

TVA EMPLOYEE CONCERNS  
SPECIAL PROGRAM

REPORT NUMBER: 71500

REPORT TYPE: Management and Personnel Subcategory

REVISION NUMBER: 5

TITLE: Employee Programs

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REASON FOR REVISION:

Incorporation of final TAS editorial comments.

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N/A  
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CONCURRENCE (FINAL REPORT ONLY)

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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.

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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.

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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.

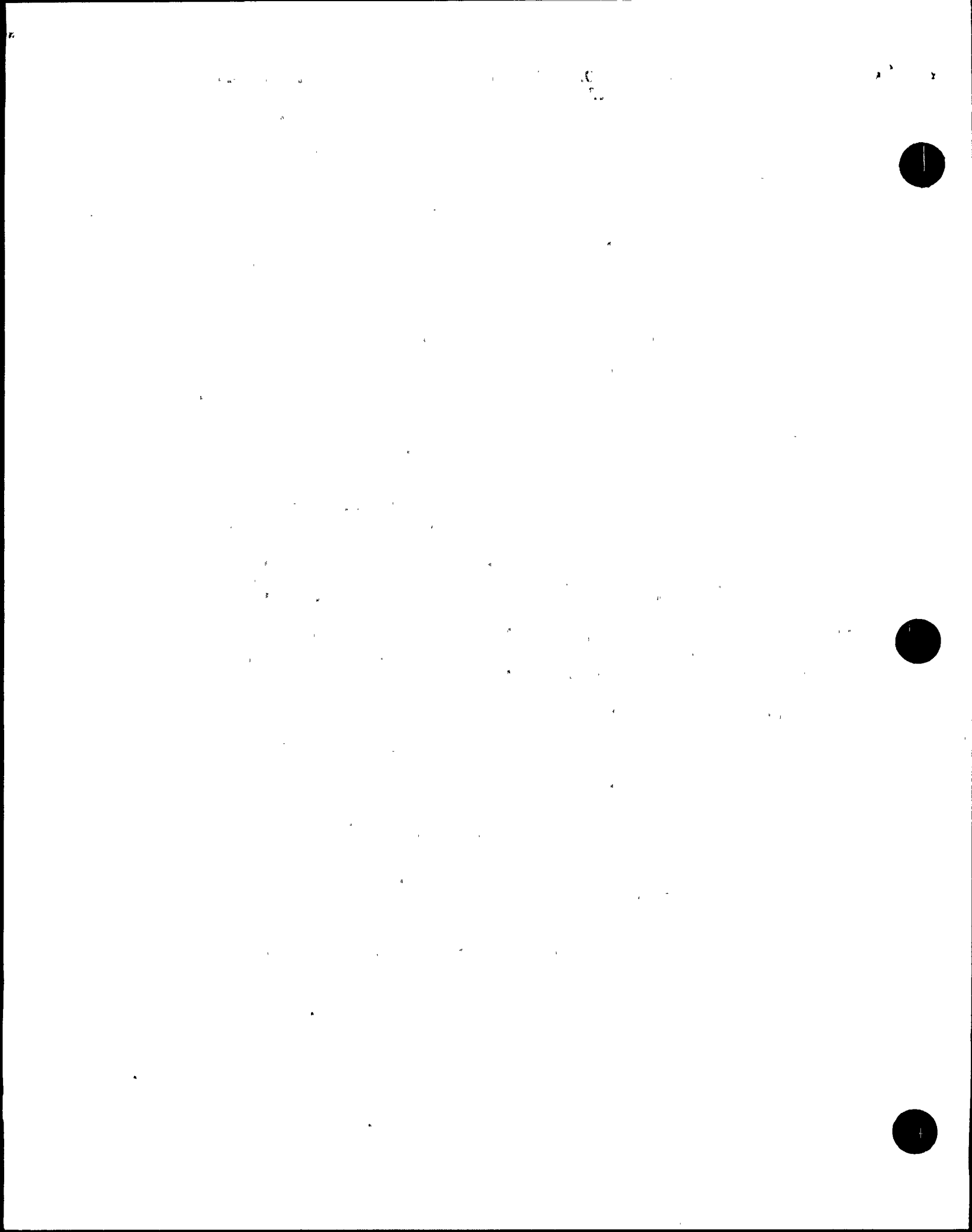
concern (see "employee concern")

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.





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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
CHTR	Certified Material Test Report
COC	Certificate of Conformance/Compliance
DCR	Design Change Request
DNC	Division of Nuclear Construction (see also NU CON)

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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

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L/R	Labor Relations Staff
H&AI	Modifications and Additions Instruction
HI	Maintenance Instruction
HSPB	Merit Systems Protection Board
HT	Magnetic Particle Testing
NCR	Nonconforming Condition Report
NDE	Nondestructive Examination
NPP	Nuclear Performance Plan
NPS	Non-plant Specific or Nuclear Procedures System
NQAH	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



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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

This report covers the subcategory of Employee Programs. It addresses four issues raised about the confidentiality of concerned individuals identity, the responses to concerns, and the employees opinions and the deficiencies of the concerns program.

Most of the concerns in this subcategory are general statements regarding the employee programs at WBN and other TVA facilities. The programs discussed are the one conducted by Quality Technology Company (QTC) and TVA's own Employee Concerns Program (ECP). The concerns in this subcategory most often refer to QTC and the current ECP. QTC is also referred to as the Employee Response Team (ERT). QTC is mentioned most often because it conducted the first extensive interviews with employees about their concerns. Although, other programs had existed prior to the development of these two, they were not successful, according to employees. Because 85% of the concerns specifically mention QTC or ECP, the investigation will focus on these two programs.

Although the issues evaluated in this subcategory were primarily initiated at Watts Bar Nuclear Plant (WBN), they have generic implications. What consistently bothers workers at WBN is also likely to be bothering workers at the other TVA nuclear sites.

This evaluation includes the results of a review of the roles of the QTC, WBN line management, and Office of Nuclear Power (ONP's) ECP in answering employee concerns. The investigation was conducted from May through July 1986.

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 Numbers 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.

### 1.2 Description of Issues

This subcategory addresses 170 employee concerns classified in the following issues.



1.2.1 Issue 71501 - Confidentiality of Concerned Individual's Identity

Employees were very concerned that their identities not become known because of fear that retaliatory actions would be taken.

1.2.2 Issue 71502 - Inadequate Response to Concerns

This issue is about responses to earlier concerns: the answer did not satisfy the concerned individual. The unsatisfactory answer may have come from QTC, from the NRC, from line managers, or from the ECP.

1.2.3 Issue 71503 - Concern Program Deficiencies

This issue points to one or more specific phases of QTC which an individual felt were deficient.

1.2.4 Issue 71504 - Employee Opinions about Concern Program

This issue offers opinions from employees and supervisors about the two major programs dealt with in this subcategory, those conducted by QTC and the ECP.

2.0 SUMMARY

2.1 Summary of Issues

The issues in this subcategory address the employee concerns efforts undertaken by TVA's Office of Nuclear Power (ONP). The issues are the protection of confidentiality, inadequate response to concerns, program deficiencies, and general employee reactions to the concerns effort.

The issues focus on the concerns programs available to TVA employees since April 1985. A concern is a formal, written description of a circumstance or circumstances that an employee thinks is unsafe, unjust, inefficient or inappropriate; usually documented on a K-form or a form equivalent to the K-form. The majority of the concerns in this subcategory (65 percent) refer directly or indirectly to QTC. ONP's ECP is mentioned in an additional 20 percent of the concerns. On February 1, 1986, ECP\* became TVA's internal program for receiving concerns; it assumed the responsibility for the exit interviews that QTC had been conducting. There was a period from February 1, 1986, to April 1986, when both QTC and ECP were onsite at WBN. Creation of the ECP was announced in December 1985 so that details about the program could be explained to personnel before it became active.



The remaining concerns in this subcategory address general statements about how ONP handles employee concerns. The comments range from the very general to suggestions or opinions about specific details of a program.

\*The ECP is not to be confused with the Employee Concerns Task Group (ECTG) which was established independently to respond to concerns submitted prior to February 1, 1986.

## 2.2 Summary of Evaluation Process

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.

The evaluation process followed the Evaluation Plan for the Employee Concerns Task Group and the Evaluation Plan for the Management and Personnel Task Group. It included a review of the concern case files and of source documents. It also included interviews with ONP managers and other personnel.

## 2.3 Summary of Findings

The findings of the evaluation indicate that most of the concerns are based on misunderstandings or caused by a lack of effective communication. Much of the miscommunication resulted from the necessity to restrict the information available to investigators in order to protect the confidentiality of those filing concerns.

## 2.4 Summary of Collective Significance

The collective significance analysis indicates that not enough was done early in the programs to explain how they worked. How well they ultimately work must be judged by the degree to which employees regain trust in line management.

## 2.5 Summary of Causes

The causes of the issues in this subcategory can be summarized as poor communication, lack of trust in management, and a lack of information about the programs. These causes stemmed from previous ONP management's failure to create an organizational structure and an atmosphere in which employees were treated as trusted members of an ONP team.

## 2.6 Summary of Corrective Action

The corrective action for the findings in this subcategory is a series of programs and actions taken by TVA to address concerns in a thorough and



objective manner. Actions have been taken to address past concerns and to insure that employee concerns are addressed in the future.

### 3.0 EVALUATION PROCESS

#### 3.1 Description of 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 Task Group."

A review was made of investigations and responses developed by the WBN-Project Manager's Office (PMO), the Office of Employee Relations, QTC and Nuclear Safety Review Staff (NSRS) reports. Information from these investigations was used in the development of this report. In addition, the "Sensitive Files" from QTC were also reviewed.

After a review of the concern case files, the concerns were analyzed and separated into four issues in order that they might be efficiently addressed.

The evaluation process next involved an examination of the source documents to establish the criteria by which to judge whether or not the issues identified problems in need of corrective action. Initially, material involving the two concerns programs was obtained from the reference documents listed in Attachment C. Primary information was also obtained from contracts, concerns programs of other large utilities, and other reports.

Information gathered from the document review guided the evaluator in formulating questions and discussion topics for the 48 WBN employees who were interviewed. Thirteen of the 48 were interviewed individually. The remaining 35 were interviewed in groups of 10-15. The information obtained from the interviews was then compared with information from the K-forms. All this information was used to determine the findings. A special effort was made to notice consistencies and differences in employee responses over a period of time to see what changes (if any) were evident in the employee responses from the interviews for this evaluation as compared to the responses in the earlier concerns.

Each issue was evaluated to determine if it identified a problem in need of corrective action. An analysis was made to determine the collective significance of the findings. Causes were determined for those problems requiring corrective action. The sufficiency of the corrective action previously initiated was reviewed.

#### 4.0 FINDINGS

##### 4.1 Background of Concerns Programs

In April 1985, WBN unit 1 was preparing to meet its fuel load schedule and obtain its operating license. At that time, the Nuclear Regulatory Commission (NRC) and several Congressmen informed TVA that they were receiving complaints from employees about the plant's safety because employees were apprehensive about talking to WBN officials for fear of retaliation on the job. After meeting with NRC, the TVA Board of Directors decided that an effective employee concern program had to be established immediately to give fair hearing to any and all employee concerns.

None of the existing groups, such as the NSRS, had the manpower or the immediate capability to establish such a massive program at such short notice.

##### QTC Involvement

Therefore, the TVA Board of Directors decided to contract with QTC to "interview employees." A team of interviewers, investigators, and clerical workers was sent to WBN to begin the interviews. Systematically, employees were asked if they had any concerns relating to the safety of the plant or any concerns about their work environment. All concerns were then recorded and were investigated either by QTC investigators, NSRS, or line managers or their representatives. This arrangement continued until early 1986.

##### ONP - Employee Concerns Program

On February 1, ECP began to assume some of the responsibilities of QTC. Representatives of ECP at ONP sites began receiving concerns and conducting exit interviews. QTC continued to receive concerns on a walk-in basis and to conduct investigations.

##### ECTG's Special Program

Because of the large volume of QTC concerns left unanswered at QTC's departure, a special task force, the ECTG, was established to respond to all the QTC concerns submitted prior to February 1, 1986. The individual responses had become a time-consuming task; therefore, individual concerns were grouped with those sharing the same issue.

The Employee Concerns Special Program (ECSP) emphasizes (1) in-depth review of the issues, (2) resolution of problems by the device of grouping by issue, (3) identification of causes, (4) implementation of corrective action, and (5) effective closeout of concerns.



#### 4.2 Issues

The evaluation process revealed that the concerns in this subcategory fell into four issues. The issues were similar across plant sites, across divisions, and across areas of responsibility. The craft personnel were more vocal, having the majority of concerns, but their concerns also fit into the four-issue breakdown.

##### 4.2.1 Issue 71501 - Confidentiality of Concerned Individual's Identity

###### Discussion

Confidentiality was the issue mentioned most frequently in this subcategory's concerns. Concerned individuals (CIs) often stated that employees feared to confide in a supervisor or trust any concerns program because there could be some form of reprisal. The interviews of employees for this subcategory showed that personnel feared jobs might be jeopardized, promotions lost, shift assignment altered, or less attractive tasks might be assigned as retribution. Eight of those individuals questioned described incidents in which foremen or supervisors reacted unfavorably to their expression of a concern; three of these interviewees had experienced problems after repeatedly seeking a reply to questions involving their work assignments.

Other craft personnel repeated similar stories and said that was why many employees would not express concerns to any program unless anonymity was guaranteed. It should be noted that these are stories which were repeated by personnel: only two employees felt that they personally had been treated unfairly. Management acknowledged that isolated cases, such as those described, might have taken place in the past; however, they added that such actions were never sanctioned and will no longer be tolerated.

A reduction-in-force (RIF) in late 1985 reinforced the fear expressed by employees. A typical concern in this vein states, "The layoff of hourly employees . . . creates the appearance that employees are being retaliated against for talking to ERT." However, no information could be found to corroborate those fears. Personnel records reveal that employees were dismissed according to their standing on retention rosters. This fear on the part of some CIs also fails to consider that all WBN employees were interviewed by the QTC, making identification of those actually filing concerns difficult.

Procedures for Confidentiality

Confidentiality was guaranteed to all those interviewed by QTC. As an employee expressed a concern, an identifying number was assigned each concern. The employee and select QTC personnel were the only ones who knew the identifying number's source. Anyone investigating the concern knew only the identifying number. Nevertheless, because many concerns were investigated by management, some employees feared that individuals might be identified. The QTC program provided pertinent information to investigators. However, interviews with a variety of investigators who received such information confirmed that at no time did QTC compromise the identity of any employee. The contract between TVA and QTC stipulated that all QTC files be kept strictly confidential. Even after the termination of that contract, copies of the files were turned over to the NRC rather than to TVA in order to keep the information private.

Concerns were also raised that QTC phones were tapped, employee interviews were overheard, or QTC staff discussed concerns in public areas. No evidence could be found to indicate that these concerns were factual (see also Subcategory 712, Miscellaneous).

QTC's phone lines were checked regularly for wiretaps; no problems were discovered. Special attention was given to the design of the QTC offices and especially the interview areas to ensure maximum privacy. Strict attention was also given by the QTC staff to protecting privileged information. No available data was found to indicate that the identity of a concerned individual was compromised.

However, interviewees stated that little or no information was given to employees about the operating procedures of QTC. Consequently, many employees mistakenly believed that QTC would investigate all the concerns generated during interviews. "Confidentiality" meant to these employees that no TVA personnel would have any knowledge of an individual's area of concern. Therefore, when they went in for the QTC interviews, many employees did not realize that concerns would be addressed by anyone other than QTC. According to those interviewed, employees felt betrayed when it was found that managers were preparing responses. Not only were negative reactions feared, it was also felt that the responses would not be objective. Therefore, QTC lost the trust of some employees.

The ONP-wide ECP, TVA's new program, has also included procedures to ensure confidentiality whenever it is requested. This program urges that employees resolve problems or concerns with their supervisors. However, all concerns will be accepted and strict confidence will be guaranteed to any employee who requests it.

The ONP-wide ECP guarantees confidentiality to employees who desire it. The program leaders, however, have been careful to point out to concerned employees that management must be involved in the investigation. Results of the surveys done in December 1985 and May 1986 (See Attachment C, items 1 and 2) show that employees trust in the ECP is increasing. Over 65 percent of the 972 employees who responded to the May 1986 survey felt that their trust in management and in the Employee Concern Program had increased.

#### Conclusion

The employee interviews on this subcategory indicate that while some retaliation by supervisors has taken place in the past against some employees, a few highly publicized cases have given the impression that most employees expressing concerns were penalized. Consequently, the mistrust of management was so strong at the time QTC interviews were conducted that no amount of assurance could convince many employees that they would receive an objective response from any management source. However, the investigation could not find any evidence that the employee programs have compromised the identity of any individuals. Therefore, this issue on confidentiality is not factually accurate.

#### 4.2.2 Issue 71502 - Inadequate Responses to Concerns

##### Discussion

The concerns that make up this issue are expressions of dissatisfaction with the handling of specific earlier concerns filed with QTC. The dissatisfaction took two forms:

- (1) That the response to the earlier concern was inadequate
- (2) That the CI had received no response to the concern

CIs claiming inadequate responses believed some replies to be evasive, some to be unrelated to the topic, and some to be simply untrue. A review of the QTC concerns that were found inadequate by the CIs who filed them showed that the responses came primarily from TVA line management early in the program. At that time, concerns were being responded to individually. CIs were given the option of returning the first response if they believed it was unacceptable. They were then asked by QTC to explain why the reply was not adequate and to provide additional information.

Two concerns are typical of those comprising the first group under this issue. Concern IN-85-220-002 states, "Supervision is not responsive to employee raised concerns about construction/design of plant." This concern is representative of others who felt that supervisors did not adequately respond to concerns during the past. Another concern report states, "CI feels that the investigation performed by TVA...was inadequate. The investigation did not address the concern. CI would not elaborate on the reason for dissatisfaction because of fear of retaliation and because TVA would not, no matter what the CI said, take action to correct the report."

In their defense, line managers, who had made responses that CIs found inadequate, stated that they responded as thoroughly as possible using the available information. They mentioned that the strong measures taken to preserve the confidentiality of the concerns sometimes drastically limited the information available. In reviewing QTC concerns, these investigators found that many of the K-forms had little specific information about an issue. To obtain more information, the investigators had to go back to QTC who, in turn, had to contact the employee. Many times too little additional information was found to make a conclusive investigation possible.

Those which were returned to QTC were investigated again. Prior to the departure of QTC, their interviewers stated that fewer than 5 percent of the responses were returned. Problems with the responses were discussed before being returned to the investigator. Nevertheless, a meeting of the minds was often difficult without direct communication between the concerned individual and the investigator.

Responses in the interviews and surveys conducted for this report reveal that there were, in past years, problems with unresponsive supervisors. This problem was also revealed in the QTC concerns. Many employees believed that they were ignored or given unacceptable replies. According to eight of those questioned during interviews, some employees who had raised a concern felt they were the victims of either overt or subtle discrimination. Managers who were questioned agreed that some supervisors had not addressed issues adequately, but none felt that retribution was commonly practiced against those who expressed concerns.

The second group of concerns were from CIs who had gotten no response at all back from QTC. It must be remembered that the concerns at issue were filed early in the QTC effort when it was thought that all concerns could be investigated and responded to individually. However, TVA soon came to realize



that this method was hopelessly inefficient: the volume of concerns collected by QTC and other sources were making timely responses to individual concerns very difficult.

Consequently, the ECSP was established to provide the resources required by a project that turned out to be much larger and more complicated than had first been expected. The ECSP was set up to investigate the concerns by issue rather than individually. This meant that the broader question that an individual concern raised would be explored in depth. On the other hand, it also meant that a response to the concern would not come until the subcategory report containing that issue was released to the public. The high priority given to preserving the CI's confidentiality often made it difficult to ensure that the change in program was communicated to CIs who had earlier been promised an individual response.

Three CIs in this second group contended that the NRC had not responded to concerns. An NRC investigator assigned to WBN was interviewed on this question. The investigator said that concerns were addressed as soon as possible. Delays could have been caused by the wide scope or complexity of an investigation. Additionally concerns may have raised questions within the scope of other agencies. In such cases, the concerns would be passed on to those agencies. The concern could also have been grouped with similar concerns as addressing one larger issue.

Concerned individuals are encouraged by the NRC to take concerns to one of TVA's internal programs, particularly when the concern is non-safety related. When safety concerns are accepted, they are documented and forwarded to the Region II NRC Headquarters in Atlanta. Specific areas addressed in the concern may then have to be examined by specialists. The time required to complete the investigation differs according to the complexity of the issue. To the best knowledge of the NRC, no concerns have been ignored.

#### Conclusion

This issue about unacceptable response or delayed responses identifies problems for which corrective action was taken before this evaluation. The ECSP was established to provide the resources and program procedures to ensure the adequacy of line management response to concerns. It was also established to ensure that all the issues contained in the large volume of concerns collected by the earlier employee concern efforts would receive thorough and complete responses.



4.2.3 Issue 71503 - Concern Program Deficiencies

Discussion

The concerns that constitute this issue identify one or more phases of a concerns program which the CI feels to be inadequate. The concern might, for instance, suggest a change in the program's operating procedure or question the ability of the staff. Two concerned individuals claimed that they were not allowed exit interviews by QTC. Other concerns state that sufficient information such as the location, phone number, or policies of a concerns program was not readily available.

QTC personnel were brought to WBN soon after the QTC contract with TVA was announced. However, employees interviewed for this evaluation claimed that their only knowledge of the company was information obtained from news media. Basically, personnel were told that they would be interviewed about plant concerns. The workers knew of the program but knew little about its structure or how it operated. This "visibility" problem lingers on because several of those questioned for this evaluation did not know the location, phone number, or site representative of the new ECP at WBN. One-third of those questioned thought that managers had to refer employee concerns to the ECP. Division of Nuclear Construction (DNC) personnel often confused the ECP with their own Employee Involvement Program.

Most of the concerns in this issue were personal opinions generated by individuals. The concern might question the qualification of QTC employees, the methods of interviewing employees, or offer a comment about a QTC procedure. The only recurring question about the integrity of the program addressed its purpose and intent. Employees seemed uncertain of why they were being questioned and what actions would be taken as a result of their interviews.

Seventy-eight percent of the employees interviewed for this report claimed that they did not question the ability or professionalism of QTC. However, only 23 percent understood the functions of QTC or how concerns would be answered. As a rule, they felt comfortable discussing a concern with their supervisor, but they didn't know what route to take if they needed to go further with a concern. This information points to one of the major flaws in the early concern program





effort: employees must understand the purpose of any concerns program.

#### Conclusion

Most of the concerns in this issue can be traced to a failure to properly inform employees about the programs. Therefore, while many of the concerns are so subjectively worded as to be impossible to investigate, this issue, like the issue on inadequate response, points out a communications problem. There should have been a much more comprehensive effort to explain the QTC program and the ECP to employees. For instance, the exit interviews mentioned earlier became the responsibility of the ECP after January 1986, but most employees were not informed that QTC no longer conducted exit interviews. This lack of information led directly to two concerns and is symptomatic of the foul-ups a new program makes, but which the ONP-wide ECP hopes to quickly correct.

#### 4.2.4 Issue 71504 - Employee Opinions about Concern Program

##### Discussion

This issue consists of expression of supervisors' and employees' reactions to the employee concerns programs. Most of these concerns were received in the early stages of the QTC program and refer to QTC.

Six of the concerns are positive reactions to a program saying that the program should be given a chance before judgments are made. One Bellefonte Nuclear Power Plant (BLN) concern said that the QTC effort should be extended to BLN.

Other concerns described negative reactions by supervisors when concerns were presented to them. There were also concerns about managers who could not accept constructive criticism. Such actions have also been reported at employee involvement meetings and communications committee meetings.

On the positive side again, some concerns also stated that some managers encouraged participation with QTC and made sure that crew members went to the interviews.

This positive line participation was attributed to upper management's support of the concerns programs and its insistence that line managers follow suit. All supervisory

personnel in DNC, for instance, are now required to complete a 40-hour course on management-employee relations. This training provides instruction in problem solving, human relations, leadership, motivation, and communications.

There was initial resentment on the part of many line managers toward the employee programs. However, interviews for this evaluation show that this negative attitude among managers has been replaced by a more optimistic view. The changed attitude can be indirectly noted in employee surveys done during the evaluation which show that 85 percent of those responding would now trust their immediate supervisor. However, only 71 percent of those same employees would trust higher management with concerns. Sixty-six percent say they are more willing to trust supervisors than in the past. Nine people said they have always been willing to take their concerns to supervisors; therefore, they are not "more willing" than in the past. From this data, it can be argued that improved management attitudes are having a positive effect on employees.

#### Conclusion

Because this issue consists of expressions of opinion and because those opinions vary, it is not one which can be discussed as being factual or nonfactual. However, this issue, like the issue of inadequate responses, does point to a communications problem. The need to keep employee and managers aware of what the concerns programs were and how they worked was not given adequate attention in the early stages of the effort to investigate concerns. The more favorable attitude toward the concerns program expressed recently by both employees and managers argues that the employee concern effort is now better understood by both groups.

#### 5.0 COLLECTIVE SIGNIFICANCE

The four issues in this subcategory raise two overall questions about the various employee concerns programs: (1) have they protected concerned individuals' anonymity and (2) have they gotten results.

The answer to the first question is a firm yes. No evidence of any breach of confidentiality was found during this evaluation. Indeed, efforts to protect confidentiality have been so exhaustive that they have often hindered the evaluators' attempts to clarify just what an employee's concern was.



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A full answer to the second question is not yet in. Any employee concern program proves itself adequate only when it makes itself redundant: when such a program works, it restores employee trust in line management and thereby brings to an end the need for a separate employee concerns program. The proof of adequacy of ONP's employee concerns effort depends on three factors:

- (1) Positive employee reaction to the ECSP reports on the employee concerns filed before February 1, 1986
- (2) A decreasing number of new or refiled concerns with the on-going ECP
- (3) ONP management's effectiveness in following through on the corrective actions it has agreed to as a result of the concerns programs.

#### 6.0 CAUSES

The causes of the issues in this subcategory are:

1. Poor communications from management.
2. Inadequate past (before 1985) programs for addressing concerns.
3. Lack of trust in management by employees.
4. Lack of relevant information about new employee programs.

The overall cause of the concerns is a lack of effective communication at all levels of supervision. This communication problem caused or at least failed to halt a gradual erosion of trust and confidence.

#### 7.0 CORRECTIVE ACTION PREVIOUSLY INITIATED

During the past year TVA-ONP management has taken steps to narrow the communications gap and to adequately address all employee concerns. The positive steps already initiated are:

1. Establishment of ECTG to resolve concerns raised before February 1, 1986.

2. Creation of the ECP to evaluate and resolve concerns filed after February 1, 1986, which cannot be resolved by supervisors and employees.
3. Establishment of an extensive training course on management skills for all WBN supervisory personnel. This training is to be continuous and will be required for all ONP supervisors. It is intended to increase supervisors' skills in listening to and effectively communicating with employees.
4. Establishment of the ONP Nuclear Performance Plan which sets forth goals for TVA nuclear program; high among these goals is the restoration of employee trust.
5. Implementation of management changes to reflect the ONP goals of restoring employee confidence in ONP management.

8.0 ATTACHMENTS

Attachment A, Subcategory Summary Table  
Attachment B, List of Concerns by Issue  
Attachment C, List of Sources

REFERENCE - ECPS132J-ECPS132C  
 FREQUENCY - REQUEST  
 - ISSS - RHM

ATTORNEY GENERAL  
 TENNESSEE VALLEY AUTHORITY  
 OFFICE OF NUCLEAR POWER  
 EMPLOYEE CONCERN PROGRAM SYSTEM (ECPS)  
 EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY  
 SUBCATEGORY: 715 EMPLOYEE OPINIONS ABOUT CONCERN PROGRAM

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CATEGORY: MP MGT. & PERS. ISSUES

CONCERN NUMBER	CAT	SUB CAT	S H R D	PLT LOC	1 REPORT APPL 2 SAF RELATED BF BL SQ NB	HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION	REF. SECTION CAT - MP SUBCAT - 715
4-86-004-00101 T50263	MP	71504	N	BFN	1 N N N N 2 NA NA NA NA		QTC	CI IS CONCERNED THAT "EVERYBODY THINKS NEGATIVE", AND ALLEGED THAT "AN INORDINATE AMOUNT OF TIME AND MONEY IS BEING SPENT ON COUNTER PRODUCTIVE EFFORTS CHASING CONCERNS". CI RECOMMENDED THAT EFFORTS TO SOLICIT POSITIVE AS WELL AS NEGATIVE RESPONSES BE INITIATED, AS WELL AS ASKING QUESTIONS THAT MIGHT GET CONCERNED INDIVIDUALS TO THINK ABOUT "FACTS" RATHER THAN "WHAT IF" OR "I SAY". CI HAS NO FURTHER INFORMATION.	
4-86-009-00101 T50267	MP	71503	N	BFN	1 N N N N 2 NA NA NA NA		QTC	CI FEEL THAT DISGRUNTLED EMPLOYEES COULD ABUSE THE EMPLOYEE CONCERN PROGRAM TO RETALIATE AGAINST THEIR SUPERVISORS BY SUBMITTING NUMEROUS CONCERNS OF QUESTIONABLE MERIT. SINCE A SUPERVISOR MUST ADDRESS ALL EMPLOYEE CONCERNS, IT IS CONCEIVABLE FOR A SINGLE PERSON TO OCCUPY A TREMENDOUS AMOUNT OF HIS TIME ANSWERING THESE CONCERNS. CI WONDERS IF THERE IS SOME MECHANISM TO IDENTIFY SUCH ABUSE, AND IF THE SUPERVISION HAS ANY RECOURSE IF HE SHOULD FEEL THIS IS HAPPENING? NUCLEAR POWER DEPARTMENT CO	
4-85-041-00201	MP	71501	N	BFN	1 N N N N 2 NA NA NA NA		NSRS	DURING THE EXIT INTERVIEW THE CI STATED THAT EMPLOYEES (EVEN THOSE TERMINATING) WILL NOT EXPRESS CONCERN BECAUSE THEY ARE CONCERNED WITH THEIR LIVELIHOOD AND FAMILIES. THEY ARE IN INDIRECT FEAR THAT IF THEY WERE KNOWN THEY WOULD NOT BE REHIRED.	

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

REFERENCE - ECPS132J-ECPS132C  
 FREQUENCY - REQUEST  
 P - ISSS - RWM

TENNESSEE VALLEY AUTHORITY  
 OFFICE OF NUCLEAR POWER  
 EMPLOYEE CONCERN PROGRAM SYSTEM (ECPS)  
 EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY  
 SUBCATEGORY: 715 INADEQUATE RESPONSES TO CONCERNS

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CATEGORY: MP MGT. & PERS. ISSUES

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	REF. SECTION CAT - MP SUBCAT - 715
H-86-037-00101	MP	71502	N	BFH	1 N N N N 2 NA NA NA NA		NSRS	DURING THE EXIT INTERVIEW THE CI PRESENTED TWO (2) MEMORANDA RELATIVE TO THE EMPLOYEE CONCERN PROGRAM AT BEL LEFONTE. ONE MEMO WAS FROM MANAGEMENT TO THE CI ACKNOWLEDGING THAT THE CI HAD PRESENTED EARLIER CONCERNS AND STATING THAT TVA HAS EMBARKED ON A COMPREHENSIVE PROGRAM WHICH WOULD IMPROVE THE EMPLOYEE CONCERN PROGRAM. THE OTHER MEMO WAS FROM THE CI TO MANAGEMENT ACKNOWLEDGING RECEIPT OF MANAGEMENT'S MEMO AND ASKING MANAGEMENT FOR RESPONSE TO FIVE (5) SPECIFIC ISSUES.	
NDHEEC85-07 01	MP	71503	N	BLN	1 N N N N 2 NA NA NA NA		OECP	FOR THE MOST PART, PERSONS EXPRESSING SAFETY CONCERNS ARE NOT QUALIFIED TO KNOW WHAT IS SAFE OR UNSAFE. LARGE AMOUNT OF TIME IS WASTED CHECKING OUT THESE CONCERNS. ALSO, UNTIL PERSONNEL COMES UP WITH A SYSTEM TO REMOVE NON-PERFORMERS AND RETAIN RESPONSIBLE PEOPLE THAT ARE GOOD PERFORMERS, TVA WILL CONTINUE TO SHOW BAD TO THE PUBLIC AND IIRC.	
NONPEC-001 01	MP	71501	N	BLN	1 N N N N 2 NA NA NA NA		OECP	EMPLOYEE FEAR REPRISAL IF HE EXPRESSED A SAFETY CONCERN	
-85-049-00601 T50163	MP	71501	N	WBN	1 N N N N 2 NA NA NA NA	EX-85-049-006	QTC	CI EXPRESSED THAT BY EXPRESSING CONCERNS TO THE ERT AND TVA, THAT CI WOULD NEVER WORK FOR TVA AGAIN, OR WOULD NEVER WORK FOR TVA WITHOUT EXPERIENCING HARASSMENT. NUCLEAR POWER DEPT CONCERN. CI HAS NO FURTHER INFORMATION. NO FOLLOWUP REQUIRED.	

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.





REFERENCE - ECPS132J-ECPS132C  
 FREQUENCY - REQUEST  
 P - ISSS - RWM

TENNESSEE NUCLEAR REGULATORY AUTHORITY  
 OFFICE OF NUCLEAR POWER  
 EMPLOYEE CONCERN PROGRAM SYSTEM (ECPS)  
 EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY  
 SUBCATEGORY: 715 CONCERN PROGRAM DEFICIENCIES

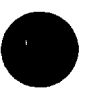
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CATEGORY: MP MGT. & PERS. ISSUES

REF. SECTION 1  
 CAT - MP  
 SUBCAT - 715

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
-85-049-00701 T50188	MP	71503	N	WBN	1 N N H N 2 NA NA NA NA		QTC	CI EXPRESSED THAT CI'S INITIAL INTERVIEW WITH ERT WAS NOT CONDUCTED IN AN OBJECTIVE AND PROFESSIONAL MANNER. NUC POWER DEPT CONCERN. ADDITIONAL DETAILS KNOWN TO QTC, WITHHELD DUE TO CONFIDENTIALITY. CI HAS NO FURTHER INFORMATION.
-85-063-X0201 T50183	MP	71501	N	WBN	1 N N H N 2 NA NA NA NA		QTC	CI FEELS THAT QTC DOESN'T MAINTAIN THE CONFIDENTIALITY IT CLAIMS. CI REQUESTED THE RELEASE OF INFORMATION ABOUT AN INDIVIDUAL (KNOWN) TO THE PRESS AS AN EXAMPLE. CONSTRUCTION DEPT. CONCERN. CI HAS NO FURTHER INFORMATION, AND DESIRES NO FURTHER CONTACT WITH ERT.
-85-083-X0101 T50187	MP	71501	N	WBN	1 N N H N 2 NA NA NA NA		QTC	CI'S CONCERN IS THAT THE ERT CONFIDENTIALITY AGREEMENT IS WORTHLESS AND CITES A RECENT RELEASE (KNOWN) AS AN EXAMPLE. CONSTRUCTION DEPT CONCERN. NO FURTHER INFORMATION AVAILABLE.
-85-134-00101 T50202	MP	71501	N	WBN	1 N H H H 2 NA NA NA NA		QTC	THE LAYOFF OF HOURLY EMPLOYEES WHILE ENGINEERS MANAGEMENT, AND AIDES ARE NOT BEING LAID OFF CREATES THE APPEARANCE THAT HOURLY EMPLOYEES ARE BEING RETALIATED AGAINST FOR TALKING WITH ERT ABOUT CONCERNS. CONSTRUCTION DEPT. CONCERN. CI HAS NO FURTHER INFORMATION.
-85-144-X0101 T50204	MP	71504	N	WBN	1 N N H N 2 NA NA NA NA		QTC	A GENERAL FOREMAN (KNOWN) TOLD A GROUP OF CRAFT THAT HAD THEY NOT GONE TO QTC WITH CONCERNS, THEY WOULD NOT HAVE BEEN LAID OFF. DETAILS KNOWN TO QTC, WITHHELD DUE TO CONFIDENTIALITY. CONSTRUCTION DEPT. CONCERN. CI HAS NO FURTHER INFORMATION.

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.



REFERENCE - ECPS132J-ECPS132C  
 FREQUENCY - REQUEST  
 P - ISSS - RWM

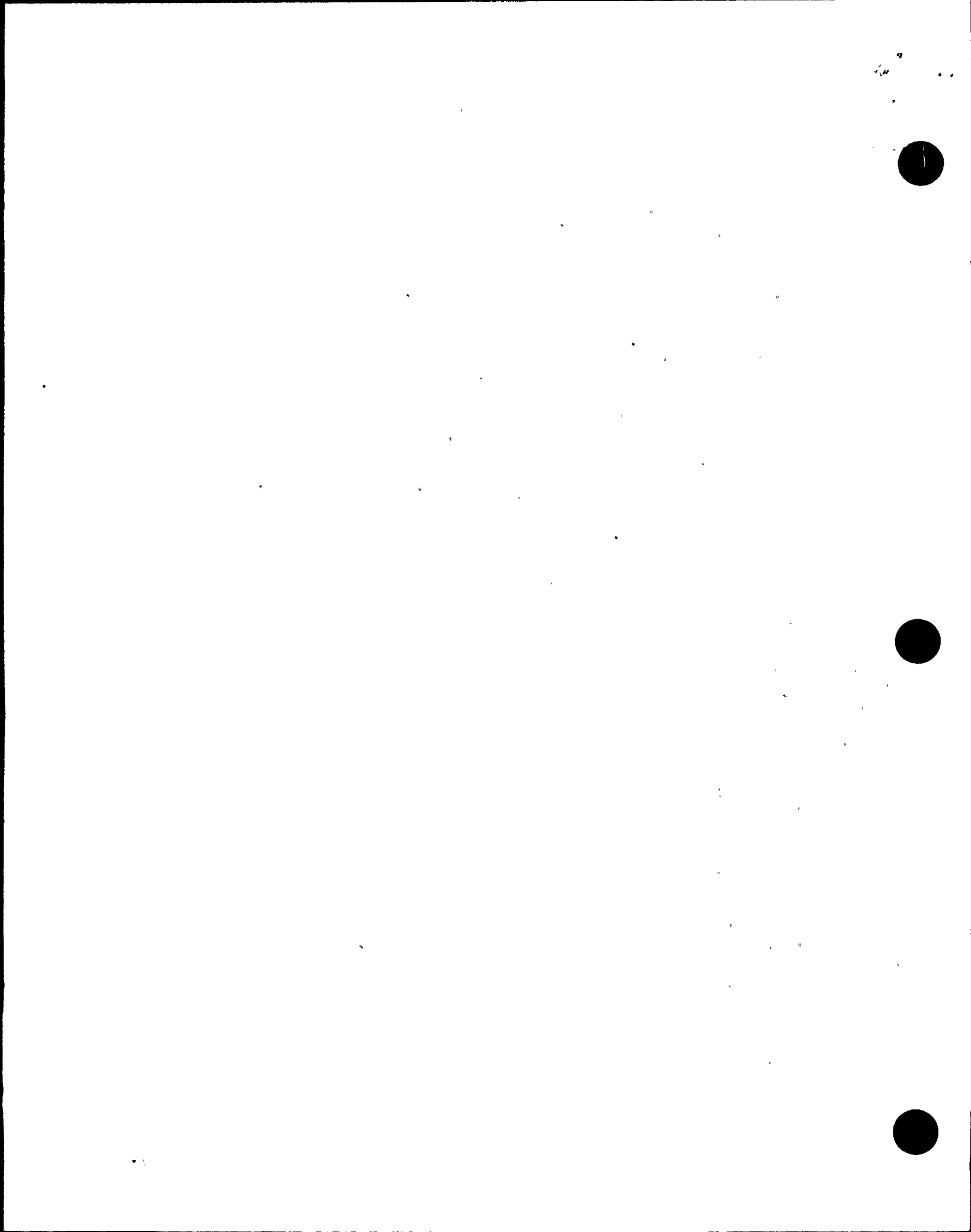
TENNESSEE NUCLEAR ENERGY AUTHORITY  
 OFFICE OF NUCLEAR POWER,  
 EMPLOYEE CONCERN PROGRAM SYSTEM (ECPS)  
 EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY  
 SUBCATEGORY: 715 CONCERN PROGRAM DEFICIENCIES

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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	REF. SECTION CAT - MP SUBCAT - 715
-85-154-00501 T50206	MP	71503	N	WBN	1 N N N N 2 NA NA NA NA		QTC	THE CI SUBMITTED FORMAL WRITTEN SUGGESTIONS AND QUESTIONS THROUGH THE PROPER CHANNELS IN TVA IN THE AREAS OF INDUSTRIAL RELATIONS, PERSONNEL SAFETY, AND HARDWARE (NON-NUCLEAR SAFETY) COMPLIANCE TO APPLICABLE CODE REQUIREMENTS, BUT TVA'S REPLIES EITHER DID NOT ADDRESS THE QUESTIONS OR MADE INCORRECT STATEMENTS, SO CI MADE CONCERNS TO PERT. DETAILS KNOWN TO QTC, WITHHELD TO MAINTAIN CONFIDENTIALITY. CONSTRUCTION DEPT. CONCERN. CI HAS NO FURTHER INFORMATION.	
-85-176-X0101 T50221	MP	71501	N	WBN	1 N N N N 2 NA NA NA NA		QTC	MANY QTC PERSONNEL ARE INTERFACING WITH TVA PERSONNEL ON A PERSONAL BASIS AND CONFIDENTIALITY IS BEING COMPROMISED. CONSTRUCTION DEPT. CONCERN. CI HAD NO FURTHER INFORMATION.	
-85-176-X0201 T50221	MP	71503	N	WBN	1 N N N N 2 NA NA NA NA		QTC	TVA SHOULD HAVE INVESTIGATED QTC'S REPUTATION MORE BEFORE CONTRACTING WITH THEM. CI STATED THAT TVA PERSONNEL IN HIGH POSITIONS HAD TOLD CI THAT QTC HAD CAUSED A LOT OF TROUBLE ON OTHER NON-TVA SITES, AND OTHER ADVERSE INFORMATION REGARDING QTC THAT CI DECLINED TO PROVIDE. CONST. DEPT. CONCERN. CI HAS NO FURTHER INFORMATION.	
-85-188-00301 T50228	MP	71504	N	WBN	1 N N N N 2 NA NA NA NA		QTC	CI QUESTIONS THE PARTICULAR BEHAVIOR OF AN PERT EMPLOYEE. NAMES/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.	

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.



REFERENCE - ECPS132J--ECPS132C  
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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	REF. SECTION CAT - MP SUBCAT - 715
-85-193-00601 T50246	MP	71501	N	WBN	1 N N N N 2 NA NA NA NA		QTC	TVA OFFICE OF GENERAL COUNCIL AND DEPARTMENT OF LABOR PERSONNEL APPEARED TO BE BIASED TOWARD TVA WHEN CONDUCTING INTERVIEWS. CI FEEL THAT CI PARTICIPATION IN OGC INTERVIEWS MAY HAVE BEEN A CONTRIBUTING FACTOR TO CI'S LAY OFF. DETAILS KNOWN TO QTC, WITHHELD DUE TO CONFIDENTIALITY. NO FURTHER INFORMATION MAY BE RELEASED. CONSTRUCTION DEPARTMENT CONCERN. CI HAS NO FURTHER INFORMATION.	
-85-001-N1001	MP	71501	N	WBN	1 N N N N 2 NA NA NA NA		NRC	NRC IDENTIFIED THE FOLLOWING CONCERN FROM REVIEW OF QTC FILE. "WHEN CI WAS GIVEN ASSURANCE OF CONFIDENTIALITY CI LAUGHED AND STATED THAT EVERYBODY KNOWS WHAT IS GOING ON."	
-85-005-00101 T50015	MP	71502	N	WBN	1 N N N N 2 NA NA NA NA	IN-85-005-001	QTC	A BETTER FEEDBACK SYSTEM NEEDS TO BE IMPLEMENTED WHEREBY EMPLOYEES ARE INFORMED OF THE RESULT OF ANY SAFETY OR NON-SAFETY CONCERNS THEY TURNED INTO THEIR SUPERVISORS. EMPLOYEES FEEL THAT CONCERNS EXPRESSED TO TVA "GO INTO A BLACK HOLE."	
-85-025-00301 T50014	MP	71503	N	WBN	1 N N N N 2 NA NA NA NA	I-85-138-WBN	QTC	INEXPERIENCED PEOPLE WERE SELECTED FIRST FROM THE INSTRUMENTATION SHOP FOR THE PERT INTERVIEW. THIS SEEMS TO BE A COVER-UP. THE FOREMEN AND HIGHER LEVEL PERSONNEL, SHOULD BE QUESTIONED FIRST. (NOTE: THE CI INDICATED THAT THE SELECTION/INTERVIEWING OF INEXPERIENCED PERSONNEL WOULD BIAS THE INITIAL SAMPLE, SINCE THEY WOULD NOT BE AWARE OF PROBLEMS HIGHER LEVEL EMPLOYEES WOULD BE AWARE OF. THE CI INDICATED THIS BIAS WAS INTENTIONAL AND AMOUNTED TO A COVER-UP.)	

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.



REFERENCE - ECPS132J-ECPS132C  
 EQUENCY - REQUEST  
 P - ISSS - RWM

TENNESSEE VALLEY AUTHORITY  
 OFFICE OF NUCLEAR POWER  
 EMPLOYEE CONCERN PROGRAM SYSTEM (ECPS)  
 EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY  
 SUBCATEGORY: 715 CONFIDENTIALITY OF CI'S IDENTITY

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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	REF. SECTION CAT - MP SUBCAT - 715
-85-049-00501 T50050	MP	71501	N	WBN	1 N N N N 2 NA NA NA NA	IN-85-049-005	QTC	THE STEAMFITTERS WORKING FOR TVA AT WATTS BAR DO NOT TRUST THE ERT OR ANY OTHER COMPANY CONTRACTED BY TVA TO INVESTIGATE EMPLOYEE CONCERNS. CI STATED THAT CRAFTSMEN FEAR REPRISAL OR RETALIATION BY TVA IF THEY EXPRESS CONCERNS TO ERT. CI HAS NO FURTHER INFORMATION.	
-85-073-00101 T50004	MP	71501	N	WBN	1 N N N N 2 NA NA NA NA	IN-85-073-001	QTC	POLITICS WITHIN THE BRANCHES PROHIBITS INDIVIDUALS FROM EXPRESSING CONCERNS ABOUT ANYTHING	
-85-097-01101 T50226	MP	71502	N	WBN	1 N N N N 2 NA NA NA NA		QTC	TVA MANAGERS DO NOT FOLLOW THROUGH OR TAKE CORRECTIVE ACTION. EXAMPLE: NO ACTION WAS TAKEN TO PREVENT REOCCURRENCE OF EXPLOSIVE CONDITION IN SAFETY-RELATED HARDWARE (KNOWN) OR BY REPRIMANDING AND RETRAINING INDIVIDUAL WHO PERMITTED THE CONDITION. MANAGERS (KNOWN) DO NOT TAKE CORRECTIVE ACTION WHEN TOLD OF PROBLEMS -- THEY ONLY MAKE EXCUSES INSTEAD OF MAKING SURE THAT THE PROBLEMS WILL NOT REOCCUR AGAIN. CI HAS NO MORE INFORMATION. CONSTRUCTION DEPARTMENT CONCERN	
-85-124-00101 T50089	MP	71503	N	WBN	1 N N N N 2 NA NA NA NA	IN-85-124-001	QTC	OLD SYSTEM OF UTILIZING "CHAIN OF COMMAND" TO VOICE EMPLOYEE CONCERNS IS INEFFECTIVE BECAUSE OF EMPLOYEE HESITANCE TO GO OVER SUPERVISOR'S HEAD. AN INDEPENDENT SYSTEM (IE: PERMANENT ERT) WOULD BE BETTER. CI STATED THAT THIS CONCERN IS OF A GENERAL NATURE, NO SPECIFICS GIVEN.	

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.





REFERENCE - ECPS132J-ECPS132C  
 EQUENCY - REQUEST  
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TENNESSEE NUCLEAR REGULATORY AUTHORITY  
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CONCERN NUMBER	CAT	SUB CAT	S H R D	PLT LOC	1 REPORT APPL 2 SAF RELATED BF BL SQ NB	HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION	REF. SECTION # CAT - MP SUBCAT - 715
-85-125-00101 T50089	MP	71503	N	WBN	1 N N N N 2 NA NA NA NA	IN-85-125-001	QTC	WHY WASH'T WBNP (CONST) GIVEN THE CHANCE TO DEFEND THEIR EMPLOYEE CONCERN PROGRAM AND THE QUALITY CONTROL PROGRAM PRIOR TO CONTRACTING AN OUTSIDE FIRM TO INTERVIEW ALL EMPLOYEES TO OBTAIN EMPLOYEE CONCERNS AT A COST TO TVA AND THE RATE PAYERS OF \$3.6 MILLION DOLLARS.	
-85-146-00101 T50092	MP	71503	N	WBN	1 N N N N 2 NA NA NA NA		QTC	ERT (QTC) WAS HIRED PRIOR TO NRC APPROVAL OF THE ERT PROGRAM.	
-85-146-00201 T50095	MP	71503	N	WBN	1 N N N N 2 NA NA NA NA		QTC	EXISTING TVA CONCERN PROGRAM SHOULD HAVE BEEN PRESENTED TO THE NRC AS APPROPRIATE.	
-85-146-00401 T50088	MP	71503	N	WBN	1 N N N N 2 NA NA NA NA		QTC	THE MORALE PROBLEM CREATED BY QTC COMING ON-SITE HAS BEEN DEVASTATING. EMPLOYEES HAVE BEEN TOLD THAT A LIMITED AMOUNT OF MONEY EXISTS TO BE AWARDED TO EMPLOYEES WHO HAVE DONE A GOOD JOB BUT TVA CAN SPEND \$3.7 MILLION DOLLARS FOR AN INTERVIEW TEAM.	
-85-152-X0201 T50198	IH	60400	S	WBN	1 2		QTC	INDIVIDUAL HESITATED TO REPORT CONCERNS TO ANYONE BECAUSE TWO GUARDS WERE TRANSFERRED FOR REPORTING ALCOHOL IN MANAGER'S CAR. CI FELT THAT THE REFERENCED INCIDENT IS INDICATIVE OF TVA POLICY REGARDING PERSONNEL WHO REPORT CONCERNS. CI HAS NO ADDITIONAL INFORMATION. CONSTRUCTION DEPT. CONCERN. UNIT 2.	
	02	MP	71501	S	WBN	1 N N N N 2 NA NA NA NA			
-85-163-00301 T50088	CO	15100	S	WBN	1 N N N Y 2 NA NA NA NO		QTC	TEMPERATURE DEVICE IN THE TURBINE BUILDING REPEATEDLY BROKEN BY HEAVY TRAFFIC; WAS REPORTED TO FOREMAN (NAME GIVEN); AFTER THREE WEEKS, NO CORRECTIVE ACTION TAKEN TO FIX TEMPERATURE DEVICE. CI DOES NOT HAVE ANY ADDITIONAL INFORMATION.	
	02	MP	71502	S	WBN	1 N N N N 2 NA NA NA NA			

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.



REFERENCE - ECPS132J-ECPS132C  
 FREQUENCY - REQUEST  
 P - ISSS - RWM

TENNESSEE NUCLEAR REGULATORY AUTHORITY  
 OFFICE OF NUCLEAR POWER  
 EMPLOYEE CONCERN PROGRAM SYSTEM (ECPS)  
 EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY  
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CATEGORY: MP MGT. & PERS. ISSUES

CONCERN NUMBER	CAT	SUB CAT	S H R D	PLT LOC	1 2	REPORT SAF	APPL RELATED	B F	L S	Q S	W B	HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION	REF. SECTION CAT - MP SUBCAT - 715
-85-185-00301 T50241	MP	71504	N	WBN	1	N	N	N	N				QTC	THE INITIAL ESTABLISHMENT OF ERT AT WATTS BAR PROMPTED AN INCREASE IN CR AFT HARASSMENT. (CI COULD NOT GIVE SPECIFIC NAMES AND DETAILS.) INTERNAL TVA "WATCHDOG" PROGRAMS (I.E., NSRS) WAS NOT IN EVIDENCE UNTIL ESTABLISHMENT OF ERT. CI HAS NO ADDITIONAL INFORMATION. CONSTRUCTION DEPARTMENT CONCERN.	
-85-220-00201 T50157	MP	71502	N	WBN	1	N	N	N	N			IN-85-220-002	QTC	SUPERVISION NOT RESPONSIVE TO EMPLOYEE RAISED CONCERNS ABOUT CONSTRUCTION/DESIGN OF PLANT. CRAFT ARE TOLD THAT THIS IS NOT SEQUOYAH, THATS THE WAY IT'S DONE AT WATTS BAR. CI HAS NO FIRST HAND KNOWLEDGE REGARDING THIS CONCERN. CONSTR. DEPT. CONCERN. CI COULD NOT PROVIDE ANY ADDITIONAL DETAILS/SPECIFICS. NO FOLLOWUP REQUIRED.	
-85-235-00501 T50010	MP	71501	N	WBN	1	N	N	N	N				QTC	ASSISTANT ELECTRICAL SUPERINTENDENT (NAME GIVEN) IMPLYING THAT CRAFT PERSONNEL COULD BE "CALLED ON THE CARPET" FOR MAKING STATEMENTS TO THE ERT	
-85-245-00201 T50091	MP	71501	N	WBN	1	N	N	N	N				QTC	C/I DID NOT WANT TO REPORT CONCERNS TO THE ERT BECAUSE C/I FEARED RETALIATORY ACTION AGAINST PERSON & PROPERTY AT TVA'S HANDS.	
-85-246-00601	MP	71502	N	WBN	1	N	N	N	N				HRC	NRC IDENTIFIED THE FOLLOWING CONCERN BASED ON REVIEW OF QTC REPORT IN-85-037-001. "TVA PRESENT FRAUDULENT INFORMATION TO QTC."	
-85-261-00101 T50042	MP	71504	N	WBN	1	N	N	N	N			IN-85-261-001	QTC	INDIVIDUAL EXPRESSED THAT THE ERT FUNCTION SHOULD BE RETAINED AT WBNP ON A PERMANENT BASIS.	

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

REFERENCE - ECPS132J-ECPS132C  
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-85-268-00101 T50153	MP	71503	N	WBN	1 N N N N 2 NA NA NA NA		QTC	PERSONNEL (DEPT. KNOWN) ARE NOT WILLING TO EXPRESS CONCERNS TO THEIR SUPERVISORS THAT WOULD REQUIRE CONTACTING KNOXVILLE. CONCERN WAS RECEIVED AS ANONYMOUS. NUCLEAR POWER CONCERN. NO FURTHER INFORMATION AVAILABLE. NO FOLLOW UP REQUIRED.	
-85-279-00701 T50155	MP	71504	N	WBN	1 N N N N 2 NA NA NA NA	IN-85-279-007	QTC	SITE MANAGEMENT OPERATES AS "CORPORATION HEADS" AND DOES NOT WANT DISCREPANCIES OR PROBLEMS GOING TO HIGHER MANAGEMENT. THEY HAMPER, IMPEDE, HARASS OR INTIMIDATE TO PREVENT INFORMATION FROM GOING TO HIGHER MANAGEMENT. CI WOULD NOT PROVIDE ANY ADDITIONAL DETAILS/SPECIFICS. CONSTR. DEPT. CONCERN. NO FOLLOWUP REQUIRED.	
-85-293-01201 T50266	MP	71502	N	WBN	1 N N N N 2 NA NA NA NA		QTC	THE TVA EMPLOYEES WERE TOLD ON A DAILY BASIS THAT THE SOONER THEY QUIT TALKING TO ERT, THE BETTER OFF EVERYONE WOULD BE. CONSTRUCTION DEPARTMENT CONCERN. CI HAS NO FURTHER INFORMATION.	
-85-293-01901 T50266	MP	71503	N	WBN	1 N N N N 2 NA NA NA NA		QTC	EMPLOYEE STATED THAT EMPLOYEES WERE BEING TOLD TO TAKE CONCERNS TO THEIR SUPERVISORS HOWEVER THE EMPLOYEE FEELS IT IS SO THEY (SUPERVISORS) CAN PUT A "DAMN LID" ON IT RATHER THAN CORRECT THE PROBLEM. CONSTRUCTION DEPARTMENT CONCERN. CI HAS NO FURTHER INFORMATION.	
-85-293-02101 T50266	MP	71504	N	WBN	1 N N N N 2 NA NA NA NA		QTC	TVA MANAGEMENT CONSIDERS ANY TYPE OF CONSTRUCTIVE CRITICISM A PERSONAL OFFENSE. DETAILS KNOWN TO QTC, WITHHELD DUE TO CONFIDENTIALITY. NO FURTHER INFORMATION MAY BE RELEASED. CONSTRUCTION DEPARTMENT CONCERN. CI HAS NO FURTHER INFORMATION.	

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-85-294-00201 T50258	MP	71501	N	WBN	1 N N N N 2 NA NA NA NA		QTC	TVA NEEDS SOME AVENUE FOR EMPLOYEES TO CONTACT WITH REPORTS OF ILLEGAL ACTIVITIES (E.G., THEFT, DRUG USE) THAT WOULD BE ABLE TO ASSURE EMPLOYEE ANONYMITY. THIS AVENUE SHOULD BE PERMANENT, AND SHOULD BE THROUGH AN INDEPENDENT AGENCY (SUCH AS THE INSPECTOR GENERAL'S OFFICE). AT PRESENT, EMPLOYEES FEAR REPRISALS, AND WILL NOT INFORM PUBLIC SAFETY IN TIME FOR EFFECTIVE ACTION TO BE TAKEN. (E.G., AN ALLEGED THEFT OF TVA PROPERTY WAS REPORTED TOO LONG AFTER THE THEFT HAD TAKEN PLACE TO ALLOW A SUCCESSFUL	
-85-307-00301 T50223	MP	71502	N	WBN	1 N N N N 2 NA NA NA NA		QTC	CI FEELS THAT THE INVESTIGATION PERFORMED BY TVA ON CONCERN IN-85-307-001 WAS INADEQUATE. THE INVESTIGATION DID NOT ADEQUATELY ADDRESS THE CONCERN. CI WOULD NOT ELABORATE ON REASONS FOR DISSATISFACTION BECAUSE OF FEAR OF RETALIATION AND THAT TVA WOULD NOT TAKE ACTION TO CORRECT THE REPORT. CI HAS NO FURTHER INFORMATION. NUC. POWER CONCERN.	
-85-311-01401 T50209	MP	71502	N	WBN	1 N N N N 2 NA NA NA NA		QTC	CI IS DISSATISFIED WITH RESPONSE TO IN-85-311-009. DETAILS KNOWN TO QTC, WITHHELD DUE TO CONFIDENTIALITY). NUCLEAR POWER CONCERN. CI COULD NOT PROVIDE ANY ADDITIONAL INFORMATION.	
-85-337-00301	MP	71501	N	WBN	1 N N N N 2 NA NA NA NA		QTC	CANNOT TALK TO FOREMAN. HE IS AFRAID TO TAKE ANYTHING TO THE GENERAL FOREMAN FOR FEAR OF REPERCUSSIONS.	

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					2	SAF	RELATED					
					BF	BL	SQ	WB				
-85-345-00101	MP	71501	N	WBN	1 N	N	N	N	IN-85-345-001	QTC	EMPLOYEE RELUCTANT TO TAKE ANY CONCERN TO MANAGEMENT OR QTC FOR FEAR OF LOSING JOB OR REPERCUSSIONS SUCH THAT A RESIGNATION WOULD HAVE TO BE DONE. CI WAS CONTACTED FOR FOLLOW UP 12-6-85. CI STATED THAT HE HAD NO CONCERNS THIS CONCERN IS CLOSED. NO FOLLOW UP REQUIRED.	
-85-356-X0101 T50065	MP	71501	N	WBN	1 N	N	N	N	IN-85-356-X01	QTC	C/I RELUCTANT TO REPORT ANY CONCERNS TO TVA, NRC, OR QTC FOR FEAR OF LOSING JOB. NO ADDITIONAL INFORMATION AVAILABLE. NO EXAMPLES, NO DETAILS. NO FOLLOW-UP.	
-85-391-00101 T50018	MP	71503	N	WBN	1 N	N	N	N	IN-85-391-001	QTC	DURING THE PROCESS OF CONDUCTING THE INTERVIEW OF OC AND NUC PR PERSONNEL IF ANY INDUSTRIAL SAFETY CONCERNS ARE IDENTIFIED IT WOULD BENEFIT ALL PERSONNEL AT WBNP IF THESE ARE FORWARDED TO THE APPROPRIATE SAFETY OFFICE FOR SPEEDY RESOLUTION RATHER THAN HOLDING ALL UNTIL THE END OF THE INTERVIEW PROCESS	
-85-399-00301 T50013	MP	71503	N	WBN	1 N	N	N	N	IN-85-399-003	QTC	INDIVIDUAL WAS UNAWARE OF THE PROGRAMS AND PROCEDURES ESTABLISHED BY TVA FOR THE REPORTING OF EMPLOYEE CONCERNS, DUE TO HIS INABILITY TO COMPREHEND THE "BIG WORDS" USED BY TVA IN NOTICES/ANNOUNCEMENTS CONCERNING THESE PROGRAMS. CI'S COMMENT WAS "IF YOU CAN'T USE WORDS I CAN UNDERSTAND THEN YOU AIN'T SAYING NOTHING I WANT TO HEAR". NO FURTHER DETAILS AVAILABLE	
-85-410-00101 T50102	MP	71502	N	WBN	1 N	N	N	N		QTC	INDIVIDUAL EXPRESSED CONCERNS TO OC RESPONSE TEAM". HALF OF CI'S CONCERNS HAVE NOT BEEN RESPONDED TO. OTHER CONCERNS RESPONDED TO WITH UNTRUE MISLEADING INFORMATION. DETAILS KNOWN TO QTC; WITHHELD TO MAINTAIN CONFIDENTIALITY. NO FOLLOW UP REQUIRED.	

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					2	SAF	RELATED					
-85-424-X1201 T50108	MP	71504	N	WBN	1	N	N	N	N		QTC	MANAGER (KNOWN) MADE STATEMENT THAT TELLING CONCERNS TO ERT WOULD SHORTE N OR END THEIR TENURE AT WBNP. CI H AS NO MORE INFORMATION. NO FOLLOW U P REQUIRED
-85-492-01001 T50029	MP	71504	N	WBN	1	N	N	N	N	IN-85-492-010	QTC	AT AN MEETING UPPER MANAGEMENT PUBLICL Y CALLED ERT "QUACKS" AND SAID "NOW GO TELL THEM EVERYTHING I SAID" (NAM ES/DETAILS KNOWN TO QTC)
-85-520-00601 T50033	MP	71501	N	WBN	1	N	N	N	N	IN-85-520-006	QTC	THE PRESENCE AND PURPOSE OF THE QUAL ITY TECHNOLOGY COMPANY AT WATTS BAR HAS HAD A POSITIVE EFFECT ON EMPLOYE E'S MORALE; HOWEVER, THERE IS A GROW ING CONCERN THAT EMPLOYEES THAT DO T ALK OPENLY AND CONFIDENTIALLY TO QTC WILL SUFFER REPERCUSSIONS AFTER QTC LEAVES. SEVERE REPERCUSSIONS WERE FELT BY MANY EMPLOYEES AFTER THE OTH ER TWO GROUPS LEFT THAT WERE PERFORM ING A SIMILAR FUNCTION TO QTC'S.
-85-554-00401 T50047	MP	71501	N	WBN	1	N	N	N	N	IN-85-554-004	QTC	CI WAS TOLD BY AN UNNAMED INDIVIDUAL TO "BE CAREFUL" ABOUT WHAT CI TOLD THE ERT. CI WAS TOLD BY THIS INDIVI DUAL THAT THE ERT WAS HERE TO PREVEN T (OR AFFECT) LICENSING OF UNIT #1 A ND THAT THIS MAY RESULT IN A LOSS OF JOBS. NO FURTHER DETAILS AVAILABLE
-85-554-00501 T50047	MP	71501	N	WBN	1	N	N	N	N	IN-85-554-005	QTC	CI WAS APPROACHED (DATE KNOWN) BY A MEMBER OF HIS FOREMAN'S (NAME KNOWN) CARPOOL WHO IS ALSO A "BUDDY" OF HI S FOREMAN. CI WAS ASKED BY THIS IND IVIDUAL (NAME KNOWN) WHAT HE (CI) WA S PLANNING TO TELL THE ERT AT HIS IN ITIAL INTERVIEW. CI EXPRESSED THAT HIS FOREMAN PUT THE INDIVIDUAL UP TO TALKING TO CI, DUE TO THE FOREMAN B EING AFRAID OF APPROACHING CI DIRECT LY. NO FURTHER DETAILS AVAILABLE.

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-85-562-00501 T50048	MP	71503	N	WBN	1 N N N N 2 NA NA NA NA	IN-85-562-005	QTC	EMPLOYEES BEING LAID OFF ARE NOT ALWAYS GIVEN THE OPPORTUNITY TO EXIT THROUGH ERT. (NAMES/DATES KNOWN TO QTC)	
-85-599-00101 T50055	MP	71503	N	WBN	1 N N N N 2 NA NA NA NA		QTC	THE CONTRACT BETWEEN QTC AND TVA PROMOTES A CONFLICT OF INTEREST ON THE PART OF QTC. QTC IS BOTH THE SOLICITOR AND INVESTIGATOR ON CONCERNS THEREFORE, THE MORE CONCERNS THEY WRITE UP THE MORE THEY GET TO INVESTIGATE AND THE LONGER THE INVESTIGATION DRAGS ON THE MORE MONEY QTC MAKES. IT WOULD BE FOOLISH FOR QTC NOT TO MAKE THE FULL 3.6 MILLION.	
-85-620-00101 T50059	MP	71504	N	WBN	1 N N N N 2 NA NA NA NA	IN-85-620-001	QTC	TVA CONSTRUCTION MANAGEMENT AND SUPERVISION HAVE UNDERGONE A 180 DEGREE CHANGE IN ATTITUDE TOWARD CRAFT PERSONNEL SINCE ARRIVAL OF THE ERT. CI STATED THAT THIS MAY BE AN ATTEMPT TO PERSUADE THE EMPLOYEES THAT TVA DOES CARE AND THEREFORE; CONCERNS DO NOT REALLY NEED TO BE REPORTED TO ERT. CI IS CONCERNED THAT THIS CHANGE IS ONLY TEMPORARY AND WILL LAST ONLY AS LONG AS THE ERT IS ON SITE. NO NAMES OR FURTHER DETAIL ARE AVAILABLE.	
-85-627-00301 T50209	MP	71502	N	WBN	1 N N N N 2 NA NA NA NA		QTC	MANAGEMENT DOES NOT RESPOND TO OR ACT UPON CONCERNS BROUGHT TO THEIR ATTENTION BY EMPLOYEES. (NAMES/DETAILS TO THE SPECIFIC CASE ARE KNOWN TO QTC AND WITHHELD TO MAINTAIN CONFIDENTIALITY). CONSTRUCTION DEPT. CONCERN. CI HAS NO FURTHER INFORMATION.	

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					2	SAF	RELATED					
-85-627-02401 T50200	IH	60400	S	WBN	1					QTC	A RUMOR WAS PUT OUT THAT TWO TVA MAN AGEMENT PERSONNEL WERE CAUGHT BY SEC URITY IN THE ERT OFFICE DURING THIRD SHIFT. (NAMES AND DETAILS TO THIS SPECIFIC CASE ARE KNOWN BY QTC AND W ITHHELD TO MAINTAIN CONFIDENTIALITY) . CONSTRUCTION DEPT. CONCERN. CI H AS NO FURTHER INFORMATION.	
02	MP	71504	S	WBN	1	N	N	N	N			
					2	NA	NA	NA	NA			
-85-627-03401 T50196	MP	71504	N	WBN	1	N	N	N	N	QTC	WATTS BAR MANAGER INTRODUCES, TO THE EMPLOYEES, A TVA INVESTIGATOR AS RE PRESENTING AN OFFICE WHICH THE INVE STIGATOR IS NOT AN OFFICIAL EMPLOYEE OF. (NAMES/DETAILS TO THE SPECIFIC CASE IS KNOWN TO QTC AND WITHHELD TO MAINTAIN CONFIDENTIALITY). CONSTRU CTION DEPT. CONCERN. CI HAS NO FURT HER INFORMATION.	
					2	NA	NA	NA	NA			
-85-630-00101 T50153	MP	71502	N	WBN	1	N	N	N	N	QTC	EMPLOYEE REPORTED A CONCERN THROUGH TVA INTERNAL PROGRAM CONCERNING QUAL ITY/SAFETY. CI DOES NOT AGREE WITH DISPOSITION/RESPONSE PROVIDED BY TVA . FULL DETAILS KNOWN TO QTC. ANY F URTHER INFORMATION WOULD DIVULGE CON FIDENTIALITY. CONSTR. DEPT. CONCERN . FOLLOWUP NOT REQUIRED.	
					2	NA	NA	NA	NA			
-85-632-00901 T50242	MP	71503	N	WBN	1	N	N	N	N	QTC	TVA HAS NO CHANNELS FOR EMPLOYEES TO USE TO EXPRESS CONCERNS ABOUT THEIR IMMEDIATE SUPERIOR'S BEHAVIOR. CI HAS NO FURTHER INFORMATION. CONSTRU CTION DEPARTMENT CONCERN.	IN-85-632-009
					2	NA	NA	NA	NA			
-85-632-01001 T50242	MP	71502	N	WBN	1	N	N	N	N	QTC	TVA MANAGERS ARE UNRESPONSIVE, AND N EVER GOT BACK TO EMPLOYEE AFTER THIC E PROMISING TO DO SO. DETAILS KNOWN TO QTC, WITHHELD DUE TO CONFIDENTIA LITY. NO FURTHER INFORMATION MAY BE RELEASED. CI HAS NO FURTHER INFORM ATION. CONSTRUCTION DEPARTMENT CONC ERN.	
					2	NA	NA	NA	NA			

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					2	SAF	RELATED	BF					BL	SQ	WB
-85-653-00501 T50109	MP	71504	N	WBN	1	N	N	N	N	2	NA	NA	NA	QTC	INDIVIDUAL STATED A MEMBER (NAME KNOWN) OF TVA MANAGEMENT HAD THE ERT TRAILERS BUGGED ABOUT TWO (2) WEEKS AGO. PUBLIC SAFETY OFFICERS REPORTS IN LATE JUNE STATED, "THEY HAD NOTICE OF LOOSE PANELS ON THE ERT TRAILERS". WORD IS OUT "DON'T TALK WHEN YOU GO TO ERT TRAILERS." CI HAS NO FURTHER INFORMATION. NO FOLLOW UP REQUIRED.
-85-662-00301 T50067	MP	71502	N	WBN	1	N	N	N	N	2	NA	NA	NA	QTC	TVA SENIOR MANAGEMENT UNRESPONSIVE TO EMPLOYEE CONCERNS. DETAILS KNOWN TO QTC.
-85-685-00301	MP	71504	N	WBN	1	N	N	N	N	2	NA	NA	NA	QTC	THIS ITEM IS A GENERAL STATEMENT OF OPINION WHICH WAS EXPRESSED WITHOUT SUPPORTING DETAILS THAT WOULD MAKE IT POSSIBLE TO INVESTIGATE, CONSEQUENTLY NO INVESTIGATION WAS PERFORMED. THIS ITEM IS CLOSED.
-85-701-X0101 T50069	MP	71504	N	WBN	1	N	N	N	N	2	NA	NA	NA	I-85-293-WBN QTC	ERT INTERVIEWEE EXPRESSED BELIEF THAT THERE ARE NO PROBLEMS AT WBHP, THAT HE "KNOWS". ERT HAS NOT FOUND ANYTHING IMPORTANT, THAT THE ERT PROCESS IS A NEEDLESS DELAY, AND THAT TVA BEGINS OVER BACKWARDS TO DO MORE THAN THE NRC REQUIRES. INTERVIEWEE ALSO SAID THAT WBHP IS TVA'S BEST; DOUBTED THAT TVA WOULD GO AHEAD WITH LICENSING IT. C/I PROVIDED NO FURTHER DETAIL.
-85-707-X0401 T50073	MP	71501	N	WBN	1	N	N	N	N	2	NA	NA	NA	IN-85-707-X04 QTC	ERT - C/I UNDERSTANDS WHY ERT IS HERE, BUT CO-WORKERS DO NOT. THEY THINK ERT IS ALL "SECRET," AND ARE AFRAID THAT IF THEY VOICE A CONCERN, THAT TVA WILL HOLD IT AGAINST THEM IF THEY EVER RE-APPLY FOR WORK WITH TVA.

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-85-767-00201 T50073	MP	71503	N	WBN	1 N N N N 2 NA NA NA NA		QTC	NSRS SITE (WHICH SITE UNKNOWN) REPRESENTATIVE IS NEEDED FULL-TIME FOR EXCHANGE/RECEIPT OF EMPLOYEE CONCERNS. NO ADDITIONAL INFORMATION AVAILABLE. NO FOLLOW-UP REQUIRED.	
-85-770-00401 T50115	MP	71502	S	WBN	1 N N N N 2 NA NA NA NA		QTC	NO ACTION BY NUCLEAR REGULATORY COMMISSION REPRESENTATIVE TO EXPRESSED SAFETY RELATED CONCERN. SOME DETAILS KNOWN TO QTC, WITHHELD DUE TO CONFIDENTIALITY. CONSTRUCTION DEPARTMENT CONCERN. FOLLOW UP NOT REQUIRED.	
	02	NU	00000	S	WBN	1 N N N N 2 NA NA NA NA			
-85-774-00401 T50148	MP	71503	N	WBN	1 N N N N 2 NA NA NA NA		QTC	CI WAS INTERROGATED BY TVA INVESTIGATORS WHO DID NOT IDENTIFY THEMSELVES CAUSING CI TO ASSUME IT WAS ONE OF THE INVESTIGATORS FROM THE EMPLOYEE RESPONSE TEAM. (NAMES/DETAILS TO THE SPECIFIC CASE ARE KNOWN TO QTC AND WITHHELD TO MAINTAIN CONFIDENTIALITY). CONSTRUCTION DEPT CONCERN. CI HAS NO FURTHER INFORMATION. NO FOLLOW UP REQUIRED	
-85-774-00501 T50242	IH	60400	S	WBN	1 2		QTC	CI'S SUPERVISOR WANTED TO KNOW EVERYTHING CI WAS ASKED (AND ANSWERS GIVEN) BY TVA INVESTIGATORS. THIS WAS A VIOLATION OF CI'S RIGHTS. (NAMES/DETAILS TO THE SPECIFIC CASE ARE KNOWN TO QTC AND WITHHELD TO MAINTAIN CONFIDENTIALITY.) NO FURTHER DETAILS MAY BE RELEASED. CONSTRUCTION DEPARTMENT CONCERN. CI DECLINED TO PROVIDE FURTHER INFORMATION.	
	02	MP	71504	S	WBN	1 N N N N 2 NA NA NA NA			
-85-781-X0301 T50133	IH	60400	S	WBN	1 2		QTC	THE CI CANCELLED A FOLLOW-UP INTERVIEW, SAYING "IT WILL NOT BE IN HIS BEST INTEREST TO TALK WITH ME". CI IS AFRAID OF REPRISALS FROM TVA MANAGEMENT. NO SPECIFICS WERE PROVIDED. CONSTRUCTION DEPARTMENT CONCERN.	
	02	MP	71501	S	WBN	1 N N N N 2 NA NA NA NA			

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-85-793-00701 T50261	MP	71503	N	WBN	1 N N N N 2 NA NA NA NA		QTC	A SPECIFIC EMPLOYEE HAS FORWARDED SUFFICIENT DATA TO OGC TO SUBSTANTIATE DISCIPLINARY ACTION TO INCLUDE TERMINATION OF AN EMPLOYEE, YET OGC HAS NOT, OR COULD NOT, BRING FORTH ANY CORRECTIVE ACTION. (NAMES/DETAILS KNOWN TO QTC, WITHHELD TO MAINTAIN CONFIDENTIALITY). NO FURTHER INFORMATION MAY BE RELEASED. CONSTRUCTION DEPARTMENT CONCERN. CI HAS NO FURTHER INFORMATION.	
-85-824-00401 T50071	MP	71504	N	WBN	1 N N N N 2 NA NA NA NA		QTC	ALL CRAFT PERSONNEL RECEIVED A MEMO STATING DISCIPLINARY ACTION WOULD BE TAKEN AGAINST THOSE WHO FAILED TO SHOW UP FOR SCHEDULED ERT INTERVIEW. C/I STATED THIS IS ANOTHER EXAMPLE OF SUPERVISION'S CONSTANT THREAT OF DISCIPLINARY ACTION AND IT SETS THE CRAFTS AGAINST THE ERT BEFORE THEY GET TO THEIR INTERVIEW.	
-85-841-00301 T50084	MP	71502	N	WBN	1 N N N N 2 NA NA NA NA	IN-85-841-003	QTC	MANAGEMENT ( DEPARTMENT KNOWN) TO WHICH CONCERNS/PROBLEMS/SUGGESTIONS ARE EXPRESSED OFTEN DO NOT ADDRESS OR PROVIDE A RESPONSE TO THE EMPLOYEE.	
-85-882-X0101 T50091	MP	71501	N	WBN	1 N N N N 2 NA NA NA NA		QTC	CI STATED THAT CI WOULD NOT TELL TVA OF A SAFETY CONCERN. CI STATED THAT CI WOULD TELEPHONE NRC RATHER THAN TVA. CI STATED THAT IF ANYONE DIDN'T AGREE WITH TVA'S WAY OF DOING THINGS OR DISAGREED WITH THE METHOD OF OPERATION, THEY WOULD BE PASSED OVER WHEN ADVANCEMENT WAS AVAILABLE. CI FEELS THAT THERE IS NO FAIR METHOD OF EVALUATING EMPLOYEES PERFORMANCE AND ANY ADVANCEMENTS GO TO POLITICAL FRIENDS.	

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

REFERENCE - ECPS132J-ECPS132C  
 FREQUENCY - REQUEST  
 P - ISSS - RMM

TENNESSEE VALLEY AUTHORITY  
 OFFICE OF NUCLEAR POWER  
 EMPLOYEE CONCERN PROGRAM SYSTEM (ECPS)  
 EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY  
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					2	SAF	RELATED					
-85-889-X0701 T50188	MP	71502	N	WBN	1	N	N	N	N		QTC	AFTER READING THE "NUCLEAR SAFETY UP DATE" DATED SEPT. 10, 1985 A PERIODICAL PUBLISHED BY H. PARRIS, CI STATE D AS FOLLOWS: "WE IN THE FIELD WONDER WHY WE EVEN BOTHER TALKING TO ERT". CI EXPRESSED THAT THE SOLUTIONS TO THE CONCERNS IN THE PERIODICAL ARE A WHITE-WASH. CI HAS NO FURTHER INFORMATION. CONSTRUCTION DEPT CONCERN.
-85-917-00401 T50094	MP	71504	N	WBN	1	N	N	N	N		QTC	TVA MANAGEMENT HAS BEEN MUCH MORE RESPONSIVE TO EMPLOYEE CONCERNS SINCE ESTABLISHMENT OF ERT, BUT WHEN "RUSH IS ON" RESPONSES TO EMPLOYEE CONCERNS GO DOWN. DETAILS KNOWN TO QTC, WITHHELD DUE TO CONFIDENTIALITY NO FURTHER DETAILS AVAILABLE. NO FOLLOW UP REQUIRED.
-85-933-X0201 T50154	MP	71501	N	WBN	1	N	N	N	N	IN-85-933-X02	QTC	OPERATIONS PERSONNEL WILL NOT EXPRESS CONCERNS TO THE ERT BECAUSE THERE HAVE BEEN EXTENSIVE LAYOFFS IN CONSTRUCTION AND PEOPLE ARE AFRAID THAT THEY WILL BE INCLUDED IN POSSIBLE NUCLEAR POWER LAYOFF IF THEY VOICE ANY CONCERNS. OPERATIONS DEPT. CI HAD NO FURTHER NO FOLLOWUP REQUIRED.
-85-987-00201 T50111	MP	71503	N	WBN	1	N	N	N	N	IN-85-987-002	QTC	INFORMATION RELATIVE TO THE EMPLOYEE ASSISTANCE PROGRAM HAS NOT BEEN MADE READILY AVAILABLE TO ALL EMPLOYEES AND NO ATTEMPT HAS BEEN MADE TO ALLIEVATE THE STIGMA OF SEEKING ASSISTANCE. CI HAS NO ADDITIONAL INFORMATION. NO FOLLOW UP REQUIRED.

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

REFERENCE - ECPS132J-ECPS132C  
 FREQUENCY - REQUEST  
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-85-993-01001 T50261	MP	71502	S	WBN	1 N N N N 2 NA NA NA NA		QTC	QUALITY SUPERVISOR WAS INFORMED OF A QUALITY PROBLEM, BUT DID NOT TAKE PROBLEM TO HIGHER AUTHORITY TO ENSURE THAT PROPER RESOLUTION WAS OBTAINED. DETAILS KNOWN TO QTC, WITHHELD TO MAINTAIN CONFIDENTIALITY. NO FURTHER INFORMATION MAY BE RELEASED. CONSTRUCTION DEPARTMENT CONCERN.	
	02	QA	80115	S	WBN	1 N N N Y 2 NA NA NA SR			
-86-019-00201	IH	60400	S	WBN	1 2		QTC	VIOLATION OF CONFIDENTIALITY BETWEEN TVA ORGANIZATION AND INDIVIDUAL.	
	02	MP	71501	S	WBN	1 N N N N 2 NA NA NA NA			
-86-045-00101 T50112	MP	71504	N	WBN	1 N N N N 2 NA NA NA NA		QTC	A DAILY MANAGEMENT-FOREMAN MEETING DEALING WITH CONCERNS, PROBLEMS, ETC., WOULD ELIMINATE THE DEVELOPMENT OF DEEP ROOTED PROBLEMS SIMPLY BY TAKING QUICK CORRECTIVE ACTION. CI HAS NO FURTHER INFORMATION. NO FOLLOW UP REQUIRED.	
-86-049-00301 T50262	MP	71503	N	WBN	1 N N N N 2 NA NA NA NA		QTC	EMPLOYEE RESPONSE TEAM INVESTIGATORS (NAMES KNOWN) HAVE PRECONCEIVED IDEAS WHILE PERFORMING INVESTIGATIONS. DO NOT DISPLAY UNDERSTANDING OF COMMON TERMS RELATED TO THE SUBJECT OF THE INVESTIGATION, AND DO NOT FOLLOW ESTABLISHED INVESTIGATION PROCEDURES FOR CONTACT WITH PERSONNEL. THIS HAS DETERIORATED CI'S WILLINGNESS TO COOPERATE WITH ERT INVESTIGATORS. DETAILS KNOWN TO QTC, WITHHELD DUE TO CONFIDENTIALITY. NO FURTHER INFORMATION MAY BE RELEASED. NO FURTHER INFORMATION AVAILABLE IN FILE.	

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

REFERENCE - ECPS132J-ECPS132C  
 FREQUENCY - REQUEST  
 - ISSS - RWM

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				2	SAF	RELATED	BF				
-86-083-00101 T50117	MP	71502	N WBN	1	N	N	N	N	IN-86-083-001	QTC	SECTION SUPERVISOR (DEPARTMENT AND NAME KNOWN) IS NOT RESPONSIVE TO EMPLOYEE CONCERNS. INDIVIDUAL TELLS EMPLOYEES "I'LL TAKE CARE OF IT", BUT NEVER DOES. NUCLEAR POWER CONCERN. CI HAS NO FURTHER INFORMATION. NO FOLLOW UP REQUIRED.
-86-223-00101 T50135	MP	71504	N WBN	1	N	N	N	N		QTC	CI FEELS THE COMPLAINTS MADE ABOUT THIS PLANT AND MANAGEMENT WERE MADE OUT OF SPITE AND REVENGE THAT WERE MORE OF A PERSONAL PROBLEM THAN SAFETY PROBLEM. THIS IS A GENERIC CONCERN. NO SPECIFICS WERE AVAILABLE. NUCLEAR POWER DEPT CONCERN. CI HAS NO FURTHER INFORMATION.
-86-242-X0201 T50141	MP	71504	N WBN	1	N	N	N	N		QTC	THE NEWLY INTRODUCED TVA "EMPLOYEE CONCERN PROGRAM" NEEDS MANAGEMENT'S COMPLETE SUPPORT THAT WHEN CONCERNS ARE VOICED, IMMEDIATE DISCIPLINARY ACTION WILL BE TAKEN AGAINST ANYONE WHO DOES, OR ATTEMPTS, TO DISCRIMINATE, HARASS, OR INTIMIDATE THE PERSON VOICING THE CONCERN; AND THIS MESSAGE FROM MANAGEMENT NEEDS TO BE CONVEYED TO ALL TVA EMPLOYEES. CURRENTLY EMPLOYEES ARE RELUCTANT TO USE THE PROGRAM DUE TO LACK OF CONFIDENCE IN MANAGEMENT'S SUPPORT TO PREVENT RETALIATORY ACTION. NUCLEAR POWER DE
-86-258-00201 T50145	MP	71501	N WBN	1	N	N	N	N	IN-86-258-002	QTC	CI WOULD LIKE TO BE ABLE TO COMMUNICATE WITH THE SUPERVISION (KNOWN) WITHOUT UNFAIR REPERCUSSIONS. CONSTRUCTION DEPT. CONCERN. CI HAS NO ADDITIONAL INFORMATION. NO FOLLOW UP REQUIRED.

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.



REFERENCE - ECPS132J-ECPS132C  
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-86-267-00201 T50150	MP	71502	N	WBN	1 N N H N 2 NA NA NA NA		QTC	IT DOES NO GOOD FOR EMPLOYEES TO EXPRESS THEIR CONCERNS TO TVA, BECAUSE TVA WON'T LISTEN, AND WILL DO WHAT THEY WANT TO ANYWAY. NUCLEAR POWER DEPT. CONCERN. C/I HAS NO FURTHER INFORMATION. NO FOLLOW-UP REQUIRED.	
-86-278-X0401 T50252	MP	71501	N	WBN	1 N N N N 2 NA NA NA NA	IN-86-278-X04	QTC	ERT - CI WONDERED ALOUD WHETHER TALKING ABOUT TVA'S PROBLEMS WOULD JEOPARDIZE THE CI'S JOB. CI WONDERED HOW CAN THE ERT PROGRAM HAVE BEEN AROUND THIS LONG AND STILL HAVE EMPLOYEES BELIEVING THAT TALKING TO ERT WILL ENDANGER THEIR JOB FUTURES? CONSTRUCTION DEPARTMENT CONCERN. NO FURTHER INFORMATION IN FILE.	
-86-294-X0301 T50262	MP	71503	N	WBN	1 N N N N 2 NA NA NA NA		QTC	CI EXPRESSED THAT QTC PERSONNEL ARE ARROGANT, AND THINK THEY ARE BETTER THAN EVERYONE ELSE AT WBNP. QTC PERSONNEL WERE REPORTED AS BEING LAX WITH REGARD TO WEARING SITE ACCESS BADGES. NO NAMES OR FURTHER DETAILS AVAILABLE IN FILE. CONSTRUCTION DEPARTMENT CONCERN.	
-86-294-X0401 T50262	MP	71503	N	WBN	1 N N N N 2 NA NA NA NA		QTC	CI QUESTIONS QTC'S CREDENTIALS AND ABILITY TO ADEQUATELY PERFORM THE JOB THEY WERE HIRED TO PERFORM. NO ADDITIONAL INFORMATION AVAILABLE IN FILE.	
-86-313-00301 T50163	MP	71502	N	WBN	1 N N N N 2 NA NA NA NA		QTC	EARLY 1985. CI SUBMITTED A SUGGESTION TO TVA WHICH HAS BEEN USED BUT HAS NEVER RECEIVED THE MONETARY AWARD. DETAILS KNOWN TO QTC, WITHHELD DUE TO CONFIDENTIALITY. CONSTRUCTION DEPT CONCERN. CI HAS NO FURTHER INFORMATION. NO FOLLOWUP REQUIRED.	

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.





REFERENCE - ECPS132J-ECPS132C  
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					2	SAF	RELATED	BF				
-85-003-00101 T50063	MP	71501	N	WBN	1	N	N	N	N		QTC	AN ERT INVESTIGATION HAD BEEN INITIA TED INTO A PARTICULAR CONCERN. A GRO UP SUPERVISOR INVOLVED WITH THE AREA OF CONCERN, DURING A MEETING, GUESS ED A PARTICULAR INDIVIDUAL WAS AT TH E BOTTOM OF THE CONCERN. THE SUPERVI SOR MADE A DEROGATORY REMARK TOWARDS THE "GUESSED" INDIVIDUAL. THE INDIV IDUAL FEELS THIS IS ADDITIONAL HARAS SMENT. DETAILS ARE KNOWN BY OTC.
-85-002-00201 T50084	MP	71501	N	WBN	1	N	N	N	N		QTC	INDIVIDUAL FEELS THAT THERE WILL BE PERSONAL REPERCUSSIONS FROM CONTACTI NG ERT.
-85-002-01701 T50166	MP	71501	N	WBN	1	N	N	N	N	PH-85-002-017	QTC	C/I FEELS THAT CRAFT PERSONNEL (KNOW N) WILL BE UNRESPONSIVE TO ERT INTER VIEWS. C/I EXPRESSED THAT CRAFT PER SONNEL LIVE "IN MORTAL FEAR" OF THEI R JOBS AT WBHP, AS THEY ARE CLASSIFI ED AS "UNSKILLED" CRAFT. CONST. DEP T. CONCERN. C/I HAS NO FURTHER INFO RMATION. NO FOLLOW-UP REQUIRED.
-85-034-00101	MP	71504	N	WBN	1	N	N	N	N		QTC	NSRS IS SETTING UP A STEERING COMMIT TEE TO LIMIT THE SCOPE AND DEPTH OF QTC INVESTIGATIONS.
-85-041-00101 T50152	MP	71504	N	WBN	1	N	N	N	N	PH-85-041-001	QTC	THE CI STATED THAT TVA WAS DOING A G OOD JOB AT WATTS BAR AND THAT QTC SH OULD GET THEIR "HOOKS" OUT OF TVA AN D LEAVE THEM ALONE. THE CI PROVIDED NO FURTHER INFORMATION. NO FOLLOWU P REQUIRED.

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REFERENCE - ECPS132J-ECPS132C  
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-85-044-00101 T50176	IH	60400	S	WBN	1 2	PH-85-044-001	QTC	CI EXPRESSED THAT TVA EMPLOYEES, CRA FT IN PARTICULAR, HAVE LOST FAITH IN THE ERT PROGRAM SINCE THE RELEASE O F AN INDIVIDUAL'S (KNOWN) FILE TO TH E NEWS MEDIA. CI EXPRESSED THAT CI HAD HEARD A NUMBER OF PEOPLE VOICE T HE CONCERN THAT THE SAME RELEASE OF INFORMATION WOULD HAPPEN TO THEM, AN D THEREFORE WOULD NOT TELL ERT ANYTH ING. CI SUGGESTED THAT ERT ISSUE A STATEMENT TO TVA PERSONNEL REGARDING INSURANCE OF CONFIDENTIALITY TO ANY ONE VOICING A CONCERN. CONST. DEPT. CONCERN. CI HAS NO FURTHER INFO	
	02	MP 71501	S	WBN	1 N N N N 2 NA NA NA NA				
-85-048-00401 T50235	MP	71503	N	WBN	1 N N N N 2 NA NA NA NA		QTC	CI CONFIDENTIALLY REPORTED A CONCERN TO THE APPROPRIATE TVA MANAGER AND FEELS THE CONCERN HAS NOT OBJECTIVE LY INVESTIGATED, BUT THE LONG PERIOD OF TIME WAS SPENT IN COVERING UP THE EVIDENCE SO AS TO THWART OR OBSCURE ANY SUBSEQUENT INVESTIGATION BY ERT (NAMES/DETAILS KNOWN TO QTC AND H ITHHELD TO MAINTAIN CONFIDENTIALITY. ) NO FURTHER INFORMATION MAY BE REL EASED. NUCLEAR POWER CONCERN. CI H AS NO FURTHER INFORMATION. NO FOLLO W UP REQUIRED.	
-85-049-00101 T50257	MP	71503	S	WBN	1 N N N N 2 NA NA NA NA		QTC	CI QUESTIONS THE ACCURATE CLOSING OF A CONCERN BY TVA WHEN THE CONCERN A DDRESSED TVA POLICY. (NAMES/DETAILS TO THE SPECIFIC CASE ARE KNOWN TO Q TC AND WITHHELD TO MAINTAIN CONFIDEN TIALITY). NO FURTHER INFORMATION MA Y BE RELEASED.	
	02	MP 71605	S	WBN	1 N N N N 2 NA NA NA NA				
-85-055-00101 T50204	MP	71501	N	WBN	1 N N N N 2 NA NA NA NA		QTC	CI EXPRESSED THAT CI'S PERSONAL RESI DENCE, AND PARENTS RESIDENCE, ARE BE ING "WATCHED"; IMPLIEDLY AS A RESULT OF CI'S PARTICIPATION WITH THE ERT. DETAILS KNOWN TO QTC, WITHHELD DUE TO CONFIDENTIALITY. CI HAS NO ADDI TIONAL INFORMATION.	

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.



REFERENCE - ECPS132J-ECPS132C  
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					2	SAF	RELATED	BF				
V-86-004-00401	MP	71502	N	SQN	1	N	N	N	N	QTC	OGC DID NOT RESPOND TO EMPLOYEE CONCERNS.	
					2	NA	NA	NA	NA			
P-86-005-00101 T50261	MP	71503	N	SQN	1	N	N	N	N	QTC	TVA NEGLECTED TO INFORM EMPLOYEES THEY COULD EXPRESS CONCERNS OTHER THAN HARDWARE SAFETY-RELATED CONCERNS TO ERT, AND EVEN THEN SOME EMPLOYEES WERE WARNED TO "KEEP THEIR MOUTH SHUT". NUCLEAR POWER CONCERN. CI HAS NO FURTHER INFORMATION.	
					2	NA	NA	NA	NA			
P-86-005-01001 T50260	MP	71501	N	SQN	1	N	N	N	N	QTC	CI WOULD NEVER, NEVER, NEVER TAKE A CONCERN TO ECP BECAUSE THEY ARE A TV A PROGRAM AND, AS SUCH. CANNOT BE TRUSTED. CI PREFERRED QTC/ERT BECAUSE THEY ARE AN INDEPENDENT THIRD PARTY. NUCLEAR POWER CONCERN. CI HAS NO FURTHER INFORMATION.	
					2	NA	NA	NA	NA			
P-86-005-01401 T50260	MP	71501	N	SQN	1	N	N	N	N	QTC	CI DOES NOT WANT A SANITIZED OR CENSORED VERSION OF THEIR CONCERN. FILE RELEASED TO TVA AS CI DOES NOT TRUST ANY GROUP IN TVA. NUCLEAR POWER CONCERN. CI HAS NO FURTHER DETAILS.	
					2	NA	NA	NA	NA			
P-86-015-00101 T50276	MP	71502	N	SQN	1	N	N	N	N	QTC	CI SUBMITTED A SPECIFIC REQUEST TO LINE MANAGEMENT REGARDING CONCERNS AND LINE MANAGEMENT HAS PUT FORTH A COORDINATED EFFORT TO NOT FULFILL THE REQUEST. NUCLEAR POWER CONCERN. DETAILS KNOWN BUT WITHHELD TO MAINTAIN CONFIDENTIALITY. NO FURTHER INFORMATION MAY BE RELEASED. CI HAS NO FURTHER INFORMATION.	
					2	NA	NA	NA	NA			
M-85-003-00101 T50234	MP	71503	N	WBN	1	N	N	N	N	QTC	CI DID NOT RECEIVE A SCHEDULED ERT INTERVIEW, ALTHOUGH SOME INDIVIDUALS WERE INTERVIEWED 4 TIMES. CI HAS NO FURTHER INFORMATION. NO FOLLOW UP REQUIRED.	
					2	NA	NA	NA	NA			

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1-86-005-00101 T50264	MP	71501	N	WBN	1 N N N N 2 NA NA NA NA		QTC	IT WAS REPORTED THAT IF A CI'S IDENT ITY IS REVEALED TO TVA THEY WILL NOT ONLY BE HARASSED BUT ALSO FIRED. C I HAS NO FURTHER INFORMATION. NO FU RTHER INFORMATION IN FILE.		
M-86-005-00201 T50264	MP	71504	N	WBN	1 N N N N 2 NA NA NA NA		QTC	CI REPORTED THAT IT APPEARS TO BE TH E GENERAL CONSENSUS THAT THE "DEMISE " OF QTC WAS PRINCIPALLY PERPETRATED BY ONE SPECIFIC TVA OFFICIAL (KNOWN ) WHO HAS THE REPUTATION FOR BEING A N AVOWED ADVERSARY OF ANYTHING THAT SMACKS OF QUALITY ASSURANCE. CI HAS NO FURTHER INFORMATION. NO FURTHER INFORMATION AVAILABLE IN FILE.		
N-0146	01	MP	71503	N	WBN	1 N N N N 2 NA NA NA NA		OECP	MANAGEMENT IS USING CLASS ON EMPLOYE E CONCERNS AS A COVER UP. NO REAL C ONCERN IS GIVEN TO EMPLOYEE PROBLEMS	
N-86-083-00101	MP	71501	N	WBN	1 N N N N 2 NA NA NA NA		NSRS	DURING THE EXIT INTERVIEW THE CI EXP RESSED THE CONCERN THAT SOME CRAFTS FEEL BETRAYED BY THE DECISION TO REM OVE QTC. THEY FEEL THAT QTC WILL BE FORCED TO GIVE UP THE INTERVIEW PACK AGES AND THAT TVA WILL USE THIS INFO RMATION AGAINST THEM ON REHIRE PRIVI LEGES.		
P-85-007-00101 T50223	MP	71502	N	WBN	1 N N N N 2 NA NA NA NA	WBP-5-007-001	QTC	EMPLOYEE CONCERNS INVESTIGATED BY TV A MANAGERS ARE REQUIRED TO MEET A "N INE CRITERIA" RULE. THE "NINE CRITE RIA" POLICY CAUSES THE RESPONDERS TO "SUGAR COAT" THE ANSWER, EVEN IF TH E CONCERN IS NOT TRUE. CI WOULD NOT PROVIDE ANY ADDITIONAL INFORMATION. NUCLEAR POWER CONCERN.		

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P-85-017-00801 T50241	MP	71501	N	WBN	1 N N N N 2 NA NA NA NA						QTC	CI WILL NOT PARTICIPATE IN TVA'S EMPLOYEE CONCERN PROGRAM BECAUSE IT WAS INEFFECTIVE BEFORE ERT CAME ON SITE AND THE SAME PEOPLE ARE STILL INVOLVED. NUCLEAR POWER CONCERN. CI HAS NO FURTHER INFORMATION.	
P-85-020-00101 T50234	MP	71501	N	WBN	1 N N N N 2 NA NA NA NA						QTC	THE CI UNDERSTANDS THAT THE NEW ECP PROGRAM WILL HAVE MANAGEMENT LEVEL PERSONNEL AS SITE REPRESENTATIVES. THE CI THINKS THAT THIS WILL DEFEAT THE PURPOSE OF THE NEW ECP PROGRAM BECAUSE LINE EMPLOYEES WILL NOT BE COMFORTABLE OR FREELY EXPRESS CONCERNS TO MANAGEMENT LEVEL PERSONNEL. CI HAS NO FURTHER INFORMATION. NO FOLLOW UP REQUIRED.	
P-86-006-00101 T50242	MP	71501	N	WBN	1 N N N N 2 NA NA NA NA						QTC	CI FEELS THAT TVA'S NEW ECP ENDEAVOR WILL HAVE DIFFICULTY EARNING CREDIBILITY AS ALL TVA EMPLOYEES (MANAGERS DOWN TO CRAFT) KNOW THAT ABSOLUTELY NOTHING IS EVER CONFIDENTIAL IN TVA BECAUSE "LEAKS" OCCUR DUE TO EMPLOYEE FAMILIARITY, THE BUDDY SYSTEM, AND/OR FRIENDS AND RELATIVES AND BECAUSE MANY TVA MANAGERS HAVE BECOME VERY CLEVER IN APPLYING HARASSMENT AND INTIMIDATION TECHNIQUES THAT WILL EXEMPT THEM FROM BEING "CAUGHT". NUCLEAR POWER CONCERN. CI HAS NO FURTHER INFORMATION.	

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.





REFERENCE - ECPS132J-ECPS132C  
 FREQUENCY - REQUEST  
 P - ISSS - RHM

TENNESSEE RAILWAY AUTHORITY  
 OFFICE OF NUCLEAR POWER  
 EMPLOYEE CONCERN PROGRAM SYSTEM (ECP)  
 EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY  
 SUBCATEGORY: 715 CONFIDENTIALITY OF CI'S IDENTITY

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CATEGORY: MP MGT. & PERS. ISSUES

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	REF. SECTION CAT - MP SUBCAT - 715
P-86-006-00201 T50242	MP	71501	N	WBN	1 N N N N 2 NA NA NA NA		QTC	CI REPORTED THAT IT IS A KNOWN FACT TVA-WIDE THAT WHEN AN EMPLOYEE CONFIDENTIALLY CONFIDES IN THE APPROPRIATE TVA DEPARTMENT WITH A CONCERN THAT THAT DEPARTMENT WILL MOST USUALLY IMMEDIATELY CALL THE MANAGER/SUPERVISOR OR INVOLVED AND RELAY THE CONCERN INCLUDING THE EMPLOYEE'S NAME. FREQUENTLY THE FACTS ARE DISTORTED CAUSING PROFESSIONAL DAMAGE TO THE MANAGER/SUPERVISOR AND THE EMPLOYEE. THIS IS WHY FEW MANAGERS/SUPERVISORS WILL EVER CHANGE VOICING A CONCERN TO TVA NUCLEAR POWER CONCERN. CI HAS	
P-86-008-00501 T50243	MP	71503	N	WBN	1 N N N N 2 NA NA NA NA	WBP-6-008-005	QTC	CI FEELS THE NEW ECP PROGRAM WILL NOT BE EFFECTIVE UNTIL THE UNITED STATES PRESIDENT APPOINTS THE INSPECTOR GENERAL AND THIS PERSON IS NOT PAID BY TVA. CONSTRUCTION DEPT. CONCERN. CI HAS NO FURTHER INFORMATION. NO FOLLOW UP REQUIRED.	
P-86-008-00701 T50243	MP	71504	N	WBN	1 N N N N 2 NA NA NA NA	WBP-6-008-007	QTC	CI REPORTED THAT THE RECENT "CORRECTIVE ACTION" (KNOWN) TAKEN BY TVA TO CORRECT ITS INEFFECTIVE MANAGEMENT HAS NOT BEEN PERCEIVED BY THE EMPLOYEES AS CORRECTIVE OR DISCIPLINARY ACTION BUT AS A PROMOTION AND THIS HAS NOT ENHANCED THE EMPLOYEES FAILING TRUST AND CONFIDENCE IN TVA. CONSTRUCTION DEPT. CONCERN. CI HAS NO FURTHER INFORMATION. NO FOLLOW UP REQUIRED.	

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.



REFERENCE - ECPS132J-ECPS132C  
 EQUENCY - REQUEST  
 P - ISSS - RMM

TENNESSEE NUCLEAR ENERGY AUTHORITY  
 OFFICE OF NUCLEAR POWER  
 EMPLOYEE CONCERN PROGRAM SYSTEM (ECPS)  
 EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY  
 SUBCATEGORY: 715 CONCERN PROGRAM DEFICIENCIES

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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	REF. SECTION 1 CAT - MP SUBCAT - 715
P-86-011-00201 T50243	MP	71503	N	WBN	1 N N N N 2 NA NA NA NA		QTC	CI FEELS THAT THE 30 MINUTES PER WEE K GIVEN THEM TO INFORM MANAGEMENT OF ANYTHING THEY FEEL COULD BE WRONG I S NOT WORKING AND IS NOT COST EFFECT IVE. CI FEELS COMPETENT MANAGEMENT WOULD ALREADY KNOW OF ANY PROBLEMS A ND THE EMPLOYEES SHOULD NOT BE ASKED TO INFORM THEM. CONSTRUCTION DEPT. CONCERN. CI HAS NO FURTHER INFORMA TION. NO FOLLOW UP REQUIRED.	
P-86-020-00201 T50264	MP	71502	N	WBN	1 N N N N 2 NA NA NA NA		QTC	AN INADEQUATE PROGRAM EXISTS FOR EMP LOYEES (DEPARTMENT KNOWN) TO DOCUMEN T CONCERNS. UNDER THE PRESENT SYSTE M, THE DIRECT SUPERVISOR MUST VALIDA TE THE CONCERN BEFORE IT BECOMES OFF ICIAL. THE SIGNIFICANT CONDITION RE PORTS ARE OFTEN REWRITTEN BY MANAGEM ENT BEFORE IT IS ISSUED. NO PROVISI ONS EXIST REQUIRING THE ORIGINATOR T O BE ADVISED OF THE ACTION OR NONACT ION TAKEN ON THE SUBMITTED CONCERN. CI HAS NO FURTHER INFORMATION. NO ADDITIONAL INFORMATION AVAILABLE IN FILE.	
P-86-022-00101 T50268	MP	71503	N	WBN	1 N N N N 2 NA NA NA NA		QTC	THE TVA EMPLOYEE CONCERNS PROGRAM WI LL ONLY ADDRESS SAFETY-RELATED CONCE RNS PERTAINING TO THE PLANT WHERE TH E EMPLOYEE IS CURRENTLY WORKING. DOE S NOT OFFER A FINAL REPORT TO THE EM PLOYEE ON THE RESULTS OF THE INVESTI GATION, AND REQUIRES THAT THE EMPLOY EE SIGN A "BLANK" FORM ON WHICH THEI R CONCERNS WILL BE TYPED IN LATER. CONSTRUCTION DEPARTMENT CONCERN.	

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.



REFERENCE - ECPS132J-ECPS132C  
 FREQUENCY - REQUEST  
 P - ISSS - RWM

TENNESSEE NUCLEAR REGULATORY AUTHORITY  
 OFFICE OF NUCLEAR POWER  
 EMPLOYEE CONCERN PROGRAM SYSTEM (ECP)  
 EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY  
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CATEGORY: MP MGT. & PERS. ISSUES

CONCERN NUMBER	CAT	SUB CAT	S 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 - 715
P-86-022-00201 T50268	MP	71503	N	WBN	1 N N N N 2 NA NA NA NA		QTC	THE ECP INTERVIEWERS ARE PROVIDING FALSE AND/OR MISLEADING INFORMATION TO THE EMPLOYEES, E.G., ECP (ORIGINALLY FROM KNOXVILLE) WAS THE SAME GROUP THAT HAS BEEN RECEIVING ALL THE CONCERNS SUBMITTED TO ERT AND WERE ALSO THE ONES WHO PERFORMED THE INVESTIGATIONS OR CORRECTIVE ACTION. ALSO, ECP WAS IN THE PROCESS OF GETTING ALL THE ERT RECORDS TURNED OVER TO THEM. CONSTRUCTION DEPARTMENT CONCERN. CI HAS NO FURTHER INFORMATION.	
P-86-022-00301 T50268	MP	71501	N	WBN	1 N N N N 2 NA NA NA NA		QTC	CI FEELS THE ECP CANNOT BE EFFECTIVE AS IT DOES NOT OFFER "CONFIDENTIALITY" TO THE EMPLOYEES, EVEN DURING THE INVESTIGATIVE STAGE. CONSTRUCTION DEPARTMENT CONCERN. CI HAS NO FURTHER INFORMATION.	
P-86-022-00401 T50268	MP	71501	N	WBN	1 N N N N 2 NA NA NA NA		QTC	CI FEELS THAT THE ECP IS A "HOTLINE" FROM THE EMPLOYEES BACK TO SUPERVISION AND CANNOT BE TRUSTED. CONSTRUCTION DEPARTMENT CONCERN. CI HAS NO FURTHER INFORMATION.	
P-86-022-00501 T50268	MP	71503	N	WBN	1 N N N N 2 NA NA NA NA		QTC	SINCE THE ECP DOES NOT PROVIDE THE PROPER ENVIRONMENT FOR OBTAINING CONCERNS, THE CI FEELS IT IS A PLOY TO "FOOL" THE NRC THAT THE EMPLOYEES DO NOT KNOW OF ANY PROBLEMS. CONSTRUCTION DEPARTMENT CONCERN. CI HAS NO FURTHER INFORMATION.	
P-86-022-00601 T50268	MP	71502	N	WBN	1 N N N N 2 NA NA NA NA		QTC	TO THE CI'S KNOWLEDGE NO COMPLAINT/CONCERN EVER TURNED INTO TVA HAS BEEN INVESTIGATED AND/OR CORRECTED. THE ONLY CONCERNS RECEIVING ANY RESULTS WERE THOSE CONCERNS SUBMITTED TO ERT. CONSTRUCTION DEPARTMENT CONCERN. CI HAS NO FURTHER INFORMATION.	

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.



REFERENCE - ECPS132J-ECPS132C  
 EQUENCY - REQUEST  
 P - ISSS - RWM

TENNESSEE NUCLEAR REGULATORY AUTHORITY  
 OFFICE OF NUCLEAR POWER  
 EMPLOYEE CONCERN PROGRAM SYSTEM (ECPS)  
 EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY  
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EGORY: MP MGT. & PERS. ISSUES

CONCERN NUMBER	CAT	SUB CAT	S H R D	PLT LOC	1 REPORT APPL				HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION	REF. SECTION : CAT - MP SUBCAT - 715
					2	SAF	RELATED					
					BF	BL	SQ	WB				
P-86-022-00701 T50268	MP	71501	N	WBN	1 N	N	N	N		QTC	TVA MANAGEMENT (KNOWN) USED NEGATIVE SM TO DISCOURAGE EMPLOYEES FROM SUBM ITTING CONCERNS TO ERT AND/OR COOPER ATING WITH ERT; HOWEVER, THE EMPLOYEE ES PERCEIVED THIS ATTEMPT BY MANAGEM ENT TO DISCOURAGE EMPLOYEES FROM TAL KING TO ERT AS A POSITIVE INDICATION THAT ERT WAS, IN FACT, FULFILLING T HEIR CONTRACT. CONSTRUCTION DEPARTM ENT CONCERN. CI HAS NO FURTHER INFO RMATION.	
P-86-022-00801 T50268	MP	71504	N	WBN	1 N	N	N	N		QTC	ERT WOULD NOT HAVE RECEIVED SO MANY CONCERNS IF MANAGEMENT DID NOT HAVE ANYTHING TO HIDE. CONSTRUCTION DEPA RTMENT CONCERN. CI HAS NO FURTHER I NFORMATION.	
P-86-022-00901 T50268	MP	71501	N	WBN	1 N	N	N	N		QTC	CI STATED A CONCERN REGARDING THE KI NDS OF INFORMATION THAT ERT WOULD HA VE TO TURN OVER TO TVA, E.G., COMPLE TE FILE, PARTIAL FILE, SANITIZED FIL E, ETC. AND YET MAINTAIN ERT'S COMMI TMENT TO CONFIDENTIALITY. CONSTRUCT ION DEPARTMENT CONCERN. CI HAS NO F URTHER INFORMATION.	
P-86-022-01001 T50268	MP	71503	N	WBN	1 N	N	N	N		QTC	THE ECP FORM SIGNED BY THE EMPLOYEE "WAIVERS" THEIR RIGHT TO LATER EXPRE SS A CONCERN TO TVA, AS PERCEIVED BY THE CI. CONSTRUCTION DEPARTMENT CO NCERN. CI HAS NO FURTHER INFORMATIO N.	
P-86-022-01101 T50268	MP	71501	N	WBN	1 N	N	N	N		QTC	THE CI FEELS THE LACK OF TRUST IN TH E ECP IS PRIMARILY BASED ON THE PAST INSTANCES WHERE CONCERNS WERE SUBMI TTED TO TVA AND CONFIDENTIALITY WAS BREACHED IMMEDIATELY. CONSTRUCTION DEPARTMENT CONCERN. CI HAS NO FURTH ER INFORMATION.	

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.



REFERENCE - ECPS132J-ECPS132C  
 FREQUENCY - REQUEST  
 P - ISSS - RWM

TENNESSEE VALLEY AUTHORITY  
 OFFICE OF NUCLEAR POWER  
 EMPLOYEE CONCERN PROGRAM SYSTEM (ECP)  
 EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY  
 SUBCATEGORY: 715 CONCERN PROGRAM DEFICIENCIES

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CATEGORY: MP MGT. & PERS. ISSUES

CONCERN NUMBER	CAT	SUB CAT	S H R D	PLT LOC	1 REPORT APPL				HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION	REF. SECTION CAT - MP SUBCAT - 715
					2	SAF	RELATED					
					BF	BL	SQ	MB				
P-86-022-01801 T50269	MP	71503	N	WBN	1 N	N	N	N		QTC	THE ECP, AS IT APPEARS NOW, IS JUST AN EXTENSION OF THE OLD TVA POLICY.. "HEAR WHAT THEY HAVE TO SAY, THROW IT INTO THE GARBAGE, AND TELL THE SUPERVISOR". CI HAS NO FURTHER INFORMATION.	
P-86-022-02401 T50269	MP	71502	N	WBN	1 N	N	N	N		QTC	TVA ANTICIPATED THAT ERT WOULD BE A "COVER-UP OPERATION" AND INSTEAD ERT'S EXISTENCE ON SITE HAS CHANGED THE SITE FROM A SCANDALOUS AND RIDICULOUS "PRISON" TO BECOMING MORE OF A DECENT PLACE TO WORK. THE ERT, OR A SIMILAR GROUP, WAS EXPRESSED AS BEING NEEDED TO HANDLE THE PROBLEMS. CONSTRUCTION DEPARTMENT CONCERN. CI HAS NO FURTHER INFORMATION.	
P-86-022-02501 T50269	MP	71503	N	WBN	1 N	N	N	N		QTC	TVA NEEDS A GROUP TO PERFORM AN ONGOING INVESTIGATION INTO TVA FUNCTION S. ERT'S PRESENCE ON SITE HAS AUTOMATICALLY STOPPED A LOT OF WRONG DOING, E.G., MISUSE OF TVA PROPERTY FOR EMPLOYEES' PERSONAL USE. CONSTRUCTION DEPARTMENT CONCERN. CI HAS NO FURTHER INFORMATION.	
P-86-022-02701 T50269	MP	71503	N	WBN	1 N	N	N	N		QTC	TVA IS NOT PROVIDING THE EMPLOYEES WITH SUFFICIENT INFORMATION AS TO HOW THE ECP FUNCTIONS AND THE MANAGEMENT IS NEITHER ENCOURAGING NOR DISCOURAGING THE EMPLOYEE'S PARTICIPATION. CONSTRUCTION DEPARTMENT CONCERN. CI HAS NO FURTHER INFORMATION.	
P-86-025-X0301 T50278	MP	71504	S	WBN	1 N	N	N	N		QTC	INFORMATION PROVIDED TO MANAGEMENT REGARDING QUALITY PROBLEMS WAS SOMETIMES "FILTERED" TO THE POINT WHERE TRENDS OR SYSTEMATIC ISSUES WERE OFTEN NOT IDENTIFIED. NUCLEAR POWER DEPARTMENT CONCERN. C/I HAS NO FURTHER INFORMATION.	
	02	OP	30711	S	WBN	1						

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.



REFERENCE - ECPS132J-ECPS132C  
 FREQUENCY - REQUEST  
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TENNESSEE VALLEY AUTHORITY  
 OFFICE OF NUCLEAR POWER  
 EMPLOYEE CONCERN PROGRAM SYSTEM (ECPS)  
 EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY  
 SUBCATEGORY: 715 INADEQUATE RESPONSES TO CONCERNS

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EGORY: MP MGT. & PERS. ISSUES

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	REF. SECTION CAT - MP SUBCAT - 715
P-86-025-X0401 T50278	MP	71502	N	WBN	1 N N N N 2 NA NA NA NA		QTC	SENIOR TVA MANAGEMENT HAS BEEN SPECI FICALLY NOTIFIED OF QUALITY AND PROD UCTIVITY PROBLEMS, AND HAS FAILED TO TAKE APPROPRIATE CORRECTIVE ACTION. DETAILS KNOWN TO QTC, WITHHELD DUE TO CONFIDENTIALITY. NO FURTHER INF ORMATION MAY BE RELEASED. NUCLEAR P OWER DEPARTMENT CONCERN.	
-85-017-00101 T50042	MP	71503	N	WBN	1 N N N N 2 NA NA NA NA		QTC	CI STRONGLY DISAGREED WITH WORDING O F ERT CONFIDENTIALITY AGREEMENT, CLA IMING THERE WERE TOO MANY "OUTS" FOR QTC, ESPECIALLY PARAGRAPH #2. CI A LSO STATED THAT ERT LOCATION ON TVA SITE AND BEING PAID BY TVA, ASSOCIAT ES ERT (QTC) TOO CLOSELY WITH TVA FO R CONFIDENTIALITY TO BE BELIEVABLE. CI SAID HE WOULD BE MORE COMFORTABL E EXPRESSING A CONCERN TO 60 MINUTES THAN TO ERT. NO FURTHER DETAILS AV AILABLE.	
-85-020-00101 T50043	MP	71501	N	WBN	1 N N N N 2 NA NA NA NA	NI-85-020-001	QTC	SUPERVISION (NAME KNOWN) IS TELLING EMPLOYEES THAT THE REASON PEOPLE ARE GETTING LAID OFF IS BECAUSE THE CON CERNS IDENTIFIED BY THE ERT HAVE DEL AYED FUEL LOAD.	
-85-023-00101 T50048	MP	71503	N	WBN	1 N N N N 2 NA NA NA NA		QTC	DOESN'T UNDERSTAND HOW THE ERT PROGR AM CAN BE EFFECTIVE SINCE THEY REPOR T TO AND ARE PAID BY NSRS, WHO HE FE ELS ARE THE MAIN SOURCE OF THE PROBL EMS AT TVA.	
-85-023-00201 T50048	MP	71504	N	WBN	1 N N N N 2 NA NA NA NA		QTC	CI STATED ITS A FACT THE ERT TRAILER S ARE BUGGED AND THE PHONES HAVE BEE N TAPPED AT TIMES.	
-85-023-00301 T50048	MP	71501	N	WBN	1 N N N N 2 NA NA NA NA		QTC	CI STATED IF HE MADE ANY STATEMENTS THAT REPERCUSSIONS WOULD PROBABLY OC CUR TO HIM BEFORE THE END OF THE DAY	

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.



REFERENCE - ECPS132J-ECPS132C  
 EQUENCY - REQUEST  
 P - ISSS - RWM

TENNESSEE VALLEY AUTHORITY  
 OFFICE OF NUCLEAR POWER  
 EMPLOYEE CONCERN PROGRAM SYSTEM (ECPS)  
 EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY  
 SUBCATEGORY: 715 CONCERN PROGRAM DEFICIENCIES

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EGORY: MP MGT. & PERS. ISSUES

CONCERN NUMBER	CAT	SUB CAT	S H R D	PLT LOC	1 REPORT 2 SAF RELATED BF BL SQ WB	HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION	REF. SECTION # CAT - MP SUBCAT - 715
-85-024-00101 T50051	MP	71503	N	WBN	1 N N N N 2 NA NA NA NA	WI-85-024-001	QTC	CI EXPRESSED THAT THE "WORD" BEING P UT OUT IN THE BUILDINGS CONCERNING T HE ERT IS THAT THE ERT IS, DUE TO TH E NUMBER OF CONCERNS, GOING TO RESUL T IN A SHUTDOWN AT WBNP AND A RESULT ANT LAYOFF OF CONSTRUCTION PERSONNEL . THEREFORE, CONSTRUCTION PERSONNEL ARE BEING INFORMED THAT EXPRESSING C ONCERNS TO THE ERT IS CUTTING YOUR O WN THROAT. NO NAMES OR OTHER DETAIL S WERE PROVIDED.	
-85-046-02101 T50265	MP	71501	N	WBN	1 N N N N 2 NA NA NA NA		QTC	CI WOULD LIKE FOR TVA TO ESTABLISH A N EMPLOYEE CONCERN PROGRAM, WITH ANO NYMITY GUARANTEED, TO HANDLE NON-HAR DWARE GRIPES AND COMPLAINTS. CI HAS NO FURTHER INFORMATION. NUCLEAR PO WER DEPARTMENT CONCERN.	
-85-049-00101	MP	71501	S	WBN	1 N N N N 2 NA NA NA NA		QTC	CI'S CONFIDENTIALITY WAS BREACHED BY THE NRC AFTER PARTICIPATING IN A CO NFIDENTIALITY INTERVIEW. (DETAILS K NOWN TO ERT). NUCLEAR POWER CONCERN. CI HAS NO FURTHER INFORMATION.	
02	NU	00000	S	WBN	1 N N N N 2 NA NA NA NA				
-85-074-00101 T50169	MP	71501	N	WBN	1 N N N N 2 NA NA NA NA		QTC	INDIVIDUAL EXPRESSED A CONCERN REGAR DING TVA PERSONNEL BEING OBSERVED AN D OVERHEARD DISCUSSING POTENTIALLY S ENSITIVE QTC RELATED ITEMS OFF SITE IN A PUBLIC PLACE. DETAILS KNOWN TO QTC, WITHHELD DUE TO CONFIDENTIALIT Y. CI HAS NO FURTHER INFORMATION.	
-85-079-00101 T50179	MP	71502	N	WBN	1 N N N N 2 NA NA NA NA		QTC	C/I REFUSES TO PARTICIPATE IN THE ER T PROGRAM DUE TO THE FAILURE OF TVA TO CORRECT PROBLEMS IDENTIFIED BY SI MILAR PROGRAMS CONDUCTED IN THE PAST . C/I HAS NO FURTHER INFORMATION.	

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.



REFERENCE - ECPS132J-ECPS132C  
 EQUENCY - REQUEST  
 P - ISSS - RHM

TENNESSEE VALLEY AUTHORITY  
 OFFICE OF NUCLEAR POWER  
 EMPLOYEE CONCERN PROGRAM SYSTEM (ECPS)  
 EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY  
 SUBCATEGORY: 715 EMPLOYEE OPINIONS ABOUT CONCERN PROGRAM

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CONCERN NUMBER	CAT	SUB CAT	S H R D	PLT LOC	1 REPORT APPL 2 SAF RELATED BF BL SQ MB	HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION	REF. SECTION CAT - MP SUBCAT - 715
-85-082-00101 T50175	MP	71504	N	WBN	1 N N N N 2 NA NA NA NA		QTC	C/I EXPRESSED THAT EMPLOYEES SHOULD BE ABLE TO DO THIER JOBS, NOT COMPLA IN ABOUT NON-RELEVANT OR NON-EXISTEN T SAFETY PROBLEMS. C/I THINKS THAT MOST PEOPLE WHO HAVE HAD "SO-CALLED" SAFETY RELATED CONCERNS HAVE BEEN T RYING TO PROLONG THEIR JOBS, AND ARE SCARED OF LAY OFFS. C/I HAS NO FUR THER INFORMATION.	
-85-091-00901 T50197	MP	71501	N	WBN	1 N N N N 2 NA NA NA NA		QTC	SOME EMPLOYEES FEEL THEIR SAFETY COU LD BE JEOPARDIZED DUE TO THEIR KNOWL EDGE OF OTHER EMPLOYEES' WRONG DOING S AND ESPECIALLY SO IF INFORMATION S UMITTED TO ERT IS RELEASED TO TVA. CI HAS NO FURTHER INFORMATION. CON STRUCTION DEPT. CONCERN.	
-85-091-01601 T50196	MP	71501	N	WBN	1 N N N N 2 NA NA NA NA		QTC	EMPLOYEE IS APPREHENSIVE THAT TVA WI LL USE THE INFORMATION SUBMITTED TO ERT IN A RETALIATORY MANNER AGAINST THE INDIVIDUALS SUBMITTING THE INFOR MATION. CI HAS NO FURTHER INFORMATI ON. CONSTRUCTION DEPT. CONCERN.	
-85-095-00101 T50190	IH	60400	S	WBN	1 2		QTC	NSRS CONTROL OF "CONFIDENTIAL" INFOR MATION IS INADEQUATE, AND ONE INSTAN CE OF UNAUTHORIZED ACCESS HAS OCCURR ED. DETAILS KNOWN TO QTC, WITHHELD DUE TO CONFIDENTIALITY. NUC. POWER DEPT. CONCERN. CI HAS NO FURTHER IN FORMATION.	
	02	MP	71501	S	WBN	1 N N N N 2 NA NA NA NA			
-85-100-05301 T50213	MP	71503	N	WBN	1 N N N N 2 NA NA NA NA	WI-85-100-053	QTC	PROTECTIVE AND DEFENSIVE ATTITUDE OF NEB AND VARIOUS BRANCH/PROJECT GROU PS CONCERNING PROBLEMS RATHER THAN A N ATTITUDE TO ADMIT PROBLEMS AND FIX THEM. CI HAS NO FURTHER INFORMATIO N. ANONYMOUS CONCERN VIA LETTER.	

CONCERNS ARE GROUPEd BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.





EGORY: MP MGT. & PERS. ISSUES

CONCERN NUMBER	CAT	SUB CAT	S 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 - 715
-85-014-00101 T50020	MP	71503	N	BLN	1 N N N N 2 NA NA NA NA	XX-85-014-001	QTC	QTC SHOULD ESTABLISH THE ERT FUNCTIO N AT BELLEFONTE AS SOON AS POSSIBLE. THE BASIS FOR THIS CONCERN WAS COM MENTS RECEIVED BY THE INDIVIDUAL FRO M FORMER BELLEFONTE PERSONNEL THAT " WBHP IS A SHOWBOAT COMPARED TO WHAT IS GOING DOWN AT BELLEFONTE". ADDIT IONALLY, IT WAS EXPRESSED THAT THE E RT SHOULD REMAIN AT WBHP AS A PERMAN ENT ACTIVITY	
-85-027-X0801 T50058	MP	71502	N	SQN	1 N N N N 2 NA NA NA NA	XX-85-027-X08	QTC	CI STATED THAT HIS SUPERVISOR WASN'T DOING HIS JOB (POOR TRAINING, LACK OF DAY TO DAY GUIDANCE, GAVE ORDERS CONTRARY TO PROCEDURES). HE HAD PRO VIDED SEVERAL EXAMPLES TO NSRS HOME VER; A PERSON IN NSRS (NAME KNOWN) W AS A FRIEND OF HIS SUPERVISOR AND NO THING WAS DONE ABOUT HIS CONCERN.	
-85-027-00901 T50244	MP	71502	N	SQN	1 N N N N 2 NA NA NA NA	XX-85-027-009	QTC	SEQUOYAH - CI CONCERNS WERE NOT ADEQ UATELY ADDRESSED BY TVA. DETAILS KN OWN TO QTC, WITHHELD DUE TO CONFIDEN TIALITY. NO FURTHER INFORMATION MAY BE RELEASED. CI HAS NO FURTHER INF ORMATION.	
-85-033-00401 T50181	MP	71504	S	SQN	1 N N N N 2 NA NA NA NA		QTC	SEQUOYAH: PROBLEMS DEVELOP AND GROW BECAUSE SUPERVISORS DO NOT HAVE THE "BACKBONE" TO STAND UP TO THEIR SUPE RIORS WHO WANT TO DENY THAT THE PROB LEMS EXIST OR THAT THEY ARE SERIOUS. EXAMPLE: SUPERVISORS (KNOWN) WHO D ID NOT INSIST THAT TVA IMPLEMENT PRO VISIONS FOR SAFEGUARDING EMPLOYEES W HO WERE HANDLING ASBESTOS, WHEN SAFE GUARDS WERE REQUIRED BY TVA'S HAZARD CONTROL MANUAL. (CONSTRUCTION DEPA RTMENT CONCERN). C/I HAS NO FURTHER INFORMATION.	
	02	SF	91201	S	SQN	1 N N Y N 2 NA NA NO NA			

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.



REFERENCE - ECPS132J-ECPS132C  
 EQUENCY - REQUEST  
 P - ISSS - RMM

TENNESSEE VALLEY AUTHORITY  
 OFFICE OF NUCLEAR POWER  
 EMPLOYEE CONCERN PROGRAM SYSTEM (ECPS)  
 EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY  
 SUBCATEGORY: 715 CONCERN PROGRAM DEFICIENCIES

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 RUN DATE - 03/10/87

EGORY: MP MGT. & PERS. ISSUES

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	REF. SECTION CAT - MP SUBCAT - 715
-85-080-00101 T50147	MP	71503	N	BLN	1 N N N N 2 NA NA NA NA		QTC	CI FEELS THAT THE EXIT INTERVIEW PROCESS AT BELLEFONTE IS NOT ADEQUATE, IN THAT IT TAKES ONLY ABOUT 2 MINUTE S, CONSISTS OF 3 OR 4 YES/NO TYPE QUESTIONS, AND DOES NOT APPEAR TO ADDRESS ITSELF TO NON-NUCLEAR SAFETY RELATED CONCERNS. THE INTERVIEWS ARE CONDUCTED BY THE PERSONNEL DEPT. CI EXPRESSED THAT THE QTC INTERVIEWS AT WBNP WERE MUCH MORE IN-DEPTH AND DID ALLOW FOR EXPRESSION OF NON-NUCLEAR SAFETY RELATED ITEMS. CONST. DEPT. CONCERN. CI HAD NO FURTHER INFORMATION. NO FOLLOWUP REQUIRED.	
-85-084-00201	MP	71502	S	SQN	1 N N N N 2 NA NA NA NA		QTC	SEQUOYAH: NRC RESIDENT INSPECTOR WAS CONTACTED IN REGARD TO A SAFETY RELATED CONCERN BUT DID NOT RESPOND TO C/I.	
02	NU	00000	S	SQN	1 N N N N 2 NA NA NA NA				
-85-085-00101	MP	71501	N	BLN	1 N N N N 2 NA NA NA NA		QTC	BELLEFONTE: NSRS BREACHED EMPLOYEE CONFIDENTIALITY AFTER AN INTERVIEW. NSRS HAS NOT RESPONDED TO EMPLOYEES CONCERN.	
-85-089-00301 T50146	MP	71504	N	BLN	1 N N N N 2 NA NA NA NA	XX-85-089-003	QTC	BELLEFONTE: THE EMPLOYEE RESPONSE TO AN CONCEPT (INDEPENDENT OF TVA) IS NEEDED ON ALL TVA PROJECTS AS EMPLOYEES NEED PROTECTION TO PREVENT RETALIATORY ACTION AGAINST THEM AS A RESULT OF REPORTING A QUALITY PROBLEM. CONST DEPT. CONCERN. CI HAS NO FURTHER INFORMATION. NO FOLLOWUP REQUIRED	

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.



REFERENCE - ECPS132J-ECPS132C  
 FREQUENCY - REQUEST  
 ? - ISSS - RWM

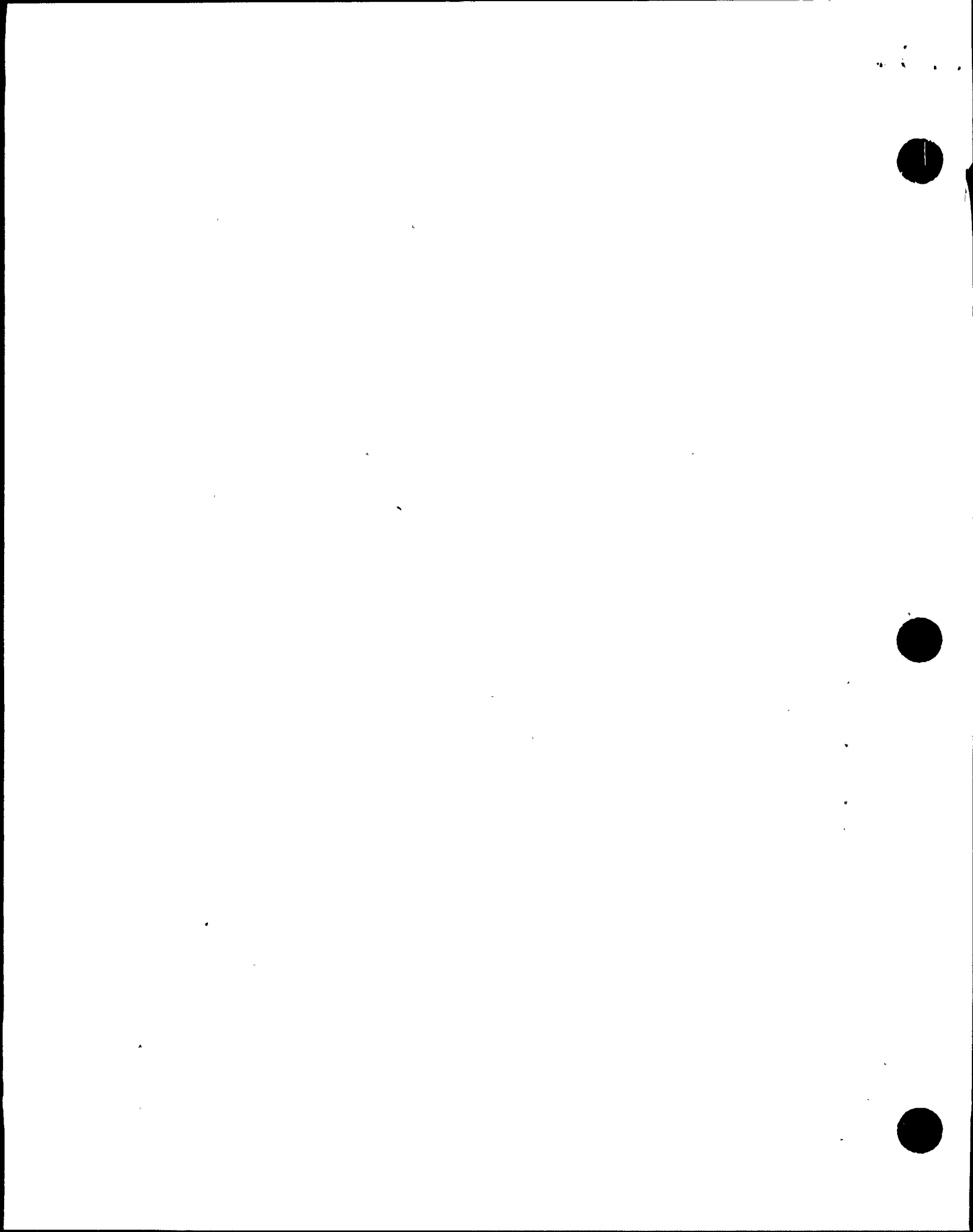
TENNESSEE VALLEY AUTHORITY  
 OFFICE OF NUCLEAR POWER  
 EMPLOYEE CONCERN PROGRAM SYSTEM (ECPS)  
 EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY  
 SUBCATEGORY: 715 CONFIDENTIALITY OF CI'S IDENTITY

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 RUN DATE - 03/10/87

CATEGORY: MP MGT. & PERS. ISSUES

CONCERN NUMBER	CAT	SUB CAT	S H R PLT D LOC	1 REPORT APPL				HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION	REF. SECTION CAT - MP SUBCAT - 715
				2	SAF	RELATED	BF				
-85-089-00401 T50146	MP	71501	N SQN	1	N	N	N	N	XX-85-089-003	QTC	SEQUOYAH: THE EMPLOYEE TEAM CONCEPT (INDEPENDENT OF TVA) IS NEEDED ON ALL TVA PROJECTS AS EMPLOYEES NEED PROTECTION TO PREVENT RETALIATORY ACTION AGAINST THEM AS A RESULT OF REPORTING A QUALITY PROBLEM. CONST. DEPT. CONCERN. CI HAS NO FURTHER INFORMATION. NO FOLLOWUP REQUIRED.
-85-089-00501 T50146	MP	71501	N BFN	1	N	N	N	N	XX-85-089-003	QTC	BROWNS FERRY: THE EMPLOYEE RESPONSE TEAM CONCEPT (INDEPENDENT OF TVA) IS NEEDED ON ALL TVA PROJECTS AS EMPLOYEES NEED PROTECTION TO PREVENT RETALIATORY ACTION AGAINST THEM AS A RESULT OF REPORTING A QUALITY PROBLEM. CONST. DEPT. CONCERN. CI HAS NO FURTHER INFORMATION. NO FOLLOWUP REQUIRED.
-85-096-N0601	MP	71501	N SQN	1	N	N	N	N		NRC	NRC IDENTIFIED THE FOLLOWING CONCERN FROM REVIEW OF QTC FILE. "CONFIDENTIALITY HAS BECOME A JOKE."
-85-096-X0101 T50269	IH	60400	S SQN	1						QTC	SEQUOYAH - SUPERVISION WAS NOTIFIED OF SABOTAGE, AND TOOK NO ACTION TO INVESTIGATE. DETAILS KNOWN TO QTC, WITHHELD DUE TO CONFIDENTIALITY. NO FURTHER INFORMATION MAY BE RELEASED. CONSTRUCTION DEPARTMENT CONCERN.
	02	MP	71502	S SQN	1	N	N	N			
				2	NA	NA	NA	NA			
-85-120-00501 T50191	MP	71501	N SQN	1	N	N	N	N	XX-85-120-005	QTC	SEQUOYAH: TVA REQUESTED EMPLOYEES TO ATTEND SMALL GROUP MEETINGS AND EXPRESS ANY COMPLAINTS THEY MAY HAVE AND THIS WOULD BE KEPT CONFIDENTIAL AND THEIR NAMES WOULD NOT BE REVEALED. AFTER ONE OF THE MEETINGS VARIOUS SUPERVISORS WERE WAITING FOR AN ENGINEER TO EXPLAIN HIS COMMENTS. CI HAS NO FURTHER INFORMATION. CONSTRUCTION DEPT. CONCERN.
				2	NA	NA	NA	NA			

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.



REFERENCE - ECPS132J-ECPS132C  
 EQUENCY - REQUEST  
 P - ISSS - RHM

TENNESSEE VALLEY AUTHORITY  
 OFFICE OF NUCLEAR POWER  
 EMPLOYEE CONCERN PROGRAM SYSTEM (ECPS)  
 EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY  
 SUBCATEGORY: 715 INADEQUATE RESPONSES TO CONCERNS

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 RUN DATE - 03/10/87

EGORY: MP MGT. & PERS. ISSUES

CONCERN NUMBER	CAT	SUB CAT	S H R D	PLT LOC	1 REPORT APPL 2 SAF RELATED				HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION	REF. SECTION CAT - MP SUBCAT - 715
					BF	BL	SQ	WB				
-85-122-05101	IH	60400	S	NPS	1					QTC	PREVIOUS CONCERNS (-001 TO -050) WERE PRESENTED TO HSRs PREVIOUSLY AND TO DATE NO INVESTIGATIONS HAVE BEEN INITIATED.	
02	MP	71502	S	NPS	1	N	N	N	N			
					2	HA	NA	NA	NA			
-85-122-05201	MP	71502	S	NPS	1	N	N	N	N	QTC	PREVIOUS CONCERNS (-001 TO -050) WERE PRESENTED PREVIOUSLY TO THE NRC AND TO DATE NO INVESTIGATION HAS BEEN INITIATED.	
02	NU	00000	S	NPS	1	N	N	N	N			
					2	NA	NA	NA	NA			

170 CONCERNS FOR CATEGORY MP SUBCATEGORY 715

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.





ATTACHMENT B

EMPLOYEE PROGRAMS

List of Concerns by Element/Issue

This Subcategory Report (71500) addresses 170 employee concerns, which were evaluated as four issues.

71501 - Confidentiality of Concerned Individual's Identity

BFM-85-041-002	PH-85-002-017
BLNONPEC-001	PH-85-044-001
EX-85-049-006	PH-85-055-001
EX-85-063-X02	SQP-86-005-010
EX-85-083-X01	SQP-86-005-014
EX-85-134-001	WBM-86-005-001
EX-85-176-X01	WBN-86-083-001
EX-85-193-006	WBP-85-017-008
IN-85-001-N10	WBP-85-020-001
IN-85-049-005	WBP-86-006-001
IN-85-073-001	WBP-86-006-002
IN-85-152-X02	WBP-86-022-003
IN-85-235-005	WBP-86-022-004
IN-85-245-002	WBP-86-022-007
IN-85-294-002	WBP-86-022-009
IN-85-337-003	WBP-86-022-011
IN-85-345-001	WI-85-020-001
IN-85-356-X01	WI-85-023-003
IN-85-520-006	WI-85-046-021
IN-85-554-004	WI-85-049-001
IN-85-554-005	WI-85-074-001
IN-85-707-X04	WI-85-091-009
IN-85-781-X03	WI-85-091-016
IN-85-882-X01	WI-85-095-001
IN-85-933-X02	XX-85-085-001
IN-86-019-002	XX-85-089-004
IN-86-258-002	XX-85-089-005
IN-86-278-X04	XX-85-096-N06
NS-85-003-001	XX-85-120-005
OO-85-002-002	

71502 - Inadequate Responses to Concerns

BFN-86-037-001	IN-86-267-002
IN-85-005-001	IN-86-313-003
IN-85-097-011	SQM-86-004-004
IN-85-163-003	SQP-86-015-001
IN-85-220-002	WBP-85-007-001
IN-85-246-N06	WBP-86-020-002
IN-85-293-012	WBP-86-022-006
IN-85-307-003	WBP-86-022-024
IN-85-311-014	WBP-86-025-X04
IN-85-410-001	WI-85-079-001
IN-85-627-003	XX-85-027-X08
IN-85-630-001	XX-85-027-009
IN-85-632-010	XX-85-084-002
IN-85-662-003	XX-85-096-X01
IN-85-770-004	XX-85-122-051
IN-85-841-003	XX-85-122-052
IN-85-889-X07	
IN-85-993-010	
IN-86-083-001	

71503 - Concern Program Deficiencies

BFM-86-009-001	IN-86-294-X03
BLNDNEEC85-07	IN-86-294-X04
EX-85-049-007	PH-85-048-004
EX-85-154-005	PH-85-049-001
EX-85-176-X02	SQP-86-005-001
IN-85-025-003	WBM-85-003-001
IN-85-124-001	WBN-0146
IN-85-125-001	WBP-86-008-005
IN-85-146-001	WBP-86-011-002
IN-85-146-002	WBP-86-022-001
IN-85-146-004	WBP-86-022-002
IN-85-268-001	WBP-86-022-005
IN-85-293-019	WBP-86-022-010
IN-85-391-001	WBP-86-022-018
IN-85-399-003	WBP-86-022-025
IN-85-562-005	WBP-86-022-027
IN-85-599-001	WI-85-017-001
IN-85-632-009	WI-85-023-001
IN-85-767-002	WI-85-024-001
IN-85-774-004	WI-85-100-053
IN-85-793-007	XX-85-014-001
IN-85-987-002	XX-85-080-001
IN-86-049-003	



71504 - Employee Opinions about Concern Program

BFM-86-004-001  
EX-85-144-X01  
EX-85-188-003  
IN-85-185-003  
IN-85-261-001  
IN-85-279-007  
IN-85-293-021  
IN-85-424-X12  
IN-85-492-010  
IN-85-620-001  
IN-85-627-024  
IN-85-627-034  
IN-85-653-005  
IN-85-685-003  
IN-85-701-X01  
IN-85-774-005  
IN-85-824-004  
IN-85-917-004  
IN-86-045-001  
IN-86-223-001  
IN-86-242-X02  
PH-85-034-001  
PH-85-041-001  
WBM-86-005-002  
WBP-86-008-007  
WBP-86-022-008  
WBP-86-025-X03  
WI-85-023-002  
WI-85-082-001  
XX-85-033-004  
XX-85-089-003

## ATTACHMENT C

Following is a list of sources drawn upon for the report:

1. Summary of Survey on Employee Concerns and Management Communications conducted by Power and Engineering (Nuclear), December 1985
2. Summary of Survey on Employee Concerns Program and its effectiveness, May 1986. Thirteen individuals were questioned. Thirty-five individuals participated in group discussions of the issues.
3. Employee Involvement Program - Printout of concerns and associated data, May 1986 - Interviewed D. L. Johnson, Director of Program
4. Georgia Power - Leslie Lampkin - Discussion of employee programs for the utility - Cindy Green - Quality Circle Program, Georgia Power
5. Virginia Electric Power Company (VEPCO) - Tim Cabiness, Manager of Productivity
  - a. Employee Action Team
  - b. Quality Circle Program
6. Gulf States Power - Riverbend Plant - Oscar de Maranda, Quality Concerns Program
7. Carolina Power & Light - Wade Pridgett, Total Quality Program, Tim Stockert, Employee Relations Organizations
8. Florida Power & Light - Burce Kelsey, Quality Improvement Program
9. Employee Concerns Program - WBN, Gerald Brantly, Rick Cutshaw, Instruction Sheet for ECP
10. Standard Operating Procedure 46 - Construction Procedures for Employment Involvement Program
11. Memorandum from Guenter Wadewitz to Employees, September 1985 "Future Directions for WBN"
12. Memorandum from S. A. White to Managers regarding Employee Concerns Program, January 30, 1986
13. Personal services contract TV-6317A, Tennessee Valley Authority and Quality Technology Company, April 26, 1985.



ATTACHMENT C (Continued)

Supplement 1, June 24, 1985  
Supplement 2, September 3, 1985  
Supplement 3, October 1, 1985  
Supplement 4, January 21, 1986

14. Nuclear Dispatch, November 21, 1985 - Employee Concern Program
  - A. December 2, 1985 - ECP Names Eric Sliger as Manager
  - B. December 17, 1985 - Transition Plan for ECP
  - C. December 18, 1985 - Management Review Group for WBN
  - D. January 3, 1986 - Admiral White Named Nuke Power Manager
  - E. January 6, 1986 - Employee Concern Mail-In Forms
  - F. January 23, 1986 - Amendment to QTC Proposed
  - G. February 4, 1986 - Employee Concern Program in Place
  - H. March 28, 1986 - Negotiations with QTC Break Down
15. NRC Inspection Report 50-482/85-28, August 28, 1985  
Kansas Gas & Electric Company, Wolf Creek Generating Station,  
Cleveland Electric Illuminating Company, Perry Nuclear Power Plant
16. NRC Inspection Report 50-461/86004, March 12, 1986,  
Illinois Power Company, Clinton Power Station
17. NRC Inspection Report, 50-445/85-12 and 50-446/85-08,  
Texas Utilities Generating Company, Comanche Peak Steam Electric  
Station
18. TVA Employee Concerns Program Guidelines
19. Conversations with QTC interviewers September - December, 1985
20. Communications Committee Meetings, Notes, September, 1985 -  
May, 1986
21. Diagnostic Evaluation of Morale and Productivity at Watts Bar,  
McDonald Motivation, 1981
22. Nuclear Performance Plan, Volume 1, Section 5, "Restoring Employee  
Confidence in TVA Nuclear Management"

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