL INFORMATION. FOLLOW UP REQUIRED.
IN -85-990-00101 T50101	MP	70603	N	WBN	1 N N N N 2 NA NA NA NA		QTC	THE SELECTION AND DISPERSING OF PERSONNEL (KNOWN) IS ACCOMPLISHED NOT BY ABILITY OR PERFORMANCE OF DUTY, BUT THRU FRIENDSHIP AND CLIQUES. CI HAS NO FOR INFORMATION. NO FOLLOW UP REQUIRED.
IN -85-992-00201 T50101	MP	70601	N	WBN	1 N N N N 2 NA NA NA NA		QTC	TVA UPPER MANAGEMENT SHOULD TAKE FIRM CONTROL OF "MID-LINE" MANAGERS (M5-M6), AND BE MORE AWARE OF ORGANIZATIONAL/FUNCTIONAL CHANGES INSTITUTED BY THIS MANAGEMENT LEVEL, WHICH MAY NOT BE IN THE ULTIMATE BEST INTEREST OF TVA. AN EXAMPLE GIVEN WAS THE CONSOLIDATION OF A TVA FUNCTION (DETAILS KNOWN) WHICH WAS DONE BY A "MID-LINE" MANAGER (NAME NOT KNOWN) AS A COST SAVING MEASURE, BU WHICH CI EXPRESSED DID NOT ACCOMPLISH THE STATED FUNCTION. UPPER TVA MANAGEMENT (POSITION KNOWN) STATED THAT THEY H
IN -85-998-00301 T50178	MP	70603	N	WBN	1 N N N N 2 NA NA NA NA		QTC	EMPLOYEE WAS SUBJECTED TO UNFAIR TREATMENT. DETAILS KNOWN TO QTC; WITHHELD TO MAINTAIN CONFIDENTIALITY. CI HAS NO FURTHER INFORMATION. NUC POWER DEPT CONCERN.
IN -86-009-00201 T50108	MP	70601	S	WBN	1 N N N N 2 NA NA NA NA	IN-86-009-002	QTC	CONSTRUCTION AND OPERATION OF THE FACILITY COULD BE MORE ECONOMICALLY ACCOMPLISHED WITH FEWER SEPARATE GROUPS/MANAGERS/EMPLOYEES, AND LESS "COMPETIION" BETWEEN GROUPS. CI HAS NO FURTHER INFORMATION NO FOLLOW UP REQUIRED
02	MP	70703	S	WBN	1 N N N N 2 NA NA NA NA			

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ATEGORY: MP MGT. & PERS. ISSUES
SUBCATEGORY: 706 COMMITMENT TO QUALITY

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CONCERN NUMBER	CAT	SUB CAT	SHRD	PLT LOC	1 REPORT APPL 2 SAF RELATED BF BL SQ WB	HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION
IN -86-019-00401 T50219	MP	70605	N	WBN	1 N N N N 2 NA NA NA NA		QTC	ORIGINAL CABLE TRAY SUPPORT INSTALLATION RECORDS THAT WERE LATER REPAIRED HAVE NOT BEEN PROCESSED AS QA RECORDS. THE ORIGINAL RECORDS ARE CURRENTLY IN THE POSSESSION OF A TVA EMPLOYEE (NAME KNOWN). IT IS BELIEVED THAT A DECISION IS GOING TO BE MADE TO DESTROY THE RECORDS. CI HAS NO ADDITIONAL INFORMATION. CONSTRUCTION CONCERN. UNIT 1.
IN -86-023-00101 T50189	MP	70601	N	WBN	1 N N N N 2 NA NA NA NA		QTC	MANAGEMENT WILL NOT LISTEN TO PROBLEMS. IF WORKERS COMPLAIN, THEY WILL BE ON THE NEXT LAYOFF LIST OR FIRED (IF FIRED IT WILL BE FOR OTHER REASONS). CI WOULD NOT PROVIDE ANY NAMES OR DETAILS. CONSTRUCTION CONCERN. UNIT 2.
IN -86-050-00101 T50110	MP	70601	N	WBN	1 N N N N 2 NA NA NA NA		QTC	GENERAL FOREMEN VIOLATE THE CHAIN OF COMMAND OFTEN. WITHOUT CONSUTLING THE FOREMAN, THEY RE-ASSIGN MEN AND ISSUE PUNISHMENT, SOMETIMES WITHOUT UNDERSTANDING OR KNOWING THE WHOLE STORY. THIS IS A VERY COMMON PRATICE. CI HAS NO ADDITIONAL INFORMATION.
IN -86-069-00101 T50118	MP	70601	N	WBN	1 N N N N 2 NA NA NA NA	IN-86-069-001	QTC	TVA MANAGEMENT HAS NO CORPORATE POLICY ON MANAGEMENT PHILOSOPHY. THIS LACK OF POLICY PERMITS MANAGEMENT STYLES WHICH DO NOT LEND THEMSELVES TO GOOD MORALE OR EMPLOYEE SAFETY. CI HAS NO ADDITIONAL INFORMATION. CONSTRUCTION CONCERN.
IN -86-070-00201 T50118	MP	70604	S	WBN	1 N N N N 2 NA NA NA NA		QTC	SURVEILLANCE INSTRUCTIONS AND OTHER TEST PROCEDURES (NO SPECIFICS PROVIDED) ON SYSTEM 52 ARE HARD TO UNDERSTAND, AND SPECIFY AN UNNECESSARILY IMPRACTICAL SEQUENCE OF OPERATIONS. IMPROVEMENTS HAVE BEEN RECOMMENDED, BUT ARE IGNORED BY COGNIZANT ENGINEERING. NUCLEAR POWER CONCERN. CI HAS NO FURTHER INFORMATION.
02	OP	30705	S	WBN	1 2			

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ATEGORY: MP MGT. & PERS. ISSUES
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CONCERN NUMBER	CAT	SUB CAT	SHRD	PLT LOC	1 REPORT APPL 2 SAF RELATED BF BL SQ WB	HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION
IN -86-070-00301 T50118	MP	70604	N	WBN	1 N N N N 2 NA NA NA NA		QTC	MANAGEMENT LIES TO EMPLOYEES, AND WI LL LIE TO QTC. DETAILS KNOW TO QTC, WITHELD DUE TO CONFIDENTIALITY. NU CLEAR POWER CONCERN. CI HAS NO FURT HER INFORMATION.
IN -86-071-00301 T50249	MP	70601	N	WBN	1 N N N N 2 NA NA NA NA		QTC	PERSONNEL HARASSMENT CAN BE EXTREME AND MANAGEMENT DOES NOTHING ABOUT IT . MANAGEMENT'S ATTITUDE TOWARDS THE WORKER IS VERY UNCARING. NUCLEAR P OWER DEPARTMENT CONCERN. NO ADDITIO NAL INFORMATION AVAILABLE IN FILE. NO FOLLOW UP REQUIRED.
IN -86-083-00301 T50117	MP	70605	S	WBN	1 N N N N 2 NA NA NA NA	I-85-419-WBN	QTC	SUPERVISOR (NAME, FORMER AND CURRENT DEPARTMENT KNOWN) EMPHASIZED PRODUC TION OVER QUALITY IN THE PERFORMANCE OF "TIME RESPONSE" SURVEILLANCE INS TRUCTIONS (SI'S), TO THE POINT OF DI RECTING EMPLOYEES TO MARK "N/A" ON C ERTAIN SECTIONS RATHER THAN TO PERFO RM THE REQUIRED ACTIONS. INDIVIDUAL TOLD EMPLOYEES THAT THE SUBJECT SEC TIONS WERE ONLY APPLICABLE DURING PL ANT OPERATIONS, BUT C/I IS UNSURE IF THIS WAS ACTUALLY THE CASE. UNIT 1 , SYSTEMS NOT SPECIFIED BY C/I, NUCL EAR POWER CONCERN, TIME FRAME 19
02	OP	30705	S	WBN	1 2			
IN -86-092-00101 T50118	MP	70606	S	WBN	1 N N N N 2 NA NA NA NA	IN-86-092-001	QTC	MANAGEMENT, IN SOME CASES, INTENTION ALLY TRIES TO MAKE PERSONNEL ON COMP ENSATION FEEL UNWANTED, UNCOMFORTABL E, AND NOT NEEDED. (NAMES/DETAILS K NOWN TO QTC AND RELEASE OF THIS INFO RMATION WOULD JEOPARDIZE CI'S CONFID ENTIALITY). CI HAS NO MORE INFORMAT ION. NUCLEAR POWER CONCERN.
02	MP	70601	S	WBN	1 N N N N 2 NA NA NA NA			

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ATEGORY: MP MGT. & PERS. ISSUES
SUBCATEGORY: 706 FAVORITISM

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CONCERN NUMBER	CAT	SUB CAT	SHRD	PLT LOC	1 REPORT APPL 2 SAF RELATED BF	BL	SQ	WB	HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION
IN -86-121-00101 T50249	MP	70603	N	WBN	1 N 2 NA	N NA	N NA	N NA		QTC	EMPLOYEES WHO DO NOT BELONG TO THE MASONS OR THE CLIQUE ARE NOT GIVEN ANY CONSIDERATION FOR ANYTHING. CI HAS NO ADDITIONAL INFORMATION. NO ADDITION INFORMATION AVAILABLE IN FILE. CONSTRUCTION DEPARTMENT CONCERN. NO FOLLOW UP REQUIRED.
IN -86-123-00201 T50128	MP	70604	N	WBN	1 N 2 NA	N NA	N NA	N NA	IN-86-123-002	QTC	MANAGEMENT OFTEN CREATES PROBLEMS THAT COULD HAVE BEEN AVOIDED BY OFFERING EXPLANATION FOR ACTIONS. EG: HIGH PRIORITY PIPE HANGERS WERE TRANSFERRED FROM CONTROL BY 3RD SHIFT GF (KNOWN) TO 1ST SHIFT GF. THIS DRASTICALLY REDUCED 3RD SHIFT OVERTIME, AND UPSET MANY 3RD SHIFT PERSONNEL. THERE STILL HAS BEEN NOT EXPLANATION. (CONSTRUCTION UNIT 2 STEAMFITTERS) CI HAS NO ADDITIONAL INFORMATION.
IN -86-133-00201 T50128	MP	70601	N	WBN	1 N 2 NA	N NA	N NA	N NA	IN-86-133-002	QTC	THERE IS A MORALE PROBLEM DUE TO MANAGEMENT ATTITUDE. CONSTRUCTION CONCERN. CI HAS NO ADDITIONAL INFORMATION.
IN -86-135-00101 T50122	MP	70601	N	WBN	1 N 2 NA	N NA	N NA	N NA	IN-86-135-001	QTC	MORALE IS LOW DUE TO POOR MANAGEMENT PRACTICES BY CRAFT SUPERVISION (NAME KNOWN TO QTC). CONSTRUCTION DEPARTMENT CONCERN. CI HAS NO ADDITIONAL INFORMATION.
IN -86-140-00301 T50127	MP	70603	N	WBN	1 N 2 NA	N NA	N NA	N NA		QTC	SUBJOURNEYMEN ARE OFTEN HARASSED AND PRESSURED BY JOURNEYMEN, WHO RESENT ANYONE BEING HIRED "THROUGH THE GATE" RATHER THAN THROUGH THE UNION HALL. CONSTRUCTION CONCERN. CI HAS NO FURTHER INFORMATION.

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

ATEGORY: MP MGT. & PERS. ISSUES
SUBCATEGORY: 706 AUTHORITARIANISM

REF. SECTION
CAT - MP
SUBCAT - 706

CONCERN NUMBER	CAT	SUB CAT	SHRD	PLT LOC	1 REPORT APPL 2 SAF RELATED BF	BL	SQ	WB	HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION
(N -86-156-00101 T50129	MP	70602	N	WBN	1 N 2 NA	N NA	N NA	N NA		QTC	SUPERVISION (KNOWN) DOES NOT TAKE AP PROPRIATE ACTION ON ITEMS SUCH AS SE RIOUS REPORTED SAFETY HAZARDS, BUT S PENDS TIME NITPICKING PERSONNEL ON U NAVOIDABLE OR MINOR INFRACTIONS OF J OB RULES. (DETAILS KNOWN TO QTC WIT HHELD DUE TO CONFIDENTIALITY) CI HAS NO ADDITIONAL INFORMATION.
N -86-157-00101 T50128	MP	70602	N	WBN	1 N 2 NA	N NA	N NA	N NA		QTC	CRAFT SUPERVISION CONSTANTLY LOOKS F OR WRONG DOING IN THE CRAFTS. CI GI VES EXAMPLE OF ONE GENERAL FOREMAN (NAME KNOWN) WHO STOOD OVER CI FOR TW O WEEKS; 3 TO 4 HOURS PER SHIFT AND TRIED TO FIND FAULT WITH EVERYTHING CI WAS DOING. ADDITIONAL INFORMATIO N KNOWN TO QTC, WITHELD DUE TO CONFI DENTIALITY. UNIT #2 CONSTRUCTION DE PT CONCERN.
N -86-158-00301 T50129	MP	70601	N	WBN	1 N 2 NA	N NA	N NA	N NA	IN-86-158-003	QTC	SUPERVISION IS BAD, WHICH CAUSES POO R MORALE AND COULD LEAD TO POOR WORK MANSHIP (NAMES KNOWN). NO SPECIFIC HARDWARE EXAMPLES WERE PROVIDED. CO NSTRUCTION CONCERN. CI HAS NO ADDIT IONAL INFORMATION.
I -86-162-00501 T50198	MP	70604	N	WBN	1 N 2 NA	N NA	N NA	N NA		QTC	TVA CONSTRUCTION SUPERVISOR MADE FAL SE ACCUSATIONS ABOUT CI AND TRIED TO DEFORM CI CHARACTER AND CREDIBILITY . THIS OCCURRED IN FEBRUARY 1982. CONSTRUCTION DEPARTMENT CONCERN. AD DITIONAL DETAILS KNOWN TO QTC, WITHH ELD DUE TO CONFIDENTIALITY. CI HAS NO FURTHER INFORMATION.

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

TEGORY: MP MGT. & PERS. ISSUES
SUBCATEGORY: 706 AUTHORITARIANISM

REF. SECTION
CAT - MP
SUBCAT - 706

CONCERN NUMBER	CAT	SUB CAT	SHRD	PLT LOC	1 REPORT 2 SAF BF	BL	SQ	NB	APPL RELATED	HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION
N -86-166-00101 T50130	MP	70602	N	WBN	1 N 2 NA	N NA	N NA	N NA			QTC	POOR CRAFT SUPERVISION; CONSTANTLY B IRD-DOGGING, AGGRAVATING, SNEAKING A ROUND AND NIT-PICKING OF CRAFT WORK. CI GAVE EXAMPLE OF GENERAL FOREMAN (NAME KNOWN) WHO IS ALWAYS HIDING A ND SNEAKING AROUND LOOKING FOR CRAFT LOAFING/MISTAKES. CONSTR. DEPT. CO NCERN. UNIT 2. CI COULD NOT PROVID E ANY ADDITIONAL INFORMATION. NO FO LLOW UP REQUIRED.
N -86-172-00201 T50123	MP	70602	N	WBN	1 N 2 NA	N NA	N NA	N NA		IN-86-172-002	QTC	MANAGEMENT AT WBNP IS INSENSITIVE TO THE WORKERS' NEEDS. MANAGEMENT IS MORE INTERESTED IN HASSLING THE WORK ERS THAN OBTAINING A QUALITY JOB PER FORMANCE. CONSTRUCTION DEPT CONCERN . CI HAS NOT SPECIFICS OR ADDITIONA L INFORMATION.
N -86-174-00201 T50124	MP	70602	N	WBN	1 N 2 NA	N NA	N NA	N NA			QTC	IF GENERAL FOREMANS (NO NAMES KNOWN) WOULD DO THEIR JOB, THEY WOULDN'T H VE TIME TO WALK AROUND THE SITE AND HARASS THE EMPLOYEES. CI HAS NO FUR THER INFORMATION NO FOLLOW UP REQU IRED.
I -86-180-00101 T50269	IH	60400	S	WBN	1 2						QTC	CI FEELS HE WAS TREATED UNFAIRLY DUE TO A WORK RELATED INJURY. CONSTRUC TION DEPARTMENT CONCERN. DETAILS KN OWN TO QTC, WITHHELD DUE TO CONFIDEN TIALITY. NO FURTHER INFORMATION MAY BE RELEASED.
02	MP	70606	S	WBN	1 N 2 NA	N NA	N NA	N NA				
I -86-188-00101 T50124	MP	70601	N	WBN	1 N 2 NA	N NA	N NA	N NA		IN-86-188-001	QTC	AN EMPLOYEE IN A SUPERVISORY POSITIO N IS VERY NERVOUS AND ALMOST CAUSED A SERIOUS ACCIDENT (NAMES, DETAILS K NOWN TO QTC AND RELEASE OF THIS INFO RMATION COULD JEOPARDIZE CI'S CONFID ENTIALITY). CONSTRUCTION CONCERN. CI HAS NO ADDITIONAL INFORMATION NO FOLLOW UP REQUIED.

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

TEGORY: MP MGT. & PERS. ISSUES SUBCATEGORY: 706 FAVORITISM

REF. SECTION
CAT - MP
SUBCAT - 706

CONCERN NUMBER	CAT	SUB CAT	SHRD	PLT LOC	1 REPORT APPL 2 SAF RELATED BF	BL	SQ	WB	HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION
I -86-190-00501 T50188	MP	70603	N	WBN	1 N 2 NA	N NA	N NA	N NA		QTC	SUPERVISOR (NAME KNOWN) DIRECTED SUPERVISORY PERSONNEL TO NOT FRATERNIZE WITH HOURLY EMPLOYEES. THIS DIRECTION IS PERCEIVED BY HOURLY EMPLOYEES AS INDICATIVE OF TVA'S POLICY TO PREVENT CAMARADERIE BETWEEN MANAGEMENT AND THE HOURLY EMPLOYEES, WHICH RESULTS IN UNDUE STRESS. CI HAS NO ADDITIONAL INFORMATION. NUC POWER CONCERN. UNIT 1 & 2.
I -86-205-00201 T50148	CO	17100	S	WBN	1 N 2 NA	N NA	N NA	Y SR		QTC	BAD MANAGEMENT HAS CAUSED THE PROBLEMS AT WBNP. EXAMPLES INCLUDE: INEPT ENGINEERING PERSONNEL WERE ALLOWED TO GIVE BAD TECHNICAL DIRECTION TO THE CRAFT ON UNIT #2 FEEDWATER HEATERS (#1 & #2, ON 692' EL.). BOTH WORK AND FINAL HARDWARE ADEQUACY WERE AFFECTED BY TECHNICAL MISDIRECTION, INCLUDING INACCURATE "SHOOTING IN" OF HEATER CENTERLINES BY ENGINEERS (KNOWN). CRAFT WAS NOT PERMITTED TO "FIELD RUN". NO FOLLOWUP REQUIRED.
02	MP	70605	S	WBN	1 N 2 NA	N NA	N NA	N NA			
I -86-207-00101 T50130	MP	70605	N	WBN	1 N 2 NA	N NA	N NA	N NA		QTC	IN VIEW OF ALL THE PROBLEMS THAT HAVE BEEN IDENTIFIED IN CONSTRUCTION OF UNIT #1 WHY ARE THE SAME PEOPLE BEING PERMITTED TO BUILD UNIT #2? NUC PWR DEPT. CONCERN. CI HAS NO ADDITIONAL INFORMATION. NO FOLLOW UP REQUIRED.

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

:EGORY: MP MGT. & PERS. ISSUES

EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY
SUBCATEGORY: 706 MANAGEMENT PRACTICES

REF. SECTION
CAT - MP
SUBCAT - 706

:ONCERN NUMBER	CAT	SUB CAT	SHRD	PLT LOC	1 REPORT APPL 2 SAF RELATED BF	BL	SQ	WB	HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION
I -86-209-00101 T50218	MP	70601	N	WBN	1 N 2 NA	N NA	N NA	N NA		QTC	DISGRUNTLED EMPLOYEES IN CONSTRUCTIO N AND ENGINEERING HAVE LEFT TVA AS A RESULT OF BEING UNHAPPY WITH THEIR WORK ASSIGNMENTS, WORK ENVIRONMENT, OR THEIR SUPERVISOR. THE PRIMARY RE ASON FOR THIS DISGRUNTLEMENT IS LINE MANAGEMENT'S ATTITUDE IN IGNORING E MPLOYEES' CONCERNS AND PROBLEMS WHEN THEY ARE EXPRESSED. LINE MANAGEMEN T DOES NOT ADMINISTER THE WRITTEN TV A POLICY. LINE MANAGEMENT PLACES MO RE IMPORTANCE ON BUDGETS AND SCHEDUL ES, THAN TECHNICAL MATTERS. THIS AT TITUDE MAKES EMPLOYEES DISGRUNTL
I -86-216-00201 T50132	MP	70601	N	WBN	1 N 2 NA	N NA	N NA	N NA		QTC	MORALE IS LOW IN THE CRAFTS DUE TO C RAFT MANAGEMENT (CARPENTER, ELECTRIC IAN, ETC.) CONSTANTLY HARASSING AND GIVING OUT DISCIPLINE LETTERS. CRAF T WILL BE WAITING ON ANOTHER CRAFT T O PREPARE A JOB AND WILL RECEIVE A D ISCIPLINE LETTER FOR "STANDING AROUN D." CI HAS NO FURTHER INFORMATION. NUCPWR DEPT. CONCERN. NO FOLLOW UP REQUIRED.
I -86-218-00101 T50134	MP	70601	S	WBN	1 N 2 NA	N NA	N NA	N NA		QTC	TVA FOREMAN SHOULD GET INTO THE FIEL D MORE OFTEN. PART OF A FOREMAN'S J OB IS TO VERIFY THE SAFETY OF THE AR EA IN WHICH THEIR MEN WILL BE WORKIN G, AND THAT CANNOT BE DONE FROM BEHI ND A DESK. CI HAS NO ADDITIONAL INF ORMATION. NUC PWR DEPT CONCERN. NO FOLLOW UP REQUIRED.
02	SF	90103	S	WBN	1 Y 2 NO	N NA	Y NO	Y NO			
I -86-219-00101 T50135	CO	11300	S	WBN	1 N 2 NA	N NA	N NA	Y SR		QTC	A CRAFTSMAN WAS DIRECTED TO GRIND DO WN REDHEAD ANCHORS AND WELD NUTS TO THE BACK SIDE OF SUPPORT PLATES. NA MES AND LOCATIONS ARE KNOWN TO QTC W ITHELD DUE TO CONFIDENTIALITY. CI H AS NO ADDITIONAL INFORMATION. UNIT #1/1978-1979/NUC. POWER DEPT CONCERN
02	MP	70605	S	WBN	1 N 2 NA	N NA	N NA	N NA			

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

EGORY: MP MGT. & PERS. ISSUES
SUBCATEGORY: 706 FAVORITISM

REF. SECTION
CAT - MP
SUBCAT - 706

CONCERN NUMBER	CAT	SUB CAT	SHRD	PLT LOC	1 REPORT APPL 2 SAF RELATED BF BL SQ WB	HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION
I -86-225-00101 T50194	MP	70603	N	WBN	1 N N N N 2 NA NA NA NA		QTC	MANAGEMENT WORKS ON A "BUDDY" SYSTEM , LIKE THE MAFIA; "IF THEY GET IT IN FOR YOU, THEY WILL GET YOU". NUC. POWER CONCERN. CI HAS NO FURTHER IN FORMATION. CI EXPRESSED THIS IS A G ENERIC CONCERN.
I -86-226-00101 T50134	MP	70605	N	WBN	1 N N N N 2 NA NA NA NA	I-85-493-WBN	QTC	THE CRAFT DO NOT HAVE THE FREEDOM TO REPORT QUALITY CONCERNS WITHOUT EXP ECTING HARASSMENT. CI HAS NO MORE I NFORMATION. NUC PWR DEPT CONCERN. NO FOLLOW UP REQUIRED.
I -86-228-00101 T50138	MP	70601	N	WBN	1 N N N N 2 NA NA NA NA		QTC	TVA MANAGEMENT IS INEFFECTIVE AND IS NEVER HELD RESPONSIBLE FOR ITS DECI SIONS. THERE APPEARS TO BE TOO MUCH MANAGEMENT FOR NO MORE THAN THEY AC COMPLISH. EXAMPLES ARE: DURING THE TORNADO AT BROWN'S FERRY, EMPLOYEES WERE NOT PERMITTED THE SECURITY OF T HE REACTOR BUILDING; AND ALLOWING WB NP CONSTRUCTION TO DRAG ON AS LONG A S IT HAS. CI HAS NO ADDITIONAL INFO RMATION. NUC PWR DEPT. CONCERN. NO FOLLOW UP REQUIRED.
I -86-229-00201 T50203	MP	70601	N	WBN	1 N N N N 2 NA NA NA NA		QTC	SOME MANAGEMENT HAS THE ATTITUDE THA T EMPLOYEES MAY BE MANIPULATED AND T AKEN ADVANTAGE OF AT WILL. THESE EM PLOYEES ARE LIED TO, MISLED, AND ARE REQUIRED TO COMPLY WITH SELECTED RU LES. DETAILS KNOWN TO QTC, WITHHELD DUE TO CONFIDENTIALITY. NUCLEAR PO WER DEPT. CONCERN. CI HAS NO FURTHE R INFORMATION.
-86-234-00501 T50155	MP	70601	N	WBN	1 N N N N 2 NA NA NA NA		QTC	CI DISCRIMINATED AGAINST IN OVERTIME APPORTIONMENT: SOMETIMES THE SUPERV ISOR WITHHELD OVERTIME JUST TO SHOW WHO WAS THE BOSS. DETAILS KNOWN TO QTC-WITHHELD TO MAINTAIN CONFIDENTIA LITY. CONSTR. DEPT. CONCERN. NO FO LLOWUP REQUIRED.

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

REF. SECTION :
CAT - MP
SUBCAT - 706

:ONCERN NUMBER	CAT	SUB CAT	SHRD	PLT LOC	1 REPORT APPL 2 SAT RELATED BF	BL	SQ	WB	HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION
I -86-239-00401 T50143	MP	70601	N	WBN	1 N 2 NA	N NA	N NA	N NA	IN-86-239-004	QTC	CRAFT SUPERINTENDENTS AND GENERAL FO REMAN (NO NAMES KNOWN) SHOULD GET OU T INTO THE BUILDINGS MORE OFTEN, BEC AME FAMILIAR WITH THE SYSTEMS THAT T HEIR MEN ARE WORKING IN, AND THUS CO NTROL THE WORK IN A MORE EFFECTIVE M ANNER. CONSTRUCTION DEPT. CONCERN, C/I HAS NO FURTHER INFORMATION.
I -86-246-00101 T50142	IH	60200	S	WBN	1 N 2 NA	N NA	N NA	Y NO		QTC	FEMALE EMPLOYEE SEXUALLY HARASSED BY SUPERVISOR. (NAME/DETAILS TO THE S PECIFIC CASE ARE KNOWN TO QTC AND WI THHELD TO MAINTAIN CONFIDENTIALITY). NUCLEAR POWER CONCERN. CI HAS NO FURTHER INFORMATION.
02	MP	70606	S	WBN	1 N 2 NA	N NA	N NA	N NA			
' -86-246-00201 T50142	IH	60200	S	WBN	1 N 2 NA	N NA	N NA	Y NO		QTC	FEMALE SUPERVISORY EMPLOYEE SEXUALLY HARASSED BY SUPERVISOR. (NAMES/DET AILS TO THE SPECIFIC CASE ARE KNOWN TO QTC AND WITHELD TO MAINTAIN CONFI DENTIALITY). NUCLEAR POWER CONCERN. CI HAS NO FURTHER INFORMATION.
02	MP	70606	S	WBN	1 N 2 NA	N NA	N NA	N NA			
: -86-254-00301 T50148	MP	70601	N	WBN	1 N 2 NA	N NA	N NA	N NA		QTC	CI FEELS THERE IS NOT A GOOD RELATIO NSHIP BETWEEN MANAGEMENT AND LABOR. CONSTRUCTION DEPT CONCERN. CI HAS NO ADDITIONAL INFORMATION. NO FOLLO WUP REQUIRED.
-86-255-00201 T50210	MP	70605	S	WBN	1 N 2 NA	N NA	N NA	N NA		QTC	TVA MANAGEMENT IS QA NEGATIVE AND CO NTINUALLY DENIES OR DOWN PLAYS PROBL EMS BROUGHT TO THEIR ATTENTION. (NA MES/DETAILS TO THIS SPECIFIC CASE AR E KNOWN TO QTC AND ARE WITHHELD TO M AINTAIN CONFIDENTIALITY). CI HAS NO FURTHER INFORMATION. NUCLEAR POWER DEPT. CONCERN.
02	QA	80601	S	WBN	1 N 2 NA	N NA	N NA	Y SR			

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

EGORY: MP MGT. & PERS. ISSUES
SUBCATEGORY: 706 COMMITMENT TO QUALITY

REF. SECTION 1
CAT - MP
SUBCAT - 706

CONCERN NUMBER	CAT	SUB CAT	SHRD	PLT LOC	1 REPORT APPL 2 SAF RELATED BF BL SQ WB	HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION
I -86-255-00301 T50210	MP	70605	S	WBN	1 N N N N 2 NA NA NA NA		QTC	TVA MANAGEMENT IS SO QA NEGATIVE THA T THE SITE QA UNIT CAN ONLY IDENTIFY PROBLEMS WHEN THERE IS A CLEAR CUT VIOLATION OF PROCEDURES. (DETAILS K NOWN TO QTC BUT WITHHELD FOR CONFIDE NTIALITY). NUCLEAR POWER DEPT. CONC ERN. CI HAS NO FURTHER INFORMATION.
02	QA	80101	S	WBN	1 N N N Y 2 NA NA NA SR			
I -86-259-00901 T50226	MP	70601	N	WBN	1 N N N N 2 NA NA NA NA		QTC	CRAFT (KNOWN) HAD BEEN COMPLAINING I N THEIR SAFETY MEETINGS ABOUT NOT HA VING ENOUGH LADDERS TO WORK WITH, SO ONE DAY A WHOLE STACK OF LADDERS SH OWED UP IN THE TURBINE BUILDING. TH E LADDERS WERE COVERED WITH MUD AND GRASS, THEY HAD STEPS BROKEN OUT, AN D TOPS BROKEN OFF. THE LADDERS APPE ARED TO HAVE BEEN LAYING OUTSIDE FOR A COUPLE OF YEARS. AS A RESULT OF NOT HAVING GOOD LADDERS, CRAFT WERE FORCED TO CLIMB ON CONDUIT, CABLE TR AY, OR ANYTHING ELSE THAT WAS AVAILA BLE TO DO THEIR WORK. CI HAS NO
I -86-260-00101 T50262	MP	70601	N	WBN	1 N N N N 2 NA NA NA NA		QTC	SUPERVISOR (NAME KNOWN) IS VINDICTIV E, HOLDS A GRUDGE, AND IS UNINTEREST ED IN ACTUAL JOB PERFORMANCE. DETAI LS KNOWN TO QTC, WITHHELD TO MAINTAI N CONFIDENTIALITY. NO FURTHER INFOR MATION MAY BE RELEASED. NO ADDITION AL INFORMATION AVAILABLE IN FILE. C ONSTRUCTION DEPARTMENT CONCERN.
I -86-265-00201 T50146	MP	70603	N	WBN	1 N N N N 2 NA NA NA NA	IN-86-265-002	QTC	THERE IS TOO MUCH BUDDY BUDDY SYSTEM IN THE T AND L CRAFTS. CONST. DEPT . CONCERN. CI HAS NO FURTHER INFORM ATION. NO FOLLOWUP REQUIRED.
I -86-266-X0801 T50146	MP	70605	N	WBN	1 N N N N 2 NA NA NA NA		QTC	APPARENT DISREGARD OF FOREMEN (KNOWN) AND HIGHER MANAGEMENT TO COMPLY WI TH EXISTING ELECTRICAL PROCEDURES. DEFINITE PROGRAMATIC BREAKDOWN. CON STRUCTION CONCERN. CI HAS NO ADDITI ONAL INFORMATION. NO FOLLOWUP REQUI RED.

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

'EGORY: MP MGT. & PERS. ISSUES
SUBCATEGORY: 706 COMMUNICATIONS

REF. SECTION
CAT - MP
SUBCAT - 706

:ONCERN NUMBER	CAT	SUB CAT	SHRD	PLT LOC	1 REPORT APPL 2 SAF RELATED BF BL SQ WB	HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION
1 -86-267-00101 T50150	MP	70604	N	WBN	1 N N N N 2 NA NA NA NA		QTC	A LACK OF COMMUNICATION EXISTS BETWEEN MANAGEMENT AND EMPLOYEES, WHICH CAUSES EMPLOYEES TO SPEND A LOT OF TIME "SECOND QUESSING" AND SPECULATING AS TO WHAT IS GOING ON, PARTICULARLY WITH REGARD TO LAY OFFS, CALL BACKS, ETC. C/I FEELS THAT IF COMMUNICATIONS WERE IMPROVED, MORALE OF THE EMPLOYEES WOULD IMPROVE AS WELL. NUCLEAR POWER CONCERN. C/I HAS NO FURTHER INFORMATION. NO FOLLOW-UP REQUIRED.
1 -86-270-00101 T50150	MP	70601	N	WBN	1 N N N N 2 NA NA NA NA		QTC	TVA MANAGEMENT WILL NOT MAKE DECISIONS OR WHEN THEY DO, THEY OFTEN MAKE RASH DECISIONS CONSTRUCTION DEPT. CI HAS NO ADDITIONAL INFORMATION. NO FOLLOW-UP REQUIRED.
1 -86-272-00101 T50250	MP	70601	N	WBN	1 N N N N 2 NA NA NA NA		QTC	CI HAS CONSTRUCTION MANAGEMENT CONCERNS, BUT TIME LIMIT OF INTERVIEW DID NOT PERMIT CI TIME TO EXPRESS THE CONCERN. NO FURTHER INFORMATION IN FILE. NUC POWER DEPARTMENT CONCERN. NO FOLLOW UP REQUIRED.
-86-274-00101 T50144	MP	70603	N	WBN	1 N N N N 2 NA NA NA NA		QTC	ON THE WHOLE, TVA MANAGEMENT LACKS HONESTY AND A SENSE OF MORAL OBLIGATION. MANAGEMENT OPERATES ON POLITICS, AND THE "BUDDY" SYSTEM. MOST MANAGERS HAVE BEEN WITH TVA FOR SO LONG, THAT THEY KNOW NO OTHER STYLE OR METHOD OF MANAGEMENT. CI EXPRESSED THAT THIS CONDITION EXISTS FROM "SENIOR LEVEL MANAGEMENT ON DOWN". CONST. DEPT. CONCERN. NO FOLLOW UP REQUIRED.

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

TENNESSEE VALLEY AUTHORITY
OFFICE OF NUCLEAR POWER
EMPLOYEE CONCERN PROGRAM SYSTEM (ECPS)
EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY
SUBCATEGORY: 706 MANAGEMENT PRACTICES

REF. SECTION
CAT - MP
SUBCAT - 706

:ONCERN NUMBER	CAT	SUB CAT	SHRD	PLT LOC	1 REPORT APPL 2 SAF RELATED BF BL SQ WB	HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION
I -86-275-00101 T50146	MP	70601	N	WBN	1 N N N N 2 NA NA NA NA	IN-86-275-001	QTC	CI EXPRESSED CONCERN THAT TVA MANAGE MENT (BOTH SITE AND KNOXVILLE LEVEL) LACKS "DIRECTION" IN THAT THEY DO N OT SEEM TO HAVE A HANDLE ON WHAT IS GOING ON. THEY SEEM TO MANAGE BY "K NEE-JERK REACTION" (WELDER FURLOUGHS AT WBNP, AND NEW EMPLOYEES ARRIVE A T BELLEFONTE THE DAY BEFORE THE RIFS WERE ANNOUNCED ARE EXAMPLES). CI E XPRESSED IT IS APPARENT THAT TVA LAC KS A "GOOD SANE PLAN", AND THIS MISM ANAGEMENT SEVERLY DECREASES THE MORA LE OF ALL TVA EMPLOYEES. CONST. DEP T. CONCERN. CI HAS NO FURTHER I
I -86-277-00101 T50251	MP	70603	N	WBN	1 N N N N 2 NA NA NA NA	IN-86-277-001	QTC	MANAGEMENT SHOWED FAVORITISM IN SETT ING UP NSB WITHOUT ANYONE BEING MADE AWARE OF THEIR INTENT. NO ADDITION AL INFORMATION AVAILABLE IN FILE. C ONSTRUCTION DEPARTMENT CONCERN.
I -86-278-00101 T50252	MP	70601	N	WBN	1 N N N N 2 NA NA NA NA		QTC	SENIOR EMPLOYEES (DEPARTMENT KNOWN) WASTE TIME STANDING OR WALKING AROUN D, NOT DOING THEIR WORK. AND DISTUR BING OTHERS WHO ARE WORKING. NO ADD ITIONAL INFORMATION AVAILABLE IN FIL E. CONSTRUCTION DEPARTMENT CONCERN.
I -86-278-00201 T50252	MP	70602	N	WBN	1 N N N N 2 NA NA NA NA		QTC	CERTAIN EMPLOYEES WITH MORE SENIORIT Y IN A GROUP (KNOWN) ARE OPENLY HOST ILE TO NEW EMPLOYEES. NO ADDITIONAL INFORMATION AVAILABLE IN FILE. CON STRUCTION DEPARTMENT CONCERN.
I -86-291-00101 T50145	MP	70601	N	WBN	1 N N N N 2 NA NA NA NA		QTC	TVA'S PROBLEMS CAN BE ATTRIBUTED TO BOTH MANAGEMENT METHODS AND TECHNOLO GY THAT ARE OBSOLETE. TVA URGENTLY NEEDS TO UPDATE BOTH OF THESE. BAD MANAGEMENT BREEDS BAD MANAGEMENT AND OBSOLETE TECHNOLOGY BREEDS OBSOLETE TECHNOLOGY (EVEN AMONG PROJECTS). NUCLEAR POWER CONCERN. CI HAS NO FU RTHER INFORMATION. NO FOLLOW UP REQ UIRED.

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

EGORY: MP MGT. & PERS. ISSUES
SUBCATEGORY: 706 MANAGEMENT PRACTICES

REF. SECTION
CAT - MP
SUBCAT - 706

CONCERN NUMBER	CAT	SUB CAT	SHRD	PLT LOC	1 REPORT 2 SAF BF	BL	SQ	APPL RELATED NB	HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION
I -86-297-00201 T50252	MP	70601	N	WBN	1 N 2 NA	N NA	N NA	N NA	IN-86-297-002	QTC	CONSTRUCTION MANAGEMENT HAS AN ATTIT UDE PROBLEM. MANAGEMENT DOESN'T SEE M TO CARE IF THE PLANT RUNS OR NOT. NO ADDITIONAL INFORMATION AVAILABLE IN FILE. CONSTRUCTION DEPARTMENT C ONCERN.
I -86-297-00401 T50252	IH	60200	S	WBN	1 N 2 NA	N NA	N NA	Y NO		QTC	SUPERINTENDENTS PUT PRESSURE ON THEI R MEN TO BUY GOVERNMENT BONDS. CI R ECALLS A WORKER WHO COULD NOT PURCHA SE ANY BONDS AND CONVINCED OTHER MEN NOT TO BUY. THREE TO SIX MONTHS LA TER THE EMPLOYEE WAS FIRED. NAMES A ND DETAILS KNOWN TO QTC, BUT WITHHEL D TO MAINTAIN CONFIDENTIALITY. NO F URTHER INFORMATION MAY BE RELEASED. CONSTRUCTION DEPARTMENT CONCERN.
02	MP	70601	S	WBN	1 N 2 NA	N NA	N NA	N NA			
I -86-300-00301 T50158	MP	70601	N	WBN	1 N 2 NA	N NA	N NA	N NA		QTC	EMPLOYEES ARE GIVEN LETTERS FOR HAVI NG EXTRA TOOLS IN THEIR TOOL BOXES, EVEN WHEN THEY FIND THE TOOLS LAYING AROUND IN THE BUILDING. ALSO, TOOL BOXES ARE BROKEN INTO REGULARLY BY OTHER PERSONNEL, INCLUDING FOREMEN, AND CI DOES NOT FEEL THAT EMPLOYEES SHOULD BE HELD RESPONSIBLE FOR TOOL BOXES THAT THEY DO NOT ABSOLUTELY CO NTROL. DETAILS KNOWN TO QTC, WITHHE LD DUE TO CONFIDENTIALITY. CONSTR. DEPT. CONCERN. CI HAS NO FURTHER IN FORMATION. NO FOLLOWUP REQUIRED.
I -86-301-00401 T50158	MP	70603	N	WBN	1 N 2 NA	N NA	N NA	N NA	IN-86-301-004	QTC	THERE IS TOO MUCH OF THE "BUDDY-BUDD Y" SYSTEM IN TVA. CONSTR. DEPT. CON CERN. CI HAS NO FURTHER INFORMATION . FOLLOWUP NOT REQUIRED.
-86-302-00201 T50162	MP	70603	N	WBN	1 N 2 NA	N NA	N NA	N NA	IN-86-302-002	QTC	THERE IS TOO MUCH USE OF THE BUDDY B UDDY SYSTEM HERE. CI HAS NO SPECIFI CS. CONSTRUCTION CONCERN. CI HAS N O ADDITIONAL INFORMATION. NO FOLLOW UP REQUIRED.

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY
TEGORY: MP MGT. & PERS. ISSUES SUBCATEGORY: 706 MANAGEMENT PRACTICES

REF. SECTION
CAT - MP
SUBCAT - 706

CONCERN NUMBER	CAT	SUB CAT	SHRD	PLT LOC	1 REPORT APPL 2 SAF RELATED BF	BL	SQ	WB	HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION
I -86-309-00301 T50163	MP	70601	N	WBN	1 N 2 NA	N NA	N NA	N NA		QTC	THERE IS NO LOCAL FAMILIARIZATION OR "BREAK IN" PERIOD FOR NEW WORKERS. "WHITE HATES" HAVE THE ATTITUDE THAT A WORKER IS A WORKER, REGARDLESS OF EXPERIENCE. INEXPERIENCED WORKERS ARE CAUSING MORE WORK/REWORK. CONSTRUCTION DEPT CONCERN. CI AHS NO FURTHER INFORMATION. NO FOLLOWUP REQUIRED.
I -86-309-00601 T50163	MP	70603	N	WBN	1 N 2 NA	N NA	N NA	N NA		QTC	TVA IS FULL OF POLITICS, AND OPERATES ON THE "BUDDY" SYSTEM. THEY RRAN OUTOF "BUDDIES", AND THAT IS WHY THE JOB IS IN TROUBLE. MANAGEMENT IS MORE CONCERNED ABOUT AN EMPLOYEE BEING 1 OR 2 MINUTES LATE OR LEAVING EARLY, THAN THE QUALITY OF THE JOB. CONSTRUCTION DEPT CONCERN. CI HAS NO FURTHER INFORMATION. NO FOLLOWUP REQUIRED.
I -86-314-00501 T50253	CO	10900	S	WBN	1 Y 2 SR	Y SR	Y SR	Y SR	IN-86-314-005	QTC	CABLE SPLICING IN MANY CASES HAS BEEN IMPROPER AND NOT DOCUMENTED CORRECTLY. (E.G. A CONDUCTOR HAD A HOLE IN THE OUTER INSULATION, A SUPERVISOR WAS CALLED TO LOOK AT IT AND HE SAID, "TAPE IT OVER AND PULL IT IN", 1983.) ADDITIONAL INFORMATION KNOWN TO QTC, WITHHELD TO MAINTAIN CONFIDENTIALITY. NO ADDITIONAL INFORMATION MAY BE RELEASED. CONSTRUCTION DEPT. CONCERN. NO FOLLOW-UP REQUIRED.
02	MP	70605	S	WBN	1 N 2 NA	N NA	N NA	N NA			
I -86-315-00101 T50172	MP	70601	N	WBN	1 N 2 NA	N NA	N NA	N NA		QTC	TVA MANAGEMENT IS INCONSISTENT. THEY CHANGE DIRECTIONS VERY FREQUENTLY. NUCLEAR POWER CONCERN. CI HAS NO ADDITIONAL INFORMATION. NO FOLLOW UP REQUIRED.

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

REF. SECTION
CAT - MP
SUBCAT - 706

CONCERN NUMBER	CAT	SUB CAT	SHRD	PLT LOC	1 REPORT APPL 2 SAF RELATED BF	BL	SQ	NB	HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION
N -86-315-00301 T50172	MP	70601	N	WBN	1 N 2 NA	N NA	N NA	N NA		QTC	IT'S HARD TO DO YOUR JOB AND DO IT RIGHT AT TVA. MANAGEMENT IS VERY POLITICAL. THEY CAN SWALLOW A PERSON RIGHT UP. NUCLEAR POWER CONCERN. CI HAS NO ADDITIONAL INFORMATION. NO FOLLOW UP REQUIRED.
SN-85-005 01	MP	70603	N	SQN	1 N 2 NA	N NA	N NA	N NA		OECP	SUPERVISOR SHOWING FAVORITISM.
RH-85-001 01	MP	70601	N	SQN	1 N 2 NA	N NA	N NA	N NA		OECP	CALL TO H.L. ABERCROMBIE WITH FOLLOW UP WRITTEN STATEMENT -- SUPERVISOR IS IMMATURE AND INCAPABLE OF HANDLING HIS AREAS OF RESPONSIBILITY.
RH-85-002 01	MP	70601	N	SQN	1 N 2 NA	N NA	N NA	N NA		OECP	CALL TO H.L. ABERCROMBIE WITH FOLLOW UP WRITTEN STATEMENT -- SUPERVISOR IS IMMATURE AND INCAPABLE OF HANDLING HIS AREAS OF RESPONSIBILITY.
E-QMS-7 01	MP	70603	N	NPS	1 N 2 NA	N NA	N NA	N NA		OECP	CI FEELS HE IS NOT BEING UTILIZED WHILE OTHERS WORK OVERTIME AND TWO NEW PEOPLE WERE ADDED TO SECTION. HE HAS ASKED FOR MORE WORK REPEATEDLY.
N -85-007-01101 T50225	MP	70601	N	WBN	1 N 2 NA	N NA	N NA	N NA		QTC	THE MANAGEMENT STYLE USED BY TVA MANAGERS MAKES EMPLOYEES "FEEL LIKE LIARS, CHEATS, AND THIEVES," AND THIS HAS CREATED AN ATMOSPHERE OF DISTRUST AMONG EMPLOYEES. THE RECENT MEETINGS BETWEEN TOP MANAGERS AND CRAFT WORKERS WERE NEEDED 10 - 12 YEARS AGO, BUT MANAGEMENT DID NOT CARE THEN WHAT THE EMPLOYEES THOUGHT, AND DOES NOT CARE NOW. WHEN MANAGERS TREAT EMPLOYEES AS THOUGH THEY HAVE NO SENSE, THE EMPLOYEES STOP CARING ABOUT ANYTHING, BUT NOT VIOLATING MANAGEMENT'S SILLY RULES. THE FOLLOWING A

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

REF. SECTION
CAT - MP
SUBCAT - 706

CONCERN NUMBER	CAT	SUB CAT	SHRD	PLT LOC	1 REPORT APPL 2 SAF RELATED BF	BL	SQ	WB	HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION
H -85-001-00401 T50139	MP	70601	N	WBN	1 N 2 NA	N NA	N NA	N NA		QTC	SUPERVISOR (NAME KNOWN) HAD JUNIOR E NGINEER (NAME KNOWN) SIGN OFF A DRAW ING APPROVAL SO THAT THE SUPERVISOR COULD NOT BE BLAMED IF ANYTHING WAS/ GOES WRONG. DETAILS KNOWN TO QTC, W ITHELD DUE TO CONFIDENTIALITY. CONS TRUCTION DEPT CONCERN. C/I HAS NO FU RTHER INFORMATION.
H -85-002-00301 T50165	MP	70603	N	WBN	1 N 2 NA	N NA	N NA	N NA		QTC	A GROUP OF INDIVIDUALS (KNOWN) WAS A LLEGED BY THE C/I TO "RULE" WBNP WIT H COMPLETE AND UNSUPERVISED AUTHORIT Y. IF AN INDIVIDUAL WAS NOT PERSONA LLY ACCEPTED IN OR BY THIS GROUP, HA RASSMENT COULD BE EXPECTED, UP TO AN INCLUDING FORCING OF INDIVIDUAL'S R ESIGNATION. CONST. DEPT. CONCERN. C/I HAS NO FURTHER INFORMATION.
H -85-002-01101 T50166	MP	70601	N	WBN	1 N 2 NA	N NA	N NA	N NA		QTC	CRAFT (DISCIPLINE KNOWN) DELIBERATEL Y SLOWED DOWN PRODUCTION AT THE INST IGATION OF MANAGEMENT (KNOWN), TO AL LOW MANAGEMENT TO CAUSE TROUBLE FOR A SUPERVISOR (KNOWN) WHOM MANAGEMENT DID NOT WANT ON THE JOB. C/I WAS S POKEN TO BY HIS FOREMAN FOR RUNNING TOO MUCH PIPE DURING THIS PERIOD. D ETAILS KNOWN TO QTC, WITHHELD DUE TO CONFIDENTIALITY. CONST. DEPT. CONCE RN. C/I HAS NO FURTHER INFORMATION. NO FOLLOW-UP REQUIRED.

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

TEGORY: MP MGT. & PERS. ISSUES
SUBCATEGORY: 706 MANAGEMENT PRACTICES

REF. SECTION
CAT - MP
SUBCAT - 706

CONCERN NUMBER	CAT	SUB CAT	S H R D	PLT LOC	1 REPORT APPL 2 SAF RELATED BF BL SQ WB	HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION
H -85-002-01501 T50166	IH	60400	S	WBN	1 2		QTC	CRAFT SUPERVISION (NAME KNOWN) UNJUS TLY TERMINATED 3 INDIVIDUALS. THESE INDIVIDUALS FILED LEGAL ACTIONS AGA INST TVA, AND WERE AWARDED A LARGE A MOUNT OF BACK PAY AND REINSTATEMENT. THE SUPERVISOR WAS NOT DISCIPLINED FOR CAUSING THE UNJUST TERMINATIONS , AND (PER C/I) WAS TRANSFERRED TO P ROTECT THE SUPERVISOR'S JOB. C/I DO ES NOT FEEL THAT AN INDIVIDUAL SHOUL D COST THE TAXPAYERS SO MUCH MONEY, AND STILL BE EMPLOYED WITH TVA.CONST . DEPT. CONCERN. C/I HAS NO FURTHER INFORMATION. NO FOLLOW-UP REQU
02	MP	70601	S	WBN	1 N N N N 2 NA NA NA NA			
H -85-002-02201 T50166	MP	70602	N	WBN	1 N N N N 2 NA NA NA NA		QTC	TOOL BOX SEARCHES ARE UTILIZED BY CR AFT SUPERVISORS TO HARASS THOSE CRAF T WHO DO NOT "PLAY ON THE TEAM". TH ESE SEARCHES CAN SOMETIMES LAST AS L ONG AS 45 MINUTES. CONST. DEPT. CON CERN. C/T HAS NO FURTHER INFORMATIO N. NO FOLLOW-UP REQUIRED.
H -85-003-00201 T50105	IH	60400	S	WBN	1 2		QTC	MANAGEMENT REQUIRED EMPLOYEE TO VIOL ATE A MANAGEMENT PERSONNEL DIRECTIVE . (NAMES/DETAILS KNOWN TO QTC AND R ELEASE OF THIS INFORMATION WOULD JEO PARDIZE CI'S CONFIDENTIALITY). CI H AS NO MORE ADDITIONAL INFORMATION.
02	MP	70601	S	WBN	1 N N N N 2 NA NA NA NA			
03	MP	70606	S	WBN	1 N N N N 2 NA NA NA NA			
H -85-003-02101 T50106	CO	11300	S	WBN	1 N N N Y 2 NA NA NA SR	I-85-384-WBN	QTC	MANAGEMENT REQUIRED PERSONNEL TO DRI LL HOLES IN CONCRETE AND CUT REBAR W ITHOUT AN ENGINEERING EVALUATION BEI NG CONDUCTED. CI HAS NO MORE INFORM ATION AVAILABLE NO FOLLOW REQUIRED
02	MP	70605	S	WBN	1 N N N N 2 NA NA NA NA			

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

.TEGORY: MP MGT. & PERS. ISSUES
SUBCATEGORY: 706 MANAGEMENT PRACTICES

REF. SECTION
CAT - MP
SUBCAT - 706

CONCERN NUMBER	CAT	SUB CAT	SHRD	PLT LOC	1 REPORT APPL 2 SAF RELATED BF BL SQ WB	HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION
H -85-011-00101 T50013	MP	70601	N	WBN	1 N N N N 2 NA NA NA NA		QTC	EXTREME APPREHENSION AMONG THE EMPLO YEES IS FOSTERED BY HARASSMENT OF TH E WORK CREWS BY THE GENERAL FOREMAN INTERFERING WITH THE CREWS AND NOT C ONSULTING THE FOREMAN FIRST. (FOREM EN'S NAMES KNOWN BY QTC) BOTH UNITS
H -85-011-00201 T50053	IH	60300	S	WBN	1 2	PH-85-011-002	QTC	SUPERVISOR ADDRESSED A BLACK EMPLOYE E WITH RACIAL SLURS DURING THE WEEK OF 5/20. SUPERVISOR NOT DISCIPLINED . (NAME OF SUPERVISOR KNOWN BY QTC)
02	MP	70606	S	WBN	1 N N N N 2 NA NA NA NA			
H -85-023-00101 T50047	MP	70601	N	WBN	1 N N N N 2 NA NA NA NA		QTC	TVA MANAGEMENT MAY TRY TO COVER UP T HE CASE OF WIRETAPPING BY A SECURITY CHIEF AT WBNP.
H -85-024-00101 T50083	MP	70602	N	WBN	1 N N N N 2 NA NA NA NA		QTC	INDIVIDUAL INTIMIDATED AND EMBARASSE D BY SUPERVISOR'S REMARK MADE AFTER C/I EXPRESSED DISAGREEMENT WITH TVA POLICIES AND PRACTICES. (NAMES AND DETAILS ARE KNOWN.) C/I DOES NOT PE RMIT DISCLOSURE OF IDENTITY.
H -85-048-00201 T50244	MP	70603	N	WBN	1 N N N N 2 NA NA NA NA		QTC	CI STATED THAT THE CI'S JOB HAD BEEN SPLIT INTO TWO AND THE RESPONSIBILI TIES HAD BEEN CONSIDERABLY REDUCED B Y A SUPERVISOR BECAUSE THE CI DID NO T BELONG TO THE CLIQUE. DETAILS KNO WN TO QTC, WITHHELD TO MAINTAIN CONF IDENTIALITY. NO FURTHER INFORMATION MAY BE RELEASED. CI REQUESTED THAT THIS CONCERN BE INVESTIGATED BY QTC . NUC. POWER CONCERN. CI HAS NO FU RTHER INFORMATION.

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

CONCERN NUMBER	CAT	SUB CAT	SHRD	PLT LOC	1 REPORT APPL 2 SAF RELATED BF BL SQ WB	HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION	REF. SECTION CAT - MP SUBCAT - 706
'H -85-048-00301 T50235	MP	70604	N	WBN	1 N N N N 2 NA NA NA NA		QTC	CI CONFIDENTIALLY REGISTERED A CONCERN WITH THE APPROPRIATE TVA MANAGER AND SUBSEQUENTLY THE SUBJECT TVA MANAGER IGNORED CI FOR AN UNREASONABLE LENGTH OF TIME. (NAMES/DETAILS KNOWN TO QTC AND WITHHELD TO MAINTAIN CONFIDENTIALITY.) NO FURTHER INFORMATION MAY BE RELEASED. NUCLEAR POWER CONCERN. CI HAS NO FURTHER INFORMATION. NO FOLLOW UP REQUIRED.	
ICI-1.31-1-86 01	MP	70604	N	WBN	1 N N N N 2 NA NA NA NA		OECP	HYDROSTATIC TEST PACKAGE 2-062-47W809-1-2-03. THE PIPING WAS ORIGINALLY TESTED ON JUNE 4, 1985, USING THE ABOVE PACKAGE NUMBER. ONE PIECE OF PIPE WAS CUT OUT AND REPLACED LEAVING TWO WELDS TO BE RETESTED. INSTEAD OF MODIFYING THE TEST PACKAGE THE ORIGINAL WAS USED BY MAKING IT REVISION 1. WHEN QUESTIONED THE SYSTEM ENGINEER SAID THAT THE UNIT SUPERVISOR HAD TOLD HIM NOT TO WORRY ABOUT IT, JUST GET SOME PACKAGES TO THE FIELD. THREE PROBLEMS EXIST FROM DOING THIS: 1). THE MAJORITY OF THE PI	
'CP10.35-8-38 01	MP	70601	N	BLN	1 N N N N 2 NA NA NA NA		OECP	CI FELT THERE COULD BE CLOSER SUPERVISION BY MANAGERS OUT IN THE FIELD AND ON THE JOB.	
'II-85-A-0208 01	MP	70601	S	NPS	1 N N N N 2 NA NA NA NA		NRC	THE ALLEGER STATED THAT EIGHT ASSISTANT OPERATORS (NON-LICENSED) WERE TO BE TRANSFERRED FROM BROWNS FERRY TO A FOSSIL PLANT, EFFECTIVE NOVEMBER 4, 1985. THE ALLEGER ALSO THOUGHT THAT FIVE TO SEVEN UNIT OPERATORS WERE TO BE TRANSFERRED FROM THE BELLEFONTE PLANT TO BROWNS FERRY. THE ALLEGER STATED THAT THIS WILL INCREASE OVERTIME AND THAT THEY WERE ALREADY SHORTHANDED AT BROWNS FERRY AND DID NOT HAVE ENOUGH OPERATORS TO PERFORM SURVEILLANCE TESTS. THE ALLEGER STATED THAT LOCAL BROWNS FERRY MANAGEM	
02	OP	30705	S	NPS	1 2				

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

REF. SECTION
CAT - MP
SUBCAT - 706

CONCERN NUMBER	CAT	SUB CAT	SHRD	PLT LOC	1 REPORT APPL 2 SAF RELATED BF	BL	SQ	WB	HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION
QM-86-002-00201 T50254	MP	70605	N	SQN	1 N 2 NA	N NA	N NA	N NA	I-86-185-SQN	QTC	SPECIFIC SUPERVISION IS NOT RESPONSIVE TO CORRECTING A QUALITY PROBLEM IN A TIMELY MANNER WHICH CAN AND IS AFFECTING THE QUALITY OF THE PLANT. (NAMES/DETAILS KNOWN TO QTC, WITHHELD TO MAINTAIN CONFIDENTIALITY.) NO FURTHER INFORMATION MAY BE RELEASED. NUCLEAR POWER CONCERN. CI HAS NO FURTHER INFORMATION. NO FOLLOW-UP REQUIRED.
QM-86-002-00301 T50254	MP	70605	N	SQN	1 N 2 NA	N NA	N NA	N NA	I-86-185-SQN	QTC	SPECIFIC SUPERVISION HAS NEGLECTED TO PERFORM A SCHEDULED ASSIGNMENT WHICH RESULTS IN A CONTINUOUS QUALITY IMPACT ON THE PLANT. (NAMES/DETAILS KNOWN TO QTC, WITHHELD TO MAINTAIN CONFIDENTIALITY.) NUCLEAR POWER CONCERN. NO FURTHER INFORMATION MAY BE RELEASED. CI HAS NO FURTHER INFORMATION. NO FOLLOW-UP REQUIRED.
QM-86-003-00501 T50253	MP	70601	N	SQN	1 N 2 NA	N NA	N NA	N NA	I-86-180-SQN	QTC	EMPLOYEE WAS DIRECTED TO IMPROPERLY CHANGE ANOTHER EMPLOYEE'S WORK. NUCLEAR POWER CONCERN. CI HAS NO FURTHER INFORMATION. (NAMES/DETAILS KNOWN TO QTC, WITHHELD TO MAINTAIN CONFIDENTIALITY.) NO FURTHER INFORMATION MAY BE RELEASED. NO FOLLOW-UP REQUIRED.
QM-86-003-00801 T50253	MP	70604	N	SQN	1 N 2 NA	N NA	N NA	N NA		QTC	A SPECIFIC SUPERVISOR DOES NOT DISSEMINATE INFORMATION TO ALL EMPLOYEES. NUCLEAR POWER CONCERN. CI HAS NO FURTHER INFORMATION. (NAMES/DETAILS KNOWN TO QTC, WITHHELD TO MAINTAIN CONFIDENTIALITY.) NO FURTHER INFORMATION MAY BE RELEASED. NO FOLLOW-UP REQUIRED.
QM-86-004-00301	MP	70604	N	SQN	1 N 2 NA	N NA	N NA	N NA		QTC	OGC OFFICIAL WRONGLY ACCUSED AN EMPLOYEE OF AN ACTION AGAINST TVA POLICY.

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

TEGORY: MP MGT. & PERS. ISSUES
SUBCATEGORY: 706 MANAGEMENT PRACTICES

REF. SECTION
CAT - MP
SUBCAT - 706

CONCERN NUMBER	CAT	SUB CAT	SHRD	PLT LOC	1 REPORT APPL 2 SAF RELATED BF BL SQ WB	HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION
QM-86-004-00601 T50263	MP	70601	N	SQN	1 N N N N 2 NA NA NA NA		QTC	MANAGEMENT SUBJECTED EMPLOYEE TO UNN ECESSARY TESTS. (NAMES/DETAILS KNOW N TO QTC, WITHHELD TO MAINTAIN CONFI DENTIALITY). NO FURTHER INFORMATION MAY BE RELEASED. NUCLEAR POWER CON CERN. CI HAS NO FURTHER INFORMATION .
QM-86-009-00801 T50267	MP	70601	S	SQN	1 N N N N 2 NA NA NA NA	I-86-109-SQN	QTC	MANAGEMENT (KNOWN) HAS LIED TO THE P .O.T.C. (ACRONYM NOT DEFINED IN MAIL ER) AND, BY DOING SO, TO THE NRC AS WELL, REGARDING THE TRAINING AND EXP ERIENCE OF SELECTED QA PERSONNEL. N UCLEAR POWER DEPARTMENT CONCERN. NO FURTHER INFORMATION IN FILE.
02	QA	80303	S	SQN	1 N N Y N 2 NA NA SS NA			
03	QA	80307	S	SQN	1 Y Y N Y 2 SS SS NA SS			
QP-85-004-00401 T50229	MP	70601	N	SQN	1 N N N N 2 NA NA NA NA	I-86-165-SQN	QTC	SEQUOYAH: CI IS FREQUENTLY DIRECTED BY SUPERVISOR TO VIOLATE PROCEDURES. SUPERVISOR ARGUES WITH CI WHEN CI REFUSES TO VIOLATE THE PROCEDURES. NAMES/DETAILS KNOWN TO QTC AND WITHH ELD TO MAINTAIN CONFIDENTIALITY. NO FURTHER INFORMATION MAY BE RELEASED . NUCLEAR POWER CONCERN. CI HAS NO FURTHER INFORMATION. NO FOLLOW UP REQUIRED.
QP-86-004-00101 T50254	MP	70604	N	SQN	1 N N N N 2 NA NA NA NA		QTC	LACK OF COMMUNICATIONS BETWEEN MANAG EMENT AND WORKERS, E.G. SPECIFIC JOB REQUIREMENTS. NUCLEAR POWER CONCER N. CI HAS NO FURTHER INFORMATION. NO FOLLOW-UP REQUIRED.
QP-86-005-00201 T50261	IH	60200	S	SQN	1 N N Y N 2 NA NA NO NA		QTC	SPECIFIC SUPERVISORS BLATANTLY DISCR IMINATE AMONG THEIR STAFF. (NAMES/D ETAILS KNOWN TO QTC, WITHHELD TO MAI NTAIN CONFIDENTIALITY). NO FURTHER INFORMATION MAY BE RELEASED. NUCLEA R POWER CONCERN. CI HAS NO FURTHER INFORMATION.
02	MP	70603	S	SQN	1 N N N N 2 NA NA NA NA			

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

:EFEREN[redacted] - ECPS132J-ECPS132C
:REQUEN[redacted] - REQUEST
JNP - 1S[redacted] - RWM

TENNESS[redacted]LLEY AUTHORITY
OFFICE [redacted]UCLEAR POWER
EMPLOYEE CONCERN PROGRAM SYSTEM (ECPS)
EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY

[redacted] - 82
RU[redacted]TIME - 10:04:39
RUN DATE - 03/10/87

\TEGORY: MP MGT. & PERS. ISSUES
SUBCATEGORY: 706 INTIMIDATION AND HARASSMENT

REF. SECTION
CAT - MP
SUBCAT - 706

CONCERN NUMBER	CAT	SUB CAT	SHRD	PLT LOC	1 REPORT APPL 2 SAF RELATED BF BL SQ WB	HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION
:QP-86-005-00301 T50261	IH	60400	S	SQN	1 2		QTC	THE SUBTLE BEHAVIOR OF SPECIFIC SUPE RVISORS INFERS THAT SEXUAL FAVORS WI LL BE REWARDED. (NAMES/DETAILS KNOW N TO QTC, WITHHELD TO MAINTAIN CONFI DENTIALITY). NO FURTHER INFORMATION MAY BE RELEASED. NUCLEAR POWER CON CERN. CI HAS NO FURTHER INFORMATION .
02	MP	70606	S	SQN	1 N N N N 2 NA NA NA NA			
:QP-86-005-00501 T50260	IH	60400	S	SQN	1 2		QTC	A SPECIFIC SUPERVISOR IS INSENSITIVE AND UNSYMPATHETIC TO CONCERNS EXPRE SSED REGARDING PREFERENTIAL TREATMEN T BEING GIVEN TO A CO-WORKER BY UPPE R MANAGEMENT. (NAME/DETAILS KNOWN T O QTC, WITHHELD TO MAINTAIN CONFIDEN TIALITY). NO FURTHER INFORMATION MA Y BE RELEASED. NUCLEAR POWER CONCER N. CI HAS NO FURTHER INFORMATION.
02	MP	70603	S	SQN	1 N N N N 2 NA NA NA NA			
03	MP	70606	S	SQN	1 N N N N 2 NA NA NA NA			
:QP-86-005-00701 T50260	MP	70601	N	SQN	1 N N N N 2 NA NA NA NA		QTC	A SPECIFIC SUPERVISOR SPENDS MOST OF THE WORKING TIME DISCUSSING BUSINES S OTHER THAN TVA BUSINESS. (NAMES/D ETAILS KNOWN TO QTC, WITHHELD TO MAI NTAIN CONFIDENTIALITY). NO FURTHER INFORMATION MAY BE RELEASED. NUCLEA R POWER CONCERN. CI HAS NO FURTHER INFORMATION.
QP-86-005-00801 T50260	MP	70601	N	SQN	1 N N N N 2 NA NA NA NA		QTC	A SPECIFIC SUPERVISOR WASTES TVA MON EY BY ORDERING MATERIALS NOT NEEDED AND/OR APPROPRIATE FOR THE JOB. (NA MES/DETAILS KNOWN TO QTC AND WITHHEL D TO MAINTAIN CONFIDENTIALITY). NO FURTHER INFORMATION MAY BE RELEASED. NUCLEAR POWER CONCERN. CI HAS NO FURTHER INFORMATION.
QP-86-007-00101 T50264	MP	70601	N	SQN	1 N N N N 2 NA NA NA NA		QTC	A SPECIFIC SUPERVISOR'S (NAME KNOWN) METHOD OF SUPERVISION, EMPLOYEE/SUP ERVISOR RELATIONSHIP, ETHICS AND QUA LIFICATIONS SHOULD BE OBJECTIVELY SC RUTINIZED AND EVALUATED BY UPPER MAN AGEMENT. NUCLEAR POWER CONCERN. CI HAS NO FURTHER INFORMATION.

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

CONCERN NUMBER	CAT	SUB CAT	SHRD	PLT LOC	1 REPORT APPL 2 SAF RELATED BF BL SQ WB	HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION	REF. SECTION CAT - MP SUBCAT - 706
QP-86-012-00101 T50277	MP	70602	N	SQN	1 N N N N 2 NA NA NA NA		QTC	EMPLOYEES WHO QUESTION A WORK PLAN A S TO WHETHER THEY ARE IN VIOLATION O F A REQUIREMENT ARE SOMETIMES ANSWER ED WITH, "DUMMY, YOU COULD DO THAT." THIS TYPE OF ANSWER IS PERCEIVED B Y THE EMPLOYEES AS SUPERVISION THINK ING THEY ARE STUPID FOR EVEN QUESTIO NING A POSSIBLE REQUIREMENT VIOLATIO N. NUCLEAR POWER CONCERN. CI HAS N O FURTHER INFORMATION. NO FOLLOWUP REQUIRED.	
BM-86-004-00301	MP	70604	S	WBN	1 N N N N 2 NA NA NA NA		QTC	THE NRC IS NEGLIGENT IN PERFORMING T IMELY REVIEWS OF THE QC PROGRAMS SUC H AS MODIFICATIONS, OPERATIONS, IN-S ERVICE INSPECTIONS, NUCLEAR IN-SERVI CE FORMS (NIS-1), PUMP, VALVE, PRESS URE TESTS, AND LETTERS OF RELIEF FRO M THESE PROGRAMS. SOME OF THESE PRO GRAMS AND LETTERS OF RELIEF HAVE BEE N SUBMITTED TO THE NRC FOR YEARS, AN D NO ACKNOWLEDGMENT HAS BEEN RECEIVE D BY THE NRC OF EITHER APPROVAL OR D ISAPPROVAL. NO FURTHER INFORMATION IN FILE. ANONYMOUS CONCERN. NO FOL LOW-UP REQUIRED.	
02	NU	00000	S	WBN	1 N N N N 2 NA NA NA NA				
BM-86-010-00201 T50275	MP	70603	N	WBN	1 N N N N 2 NA NA NA NA		QTC	SUPERVISOR (KNOWN) OBVIOUSLY REWARDS THOSE PEOPLE PERCEIVED AS FRIENDS, AND ATTEMPTS TO PUNISH THOSE EMPLOYE ES CONSIDERED TO BE A "THREAT". IND IVIDUAL APPEARS TO BE VERY PREJUDICE D IN FAVOR OF PEOPLE WHO SHARE THE I NDIVIDUAL'S BELIEFS AND LIFE-STYLE. NUCLEAR POWER DEPARTMENT CONCERN. NO FURTHER INFORMATION IN FILE. ANO NYMOUS CONCERN.	

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

TEGORY: MP MGT. & PERS. ISSUES
SUBCATEGORY: 706 INTIMIDATION AND HARASSMENT

REF. SECTION
CAT - MP
SUBCAT - 706

CONCERN NUMBER	CAT	SUB CAT	SHRD	PLT LOC	1 REPORT APPL 2 SAF RELATED BF BL SQ WB	HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION
BM-86-013-00201 T50275	IH	60400	S	WBN	1 2		QTC	A SPECIFIC SUPERVISOR (NAME KNOWN) U SED COERCION IN AN ATTEMPT TO OBTAIN SEXUAL FAVORS. DETAILS KNOWN TO QT C, WITHHELD DUE TO CONFIDENTIALITY. NO FURTHER INFORMATION MAY BE RELEA SED. NUCLEAR POWER DEPARTMENT CONCE RN.
02	MP	70606	S	WBN	1 N N N N 2 NA NA NA NA			
BN-86-052-00201	MP	70601	N	WBN	1 N N N N 2 NA NA NA NA		NSRS	DURING THE EXIT INTERVIEW THE CI EXP RESSED THE CONCERN THAT 'PAY-BACKS' MAY HAVE OCCURED WHEN PEOPLE HAVE RA ISED ISSUES IN THE PLANT. THE CI FEE LS THAT 'PAY-BACKS' WILL PROBABLY CO NTINUE.
BN-86-093-00101	MP	70604	N	WBN	1 N N N N 2 NA NA NA NA		NSRS	CI STATED THAT THE CRAFT VIEWS MANAG EMENT AS NOT BEING TRUSTWORTHY WHEN DEALING WITH PEOPLE.
BP-85-004-00101 T50227	MP	70603	N	WBN	1 N N N N 2 NA NA NA NA		QTC	MANAGEMENT IS INVOLVED IN THE "BUDDY " SYSTEM. SUPERVISORS BRING IN THEI R FRIENDS WHICH ARE, FOR THE MOST PA RT, UNQUALIFIED. CI HAS NO FURTHER INFORMATION.
BP-85-013-00101 T50229	IH	60400	S	WBN	1 2		QTC	TVA SUPERVISOR (KNOWN) TREATED EMPLO YEES UNFAIRLY AND DISCRIMINATORILY. DETAILS KNOWN TO QTC AND WITHHELD T O MAINTAIN CONFIDENTIALITY. NO FURT HER INFORMATION MAY BE RELEASED. CO NSTRUCTION DEPT. CONCERN. CI HAS NO FURTHER INFORMATION. NO FOLLOW UP REQUIRED.
02	MP	70601	S	WBN	1 N N N N 2 NA NA NA NA			
03	MP	70606	S	WBN	1 N N N N 2 NA NA NA NA			
BP-85-013-00201 T50229	MP	70604	N	WBN	1 N N N N 2 NA NA NA NA		QTC	TVA SUPERVISOR (KNOWN) FALSELY ACCUS ED TVA EMPLOYEE. DETAILS KNOWN TO Q TC AND WITHHELD TO MAINTAIN CONFIDEN TIALITY. NO FURTHER INFORMATION MAY BE RELEASED. CONSTRUCTION DEPT. CO NCERN. CI HAS NO FURTHER INFORMATIO N. NO FOLLOW UP REQUIRED.

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

TEGORY: MP MGT. & PERS. ISSUES
SUBCATEGORY: 706 COMMUNICATIONS

REF. SECTION
CAT - MP
SUBCAT - 706

CONCERN NUMBER	CAT	SUB CAT	SHRD	PLT LOC	1 REPORT 2 SAF BF	BL	SQ	WB	HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION
BP-85-013-00301 T50229	MP	70604	N	WBN	1 N 2 NA	N NA	N NA	N NA		QTC	TVA SUPERVISOR (KNOWN) UNNECESSARILY DELAYED IN DELIVERING A REPRIMAND TO EMPLOYEE. DETAILS KNOWN TO QTC AND WITHHELD TO MAINTAIN CONFIDENTIALITY. NO FURTHER INFORMATION MAY BE RELEASED. CONSTRUCTION DEPT. CONCERN. CI HAS NO FURTHER INFORMATION. NO FOLLOW UP REQUIRED.
BP-85-013-00401 T50229	MP	70601	N	WBN	1 N 2 NA	N NA	N NA	N NA		QTC	THE SUPERVISOR (KNOWN) TRANSFERRED PERSONNEL WITHOUT ALLOWING FOR INTERFACING WITH OTHER PERSONNEL ON TECHNICAL ACTIVITIES. DETAILS KNOWN TO QTC AND WITHHELD TO MAINTAIN CONFIDENTIALITY. NO FURTHER INFORMATION MAY BE RELEASED. CONSTRUCTION DEPT. CONCERN. CI HAS NO FURTHER INFORMATION. NO FOLLOW UP REQUIRED.
BP-85-015-00201 T50239	IH	60400	S	WBN	1 2					QTC	SUPERVISOR (KNOWN) FORCED EMPLOYEE TO DO HEAVY LIFTING THAT RESULTED IN AN ADVERSE HEALTH CONDITION. EMPLOYEE WAS PUT ON MEDICAL RESTRICTIONS, BUT SUPERVISOR FORCED EMPLOYEE TO CONTINUE HEAVY LIFTING CONTRARY TO RESTRICTIONS. DETAILS KNOWN TO QTC, WITHHELD TO MAINTAIN CONFIDENTIALITY. NO FURTHER INFORMATION MAY BE RELEASED. CONSTRUCTION DEPARTMENT CONCERN. CI HAS NO FURTHER INFORMATION. NO FOLLOW UP REQUIRED.
02	MP	70601	S	WBN	1 N 2 NA	N NA	N NA	N NA			
03	MP	70606	S	WBN	1 N 2 NA	N NA	N NA	N NA			

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

TEGORY: MP MGT. & PERS. ISSUES
SUBCATEGORY: 706 MANAGEMENT PRACTICES

REF. SECTION
CAT - MP
SUBCAT - 706

CONCERN NUMBER	CAT	SUB CAT	SHRD	PLT LOC	1 REPORT 2 SAF BF	BL	SQ	APPL RELATED NB	HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION
BP-85-015-00301 T50239	MP	70601	N	WBN	1 N 2 NA	N NA	N NA	N NA		QTC	TVA SUPERVISOR (KNOWN) CAN NOT GET A LONG WITH PEOPLE. EMPLOYEES HAVE HA D TO QUIT BECAUSE OF THIS SUPERVISOR 'S INABILITY TO GET ALONG. SUPERVIS OR UNFAIRLY CHEWED OUT EMPLOYEES AND UNFAIRLY GAVE EMPLOYEES TIME OFF. SUPERVISOR SERIOUSLY ANTAGONIZED UPP ER FIELD SUPERVISORS (KNOWN) AS WELL AS CRAFT. ADDITIONAL MINOR DETAILS KNOWN TO QTC, WITHHELD TO MAINTAIN CONFIDENTIALITY. NO FURTHER INFORMA TION MAY BE RELEASED. CONSTRUCTION DEPARTMENT CONCERN. CI HAS NO FURTH ER INFORMATION. NO FOLLOW UP RE
BP-85-015-00501 T50239	MP	70601	N	WBN	1 N 2 NA	N NA	N NA	N NA		QTC	PROBLEMS DO NOT GET REPORTED UP CHAI N OF COMMAND. EMPLOYEES AND UNION S TEWARDS HAVE TRIED TO BRING PROBLEMS TO MANAGEMENT'S ATTENTION, BUT SUPE RVISOR TRIES TO SMOOTH OVER THE PROB LEM OR MAKE IT "GO AWAY" WITHOUT FIX ING IT. EXAMPLE: EMPLOYEE WHO WAS S CHEDULED TO DISCUSS A PROBLEM WITH S ENIOR MANAGER WAS SENT HOME BY IMMED IATE SUPERVISOR AND COULD NOT KEEP T HE APPOINTMENT. DETAILS KNOWN TO QT C, WITHHELD TO MAINTAIN CONFIDENTIAL ITY. NO FURTHER INFORMATION MAY BE RELEASED. CONSTRUCTION DEPARTME
BP-85-015-00601 T50239	MP	70604	N	WBN	1 N 2 NA	N NA	N NA	N NA		QTC	TVA SUPERVISOR (KNOWN) BEHAVES AS TH OUGH DISINTERESTED IN DOING ASSIGNED JOB DUTIES. SUPERVISOR IS UNRESPON SIVE TO SUBORDINATES' INFORMATION AB OUT DAMAGE, SHORTAGES AND FUTURE NEE DS, ALL OF WHICH ARE PART OF THIS SU PERVISOR'S DUTY TO ATTEND TO. THIS AFFECTS JOB SAFETY AND PRODUCTIVITY. CONSTRUCTION DEPARTMENT CONCERN. CI HAS NO FURTHER INFORMATION. NO F OLLOW UP REQUIRED.

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.