

TVA EMPLOYEE CONCERNS
SPECIAL PROGRAM

REPORT NUMBER: 71600

REPORT TYPE: Management and Personnel Subcategory

REVISION NUMBER: 3

TITLE: Labor Relations

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REASON FOR REVISION:

Incorporation of final TAS editorial comments.

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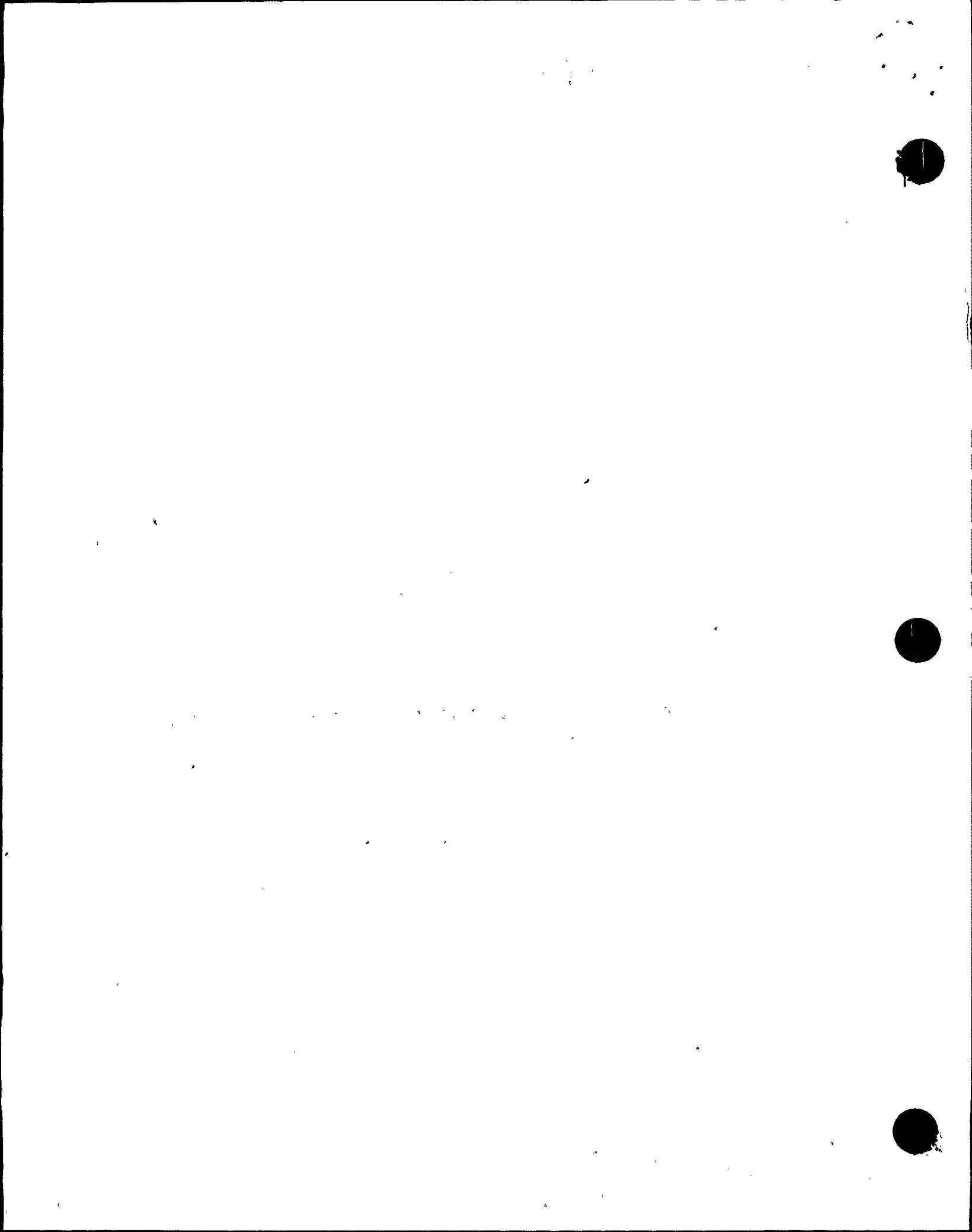
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CONCURRENCE (FINAL REPORT ONLY)

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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).

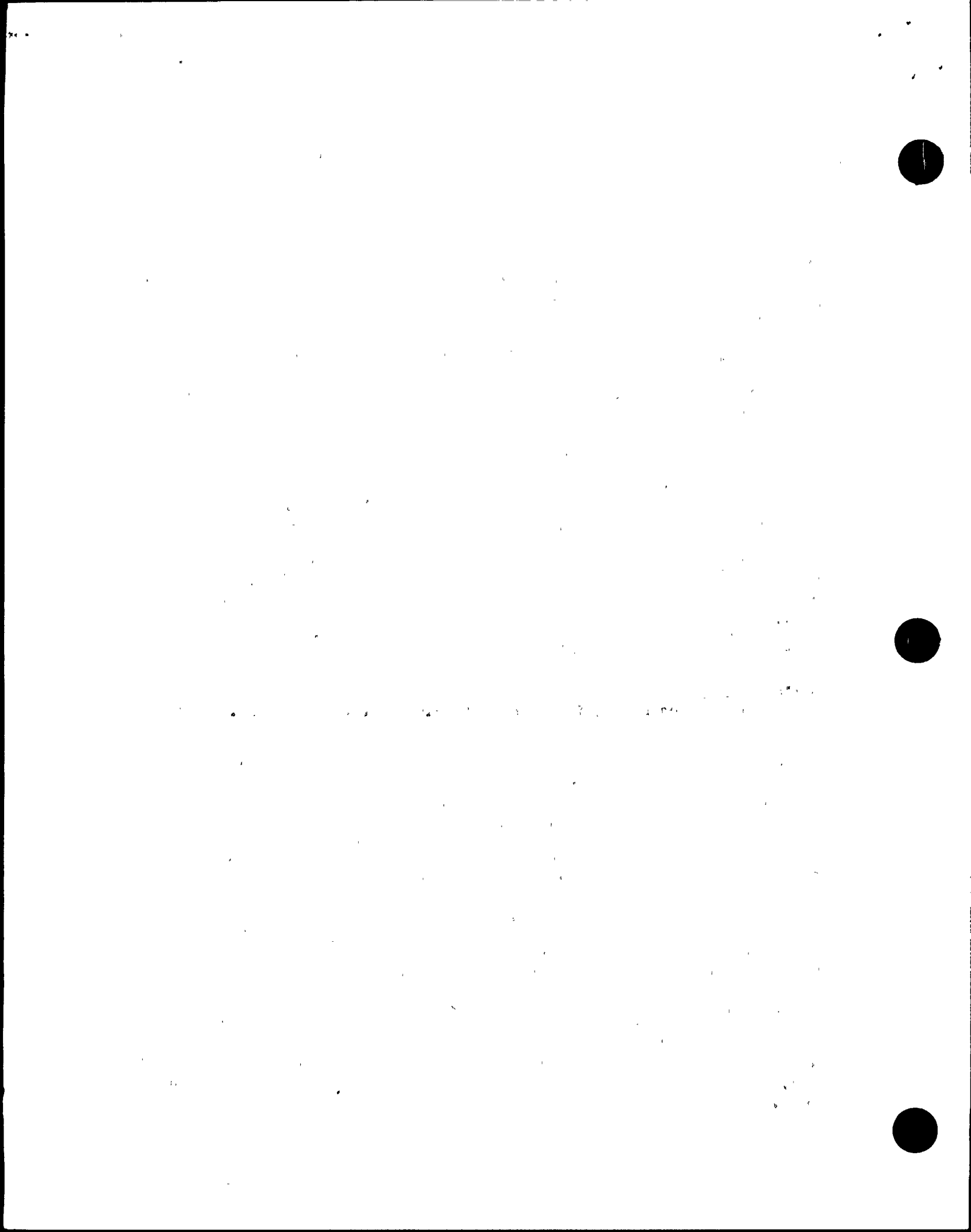
The ECSP addressed over 5800 employee concerns. Each of the concerns was a formal, written description of a circumstance or circumstances that an employee thought was unsafe, unjust, inefficient, or inappropriate. The mission of the Employee Concerns Special Program was to thoroughly investigate all 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.



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

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

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

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

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

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

ECSP GLOSSARY OF REPORT TERMS*

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

Class A: Issue cannot be verified as factual

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

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

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

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

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

concern (see "employee concern")

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

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

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

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



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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.

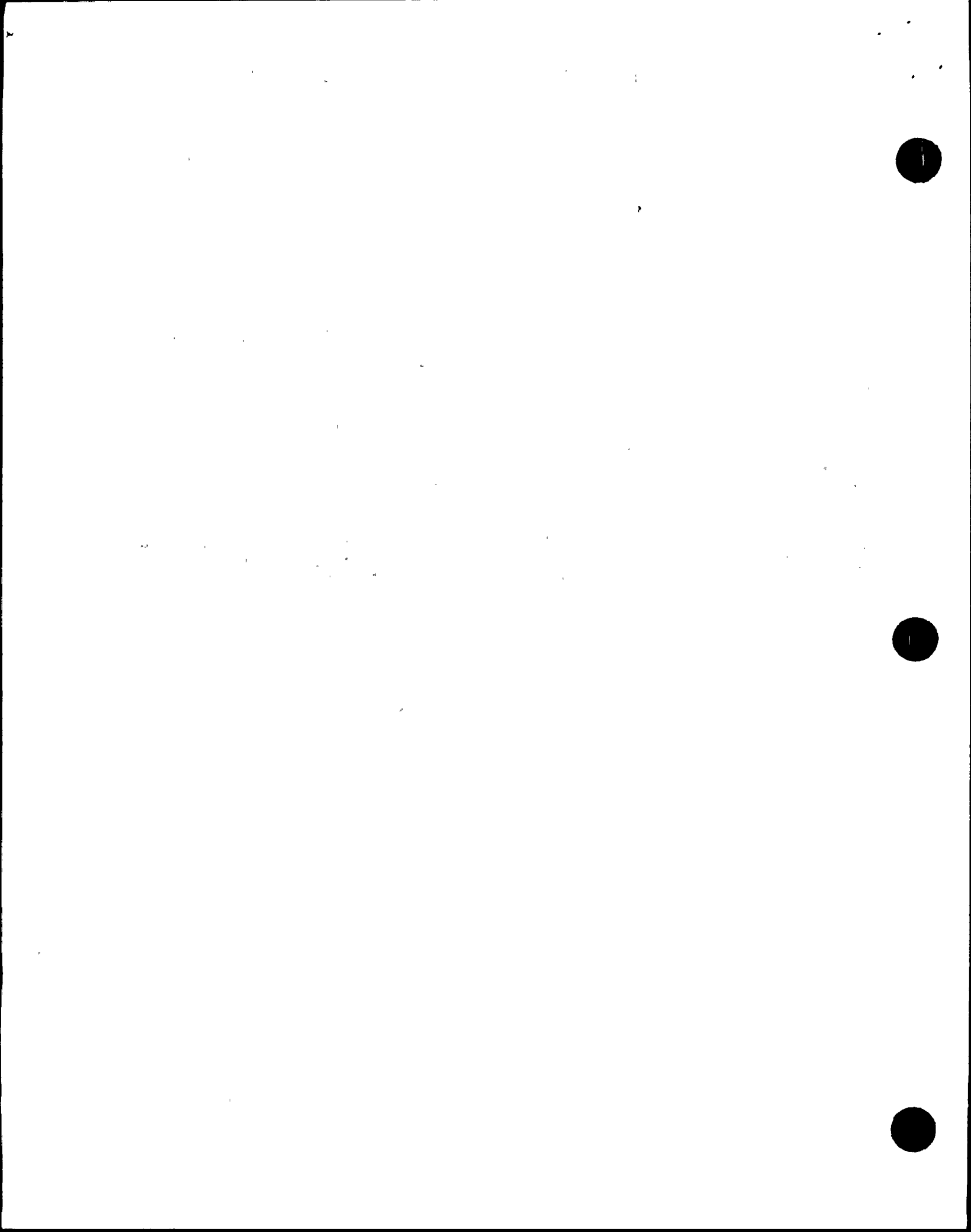
issue a potential problem, as interpreted by the ECTG during the evaluation process, raised in one or more concerns.

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
CMTR	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



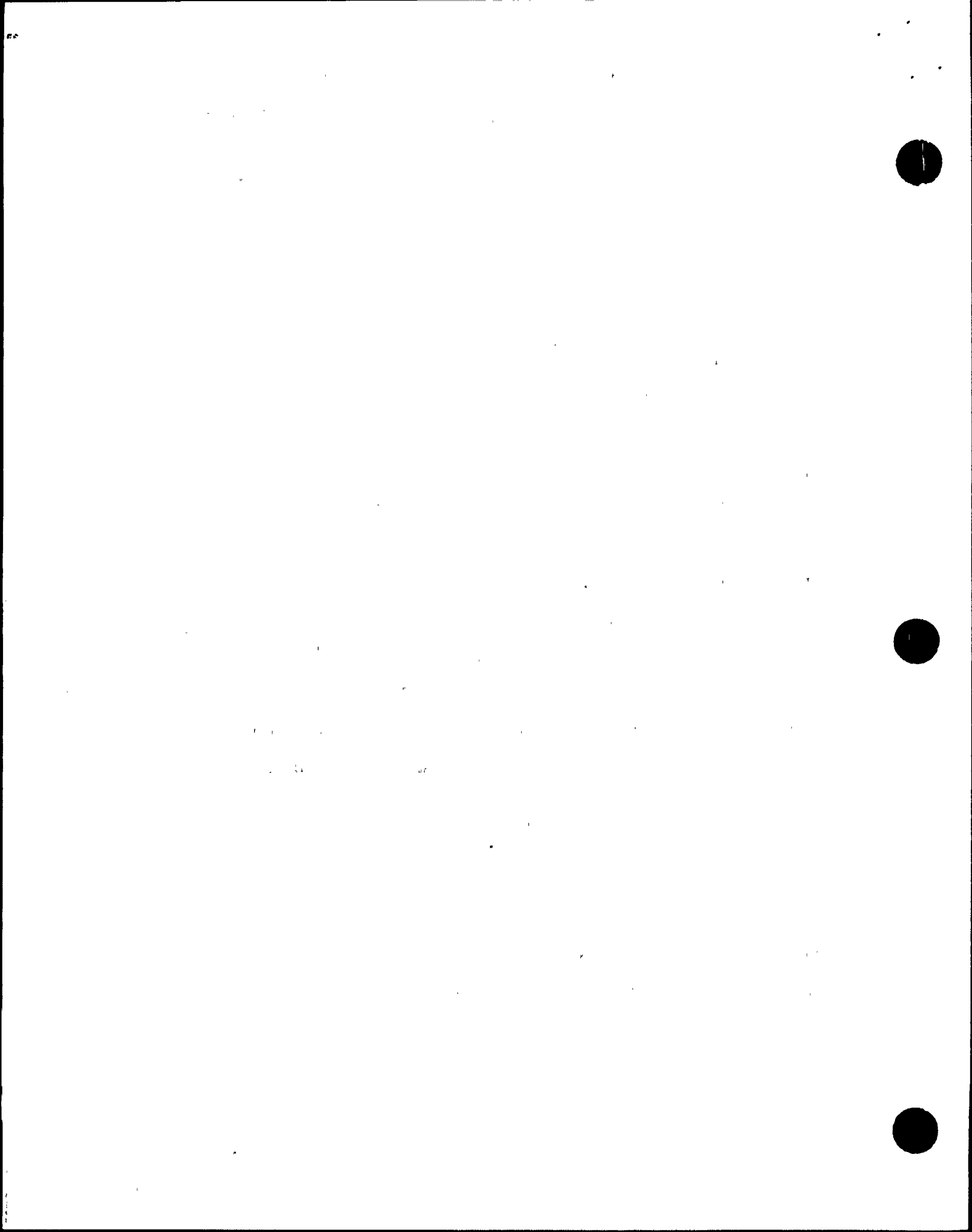
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L/R	Labor Relations Staff
M&AI	Modifications and Additions Instruction
MI	Maintenance Instruction
MSPB	Merit Systems Protection Board
MT	Magnetic Particle Testing
NCR	Nonconforming Condition Report
NDE	Nondestructive Examination
NPP	Nuclear Performance Plan
NPS	Non-plant Specific or Nuclear Procedures System
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 subcategory report on Labor Relations addresses 8 issues raised by 74 concerns, all of which pertain to trades and labor groups or trades and labor management.

To locate the issue in which a particular concern is evaluated, consult the following attachments:

Attachment A, Subcategory Summary Table

Attachment B, List of Concerns by Element (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

1.2.1 Issue 71601 - Favoritism and Discrimination Among Crafts

Many of the concerns that raised this issue were very broadly stated. Other concerns identified a particular craft or management group. Examples of this issue are these areas of concern:

- ° Management discriminates among crafts.
- ° Most piping foremen are from a particular local jurisdiction and "This is discriminatory."
- ° Preference is given to electricians from the local union over "travel card" electricians.
- ° Management does not treat the insulation craft fairly.
- ° Laborers are not treated as fairly as other crafts because management looks down on laborers.

1.2.2 Issue 71602 - Work Jurisdiction Among Crafts

The work jurisdiction issue includes concerns about TVA's assignment of work, crafts not following jurisdictional guidelines, and craft jurisdictional sensitivity. Examples of these concerns are as follows:

- ° TVA purposely assigns work of one craft to another craft.
- ° Crafts are forced to perform duties outside their jurisdiction.
- ° Crafts were too sensitive about other crafts doing work on the borderline between union jurisdictions.

1.2.3 Issue 71603 - Grievance Process

This issue contends that the grievance process is not properly administered. Examples of the concerns that raised this issue are:

- ° Some managers allow employees to "win" a grievance that the managers do not want going to Knoxville for a review that might bring about sweeping changes.
- ° Employees are not allowed the right to have each grievance filed and evaluated.
- ° Some supervisors have numerous grievances filed against them, but no corrective action has been taken about any of them.
- ° The union grievance processes do not function properly.

1.2.4 Issue 71604 - Training Job Stewards on Fire Watch

This issue alleges that TVA violated its own policy and that of the union by not training the job steward on fire watch responsibilities.

1.2.5 Issue 71605 - Objectivity of Concern Processing

The concern that raised this issue questioned the accurate closing of a concern by TVA when the concern addressed TVA policy.

1.2.6 Issue 71606 - Signature Authority of Supervisors

The concern that raised this issue stated that general foremen and pipefitter superintendents are not allowed to sign statements unless they pass through the construction management assistant approval system.

1.2.7 Issue 71607 - Carpenters Blamed for Unsafe Scaffolds

This issue alleges that the carpenters craft takes responsibility for scaffolds that are built by other crafts. Safety inspectors reject the structures and carpenters take the blame.

1.2.8 Issue 71608 - Concerns with Insufficient Information to Evaluate

The following concerns contained insufficient information to permit evaluation.

IN-85-127-007
IN-85-645-002
IN-85-774-003
IN-85-859-003

IN-86-291-002
SQP-86-005-009
WI-85-046-019

2.0 SUMMARY

2.1 Summary of Issues

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 issues evaluated in this report pertain to favoritism and discrimination, work jurisdiction, grievance processing, fire watch training, concern processing, signature authority of supervisors and misplaced responsibility for scaffolds.



2.2 Summary of Evaluation Process

The relationships between construction trade union practices, the TVA General Agreement, and TVA policy were examined closely to develop the evaluation criteria. Thirty-one interviews were conducted and the opinions of employees for and against the union trade practices were investigated.

2.3 Summary of Findings

Four primary findings were revealed by the investigation:

- ° Favoritism is indicated in foreman selection and other special job assignments.
- ° TVA's work jurisdiction procedure is as effective as any currently in use by the construction industry.
- ° The grievance procedure used by TVA is a fair and equitable system for resolution of employee grievances.
- ° Low employee morale and the resulting need for a concerns program argue that improved management techniques need to be learned and practiced by some TVA managers.

2.4 Summary of Collective Significance

The collective significance analysis identified the favoritism factor in foreman and other "special" job selections as a serious problem in need of attention. On the other hand, the ONP's methods of handling jurisdictional disputes and the grievance procedure were found to be workable in their present forms.

2.5 Summary of Causes

Disagreement with union "Rules of the Road," the "Travelers" long work history at WBN, and management ties to local unions were all causes for the negative findings or the perceptions discussed in this report.

2.6 Summary of Corrective Actions

Corrective actions in the forms of management change, motivational classes, and an Employee Involvement Program have been initiated. Additional corrective action will also be implemented by Division of Nuclear Construction (DNC) with a periodic assessment of the foreman and "specialty jobs" selection process.

3.0 EVALUATION PROCESS

3.1 Methodology

The evaluation of this subcategory was conducted according to the "Evaluation Plan for the Employee Concerns Task Group" and the "Evaluation Plan for the Management and Personnel Group."

The first step in this evaluation of issues involved examining all the facts and data available in the concern files.

Next, the appropriate labor management agreements, policies, and procedures, as listed in the references (3.2) were reviewed to provide requirements and criteria for evaluating the labor relations issues.

Along with the ECTG evaluation effort, this subcategory report includes the review of seven Quality Technology Company (QTC) investigative reports on individual concerns. Although these investigations were on individual concerns, they do support the overall findings of this report.

Interviews were conducted with the corporate Labor Relations staff, the Project Management staff, union representatives (job stewards), trades and labor foremen, and other employees. Of the 31 interviews conducted, 11 were with site management, 3 with job stewards, 11 with other craft employees, 3 with foremen, and 3 with corporate Labor Relations staff.

3.2 Reference Documents

- A. General Agreement between the Tennessee Valley Authority (TVA) and the Tennessee Valley Trades and Labor Council (TVT&LC).
- B. Division of Construction (DNC), Working Rules for Trades and Labor Employees
- C. Articles of Agreement between TVA and the Salary Policy Employee Panel
- D. TVA DNC Jurisdictional Manual



4.0 FINDINGS

4.1 Background

To understand the complexity of the labor relations problems discussed in this report, it is essential for the reader to have a knowledge of union practices and of past labor relations problems. These are described below.

Craft Managers

Almost all TVA's trades and labor employees are members of labor unions. Craft managers also tend to support unions; for instance, it is customary for them to maintain their union membership throughout their TVA managerial careers. Thus, if a craft manager is laid off or otherwise terminated from TVA service, he could ask the local craft union to find him employment. While this produces craft managers who understand union thinking, it also creates an almost daily potential for conflicts of interest. In a sense, the craft manager often tries to serve two masters: TVA management and his union.

Union Jurisdiction

Unions have traditionally established for themselves geographical jurisdictional areas in which they are responsible for meeting the organized labor needs. For example, if a union jurisdictional area is the State of Tennessee, any unionized contractor is expected to contact the union with jurisdiction to request manpower to fulfill the contractor's needs before recruiting elsewhere.

If, however, the union has insufficient qualified members available, it still has the obligation to supply manpower for the job. One choice is to draw some of its union members from other existing jobs. An alternative would be to contact another union local to determine if the other union had members available who wished to work out of the Tennessee local's jurisdiction. These workers, if they took the offered jobs, would be considered "travelers."

Such a traveling worker would obtain a referral from the Tennessee local and undoubtedly would have "rules of the road" explained to him. Such a traveler would hear the following: "While working in our local's jurisdiction you should not take a supervisor's job unless requested by us; any available overtime goes to the local



workers first; if and when we have workers from our local available to fill the position, you should not remain on the job and prevent our local people from gaining employment." The traveler would also be expected to pay a "doughby," or traveler's dues, to the Tennessee local in addition to paying his customary union dues to his home local.

Harassment of "Travelers"

In early 1983, the TVA Knoxville labor relations staff received numerous complaints from Watts Bar Nuclear Plant (WBN) "travelers" concerning harassment and intimidation by members of Local Number 43 of the United Association (UA) of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada. Because of these concerns and because TVA's General Agreement is with the international unions and not with the locals, TVA informed the UA that UA Local Number 43 officials would not be admitted on TVA jobs. Subsequently, the UA assumed control of the TVA jobs in Local Number 43's jurisdiction. This expulsion of Local 43 has now been lifted from all jobs except WBN.

WBN still has a representative from the international for the union's members. This means that all the travel dues that were going to the local now go to the United Association.

Despite the TVA action against Local 43, it appears that the traditional "rules of the road " continue to be in effect at WBN and other TVA job sites.

4.2 Issue 71601 - Favoritism and Discrimination Among Crafts

Discussion

TVA Policies and Agreements

The General Agreement between TVA and the TVI&LC states in Supplementary Schedule H-V, "Foremen will be selected and employed on the basis of journeyman experience in the craft which they will supervise. In making such selection, consideration will be given to demonstrated or potential leadership qualities, knowledge of the technical aspects of the work, demonstrated ability to cooperate on the job, and experience within TVA."



Article III, "Selection for Appointment (union preference), Promotion, Demotion, Transfer, and Retention" reads as follows:

1. The selection of personnel for appointment, promotion, demotion, transfer, and retention in positions within TVA is made on the basis of merit and efficiency, as prescribed in the TVA Act and in accordance with other applicable Federal laws and regulations. TVA is an equal opportunity employer. In selection for promotion, demotion, transfer, and retention, due regard is given to length of service. No political test or qualification is permitted or given consideration in selection. Appointments to and retentions in positions in TVA which may be construed as nepotism are not permitted.
2. Membership in unions party to this Agreement is advantageous to employees and to management, and employees are accordingly encouraged to become and remain members of the appropriate unions. Such membership is a positive factor within the limits permitted by applicable laws and Federal regulations in appraising relative merit and efficiency in selection for appointment.
3. Only candidates who are willing to observe the terms of this General Agreement will be selected.
4. Adequate personnel and service records are kept for every employee in order that recorded data may serve as a basis for appraisal of merit and efficiency. Copies of all service review records shall be furnished to the employees and, if requested, to the union representative.

Informal Preferences for Members of the Union Local

It was found that an employee's local union membership helps the employee in being selected for (1) foreman; (2) specialty jobs, such as material expeditors or office help for construction management; and (3) ONP Operations jobs.

The findings in this section focus on the steamfitter and electrician crafts because they are the major crafts with traveler journeymen. Similar problems would arise, however, if significant numbers of "travelers" were working in other crafts.



In June 1986, of the 25 pipefitter foremen and 13 electrician foremen at WBN, only 2 pipefitters (8 percent) and 4 electricians (30 percent) are not members of the local steamfitters' and electricians' unions. This is true even though 54 percent of the journeymen pipefitters and 83 percent of the journeymen electricians at WBN are "travelers."

A sampling of specialty jobs also reflects a pattern of "good jobs" going to local union members. A case in point is the Welding Task Group now working for the WBN Employee Concern Task Group (ECTG). This group of steamfitters are all from the local union and were selected by craft management.

A review of the employees who were selected to fill positions in the Office of Nuclear Power (ONP) permanent plant organization Modifications and Alterations (M&A) unit revealed that virtually all were local union members. This selection process is based on the names submitted by ONP craft management.

Management and trades and labor employees both reported that many longtime local journeymen craftsmen prefer not to work for TVA when there is work "downtown" (Chattanooga) with local union contractors. This is evident from the small number of local journeymen at WBN. The local does, however, want to maintain a strong influence on the job. This is accomplished by having local craftsmen in "key" jobs such as foreman.

Local journeymen expect the local union hall to send them back to TVA when work is slow with other contractors. As a union member who was a craft superintendent at WBN in 1985 said, "Our local in the early 1960's had 400 members. Today we have 1500. TVA forced the local to take all these new members even though the Chattanooga area contractors, when work is good, will only support 400 local steamfitter craftsmen." The local union and its members believe that TVA should favor local journeymen when work is slow in the area.



The 1982 Business Roundtable study on local union practices reported many of the same problems that were identified in the interviews with journeymen at WBN. About one-third of the contractors responding to the Business Roundtable inquiries reported that there were restrictions on the contractor's ability to freely choose a foreman or general foreman.

More than three-quarters of the respondents to the survey reported that they had experienced union pressures to lay off nonlocal personnel first as a job wound down or as more local labor became available. This practice increases turnover within work crews and will often prevent retention of the most productive employees as a work force is reduced.

"Rules of the Road"

Many journeymen travelers said that there are certain unwritten laws, "rules of the road," that "traveler" journeymen follow.

- "Traveler" journeymen do not take foreman jobs unless asked by the local job steward.
- "Traveler" journeymen do not offer to work overtime that local members are available to work.
- When layoffs occur that affect local journeymen, the "traveler" journeymen should "drag-up" (resign) to prevent the loss of local union members' jobs.
- Many "traveler" journeymen also believe that specialty jobs, so-called good jobs, and transfer to permanent jobs (ONP Operations) are the right of local union members.

Some of the younger "traveler" journeymen expressed disagreement with the so called "rules of the road." They stated that these rules are out-of-date and are not in accord with modern union working circumstances.

TVA policies and the General Agreement do not recognize these "rules of the road." Construction management and labor relations are aware of these unwritten "laws" but have never recognized them in policies and agreements with unions. Employees who disagree with the "unwritten laws," therefore, point out that TVA policies and agreements do not include these practices.

Unfair Treatment of Laborers

While most of the concerns address this issue generally, nine concerns claimed the laborers are not treated equally with other workmen. It was charged that other crafts were allowed to take breaks, quit early, and in general were not required to follow all job rules as strictly as the laborers. The interviews with management and workers support the contention that these conditions do exist.

However, both groups did say that the laborers were only required to follow the General Agreement. Varied treatment is a common problem on nuclear construction jobs because many craft jobs require extensive support from quality control and engineering personnel and therefore have more free time.

For instance, the "hold points" required by a procedure cause periods of inactivity for the craftsmen. The laborers' jobs do not often require these "hold points." Therefore, the laborers have fewer periods of inactivity.

Labor supervision at WBN was given high marks by most persons interviewed. Still, there was a perception that labor supervision required their employees to follow the job rules more closely than was required by supervision of other crafts.

Conclusion

The issue of favoritism and discrimination among crafts was found to be factually accurate. Findings on some of the specific aspects are discussed below.

- Foremen are in most cases selected from the union that has local jurisdiction.
- Local union members appear to receive more overtime than nonlocal members. (See also Subcategory Report 704 on Overtime.)
- Local members are selected much more often for special assignments.
- Nonlocal members are encouraged by the local union to resign ("drag up") before layoffs occur.
- Although some object, many "travelers" respect the unwritten "rules of the road" that sanction favoritism towards "local" union members.

It was also found that local union members have applied undue pressure on "travelers" with regard to the above items.

However, claims of direct involvement by TVA construction line management in such pressure were not factual. Managers did, however, tell this evaluator that they were aware that these practices existed.

The contention that the insulator craft workers "were not treated fairly by craft management" because they did not have a superintendent, is not factually accurate. The insulator craft management organization differs from the larger crafts in that it is not required to have a craft superintendent. This condition is also true of some other crafts, such as the teamsters and the operating engineers.

A support craft with limited work may not have enough journeymen employees to justify a craft superintendent. On most TVA jobs the insulation work is contracted out and the contractor provides its own supervision.

The contention by members of the laborers' union that they received unfair treatment because their work rules were more strictly enforced than those of other unions was not shown to be factual. Some managers do not require their personnel to closely follow the General Agreement, but this is no grounds for finding fault with managers who require adherence to the General Agreement.

4.3 Issue 71602 - Work Jurisdiction Among Crafts

Discussion

The concerns on work jurisdiction ranged from the opinion that TVA assigns the craft work outside the jurisdictional boundaries to the opinion that some crafts are too sensitive about other crafts doing work on the borderline between jurisdictions. TVA is much the same as other construction organizations in the matter of jurisdictional grievances. Disagreement between craft unions over the assignment of work has been a major problem from the beginning of craft labor unions.

WBN Construction has had relatively few major jurisdictional disagreements. This was verified by interviews with employees who stated they had very few problems with TVA's jurisdictional assignments. The General Agreement between TVA and the TVT&LC gives guidelines for jurisdictional matters in Article VI, "Jurisdictional Boundaries to be Determined by Unions: TVA to Assign Work Pending Resolutions of Disputes":



1. Determination of jurisdictional boundaries is the responsibility of the national and international unions which have been duly designated to represent employees. Therefore, when work boundaries between crafts have been clearly established by (a) custom, practice, and tradition, (b) agreements between national or international unions, the employees represented by each such union shall perform the work as determined by these boundaries. Should the unions develop appropriate bodies to determine jurisdictional boundaries by agreement, such bodies would be recognized as having authority to make awards and decisions regarding jurisdiction on TVA, so long as such decisions are implemented throughout TVA.
2. It is recognized that TVA must assign work to maintain schedules and to meet operating and construction requirements.
3. In the absence of established work boundaries TVA shall assign the work in accordance with the custom and practice in the vicinity as defined in Supplementary Schedule H-II.

In the absence of custom and practice in the vicinity, TVA shall assign the work to those employees who in its judgment are best qualified to perform the work, with due regard to practices of employers outside the vicinity which the disputing unions present. Assignments made by the Director of Labor Relations remain in effect unless changed by agreement of the jurisdictional departments of the concerned crafts, or as otherwise provided herein. TVA agrees to alter its assignment to conform to such agreement as soon as possible and in any case within 15 days except when the period is extended by agreement between TVA and the Council.

4. The Council shall notify TVA of jurisdictional agreements or disagreements which affect the assignment of work by TVA.

Conclusions

It was found that TVA's processes for jurisdictional assignment are as effective as any in the construction industry as described in a 1982 Business Roundtable survey. Therefore, the issue is not verified as factual.



4.4 Issue 71603 - Grievance Process

Discussion

The General Agreement states:

If an employee believes he has been treated unfairly or if he disagrees with his supervisors as to the application of a policy to him as an employee, he may file a grievance. He may only do this personally or through the authorized representative of the union which is recognized as his accredited representative.

Many of the problems that arise over grievances stem from a lack of understanding of the General Agreement and of the grievance process. One case in point was the concern that certain grievances were not accepted. This is readily explained in the General Agreement Supplementary Schedule H-IX A.2 that states, "An employee is not permitted to file a grievance for the purpose of getting an established policy, standard, or procedure changed. Such changes may be made only through negotiations between management and employee organizations. If the employee's complaint is against a policy, standard, or procedure, he must take up the matter with his Council representative."

Conclusion

The grievance procedure is an easy procedure for an employee to follow and is as fair as any such judicial system can be. The evaluation did find that some employees do not fully understand the grievance procedure and should consult their job steward or foreman when they have questions about grievances. Interviews with job stewards and employees revealed that grievances are processed well under the current procedures. The General Agreement explains this procedure and the job steward is available for help on grievances. Therefore, the issue was not verified as factual.

4.5 Issue 71604 - Training Job Stewards on Fire Watch

Discussion

One concern alleged that TVA violated its own policy and that of the union by not training the job steward on fire watch responsibilities. No reference pertaining to training a job steward on fire watch responsibilities could be found in the General Agreement. The General Agreement does provide that a steward will be offered any overtime work in his job classification provided he is qualified to do the work (H-VID).

Conclusion

This issue could not be verified as factual.

4.6 Issue 71605 - Objectivity of Concern Processing

Discussion

The concern that raised this issue questioned the accurate closing of a concern by TVA when the concern addressed TVA policy.

The Employee Concerns Task Group (ECTG) was organized and charged by the Manager of ONP to make an indepth study of all concerns that were generated before February 1, 1986. Concerns after that date are handled by the TVA Employee Concerns Program that is now in place.

An extensive checks and balance system is used by the ECTG. The investigation and evaluation is conducted either by an independent outside contractor (e.g., Bechtel, Stone and Webster, Impell, and EG&G) or by experienced TVA employees not previously directly involved in the area of the concern. After the report is completed, it is forwarded to the line managers for a corrective action plan. If changes in TVA policies are required, they will be identified in the corrective action plan. The report and corrective action plan are then reviewed by ECTG management and a four member Senior Review Panel (SRP) made up of non-TVA employees with extensive nuclear experience. If all members as individuals concur with the report and that necessary policy changes, if any, are incorporated in the plan, the report is then signed by the manager of the ECTG. After all concerns have been investigated and reports have been written and approved, the final ECTG report will be issued. Interested employees, the NRC, and others can then review all reports and corrective actions.

There have been internal self audits and external audits by QA and the Inspector General's Office of the ECTG Program. The program is also subject to audit by the NRC.

Conclusion

This issue could not be verified as factual.

4.7 Issue 71606 - Signature Authority of Supervisors

Discussion

General foremen and pipefitter superintendents are not allowed to sign statements unless the statement passes through the construction management assistant's (CMA) approval system. All construction superintendents in TVA at major job sites use the CMAs to administratively review and check correspondence prepared by members



of the construction superintendent's staff. The subject matter of the statements is not changed, and the review process is used to ensure that the written material accomplishes its intended purpose and is consistent with TVA policy.

Conclusion

This issue could not be verified as factual.

4.8 Issue 71607 - Carpenters Blamed for Unsafe Scaffolds

Discussion and Conclusion

This issue contends that the carpenters' craft has been blamed for unsafe scaffolds that were built by other crafts. This issue is factually accurate, as verified by craft management. However, the problem has since been solved by the use of an effective scaffold tagging program. With this tagging program the employees responsible for building and using the scaffold are identified on the tag. If a problem with the scaffold is found, the responsible party can be notified.

5.0 COLLECTIVE SIGNIFICANCE

The findings indicate that, for the most part, the labor relations issues covered in this subcategory are dealt with satisfactorily. An exception of significance is the favored treatment of construction craft workers who are local union members relative to those who are "travelers," with regard to promotions and work assignments. To the extent that local union members fill most all foremen positions, TVA loses the opportunity to promote "travelers" who may be better qualified. TVA's ability to make radical changes is severely limited. A major constraint is long-standing tradition in construction work, not just at TVA but throughout the construction industry. Several issues in this subcategory really challenge the construction union's internal policies rather than TVA's policies. In addition, most "travelers" accept the prevailing union tradition of "rules of the road," so that, even if it were possible to eliminate favored treatment for local union members, it would likely generate more ill will than good will.

6.0 CAUSES

The lack of acceptance of the "Rules of the Road" by a group of "Travelers" generated some of these issues, which were triggered by layoffs and the availability of a new opportunity to express concerns.

Some employees have lived and worked in the area for such a long time that they no longer accept "Traveler" status as applied by the unions.

10



Most craft managers have ties to their local unions, and may some day have to rely on the locals for their own placement in a craft job. Therefore, they tend not to challenge the local unions' attitudes toward "Travelers" in making selection and assignment decisions.

7.0 CORRECTIVE ACTION

7.1 Previously Initiated Corrective Action

Although not directly related to this subcategory's issues, the following actions, designed to improve communication between management and employees, should minimize future concerns of the types covered in this subcategory.

Management Change

Steps have been taken to change the management style at WBN from an authoritarian approach to a more participatory approach. This change should improve employee morale and engender trust in site management. This is a long process and will take some time to achieve. Interviews with employees at WBN already indicate an improvement in employee morale and confidence in site management.

Motivational Classes

Motivational classes are currently in progress for all people who supervise employees at any level. A "win-win" philosophy is being introduced to the supervisors. This philosophy is based on the premise that managerial tasks can be so arranged that when the employer wins, the employee wins. From the interviews conducted, this training is having a positive effect on employee/management relations.

Employee Involvement Program

The Director of Nuclear Construction (DNC) has initiated an Employee Involvement Program, featuring required weekly information and problem solving meetings by each manager or supervisor with his/her employees at WBN and Bellefonte Nuclear site to improve communications between construction management and employees.

7.2 Corrective Action as a Result of This Evaluation

To help minimize favoritism problems, DNC will perform a Labor Relations audit in 1987 and each year thereafter to encourage selection of the best qualified individuals, as described in the following steps: (CATD 716-NPS-01)

1. The Director of Nuclear Construction will periodically assess whether foreman selections are being offered on a fair and impartial basis. If there is evidence that union locals are applying undue pressure on "Travelers" to not accept positions that are offered, that issue will be discussed with the TWT&LC.
2. The foreman selection approval will be elevated to the General Construction Superintendent level to minimize the influence of ties with a particular local in making selection decisions.
3. The General Construction Superintendent will review all service evaluations of foreman candidates, specifically looking for a disproportionate share of high performance ratings for members of the local with jurisdiction.
4. The General Construction Superintendent will approve all selections for "specialty jobs."
5. DNC will propose to Labor Relations language changes in the General Agreement, to be discussed in the next negotiations that allow for contract language revisions. These changes would specifically prohibit interference in foreman selection, assignment of overtime, layoffs/reductions in force, and "specialty job" selection by the locals with jurisdiction.

8.0 ATTACHMENTS

Attachment A - Subcategory Summary Table

Attachment B - List of Concerns by Issue

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

ATTACHMENT A
 TENNESSEE VALLEY AUTHORITY
 OFFICE OF NUCLEAR POWER
 EMPLOYEE CONCERN PROGRAM SYSTEM (ECPS)
 EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY
 SUBCATEGORY: 716 FAVORITISM AND DISCRIMINATION AMONG CRAFTS

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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 - 716
					2	SAF	RELATED	BF				
-85-052-00401 T50171	MP	71601	N	WBN	1	N	N	N	N		QTC	CRAFT (KNOWN) DO WHATEVER THEY WANT, AND "RUN" CONSTRUCTION. OTHER CRAFTS HAVE TO TAKE SECOND TO THESE CRAFTS. CONSTRUCTION DEPT CONCERN. CI HAS NO FURTHER INFORMATION.
-85-101-00201 T50191	MP	71601	N	WBN	1	N	N	N	N		QTC	TVA MANAGEMENT AND SUPERVISION DO NOT TREAT CRAFT (KNOWN) EQUALLY AS OTHER CRAFTS. CONSTRUCTION DEPT. CONCERN. CI HAS NO ADDITIONAL INFORMATION. -GENERIC CONCERN-
-85-110-00301 T50201	MP	71601	N	WBN	1	N	N	N	N		QTC	TVA MANAGEMENT HAS A DOUBLE STANDARD IN TREATMENT OF LABORERS VS. OTHER CRAFTS. UNFAIR, UNEQUAL, LOW IMPORTANCE. CONSTRUCTION DEPT. CONCERN. CI HAS NO ADDITIONAL INFORMATION. -GENERIC CONCERN-
-85-132-00501 T50202	MP	71601	N	WBN	1	N	N	N	N	EX-85-132-005	QTC	LABORERS ARE NOT TREATED EQUALLY AS OTHER CRAFTS. IE..LABORERS CANNOT LEAVE THEIR WORK AREA UNTIL AFTER THE WHISTLE BLOWS. OTHER CRAFTS LEAVE A LITTLE EARLIER. CONSTRUCTION DEPT CONCERN. CI HAS NO ADDITIONAL INFORMATION. -GENERIC CONCERN-
-85-137-00101 T50207	MP	71601	N	WBN	1	N	N	N	N	EX-85-137-001	QTC	LABORERS ARE NOT TREATED AS FAIR AS THE OTHER CRAFTS ARE. CONSTRUCTION DEPT. CONCERN. CI HAS NO ADDITIONAL INFORMATION. -GENERIC CONCERN-
-85-153-00301 T50205	MP	71601	N	WBN	1	N	N	N	N	EX-85-153-003	QTC	MANAGEMENT DOES NOT TREAT LABORERS FAIRLY AND EQUALLY AS THEY DO OTHER CRAFTS. CONSTRUCTION DEPT. CONCERN. CI HAS NO ADDITIONAL INFORMATION. -GENERIC CONCERN-

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.



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

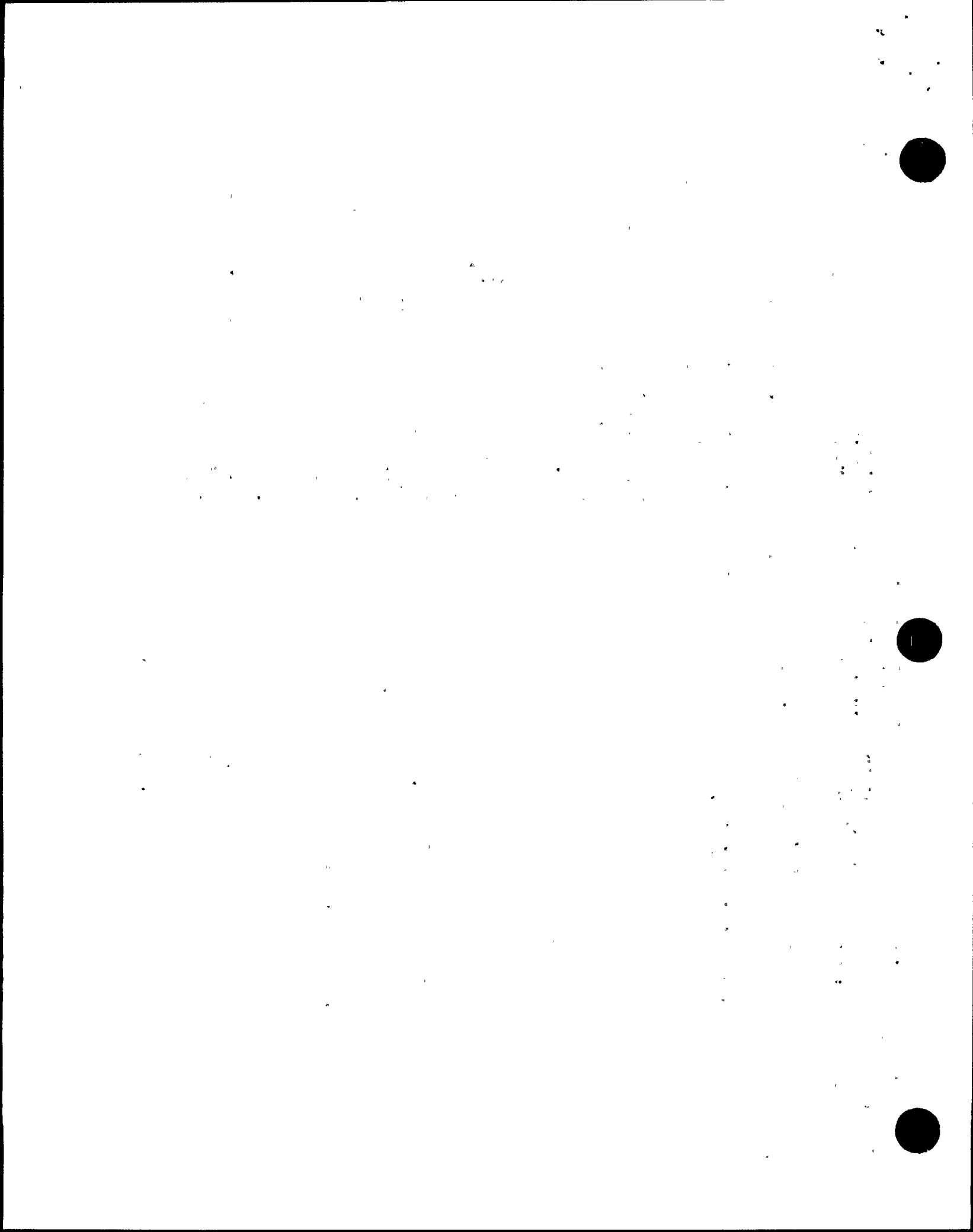
TENNESSEE VALLEY AUTHORITY
 OFFICE OF NUCLEAR POWER
 EMPLOYEE CONCERN PROGRAM SYSTEM (ECPS)
 EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY
 SUBCATEGORY: 716 TRAINING JOB STEWARDS ON FIRE WATCH

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EGORY: MP MGT. & PERS. ISSUES

CONCERN NUMBER	CAT	SUB CAT	S R PLT D LOC	1 REPORT APPL				HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION	REF. SECTION CAT - MP SUBCAT - 716
				2	SAF	BL	SQ				
-85-166-00101 T50207	MP	71604	N WBN	1	H	N	N	N	QTC	TVA VIOLATED THEIR OWN POLICY AND TH AT OF THE UNION BY NOT TRAINING THE JOB STEWARD ON FIRE WATCH RESPONSIBILITIES. (NAMES/DETAILS TO THE SPECIFIC CASE ARE KNOWN TO QTC AND WITHHELD TO MAINTAIN CONFIDENTIALITY). CONSTRUCTION DEPT. CONCERN. CI HAS NO FURTHER INFORMATION.	
-85-170-00101 T50207	MP	71602	N WBN	1	N	N	N	N	QTC	CRAFTS NOTED PERFORMING DUTIES OUTSIDE THEIR JURISDICTION. DETAILS WITHHELD DUE TO CONFIDENTIALITY. CONSTRUCTION DEPT. CONCERN. CI HAS NO FURTHER INFORMATION.	
-85-188-00201 T50228	MP	71602	N WBN	1	H	N	N	N	QTC	CI QUESTIONS THE RIGHT OF TVA TO HIRE CRAFT (KNOWN) DEPT. (KNOWN) AS "SKETCHERS". CONSTRUCTION DEPT. CONCERN. CI HAS NO FURTHER INFORMATION. NO FOLLOW-UP REQUIRED.	
-85-193-00301 T50246	MP	70515	S WBN	1	H	N	N	N	QTC	CI EXPRESSED THAT EEO AND THE EMPLOYEE'S UNION ARE IN TVA MANAGEMENT'S "BACK-POCKET", AND THAT EEO PERSONNEL ARE NOT COOPERATIVE WITH EMPLOYEES IN PROCESSING EEO COMPLAINTS. DETAILS KNOWN TO QTC, WITHHELD DUE TO CONFIDENTIALITY. NO FURTHER INFORMATION MAY BE RELEASED. CONSTRUCTION DEPARTMENT CONCERN. CI HAS NO FURTHER INFORMATION.	
02	MP	71603	S WBN	1	H	N	N	N			
03	MP	70516	S WBN	1	H	N	N	N			
-85-116-00301 T50101	MP	71601	N WBN	1	H	N	N	N	QTC	INSULATORS ARE NOT RECOGNIZED AS CRAFTS; NOT GIVEN SAME ORGANIZATIONAL REPORTING AS OTHER CRAFT UNDER SAME MANAGER. NOT GIVEN TIME TO CLEAN UP AFTER WORK, ALTHOUGH OTHER CRAFTS ARE. MANAGER (KNOWN) SAID THAT NO ONE FROM THIS CRAFT WOULD EVER BE PROMOTED TO MANAGEMENT POSITION--THIS PROBABILITY NOT APPLIED TO OTHER CRAFTS. CI HAS NO MORE INFORMATION. NO FOLLOW UP REQUIRED.	

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.



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

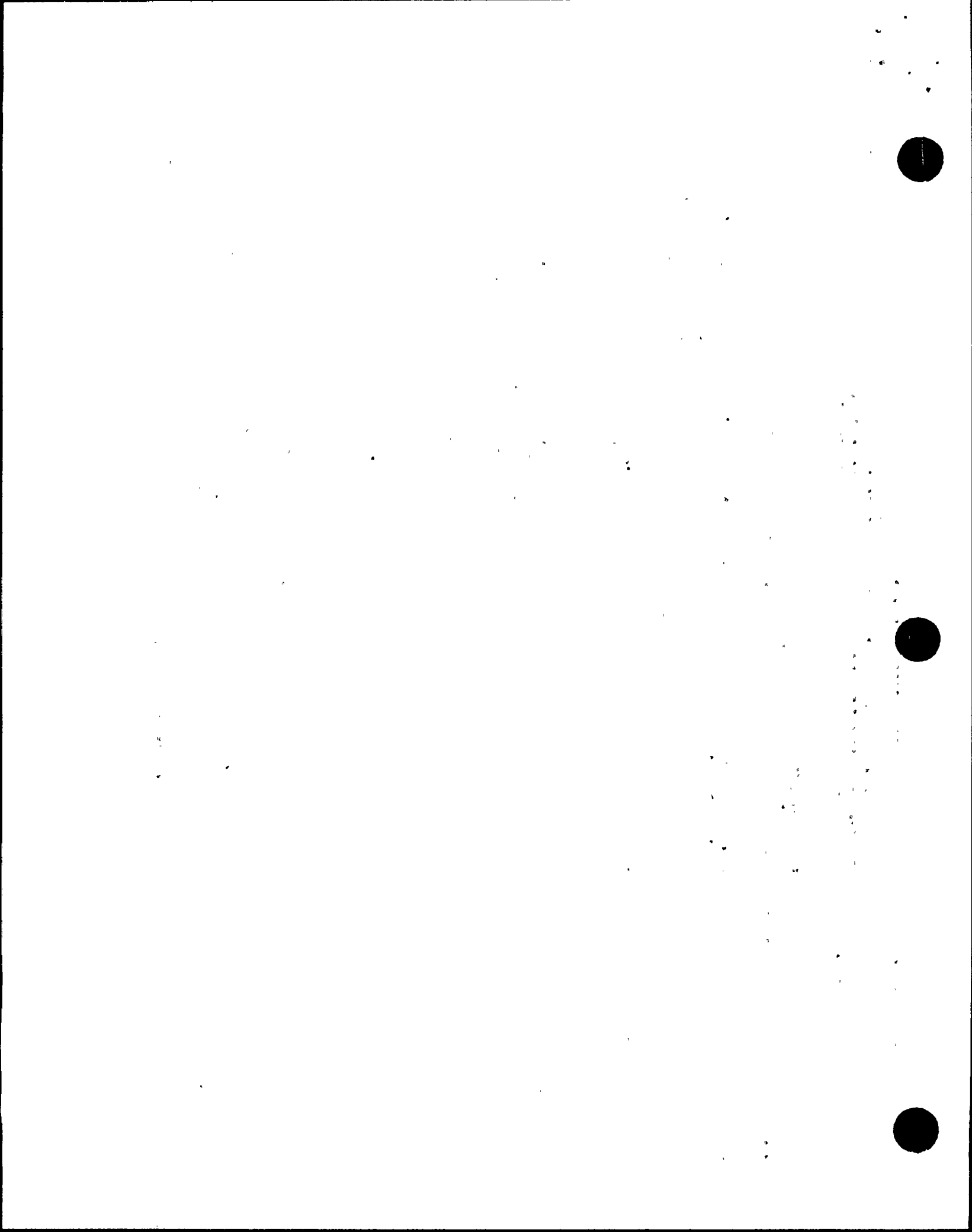
TENNESSEE VALLEY AUTHORITY
 OFFICE OF NUCLEAR POWER
 EMPLOYEE CONCERN PROGRAM SYSTEM (ECPS)
 EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY
 SUBCATEGORY: 716 FAVORITISM AND DISCRIMINATION AMONG CRAFTS

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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 - 716
					2	SAF	RELATED	BF				
-85-116-00501 T50101	MP	71601	N	WBN	1	N	N	N	N	IN-85-116-005	QTC	MANAGEMENT DOES NOT LIKE INSULATION CRAFT BECAUSE ITS PEOPLE STICK TOGETHER. CRAFT INSISTS ON GETTING ALL OF THEIR JURISDICTIONAL WORK, AND THIS COULD BE THE SOURCE OF FRICTION, BUT MANAGEMENT SEEMS TO SINGLE CRAFT OUT (EXAMPLE KNOWN WHERE PERSON FROM THIS CRAFT WAS SINGLED OUT FOR JOB RULE ENFORCEMENT ACTION - WITHHELD TO MAINTAIN CONFIDENTIALITY) NO FOLLOW UP REQUIRED.
-85-127-00701 T50236	MP	71608	N	WBN	1	N	N	N	N	IN-85-127-007	QTC	CRAFT PERSONNEL HAVE A REPRESENTATIVE ON CONTRACT MATTERS, BUT ONLY HAVE "ONE" VOTE WHILE ENGINEERING PERSONNEL EACH GET A VOTE ON CONTRACTS. CRAFT FEELS THIS IS DISCRIMINATION TO THE CRAFT PERSONNEL. CONSTRUCTION DEPARTMENT CONCERN. CI HAS NO FURTHER INFORMATION. NO FOLLOW UP REQUIRED.
-85-172-00101 T50025	MP	71602	N	WBN	1	N	N	N	N		QTC	MATERIAL RUNNERS & SUPERVISION ARE NOT INSULATORS HOWEVER; THESE PEOPLE ARE PERFORMING INSULATOR WORK. CONCERNED INDIVIDUAL IDENTIFIED ANOTHER PERSON WHO HAS KNOWLEDGE OF THE ABOVE
-85-172-00401 T50088	MP	71602	N	WBN	1	N	N	N	N		QTC	OTHER CRAFTS (ELECTRICIANS AND CARPENTERS) BEING ASSIGNED AND PERFORMING INSULATORS WORK; QUALIFICATIONS QUESTIONABLE. ADDITIONAL DETAILS IN FILE. RELEASE OF DETAILS COULD COMPROMISE CI'S CONFIDENTIALITY.
-85-180-00101 T50088	MP	71601	N	WBN	1	N	N	N	N		QTC	CRAFT (ASBESTOS WORKER) MORALE IS LOW BECAUSE CRAFT DOES NOT HAVE THEIR OWN REPRESENTATIVE TO HELP COORDINATE WORK AND OVERTIME PROBLEMS.

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)
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 SUBCATEGORY: 716 FAVORITISM AND DISCRIMINATION AMONG CRAFTS

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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 - 716
				2	SAF	RELATED	BF				
-85-181-01001 T50258	MP	71601	N WBN	1	N	N	N	N		QTC	UPPER MANAGEMENT PLAYS FAVORITISM WITH ALL CRAFTS EXCEPT ONE (CRAFT KNOWN). THIS SPECIFIC CRAFT IS TOLD TO "HIT THE DOOR IF YOU DON'T LIKE IT". CONSTRUCTION DEPARTMENT CONCERN. CI HAS NO FURTHER INFORMATION.
-85-187-00101 T50199	MP	71601	N WBN	1	N	N	N	N	IN-85-187-001	QTC	MANAGEMENT UNFAIRLY TREATS EMPLOYEES AND HAS HAD BAD RELATIONSHIP ESPECIALLY WITH INSULATOR CRAFT. MORALE IS DOWN. CI HAS NO FURTHER INFORMATION. CONSTRUCTION DEPT. CONCERN.
-85-254-00201 T50026	MP	71601	N WBN	1	N	N	N	N	IN-85-254-002	QTC	LABORERS ARE BEING MISTREATED BY CRAFT SUPERVISION. C/I GAVE FOLLOWING EXAMPLES: GENERAL FOREMAN (NAME GIVEN) BIRD-DOGGING LABORERS. THIS HAS BEEN OCCURRING SINCE 1972. LABORERS TOLD TO DO ONE JOB BY FOREMEN, GENERAL FOREMAN (NAME GIVEN) TELLS CREW TO DO DIFFERENT JOB. WHEN ASKED WHICH JOB TO DO GENERAL FOREMAN DID NOT GIVE LABORERS A STRAIGHT ANSWER. THIS HAPPENS ALL THE TIME TO LABORERS.
-85-269-00101 T50026	MP	71601	N WBN	1	N	N	N	N		QTC	MOST PIPING FOREMAN, GENERAL FOREMAN AND SUPERINTENDENTS ARE FROM LOCAL # 43. THIS IS DISCRIMINATORY. UNIT S 1&2.
-85-293-02601 T50267	CO	11200	S WBN	1	N	Y	N	Y		QTC	A GROUP OF CRAFT ARE DOING ENGINEERING WORK, E.G., DRAWING LOGIC. DETAILS KNOWN TO QTC, WITHHELD DUE TO CONFIDENTIALITY. NO FURTHER INFORMATION MAY BE RELEASED. CONSTRUCTION DEPARTMENT CONCERN. CI HAS NO FURTHER INFORMATION.
02	MP	71602	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

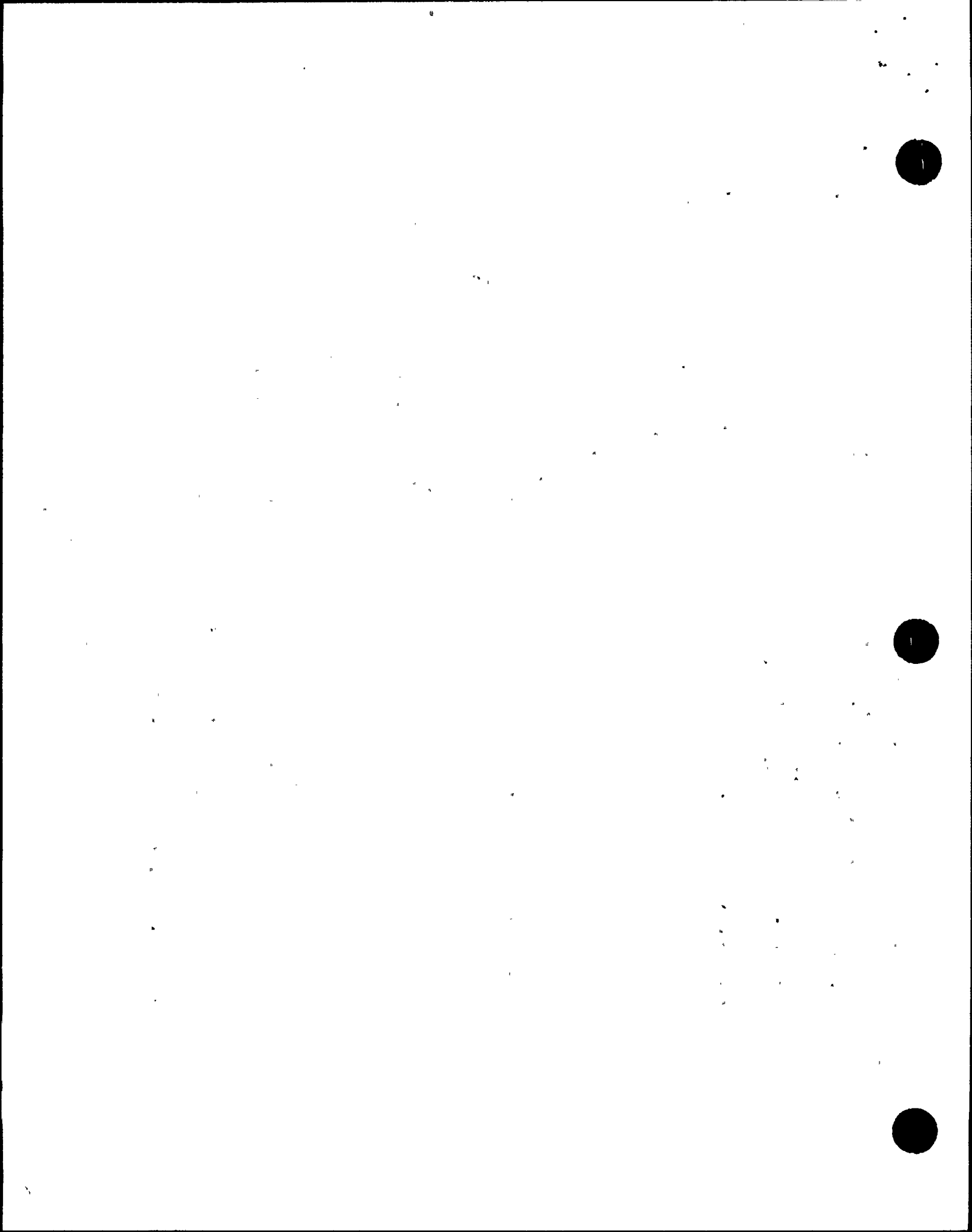
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 SUBCATEGORY: 716 FAVORITISM AND DISCRIMINATION AMONG CRAFTS

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CONCERN NUMBER	CAT	SUB CAT	S R PLT D LOC	1 REPORT APPL				HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION	REF. SECTION CAT - MP SUBCAT - 716
				2	SAF	BL	SQ				
-85-343-00101 T50040	MP	71601	N WBN	1	N	N	N	N	QTC	FALLING OBJECTS IN REACTOR BLDG UNIT 1&2. THERE WAS APPARENTLY NO ACTION TAKEN. THE CONCERNED INDIVIDUAL WAS INJURED IN 1982. THE CONCERNED INDIVIDUAL SUGGESTED THE POSSIBILITY; THE FALLING OBJECTS WERE RELATED TO THE FACT LOCAL CRAFTS WERE ATTEMPTING TO "RUN OFF TRAVELERS".	
-85-371-00201 T50223	MP	71603	N WBN	1	N	N	N	N	QTC	CI FEELS THAT THE LABOR UNION GRIEVANCE PROCESS DOES NOT FUNCTION PROPERLY. DETAILS KNOWN TO QTC, WITHHELD DUE TO CONFIDENTIALITY. NO FURTHER INFORMATION MAY BE RELEASED. CONSTRUCTION DEPARTMENT CONCERN. CI HAS NO FURTHER INFORMATION.	
-85-374-00401 T50015	MP	71601	N WBN	1	N	N	N	N	QTC	MANAGEMENT'S OPEN DISCRIMINATION AMONG CRAFTS. (NAME AND DISCRIMINATED CRAFT KNOWN TO QTC)	
-85-381-00301 T50018	IH	60200	S WBN	1	N	N	N	Y	QTC	IRONWORKERS ARE GENERICALLY HARASSED WITH RESPECT TO JOB RULES, WHILE OTHER CRAFT (PARTICULARLY STEAMFITTERS) ARE NOT. INCIDENTS WERE RELAYED REGARDING THE PROHIBITION OF PLAYING HORSESHOES AND OF REMOVING SHIRTS DURING LUNCH, WHICH ALL OTHER CRAFTS EXCEPT STEAMFITTERS ARE FORCED TO COMPLY WITH. RESULT IS A DECREASED IN DISCRIMINATED CRAFT MORALE.	
	02 MP	71601	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 - RNM

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 SUBCATEGORY: 716 FAVORITISM AND DISCRIMINATION AMONG CRAFTS

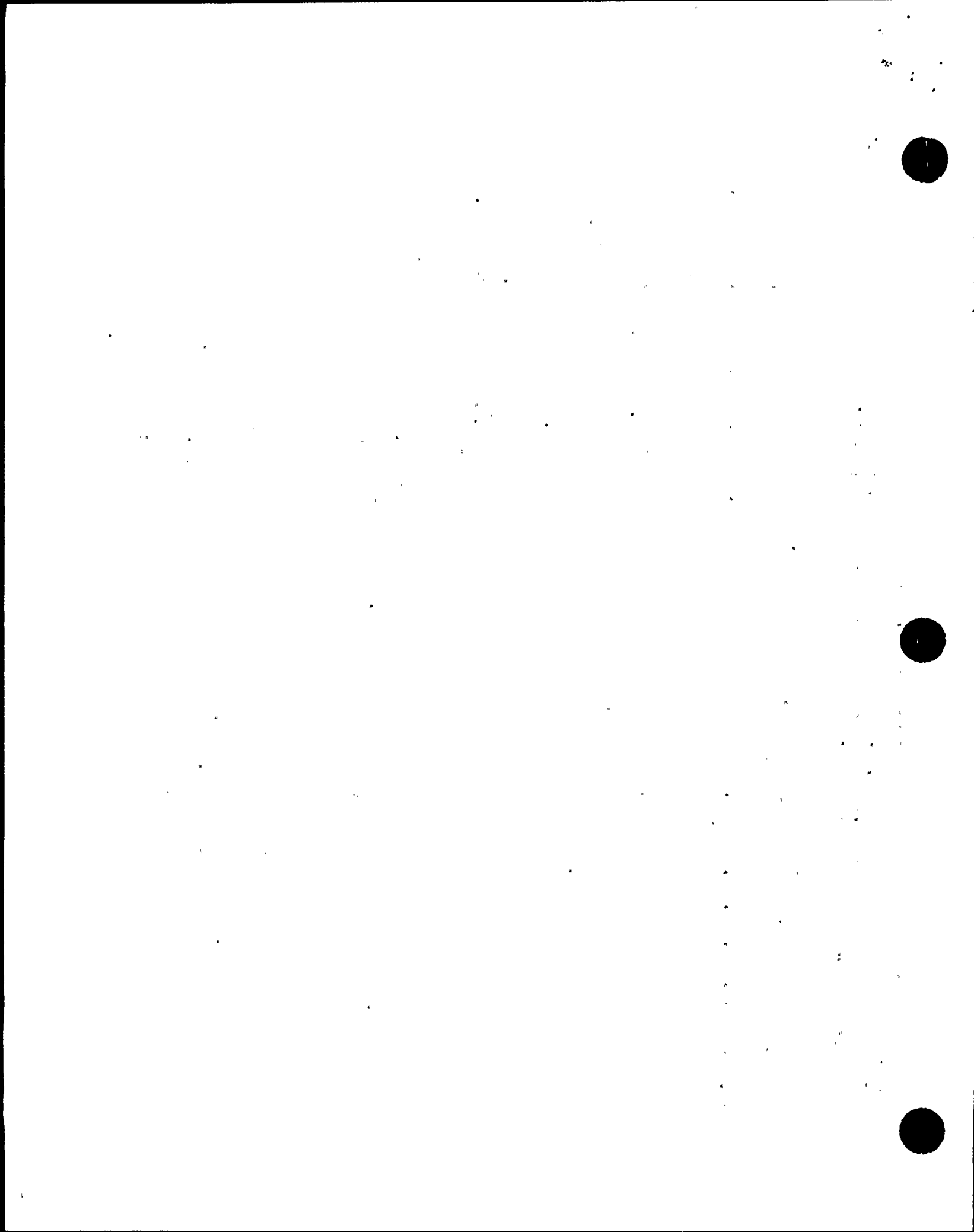
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CONCERN NUMBER	CAT	SUB CAT	S R D	PLT LOC	1 REPORT APPL				HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION	REF. SECTION CAT - MP SUBCAT - 716
					2	SAF	BL	SQ				
-85-384-00201 T50101	MP	71601	N	WBH	1	N	N	N	N		QTC	SOME CRAFTS RECEIVE PREFERENTIAL TREATMENT OVER OTHERS. EG: MANAGER (KNOWN) WILL STOP BY WHERE ONE CRAFT (KNOWN) IS WORKING AND SOCIALIZE WITH THE WORKERS. BUT WHEN THIS MANAGER PASSES ANOTHER CRAFT'S WORKERS (KNOWN) WHO ARE WAITING FOR MATERIAL HE WILL GIVE THEIR FOREMAN A "CHEWING OUT" FOR WASTING TIME. ALSO, DESPITE PAST TVA POLICY OF SUPERVISORS NOT BEFRIENDING SUBORDINATES, MANY PEOPLE WITHIN TVA GOT PROMOTED OR TRANSFERRED BECAUSE OF PERSONAL FRIENDSHIP RATHER THAN QUALIFICATIONS. CI H
-85-416-00101 T50012	MP	71601	N	WBN	1	N	N	N	N	IN-85-416-001	QTC	THERE IS A LARGE EXCESS OF STEAMFITTER PERSONNEL ON WBNP SITE IN RELATION TO THE NUMBER OF SUPPORT CRAFT. TVA IS CURRENTLY HIRING STEAMFITTERS, AND IN THE PROCESS OF LAYING OFF SUPPORT CRAFT. CI ALLEGES THAT FAVORITISM MUST EXIST BETWEEN COGNIZANT TVA MANAGEMENT AND THE LOCAL STEAMFITTER UNION TO CAUSE THIS SITUATION. CONCERN IS GENERIC IN NATURE, AND NO NAMES OR OTHER SPECIFICS ARE AVAILABLE
-85-443-00601 T50034	MP	71602	N	WBN	1	N	N	N	N		QTC	MANAGEMENT OFTEN ASKS A CRAFT TO ASSUME ANOTHER CRAFTS RESPONSIBILITIES
-85-453-00801 T50030	MP	71602	N	WBN	1	N	N	N	N	IN-85-453-008	QTC	CRAFT MEMBERS ARE REQUIRED TO WORK OUTSIDE THEIR CLASSIFICATION
-85-454-00701 T50037	MP	71602	N	WBN	1	N	N	N	N	IN-85-454-007	QTC	CRAFT OFTEN IS REQUIRED TO DO ANOTHER CRAFT'S WORK CAUSING FRICTION AMONG CRAFTS.
-85-462-00201 T50020	MP	71601	N	WBN	1	N	N	N	N	IN-85-462-002	QTC	UPPER MANAGEMENT DISCRIMINATES AMONG CRAFT (NAMES/DETAILS KNOWN TO QTC)

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.





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

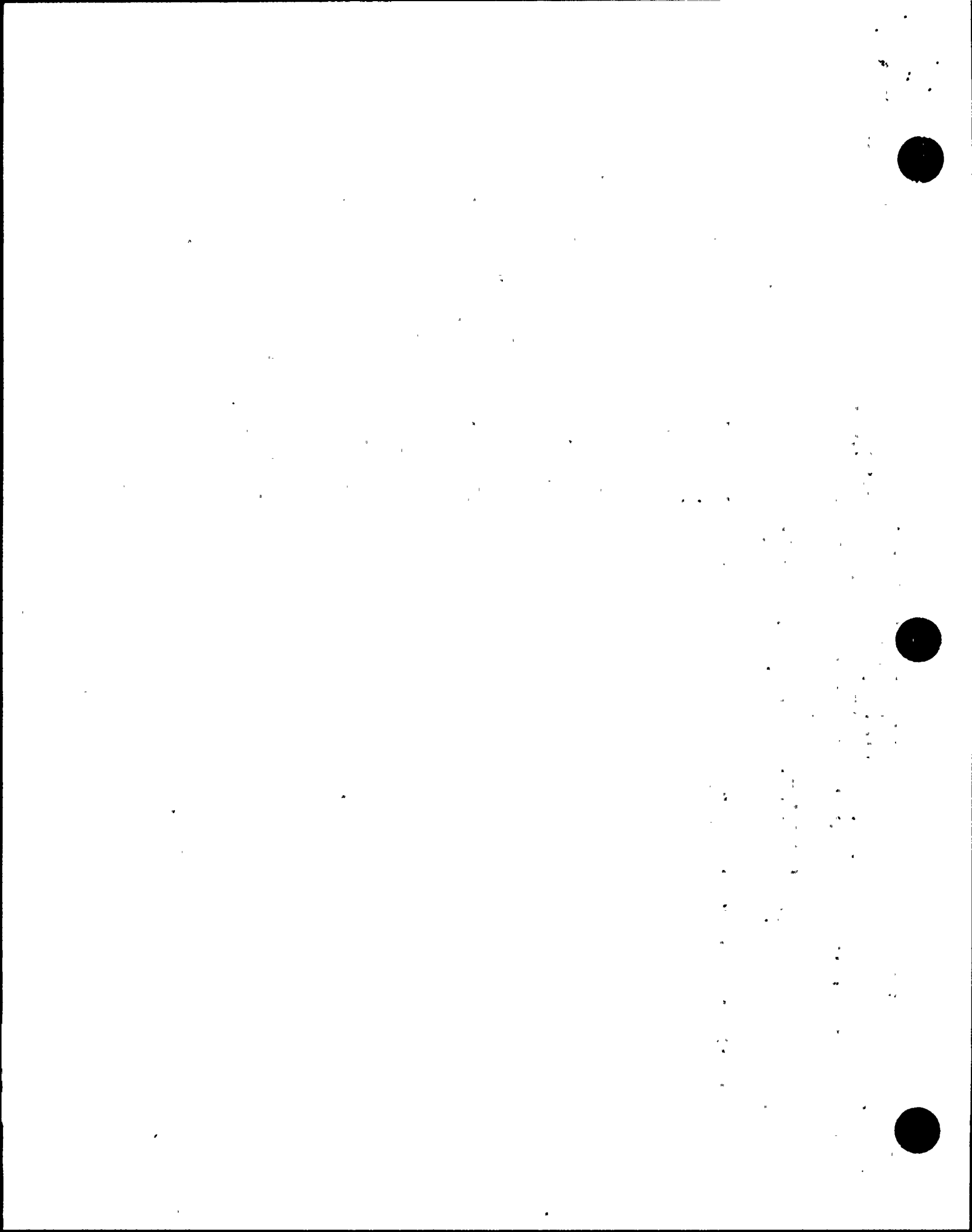
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 SUBCATEGORY: 716 GRIEVANCE PROCEDURE

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CATEGORY: MP MGT. & PERS. ISSUES

CONCERN NUMBER	CAT	SUB CAT	S R D	PLT LOC	1 REPORT APPL				HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION	REF. SECTION # CAT - MP SUBCAT - 716
					2	SAF	BL	SQ				
-85-492-00801 T50029	MP	71603	N	WBN	1	H	N	H	N		QTC	SOME GRIEVANCES FILES ARE RETURNED AS NO ACCEPTED-EMPLOYEE DOES NOT HAVE RIGHT TO HAVE EACH GRIEVANCE FILED AND EVALUATED. (NAMES/DETAILS KNOWN TO QTC)
-85-503-00201 T50032	MP	71601	N	WBN	1	H	N	H	N	IN-85-503-002	QTC	FOREMAN'S SHACK MOVED FROM JUST OUTSIDE BUILDING TO OTHER SIDE OF COOLING TOWERS TO KEEP CRAFTS (KNOWN) AWAY FROM "BRASS ALLEY" AT QUITTING TIME
-85-504-00101 T50043	MP	71601	N	WBN	1	H	N	N	N	IN-85-504-001	QTC	LABORERS ARE NOT EQUALLY TREATED IN RESPECT TO OTHER CRAFTS, RELATIVE TO ENFORCEMENT OF JOB AND SAFETY RULES. EXAMPLES CITED WERE 1. LABORERS ARE REQUIRED TO RETURN TO CRAFT SHACK ON FRIDAY, WHILE OTHER CRAFTS ARE NOT. 2. POWER AND OTHER DIVISION PERSONNEL ARE ALLOWED TO WEAR ATHLETIC SHOES, AND NOT WEAR SAFETY GLASSES IN THE REACTOR BUILDING, WHILE LABORERS AND OTHER CRAFTS ARE REQUIRED TO FOLLOW SAFETY RULES. NO FURTHER DETAILS ARE AVAILABLE.
-85-518-00101 T50032	MP	71601	N	WBN	1	H	N	N	N	IN-85-518-001	QTC	MANAGEMENT DOES NOT TREAT ALL CRAFTS EQUALLY. (NAMES KNOWN TO QTC)
-85-611-00101 T50058	MP	71607	N	WBN	1	H	N	N	N	IN-85-611-001	QTC	THE CARPENTERS DEPT TAKES RESPONSIBILITY FOR OTHER CRAFTS BUILDING SCAFFOLDS. THIS OCCURS APPROX EVERY WEEK IN UNIT 2. SAFETY INSPECTORS REJECT THE STRUCTURE & CARPENTERS TAKE THE BLAME.
-85-614-00301 T50114	MP	71603	N	WBN	1	N	N	N	N	IN-85-614-003	QTC	THE GRIEVANCE PROCESS IS ALLOWED TO DRAG OUT FOR A LONG TIME IN HOPES THAT EMPLOYEES WILL LOSE PATIENCE OR THAT FIXED TIME LIMITS WILL BE EXCEEDED. PERT HAS DETAILS. FURTHER RELEASE OF INFORMATION WOULD COMPROMISE CONFIDENTIALITY.

CONCERNS ARE GROUPED BY FIRST 3.DIGITS OF SUBCATEGORY NUMBER.



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

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 EMPLOYEE CONCERN PROGRAM SYSTEM (ECPS)
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 SUBCATEGORY: 716 FAVORITISM AND DISCRIMINATION AMONG CRAFTS

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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 - 716
					2	SAF	RELATED	BF				
-85-632-00201 T50242	MP	71601	N	WBN	1	N	N	N	N	QTC	TVA CRAFT MANAGERS AND SUPERVISORS REPEATEDLY PASSED OVER EXPERIENCED EMPLOYEE IN FAVOR OF LESS EXPERIENCED OR INEXPERIENCED EMPLOYEES WHO WERE MEMBERS OF LOCAL UNION RATHER THAN TRAVELERS FOR PROMOTION TO LEADERSHIP POSITIONS. DETAILS KNOWN TO QTC, WITHHELD DUE TO CONFIDENTIALITY. NO FURTHER INFORMATION MAY BE RELEASED. CI HAS NO FURTHER INFORMATION. CONSTRUCTION DEPARTMENT CONCERN.	
-85-645-00101 T50127	MP	71601	N	WBN	1	N	N	N	N	QTC	REMOVAL OF WBNP JOB FROM LOCAL 43 JURISDICTION IN 1983 WAS CAUSED IN AN ATTEMPT TO "SQUELCH" REPORTING OF CRAFT EMPLOYEE CONCERNS. THIS WAS ACCOMPLISHED BY CREATING THE POSITION OF JOB STEWARD AS AN INTERMEDIARY BETWEEN EMPLOYEE/CRAFT STEWARD AND TVA MANAGEMENT. THE JOB STEWARD CAN, AND OFTEN DOES REFUSE TO PROCESS EMPLOYEE CONCERNS. REASONS FOR NOT PROCESSING SELECTED CONCERNS ARE NOT PROVIDED TO CRAFT. CONSTRUCTION DEPT. CONCERN. CI DECLINED TO PROVIDE FURTHER INFORMATION.	
-85-645-00201 T50061	MP	71608	N	WBN	1	N	N	N	N	QTC	CI UNABLE TO OBTAIN, FROM UNION OR TVA, REASONS WHY THE WBNP PROJECT WAS REMOVED FROM THE LOCAL 43 JURISDICTION AND PLACED UNDER THE CONTROL OF THE INTERNATIONAL. JURISDICTIONAL TRANSFER OCCURRED IN 1983. CI SPECIFICALLY REQUESTED QTC TO PERFORM AN INVESTIGATION TO DETERMINE THE REASON FOR THIS ACTION. NO FURTHER DETAILS AVAILABLE.	
-85-669-00101 T50067	MP	71601	N	WBN	1	N	N	N	N	IN-85-669-001 QTC	LABORERS ARE NOT TREATED EQUALLY TO OTHER CRAFTS, I.E., LABORERS MUST LEAVE FROM WORK SHACK, AND OTHER CRAFTS ARE ALLOWED TO LEAVE FROM WORK AREA.	

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.



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

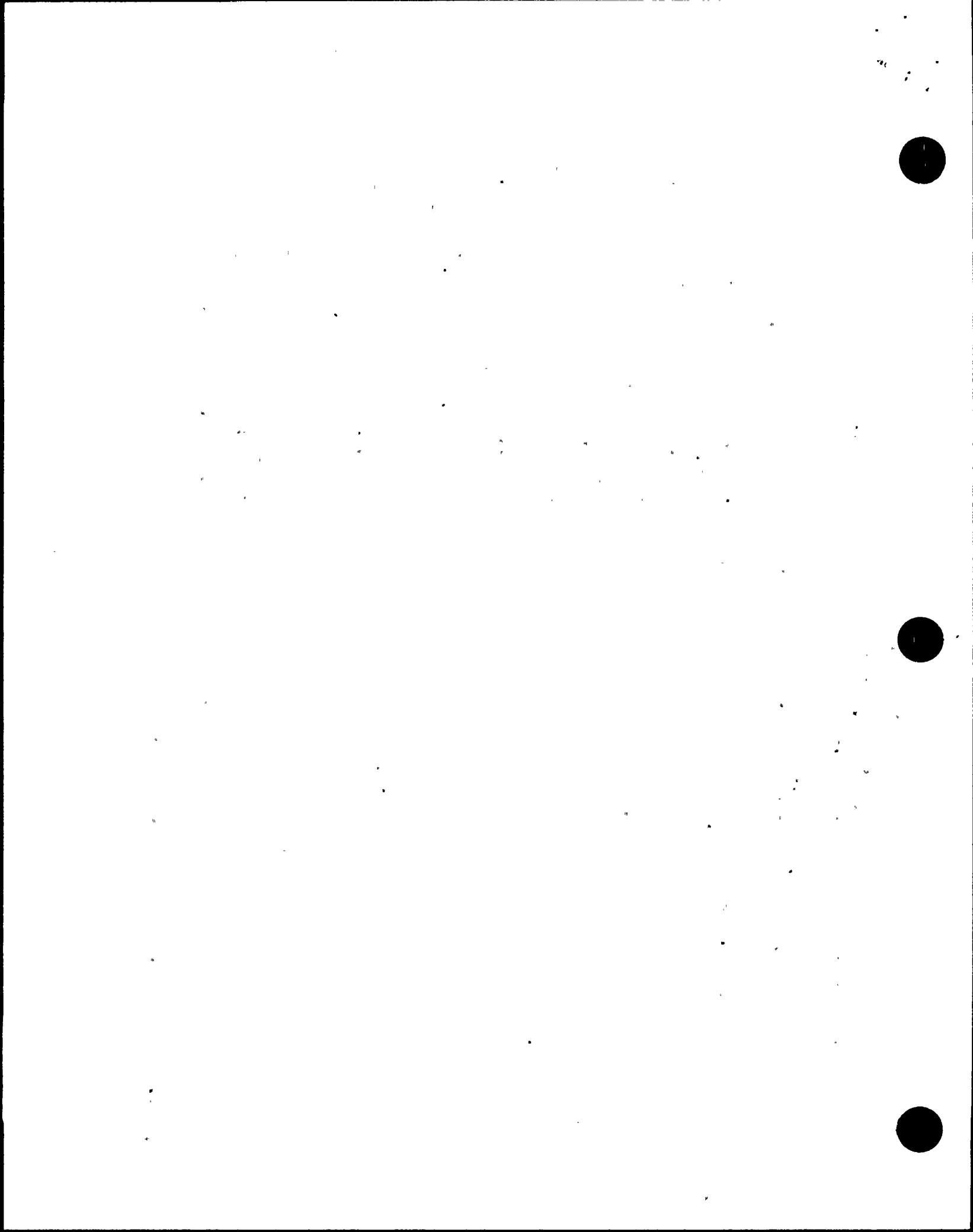
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 SUBCATEGORY: 716 WORK JURISDICTION AMONG CRAFTS

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EGORY: MP MGT. & PERS. ISSUES

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					2	SAF	BL	SQ				
-85-693-00301 T50122	MP	71602	S	WBN	1	N	N	N	N	I-85-449-WBN	QTC	LABORERS IN THE MODIFICATION AND FIELD SERVICES DO CEMENT MASON WORK INCLUDING PATCHING REDHEADS, POURING CONCRETE, GROUTING BASEPLATES, AND LAYING BLOCKS. CI MAINTAINS THAT CEMENT MASONS GO THROUGH A 2 1/2 YEAR APPRENTICESHIP AND MUST HAVE 6 YEARS EXPERIENCE BEFORE HIRING IN AT WBNP WHILE THE LABORERS GET ONLY 20 MINUTES OF CLASSROOM TRAINING. CI FEELS THIS PRACTICE IS UNFAIR AND TO DATE THE CEMENT MASON UNION HAS FAILED TO CORRECT THE SITUATION. NAMES OF PRINCIPALS ARE KNOWN. CI HAS NO ADD
02	OP	30806	S	WBN	1							
-85-695-00101 T50072	MP	71601	N	WBN	1	N	N	N	N		QTC	THIS IS AN "INTERNATIONAL" JOB, BUT THE CHATTANOOGA LOCAL (#43) CONTROLS EVERYTHING, AND LEAVES EVERYONE ELSE OUT IN THE COLD. THE MEN WHO BUILD THE PLANT ARE "PICKED AT" AND GET RUN OFF, WHILE THOSE OUT OF LOCAL 43 GET SIT DOWN JOBS IN AIR CONDITIONED OFFICES.
					2	NA	NA	NA	NA			
-85-706-00401 T50064	MP	71601	N	WBN	1	N	N	N	N	IN-85-706-004	QTC	MANAGEMENT DISCRIMINATES AMONG CRAFTS. CI HAS NO MORE DETAIL. (DEPARTMENTS KNOWN TO QTC)
					2	NA	NA	NA	NA			
-85-733-00201 T50116	CO	10900	S	WBN	1	N	N	N	Y	IN-85-733-002	QTC	THE WORK OF INSERTING CABLES IN PENETRATION AREAS SHOULD BE DONE BY ELECTRICIANS NOT BY INSULATORS BECAUSE INSULATORS DON'T HAVE ANY IDEA AS TO WHAT IS IN THERE. REMOVAL OF FOAM OR FIRE PROTECTION BARRIER BY INSULATORS MIGHT SPOIL THE CABLES OR ENERGIZE AND KILL SOMEBODY. PENETRATIONS ARE ALL OVER THE PLANT. UNIT 1 & 2. CI HAS NO FURTHER INFORMATION. CONSTRUCTION DEPT. CONCERN.
02	MP	71602	S	WBN	1	N	N	N	N			
					2	NA	NA	NA	NA			

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REFERENCE - ECPS132J-ECPS132C
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				2	SAF	RELATED	BF				
-85-738-00501 T50099	MP	71603	N WBN	1	N	N	N	N	QTC	FILED GRIEVANCE WITHIN THE REQUIRED 10 DAY PERIOD- SUPERINTENDENT TURNED IT DOWN FOR UNTIMELY FILING. (NAME S KNOWN TO ERT) CI HAS NO FURTHER INFORMATION. FOLLOW UP NOT REQUIRED.	
-85-740-00401 T50199	MP	71603	N WBN	1	N	N	N	N	QTC	EMPLOYEE FILED GRIEVANCE AGAINST TVA AND MON, BUT DID NOT RECEIVE FULL RESTITUTION, AND TVA MANAGERS WHO CAUSED THE PROBLEM WERE NOT DISCIPLINED AND CI FEELS THIS WAS UNFAIR. DETAILS KNOWN TO QTC, WITHHELD TO MAINTAIN CONFIDENTIALITY. CI DECLINED TO GIVE FURTHER INFORMATION. CONSTRUCTION DEPT. CONCERN.	
-85-749-00301 T50073	MP	71601	N WBN	1	N	N	N	N	QTC	SUPERVISION TREATS LABORERS UNFAIRLY. THEY DENY THEM THE SAME "BREAKS" GIVEN TO OTHER CRAFTS - SUCH AS TALKING TO OTHER WORKERS. NO FURTHER DETAILS AVAILABLE. NO FOLLOW-UP REQUIRED.	
-85-769-00101 T50077	MP	71602	N WBN	1	N	N	N	N	QTC	CRAFTS TOO SENSITIVE ABOUT OTHER CRAFTS DOING WORK ON THE BORDERLINE BETWEEN JURISDICTIONS (EG MILLRIGHTS INSTALL VALVE OPERATORS, BUT PIPEFITTERS GET MAD IF MILLRIGHTS TURN VALVE HANDLE.)	
-85-774-00301 T50115	MP	71608	N WBN	1	N	N	N	N	QTC	MANAGEMENT DID NOT INFORM EMPLOYEES OF A LETTER FROM UA (UNION) THAT STATED TRAVELERS ARE NO LONGER TO BE CONSIDERED TRAVELERS. (NAMES/DETAILS KNOWN TO QTC AND RELEASE OF INFORMATION WOULD JEOPARDIZE CI'S CONFIDENTIALITY). CONSTRUCTION DEPARTMENT CONCERN. FOLLOW UP REQUIRED.	

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 - ISSS - RWM

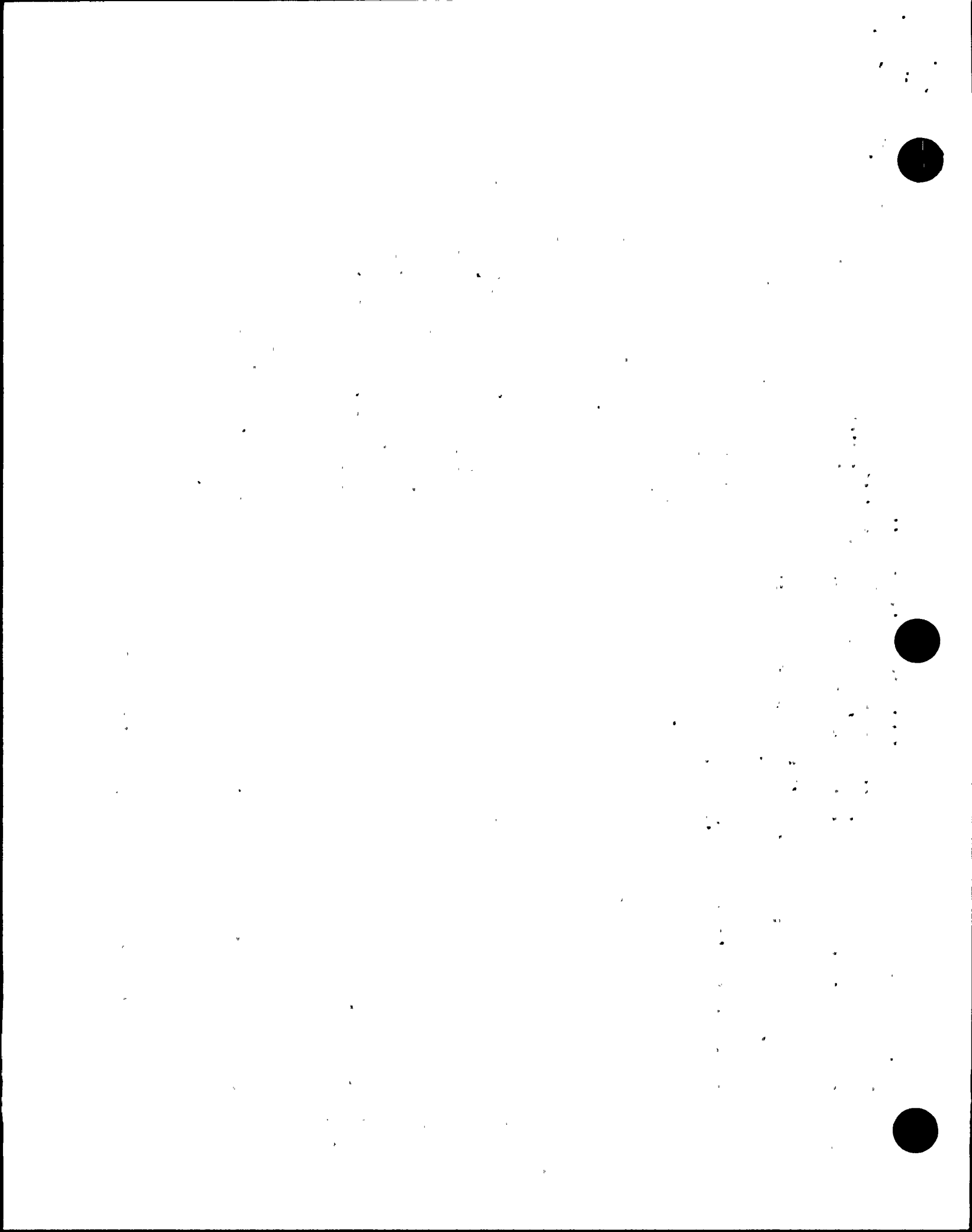
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CATEGORY: MP MGT. & PERS. ISSUES

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					2	SAF	RELATED					
-85-821-00801 T50198	MP	71602	N	WBN	1	N	N	N	N		QTC	TVA PURPOSELY ASSIGNS WORK OF ONE CRAFT TO ANOTHER CRAFT WHEN THEY KNOW, BY CONTRACT, WHICH CRAFT IT BELONGS TO. TVA JUST KEEPS THE BICKERING GOING ON BETWEEN CRAFTS. (KNOWN) CONSTRUCTION DEPT. CONCERN. CI HAS NO ADDITIONAL INFORMATION.
-85-822-00201 T50220	MP	71601	N	WBN	1	N	N	N	N		QTC	CRAFT MANAGEMENT REFUSED TO INCREASE MANPOWER LEVEL UNTIL UNION AGREED TO ACCEPT MANAGER'S BUDDY AS A MEMBER. DETAILS KNOWN TO QTC. WITHHELD DUE TO CONFIDENTIALITY. CONSTRUCTION DEPT. CONCERN. CI DECLINED TO PROVIDE ANY ADDITIONAL INFORMATION.
-85-822-00301 T50220	MP	71601	N	WBN	1	N	N	N	N	IN-85-822-003	QTC	MANAGEMENT SOLICITED COMPLAINTS FROM CRAFT EMPLOYEES IN 1985, BUT DID NOT RESOLVE COMPLAINTS OR IMPLEMENT WORK RULES UNIFORMLY AMONG CRAFTS. TO MAKE THIS POINT CLEAR, CI STATED THAT ONLY LABOR DEPARTMENT PERSONNEL HAVE TO LEAVE THEIR WORK AREAS. GO TO THEIR CRAFT SHACK AND THEN LEAVE FROM THERE TO BRASS SHACK AT QUITTING TIME. CONSTRUCTION DEPT. CONCERN. CI DECLINED TO PROVIDE ANY ADDITIONAL INFORMATION.
-85-848-00401 T50157	MP	71603	N	WBN	1	N	N	N	N		QTC	MANAGEMENT (KNOWN) ALWAYS ALLOWS EMPLOYEES TO "WIN" A GRIEVANCE IF IT IS A GRIEVANCE THEY DO NOT WANT GOING TO KNOXVILLE. CONSTR. DEPT. CONCERN. CI HAS NO SPECIFICS. FOLLOWUP NOT REQUIRED.

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				2	SAF	RELATED	BF				
-85-859-00301 T50087	MP	71608	N WBN	1	N	N	N	N		QTC	MANAGEMENT ROUTINELY DISREGARDS PROVISIONS OF TVA LABOR AGREEMENTS. EXAMPLE EXPRESSED WAS THAT EVENING SHIFTS ARE WORKED WHEN WORK COULD JUST AS EASILY BE PERFORMED DURING DAY SHIFT. MANAGEMENT INDIVIDUALS EXPRESS DISREGARD FOR AGREEMENT PROVISIONS, AND THE EFFECT THIS DISREGARD HAS ON EMPLOYEE MORALE. DETAILS KNOWN TO WTC, WITHHELD DUE TO CONFIDENTIALITY.
-85-931-00101 T50093	MP	71601	N WBN	1	N	N	N	N	IN-85-931-001	QTC	THE LABORER DEPARTMENT IS UNDER STAFFED. C/I HAS NO FURTHER INFORMATION. NO FOLLOW UP REQUIRED.
-86-109-00101 T50249	MP	71603	N WBN	1	N	N	N	N		QTC	SOME TVA SUPERVISORS HAVE NUMEROUS GRIEVANCES FILED AGAINST THEM AND NO CORRECTIVE ACTION HAS BEEN TAKEN. NUCLEAR POWER (NAMES/DETAILS KNOWN TO QTC AND RELEASE OF THIS INFORMATION WOULD JEOPARDIZE CI'S CONFIDENTIALITY.) NO FURTHER INFORMATION MAY BE RELEASED. NO ADDITIONAL INFORMATION AVAILABLE IN FILE. NO FOLLOW UP REQUIRED.
-86-246-01201 T50142	MP	71601	N WBN	1	N	N	N	N		QTC	MANAGEMENT (KNOWN) TREATS SPECIFIC CRAFT LIKE "DIRT" RATHER THAN AS A SKILLED CRAFT WITH RESPECT. (NAMES/DETAILS TO THE SPECIFIC CASE ARE KNOWN TO QTC AND WITHHELD TO MAINTAIN CONFIDENTIALITY). NUCLEAR POWER CONCERN. CI HAS NO FURTHER INFORMATION.
-86-277-00301 T50251	MP	71601	N WBN	1	N	N	N	N		QTC	CRAFT MANAGEMENT IS NOT FAIR IN THEIR TREATMENT OF FOREMEN. DETAILS KNOWN TO QTC, WITHHELD TO MAINTAIN CONFIDENTIALITY. NO FURTHER INFORMATION MAY BE RELEASED. CONSTRUCTION DEPARTMENT CONCERN.

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.



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

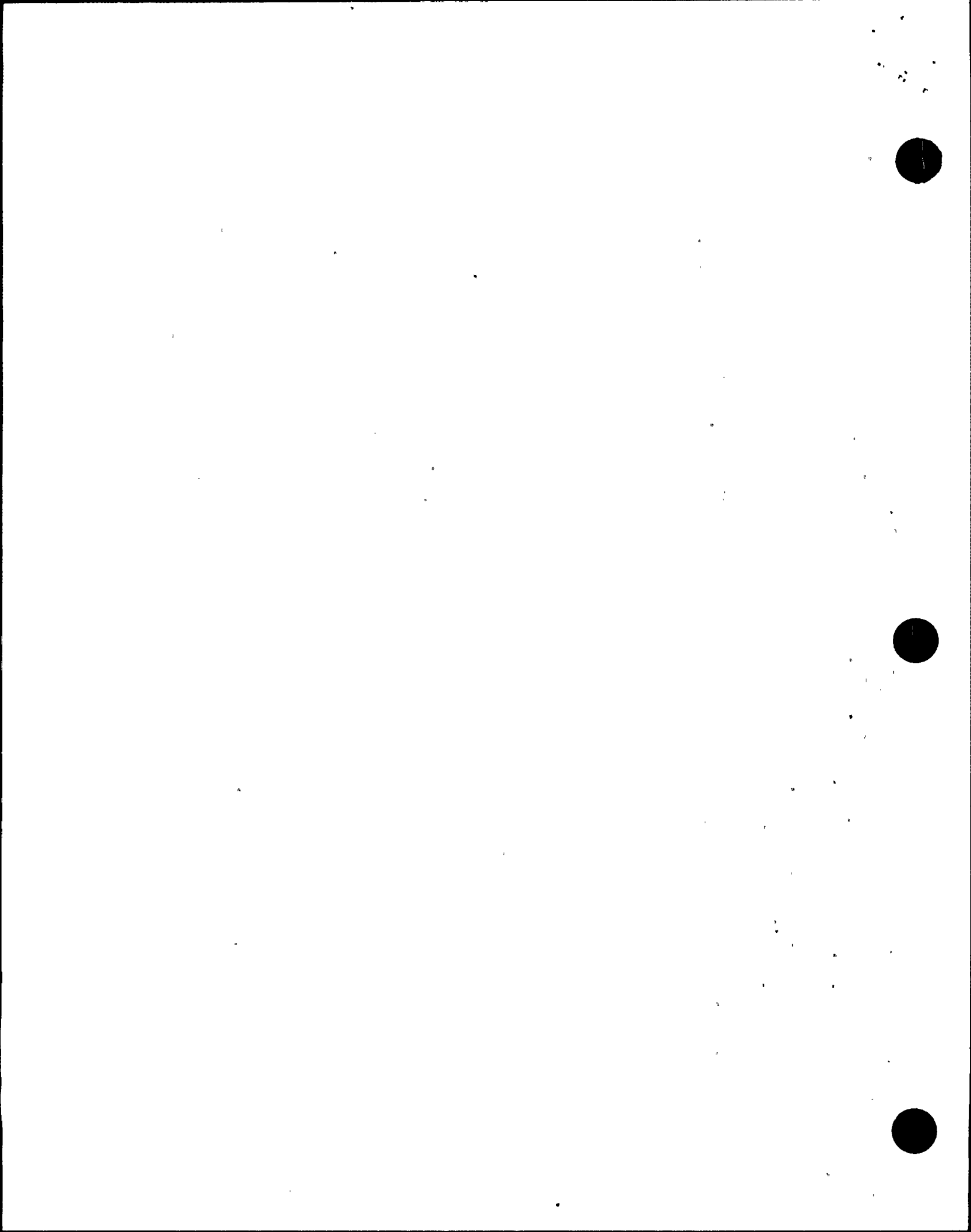
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				2	SAF	RELATED	DF				
-86-291-00201 T50147	MP	71608	N WBN	1	N	N	N	N		QTC	THE UNIONS ARE USED AS A TOOL TO INSULATE TVA MANAGEMENT FROM THE EMPLOYEES THAT MANAGEMENT HAS MISTREATED. NUCLEAR POWER CONCERN. CI HAS NO FURTHER INFORMATION. NO FOLLOWUP REQUIRED.
-86-302-00701 T50161	MP	71601	N WBN	1	N	N	N	N	IN-86-302-007	QTC	CRAFT (KNOWN) IS SHOWN FAVORITISM OVER ANOTHER CRAFT (KNOWN). NO SPECIFICS KNOWN. CONSTRUCTION DEPT CONCERN. CI HAS NO FURTHER INFORMATION. NO FOLLOWUP REQUIRED.
-85-002-00701 T50158	MP	71601	N WBN	1	N	N	N	N		QTC	BETWEEN LATE 81 AND EARLY 82, SHOPS TOWARDS AND "LOCAL" FOREMEN (NAMES KNOWN) WERE VERBALLY HARASSING CRAFT "TRAVELERS" IN AN ATTEMPT TO GET THE TRAVELERS TO QUIT. THE VERBAL BADGERING WAS DONE OFF SITE, VIA TELEPHONE OR IN BARS. THE ALLEGED INTENT OF THE HARASSMENT WAS TO GET TRAVELERS TO QUIT SO LOCALS OR MORE LOCALS COULD BE HIRED. THIS CONCERN IS GENERAL AND THE CI HAS NO SPECIFIC INFORMATION. NO FOLLOWUP REQUIRED.
-85-028-00101 T50256	MP	71606	N WBN	1	N	N	N	N		QTC	GENERAL FOREMAN AND PIPE FITTERS SUPERINTENDENTS ARE NOT ALLOWED TO SIGN STATEMENTS UNLESS IT PASSES THROUGH THE CMA APPROVAL SYSTEM. NO FURTHER DETAILS AVAILABLE. NO FURTHER INFORMATION IN THE FILE. NO FOLLOW-UP REQUIRED.
-85-049-00101 T50257	MP	71503	S WBN	1	N	N	N	N		QTC	CI QUESTIONS THE ACCURATE CLOSING OF A CONCERN BY TVA WHEN THE CONCERN ADDRESSED TVA POLICY. (NAMES/DETAILS TO THE SPECIFIC CASE ARE KNOWN TO QTC AND WITHHELD TO MAINTAIN CONFIDENTIALITY). NO FURTHER INFORMATION MAY BE RELEASED.
	02	MP	71605	S WBN	1	N	N	N			
				2	NA	NA	NA	NA			

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REFERENCE - ECPS132J-ECPS132C
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 - ISSS - RHM

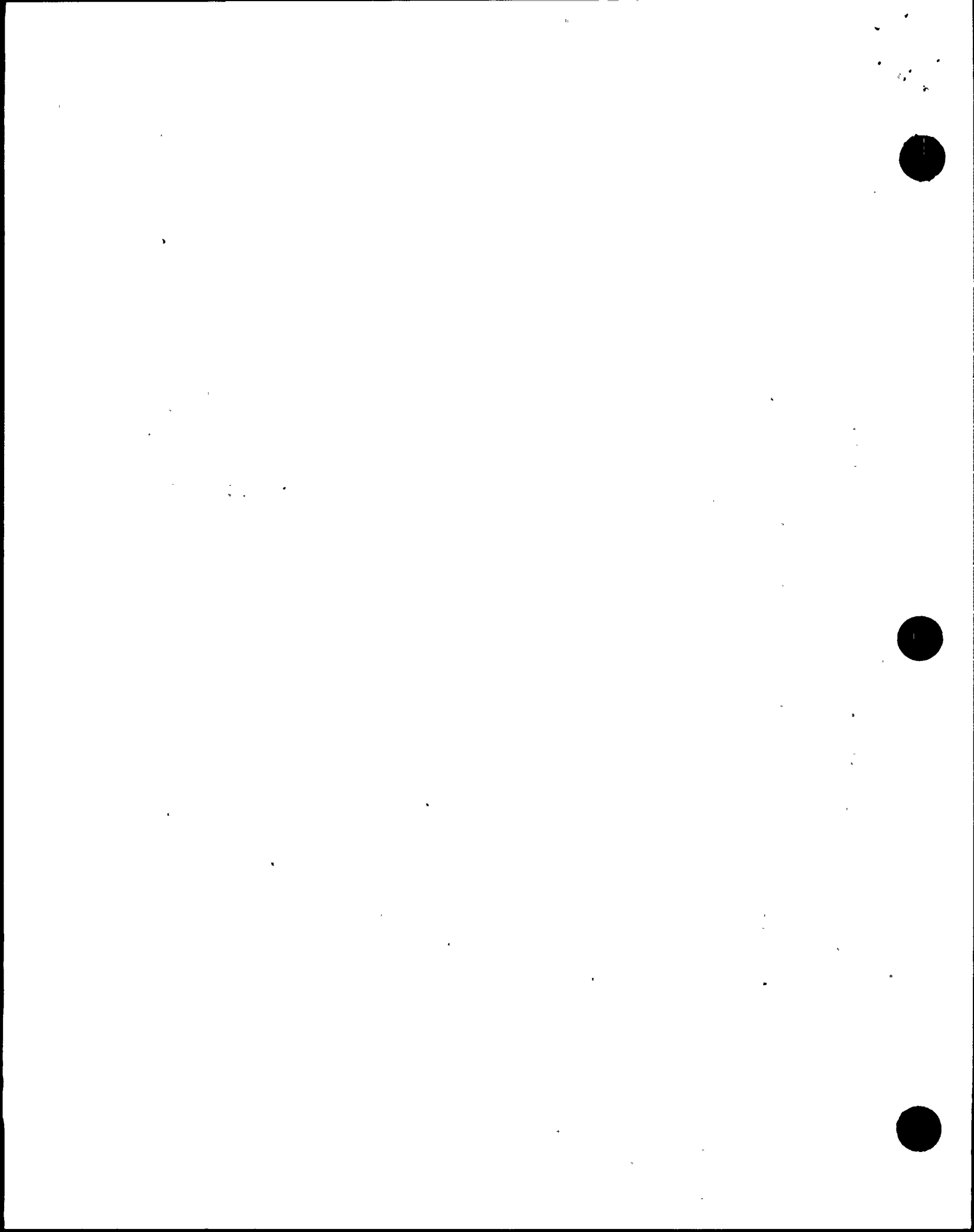
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					2	SAF	BL	SQ				
P-86-005-00901 T50260	MP	71608	N	SQH	1	H	H	H	H		QTC	TVA OWNS SOME OF THE UNIONS AND, THE BEFORE, THE UNIONS DO NOTHING FOR THEIR MEMBERS EXCEPT TAKE THEIR DUES. NUCLEAR POWER CONCERN. CI HAS NO FURTHER INFORMATION.
P-86-001-00901 T50234	MP	71601	N	WBN	1	H	N	H	N		QTC	SPECIFIC SUPERVISORS ARE ILLEGALLY INTERFERING IN UNION BUSINESS. (NAME S/DETAILS KNOWN TO QTC AND WITHHELD TO MAINTAIN CONFIDENTIALITY.) NO FURTHER INFORMATION MAY BE RELEASED. NUCLEAR POWER CONCERN. CI HAS NO FURTHER INFORMATION. NO FOLLOW UP REQUIRED.
P-86-013-00501 T50244	MP	71603	H	WBN	1	H	H	H	H		QTC	THE MERIT SYSTEM BOARD DOES NOT ASSIST EMPLOYEES IN THE PROPER WAY TO SUBMIT A GRIEVANCE AND WILL REJECT THE GRIEVANCE BASED ON THE FACT IT HAS NOT BEEN COMPLETED AND/OR PROCESSED PROPERLY. CONSTRUCTION DEPARTMENT CONCERN. CI HAS NO FURTHER INFORMATION.
-85-007-00201 T50044	MP	71601	N	WBN	1	H	N	H	H	WI-85-007-002	QTC	THERE IS A SIGNIFICANT EXCESS OF STEAMFITTER CRAFT IN RELATION TO THE NUMBER OF SUPPORT CRAFT. SUPPORT CRAFT ARE BEING LAID OFF AND MORE STEAMFITTERS ARE BEING HIRED. CI STATED THAT THIS IS A RESULT OF MOST TVA CONSTRUCTION MANAGEMENT HAVING COME FROM THE STEAMFITTER CRAFT. NO FURTHER DETAILS AVAILABLE.
-85-034-00301 T50084	MP	71601	H	WBN	1	H	H	H	H		QTC	PREFERENCE GIVEN TO ELECTRICIANS FROM CHATTANOOGA LOCAL 175 OVER TRAVEL CARD ELECTRICIANS FROM OTHER LOCALS. CI CITES EXAMPLE WHERE ELECTRICAL FOREMAN (NAME KNOWN) MADE STATEMENT "THAT LOCAL PEOPLE SHOULD HAVE THE JOBS AND OUT OF TOWN PEOPLE SHOULD LEAVE." THIS OCCURRED DURING DECEMBER 1982. ADDITIONAL INFORMATION IN FILE.

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				2	SAF	RELATED	BF				
-85-044-00201 T50250	MP	71603	N WBN	1	N	N	N	N	QTC	CI APPEARED BEFORE GRIEVANCE BOARD REGARDING WORK SUSPENSION. NO CONSIDERATION WAS GIVEN FOR CAUSE OF VIOLATION. DETAILS KNOWN TO QTC, WITHHELD TO MAINTAIN CONFIDENTIALITY. NO FURTHER INFORMATION MAY BE RELEASED. CONSTRUCTION DEPARTMENT CONCERN. NO FOLLOW UP REQUIRED.	
-85-046-01901 T50265	MP	71608	N WBN	1	N	N	N	N	QTC	CI WAS INFORMED BY IMMEDIATE SUPERVISOR (M-3) TO EXPECT SOME TYPE OF RETRIBUTION AND/OR HARASSMENT FROM CI'S UNIT SUPERVISOR (M-5) AS A RESULT OF CI FILING GRIEVANCES. ADDITIONAL DETAILS KNOWN TO QTC, WITHHELD DUE TO CONFIDENTIALITY. NO FURTHER INFORMATION MAY BE RELEASED. NUCLEAR POWER DEPARTMENT CONCERN.	
-85-054-00701 T50239	MP	71601	N WBN	1	N	N	N	N	QTC	MANAGEMENT (NAMES KNOWN) LOOKS DOWN UPON LABORERS AND THEIR MORALE IS LOW. IN TVA LABORERS HAVE THE DIRTIEST JOB AND ARE DISCRIMINATED AGAINST IN THE MATTER OF TAKING BREAKS AND QUITTING TIME OBSERVATION, ETC. CI HAS NO FURTHER INFORMATION. NUCLEAR POWER DEPARTMENT CONCERN. NO FOLLOW UP REQUIRED.	
-85-062-00101 T50152	MP	71603	N WBN	1	N	N	N	N	QTC	CI EXPRESSED THAT DELAYS OCCUR IN THE PROCESSING OF EMPLOYEE GRIEVANCES DUE TO RESPONSIBLE PERSONNEL IGNORING THE TIME LIMITATIONS SET FORTH IN THE ARTICLES OF AGREEMENT (ORANGE BOOK FOR ANNUAL SALARIED EMPLOYEES). CONSTR. DEPT. CONCERN. CI HAS NO FURTHER INFORMATION. NO FOLLOWUP REQUIRED.	
-85-100-02901 T50212	MP	71601	N WBN	1	N	N	N	N	QTC	TOO MANY CRAFTS AND OTHERS ON SITE. CI HAS NO FURTHER INFORMATION. ANONYMOUS CONCERN VIA LETTER.	WI-85-100-029

74 CONCERNS FOR CATEGORY MP SUBCATEGORY 716

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.



ATTACHMENT B

Labor Relations

List of Concerns by Issue

This Subcategory Report (71600) addresses eight issues raised by 74 concerns.

71601 - Favoritism and Discrimination Among Crafts

EX-85-052-004	IN-85-504-001
EX-85-101-002	IN-85-518-001
EX-85-110-003	IN-85-632-002
EX-85-132-005	IN-85-645-001
EX-85-137-001	IN-85-669-001
EX-85-153-003	IN-85-695-001
IN-85-116-003	IN-85-706-004
IN-85-116-005	IN-85-749-003
IN-85-180-001	IN-85-822-002
IN-85-181-010	IN-85-822-003
IN-85-187-001	IN-85-931-001
IN-85-254-002	IN-86-246-012
IN-85-269-001	IN-86-277-003
IN-85-343-001	IN-86-302-007
IN-85-374-004	PH-85-002-007
IN-85-381-003	WBP-86-001-009
IN-85-384-002	WI-85-007-002
IN-85-416-001	WI-85-034-003
IN-85-462-002	WI-85-054-007
IN-85-503-002	WI-85-100-029

71602 - Work Jurisdiction Among Crafts

EX-85-170-001	IN-85-453-008
EX-85-188-002	IN-85-454-007
IN-85-172-001	IN-85-693-003
IN-85-172-004	IN-85-733-002
IN-85-293-026	IN-85-769-001
IN-85-443-006	IN-85-821-008

71603 - Grievance Process

EX-85-193-003	IN-85-848-004
IN-85-371-002	IN-86-109-001
IN-85-492-008	WBP-86-013-005
IN-85-614-003	WI-85-044-002
IN-85-738-005	WI-85-062-001
IN-85-740-004	

71604 - Training Job Stewards on Fire Watch

EX-85-166-001

ATTACHMENT B (continued)

71605 - Objectivity of Concern Processing

PH-85-049-001

71606 - Signature Authority of Supervisors

PH-85-028-001

71607 - Carpenters Blamed for Unsafe Scaffolds

IN-85-611-001

71608 - Concerns with Insufficient Information to Evaluate

IN-85-127-007

IN-85-645-002

IN-85-774-003

IN-85-859-003

IN-86-291-002

SQP-86-005-009

WI-85-046-019

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