

TVA EMPLOYEE CONCERNS  
SPECIAL PROGRAM

REPORT NUMBER: 71800

REPORT TYPE: Management & Personnel Subcategory

REVISION NUMBER: 3

TITLE: Employment

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REASON FOR REVISION: Incorporation of final TAS editorial comments.

PREPARATION

PREPARED BY:

*John E. Long*  
SIGNATURE

5-7-87  
DATE

REVIEWS

PEER:

*Frank Eusewith*  
SIGNATURE

5-7-87  
DATE

TAS:

*Randal R. Hicks*  
SIGNATURE

5/11/87  
DATE

CONCURRENCES

\_\_\_\_\_  
\_\_\_\_\_  
SIGNATURE                      DATE

CEG-H: *Unsubstantiated* 7 May 87  
SRP: *Jimmy W. Wolfe* 5-15-87  
SIGNATURE                      DATE

APPROVED BY:

*W. S. Brown* 5/28/87  
ECSP MANAGER                      DATE

N/A  
MANAGER OF NUCLEAR POWER                      DATE  
CONCURRENCE (FINAL REPORT ONLY)

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PDR ADDCK 05000259  
PDR



### 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.

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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.

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
NQAM	Nuclear Quality Assurance Manual
NRC	Nuclear Regulatory Commission
NSB	Nuclear Services Branch
NSRS	Nuclear Safety Review Staff
NU CON	Division of Nuclear Construction (obsolete abbreviation, see DNC)
NUMARC	Nuclear Utility Management and Resources Committee
OSHA	Occupational Safety and Health Administration (or Act)
ONP	Office of Nuclear Power
OWCP	Office of Workers Compensation Program
PHR	Personal History Record
PT	Liquid Penetrant Testing
QA	Quality Assurance
QAP	Quality Assurance Procedures
QC	Quality Control
QCI	Quality Control Instruction



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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
WBECS	Watts Bar Employee Concern Special Program
WBN	Watts Bar Nuclear Plant
WR	Work Request or Work Rules
WP	Workplans

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1.0 CHARACTERIZATION OF ISSUES

1.1 Introduction

This report covers the subcategory of Employment. It addresses 21 issues raised about the classification, the reduction-in-force (RIF), the suspensions and terminations, the selection process and the Vacancy Announcement process for employee jobs. These issues are also raised about supervisory evaluations and conflicts of interest. One other element titled "Miscellaneous", is a group of 5 concerns of which sufficient information does not exist for an evaluation. Although the majority of the concerns were generated at Watts Bar Nuclear Plant (WBN), most of the issues raised are applicable to any TVA sites.

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

Attachment A, Subcategory Summary Table

Attachment B, List of Concerns by Issue

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

1.2 Description of Issues

There are 254 concerns in the Employment Subcategory Report (71800). The 254 concerns are grouped into 8 elements addressing a total of 21 issues. Two of the issues are about the job classification system. Six of the issues are about RIF's and layoffs. Three of the issues are about suspensions and terminations. Three of the issues are about the internal selection and promotion process. One issue is about the Vacancy Announcement process. Two of the issues are about the Form TVA 77, Supervisory Evaluations. Two of the issues are about conflict of interest. And a miscellaneous issue contains concerns which have insufficient information to evaluate.





1.2.1 Classification

A. Issue 71801 - Salary Policy Classification

Twenty-eight concerned individuals (CIs) alleged that the Salary Policy classifications have inconsistencies in both the structure and the implementation of the system.

B. Issue 71802 - Trades and Labor (T&L)

Three CIs alleged that there are no job descriptions for T&L workers and that work is improperly assigned across craft jurisdictional boundaries.

1.2.2 RIFs and Layoffs

A. Issue 71803 - RIF and Layoff Procedures Seen As Unfair

Fifty CIs alleged that the RIF/layoff procedures were unfair because:

- (1) seniority was not being considered
- (2) employees competitive levels were changed at the last minute
- (3) temporary employees were retained while permanent employees were RIFed
- (4) RIFs were being used for selective recall

B. Issue 71804 - Welder-to-Steamfitter RIF Ratio

Three CIs alleged that the welder and steamfitters should be laid off equally.

C. Issue 71805 - Layoff and RIF Retention List Availability

One CI alleged that an employee was not allowed to view the layoff/RIF retention list that affected the employee.

D. Issue 71806 - RIF Reassignment of Foremen and Instructors

Three CIs alleged that foremen and instructors could be reassigned journeyman jobs if their job was eliminated by a RIF.

E. Issue 71807 - Punishment of "Dog-off" Errors



One CI alleged that an employee was "dogged-off" because of an error by management and engineering.

F. Issue 71808 - Hiring New Workers While Simultaneously RIFing Proven Workers

Two CIs alleged that TVA was hiring new employees at WBN permanent plant while WBN Division of Nuclear Construction (DNC) was laying off workers in the same craft.

G. Issue 71809 - Retention of Non-certified Welders

Four CIs alleged that it was improper to retain fitter-welders who failed their recertification test while certified fitter-welders were RIFed.

1.2.3 Suspensions and Terminations

A. Issue 71810 - Coordination Between Managers and Personnel Officers

One CI alleged that managers did not discuss or coordinate disciplinary action/suspensions and terminations with the personnel officers before taking the action.

B. Issue 71811 - Unsupportable Disciplinary Action

Seven CIs alleged that some disciplinary action (suspension/termination) taken against employees was not fair or supportable.

C. Issue 71812 - TVA Disciplinary Process Cumbersome and Slow

Three CIs alleged that TVA's disciplinary process is too cumbersome and has too many steps.

1.2.4 Internal Selection and Promotion Process

A. Issue 71813 - Salary Policy Personnel Selection and Promotion

Seventy-three CIs alleged that the selection and promotion of salary policy employees is unfair.



B. Issue 71814 - Trades and Labor Selection and Promotion

Thirty CIs alleged that there is no formal procedure in effect for promoting T&L workers as foremen.

C. Issue 71815 - Management Selection and Promotion

Eleven CIs alleged that there are no written procedures or policies for selection or promotion to management positions for either DNC or WBN permanent plant.

1.2.5 Vacancy Announcement Process

A. Issue 71816 - Fairness of Vacancy Announcement Process

Sixteen CIs alleged that the Vacancy Announcement process is unfair. CIs alleged that positions were being filled without the posting of Vacancy Announcements or that positions were filled before a Vacancy Announcement was posted.

1.2.6 Form TVA 77

A. Issue 71817 - A Particular General Foreman Gives All Employees an S2

One CI alleged that a particular Craft General Foreman was giving all employees being evaluated an S2 whether he knew their work or not.

B. Issue 71818 - General Foremen Completing Form 77 Only Knew Employee Three Weeks

One CI alleged that the General Foreman who completed the employee's 77 only knew the worker for three weeks.

1.2.7 Conflict of Interest

A. Issue 71819 - Use of Contract Employees

One CI alleged that TVA would be in violation of specific Federal codes since contracted managers could use their position with TVA to award contracts to their affiliate companies.

B. Issue 71820 - Hiring of Former NRC Officials

Ten CIs alleged that TVA has hired former Nuclear Regulatory Commission (NRC) officials and that this created a potential conflict of interest.

1.2.8 Miscellaneous

Issue 71821 - Concerns With Insufficient Information to Evaluate

Five concerns contain insufficient information to evaluate.

2.0 SUMMARY

2.1 Summary of Issues

The evaluation in this subcategory covers the issues arising from TVA's employment policies and procedures. The 254 concerns in this subcategory were classified into the following elements: classification, RIFs and layoffs, suspensions and terminations, the internal selection process, and the vacancy announcement process.

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 of this subcategory was conducted according to the Evaluation Plan for the Employee Concerns Task Group (ECTG) and the Evaluation Plan for the Management and Personnel Category.

2.3 Summary of Findings

2.3.1 Classification

TVA's classification and compensation system is very complicated and difficult to administer. Its intricacies are not fully understood either by most employees or by many line managers.

2.3.2 Reduction-in-Force/Layoff

Evidence indicates that, with a few exceptions, the Office of Nuclear Power (ONP) is properly administering TVA layoff/RIF procedures.

2.3.3 Suspension/Termination

The evidence from this evaluation indicates that TVA's suspensions/terminations are usually supportable and procedurally correct.

2.3.4 Internal Selection Process

The employee perception that favoritism governs promotions and vacancy selection is widespread and persistent. This evaluation found little evidence to prove or disprove favoritism exists. Subcategory report 71600, Labor Relations, concluded that favoritism was a problem in the DNC T&L foremen selection process. This evaluation did reveal that sometimes there is insufficient review and documentation of hiring and promotion decisions.

2.3.5 Vacancy Announcements

Because the distribution process for vacancy announcements is fragmented, it does not assure that the widest reasonable audience of potential candidates is being reached.

2.4 Summary of Collective Significance

Only two issues in this subcategory have revealed a major negative effect on employee effectiveness: (1) the classification system and (2) the selection and promotion process. The classification system is a source of confusion; selection and promotion are a source of serious resentment.

2.5 Summary of Causes

2.5.1 Classification

The problems with the present classification system can be traced to contradictions in the system, lack of planning, lack of training, lack of line management involvement, and unnecessary complexity.





2.5.2 Simultaneous Hiring and RIFing of Steamfitters

The cause is lack of communication between the two sets of personnel and employment offices at WBN.

2.5.3 Internal Selection Process

The documentation and review of hiring and promotion decisions is not always sufficient enough to prove that selection and promotions are made on the basis of merit and efficiency.

2.5.4 Vacancy Position Announcements

Fragmented administrative control of the distribution of vacancy announcements is the major cause of the problem identified in this issue.

2.6 Summary of Corrective Action

2.6.1 Classification System

A new classification system will replace the current one.

2.6.2 Simultaneous Hiring and RIFing of Steamfitters

A nuclear personnel standard will ensure the exchange of information on hiring and pending reductions between responsible offices at each site so that affected workers may be considered for any jobs for which they are qualified.

2.6.3 Internal Selection Process

All managers are now required to take a managerial skills course which includes training on jobs selection and selection documentation.

Selection and promotion of M-5 through M-7 positions are now reviewed and documented by the Nuclear Power Management Review Board. Selection and promotion of M1 through M4 positions are now being reviewed and documented by each division or site Management Review Board.

All promotions to foreman or general foreman are now reviewed and documented by the General Construction Superintendent. Also see Subcategory report 71600, Labor Relations for further information, foremen or general foremen selections.



#### 2.6.4 Vacancy Position Announcements

A nuclear personnel standard will ensure a file of all current vacancy position announcements is available for employee viewing at a central location on each site.

### 3.0 EVALUATION PROCESS

#### 3.1 General Methodology

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

The issues were evaluated against the identified requirements and criteria to determine findings. A collective significance analysis was conducted; causes were indicated for negative findings; and corrective action for the negative findings was initiated or determined to have already been initiated.

#### 3.2 Detailed Methodology

The source documents reviewed included:

The Personnel Manual

The Articles of Agreement

The General Agreements

TVA Classification Manual

TVA Division of Personnel's Concept Statement on Factor Point Method Job Evaluation which was prepared by Compensation and Standards Branch, April 1977

Memorandum to Division of Personnel Offices from John S. Bryon, Chief, Planning and Analysis Branch, Division of Personnel on Classification and Pay Review Task Force



Quantitative Factor Analysis Job Evaluation System (SD and SE pay schedules) developed by the Pilot Job Evaluation Study Committee, March 1975

Various compensation management, theory, and practice books, layoff and RIF retention lists, suspensions and termination notices

Numerous interviews were conducted with line managers, personnel officers, Division of Personnel representatives, and Labor Relations Staff members

#### 4.0 FINDINGS

##### 4.1 Classification

The overall issue is whether the job classification system is accurate or efficient.

For employment classification, employees who work at WBN can be categorized into three groups: Management, Salary Policy, and Trades and Labor. The WBN personnel offices do not necessarily classify similar positions identically.

None of the concerns in this element questioned management classifications so that group will not be addressed here.

##### 4.1.1 Issue 71801 - Salary Policy Classification

The concerns in this issue alleged that the Salary Policy classifications have inconsistencies in both the structure and the implementation of the system.

##### Discussion

TVA has a complicated Salary Policy Classification System. The system has eight classification groups, seven pay schedules and seven pay lines. There are approximately 180-200 job titles. Pay schedules overlap. Classification groups overlap.

Line managers and supervisors are responsible for keeping job descriptions current and for writing new job descriptions. However, there were no written procedures on classification to guide these line managers and supervisors.



Job descriptions are prepared to reflect what a particular job contributes to TVA by use of a "guidechart." These guidecharts give as numerical values the "compensable factors" for a particular job or group of jobs. In the words of Supplementary Agreement 2, "Certification of Positions," (March 4, 1983):

Job (or compensable) factors describe how work is performed as opposed to duties and responsibilities which describe what work is performed.

If a guidechart is available (they are lacking for some job titles) and if the line manager's description of the job makes clear which compensable factors apply to it, then finding the points due that job title on the guidechart can be a straight forward task.

The point factor system was instituted in 1977 as a replacement for a system based on job content. The point classification system emphasizes job contribution: what aspects of the job are important to TVA's determination of what someone doing that job should be paid. On the other hand, a job content analysis classification system spells out all the functions that the doer of the job must perform and be responsible for. Job content descriptions define the whole job, job factoring highlights how much thinking, initiative, and special knowledge the job requires.

The key to avoiding confusion when writing a job description is knowing what compensable factors are crucial for a particular job. For example, supervision is a key part of an Office Administrator SA-1's job, but supervision is not a key part of a Purchasing Agent SA-2's job. Therefore, while the number and grade levels of those supervised by the Office Administrator are essential in determining compensation, the same information does not affect the Purchasing Agent's pay because supervision is not a central factor in the latter's job description.

The classification and job structure evaluation process is not intended to be a means for rewarding outstanding service. Rewards for outstanding service are provided by the merit system.



For the purposes of the classification system, how well or poorly a function is performed is not examined. What is examined is whether the work assigned is that given to a different pay level. If it is, the employee is entitled to reclassification.

The interview and source document research done for this evaluation resulted in the following specific findings:

1. Employees do not understand the classification system.
2. Because a structured program for implementation, administration, and training on the classification system was not put in place from the beginning, many managers do not understand it either.
3. The system lacks sufficient involvement on the part of the line managers.
4. Responsibility for administration of the system has fluctuated.
5. Positions with similar duties and responsibilities are classified differently.
6. Guidecharts do not exist for all job titles. Computer-related job titles are an example.
7. Compensable factors (the classification criteria in this type system) differ from pay group to pay group and have also changed over time.
8. Work has been moved from job titles in one schedule to job titles in a different schedule.
9. The older job content still surfaces to confuse the newer job contribution approach to classification. For example, while recognizing compensable factors (job contribution), the training on job description writing conducted by the Classification and Compensation Branch of the Division of Personnel taught job content.

### Conclusions

Personnel officers and line managers have attempted to administer the classification system fairly. However, the concerns on Salary Policy classifications have identified inconsistencies in both the structure and the implementation of the system which constitute a problem, but corrective action for the problem was initiated before the evaluation of this issue was undertaken.

#### 4.1.2 Issue 71802 - Trades and Labor (T&L)

The contentions raised in this part of the overall issue were that there were no job descriptions for T&L workers and that work is improperly assigned across craft jurisdictional boundaries.

### Discussion

#### 1. Job Descriptions

The requirement for T&L job descriptions was initiated and negotiated by T&L unions with TVA. TVA believes the nature of the work in the particular craft for all intents and purposes describes the work parameters. Consequently, there are no job descriptions for Schedule A employees (construction work). The job descriptions which exist for Schedule B employees (regular maintenance work and miscellaneous operating work) are the result of actions taken by the joint classification committee.

#### 2. Jurisdictional Boundaries

- a. Disputes regarding jurisdictional boundaries between unions are covered by the General Agreement, Section VI. There is no appeal for work assignments within jurisdictional boundaries. TVA assumes proficiency in all areas within jurisdictional boundaries. If jurisdictional boundaries include two or three work areas and TVA assigns craft personnel to one work area in which a high level of proficiency is achieved, TVA still reserves the right to assign work in other work areas within jurisdiction, and expects proficiency in the other areas even if it may not be as high.

- b. Disputes regarding jurisdictional boundaries between General Agreement unions and Salary Policy employees are decided by TVA's Director of Labor Relations.

The employee or employee's union(s) contacts TVA's Director of Labor Relations. Union representatives for the classifications involved are contacted by the Labor Relations Staff. A review, investigation, and decision is made by TVA's Director of Labor Relations.

#### Conclusions

The issue that there are few job descriptions for T&L workers is factually accurate. It is not a problem, however, because in most cases the nature of work in a particular craft sufficiently describes a worker's job functions.

The concerns about improper classification of T&L work have three answers depending on the specific boundary violation alleged. If it is a jurisdictional dispute between T&L unions, those boundaries are covered by the General Agreement and therefore violations of them can be grieved through the grievance adjustment procedure of the General Agreement. If the jurisdictional boundary of the craft includes more than one work area, TVA has the right to assign workers in that craft to any of those work areas. If the work assignment crosses jurisdictional boundaries between General Agreement unions and Salary Policy employees, jurisdiction is settled by the Director of Labor Relations.

In the second case no problem exists; in the first and third cases corrective machinery is already in place. Therefore, no corrective action is necessary.

#### 4.2 RIFs and Layoffs

##### Background

Layoff of employees refers to the release of employees with less than one year of current continuous service. A RIF refers to the release of employees with more than one year of current continuous service. Both layoffs and RIFs are implemented in accordance with the General Agreements between TVA and the



Tennessee Valley Trades and Labor Council, the Articles of Agreement between TVA and the Salary Policy Employees Panel, and Federal laws and regulations. The TVA Personnel Manual, Volume II, PM Section 7, "Reduction," outlines the exact procedures to be followed in conducting a layoff or RIF.

Management invokes a layoff or RIF for the following reasons: lack of work, shortage of funds, reorganization, or exercise of restoration rights. After the decision has been made to have a layoff or RIF, the layoff or RIF must be conducted according to procedures defined in the sources referenced above. These procedures leave very little discretion to management. Once a decision has been made to conduct a RIF, employees in the same competitive level and area are placed on the same retention register to compete for retention in the remaining portions. In a RIF their competition is based on tenure, veteran's preference, and seniority (Federal service date). A competitive level includes all jobs in the competitive area in the same classification which are sufficiently similar and that the incumbents can readily be interchanged without serious harm to the work program. Interchangeability depends upon the duties and responsibilities of the job, not the qualifications of the incumbents. For example, the competitive area for the annual Operating and Maintenance Employees at WBN includes:

- ° Permanent nuclear plant personnel except modifications group
- ° Salary Policy and Trades and Labor - WBN unit 2
- ° ONP Training Center

The competitive area for construction employees in DNC at WBN includes:

- ° Modifications Group - WBN unit 1
- ° Each official station within DNC other than the two listed below
- ° Each official station within DNC Services
- ° Each DNC project branch

On the retention register, employees are placed in three groups. Group I--Permanent tenure, Group II--Prepermanent tenure, Group III--Indefinite tenure and temporary appointments who have over one year of current continuous service. Employees are listed within the groups based on veteran's preference and seniority. Within each of the tenure groups, nonveterans are released first, veterans are released second, and veterans with 30 percent or



greater compensable military service-connected disability are released last. All Group III employees would be released before Group II employees would be affected and all Group II employees would be released before affecting any Group I employees. It is a very structured procedure with no flexibility.

4.2.1 Issue 71803 - RIF and Layoff Procedures Seen As Unfair

Discussion

There were several CIs that alleged that the RIF/layoff procedures were unfair for one of the following reasons: the procedures were not being administered properly; seniority was not being considered; employees competitive levels were changed at the last minute; temporary employees were retained while permanent employees were RIFed; or RIFs were being used for selective recall. These are all procedural questions and were reviewed as such. For the evaluation of this issue and of issues in the Veteran's Preference subcategory, 374 retention registers were reviewed. That review revealed that the procedures were being properly followed and employees were being laid off/RIFed by the correct procedures. In addition, the results of interviews with numerous personnel officers indicate that they are knowledgeable of the RIF/layoff procedures and regulations. This is an important indicator since these are the persons responsible for properly conducting a layoff/RIF in their respective organizations.

Another source of information reviewed was the number of grievances and Merit Systems Protection Board (MSPB) appeals. If an employee believes she/he has not been treated fairly in a layoff/RIF, and she/he is a T&L employee, she/he can request her/his accredited union representative to appeal this matter through the grievance adjustment procedure of the General Agreement. If she/he is a Salary Policy Employee, she/he can file a grievance under the grievance procedure outlined in the Articles of Agreement. If the employee believes the action was based on the employee's race, sex, origin, or creed, the employee may file an EOC complaint. RIF actions may also be appealed to the Merit Systems Protection Board (MSPB). The MSPB appeal rights and forms are presented at the time the notice of RIF is issued.





Thus, employees have various avenues to pursue or obtain a third-party review of TVA's action. This is a good check and balance in the system to ensure that the procedures are being properly followed. TVA has had a very high success rate in defending RIF actions with the MSPB. For example, in the DNC from January 1984 to January 1986 there were 249 Salary Policy (RIFs). During this time only 18 appeals were filed and TVA was upheld on 13 of those appeals, four were dismissed and one was withdrawn. TVA-wide grievance and MSPB appeal data further document TVA's high success rate in defending its layoff/RIF action.

Conclusion

The evidence clearly indicates that overall TVA is properly administering the layoff/RIF procedures. Therefore, this issue is not factually accurate.

4.2.2 Issue 71804 - Welder-to-Steamfitter RIF Ratio

Discussion

Another group of concerns questioned the Welder-to-Steamfitter RIF ratio. In the past the layoffs or RIFs have been 50-50. During the last layoff/RIF in 1985, approximately 60 percent were steamfitters. The CIs alleged that TVA acted improperly doing this and should layoff the two classifications equally. There is no requirement or practice that requires that these employees be released on a one to one basis. Welders and Steamfitters by classification are limited to type of work performed and a judgment, by management, must be made as to the most effective makeup of the work force given the work remaining. During the 1985 RIF, management decided that the remaining work dictated the reduction of fewer welders than steamfitters.

Conclusion

TVA was not in violation of any procedure when it decided to reduce fewer welders than steamfitters. Therefore, the issue is factually accurate, but does not identify a problem.



4.2.3 Issue 71805 - Layoff and RIF Retention List Availability

One concern alleged that an employee was not allowed to view the layoff/RIF retention list that affected the employee. Personnel officers for DNC WBN, for permanent plant personnel at WBN, and for the WBN Employment Office stated unequivocally that employees are allowed to see the layoff/retention lists and that such lists are open to employee viewing. The TVA Personnel Manual requires that employees or their union representatives be allowed to view the layoff/RIF lists.

Conclusion

The issue cannot be verified as factual. This one concern appears to have been an isolated case and no problem could be found with accessibility to this information.

4.2.4 Issue 71806 - RIF Reassignment of Foremen and Instructors

Discussion

There was a DNC concern over the fact that foreman and instructors could be reassigned journeymen jobs if their job was eliminated by a RIF. The CI alleged that this was not proper. Another CI felt that it was not fair that TVA only did this in certain crafts.

Reassignment rights are negotiated by TVA and the Tennessee Valley Trades and Labor Council. H-VII.E of the General Agreement states:

In certain crafts, foreman and instructors selected for RIF in accordance with Section E, paragraph 1, are offered reassignment to journeymen jobs in the same competitive area. However, if their reassignment requires a reduction in force of journeymen, they are compared with the journeymen in such reduction, and they are not offered reassignment unless they can be retained in such reduction. The crafts to which this paragraph applies are: Asbestos Workers, Boilermakers, Bricklayers, Carpenters, Electricians, Iron Workers, Machinists, Painters, Cement Masons, Steamfitters, Roofers, and Sheet Metal Workers.



Conclusion

TVA clearly followed proper procedure in allowing foreman and instructors in the crafts covered in H-VII.E of the General Agreement to exercise their reassignment rights. In fact, TVA would have been in violation of the General Agreement if they had not. The status of foreman and instructors could be renegotiated by TVA and the Tennessee Valley Trades and Labor Council. This issue is factually accurate. However, because TVA complies with the General Agreement, this does not present a problem requiring corrective action.

4.2.5 Issue 71807 - Punishment of "Dog-off" Errors

Discussion

One concern was expressed about an employee's being "dogged off" because of an error by management and engineering. The CI thought that employees should be disciplined for the error.

According to H-VII.F of the General Agreement, management has the contractual right to temporarily layoff or "dog off" employees for periods up to 30 days because of adverse weather conditions; lack of materials, equipment, or designs; or other specified conditions. These employees are not terminated but are in nonpay status while waiting for work. The intent of the provision is to cover just such situations as those employee described in the concern. No other facts are available. It cannot be determined how many employees were "dogged off," how serious the errors were, who committed them, or if the errors warrant disciplinary action as the concerned employee suggested.

Conclusion

Not enough evidence was available in the employee concern to enable this issue to be verified.

4.2.6 Issue 71808 - Hiring New Workers While Simultaneously RIFing Proven Workers

Discussion

Several CIs question the hiring of new employees by WBN permanent plant while WBN DNC was laying off workers in the same crafts. According to the WBN permanent plant personnel officer, some hourly steamfitters were hired by the permanent

plant while DNC was laying off steamfitters. The personnel officer stated that this happened only to the steamfitters and that it happened because permanent plant was not aware DNC was preparing for a layoff when permanent plant decided to hire steamfitters by the call-by-name process. In this process TVA requests certain individuals by name when asking the unions to provide names of employees qualified to perform the work.

Employment requests for DNC and WBN permanent plant are handled in two separate offices of the Employment Branch of the Division of Personnel. The hiring of T&L employees for DNC is handled at the WBN Employment Office.

#### Conclusion

There is no violation of RIF procedures in the steamfitter situation because the personnel are in two separate competitive areas. However, such situations could be avoided by better communication between the organizations. This issue is factual and corrective action has been initiated as a result of this evaluation.

#### 4.2.7 Issue 71809 - Retention of Non-certified Welders

##### Discussion

Some CIs alleged that it was improper to retain fitter-welders who failed their recertification test while certified fitter-welders were RIFed. The facts expressed in these concerns are correct in that fitter-welders who at the time of the RIF were not certified, were retained because they had a higher retention standing than some of the certified fitter-welders. This is not a violation of the RIF procedures since management has determined that they are still in the same competition level regardless of their current certification standing.

Fitter-welders who have temporarily lost their certifications are assigned other duties in the classification and do not perform any welding functions until they are recertified. The two alternatives to address this issue would be to automatically reclassify the fitter-welders when they lose their certification or terminate them for not meeting the qualification of the job. Construction management does not believe either one of these alternative is practical. They believe the first could possibly be manipulated by employees



to better their retention standing at the time of a reduction and the second alternative is too harsh since the decertification is correctable.

Conclusion

The facts in the concerns are correct however, corrective action is not necessary because RIF procedures were properly applied. Construction management has considered the alternatives to their present policy and has determined their present policy is more efficient for the organization and more equitable to the employee.

4.3 Suspension and Terminations

4.3.1 Issue 71810 - Coordination Between Managers and Personnel Officers

Discussion

One CI contended that managers did not discuss or coordinate disciplinary action/suspensions and terminations with the personnel officers before taking the action. The WBN Construction Management Assistant (CMA), the personnel officer for WBN DNC, and the personnel officer for WBN permanent plant personnel stated that this is not the case for their areas. All three added that they are very much involved in the process and provide line management advice on the appropriate disciplinary action. They are also responsible for coordinating the actions, when necessary, with the Labor Relation Staff and the Office of the General Counsel (OGC). Labor Relations Staff and OGC representatives confirmed that personnel officers are their primary contacts for suspension/termination actions.

Conclusion

This issue is not factually accurate.

4.3.2 Issue 71811 - Unsupportable Disciplinary Action

Discussion

Several CIs contended that some disciplinary action (suspension/termination) taken against employees was not fair or supportable. It is not possible to review the specific cases they were referring to since we do not have the names of individuals





involved. Employees who believe the disciplinary action taken against them is not justified may file a grievance, an Equal Opportunity Compliance (EOC) complaint or a MSPB appeal if eligible.

Suspension and termination notices for employees for WBN DNC and for WBN permanent plant personnel were reviewed to determine if procedures are being followed and if the actions taken were supportable. All the notices reviewed were clear on why the action was being taken. They were also each supported by an outline of facts and/or previous action taken to correct the deficiencies.

Another indicator that the majority of disciplinary actions taken by TVA are supportable is TVA's success rate in defending the actions in the grievance adjustment process and in the MSPB complaint process. In both processes, TVA has a high success rate in defending its actions. For example, since 1978, thirty-one salary policy grievances, on disciplinary action, have gone before arbitration and TVA has been overturned in only three. For MSPB appeals, TVA has approximately a 95-percent success rate in defending its actions. Both of these are high success rates for third party reviews.

#### Conclusion

Although, one may be able to point to an isolated case in which the disciplinary action taken against a particular employee was not justified, the data suggests that overall TVA's disciplinary actions are justified. Therefore, this issue is not factually accurate.

#### 4.3.3 Issue 71812 - TVA Disciplinary Process Cumbersome and Slow

##### Discussion

The concerns in this issue contend that TVA's disciplinary process is cumbersome and has many steps. TVA practices a traditional approach to discipline which is based upon the theory that various standards of conduct and productivity can be achieved and maintained through a system of ever increasing degrees of punishment for noncompliance. TVA's corrective action process usually consists of verbal warnings, written warning, suspension, and termination, unless the violation warrants going directly to a more severe corrective action. This is consistent with industry practice. The review process for disciplinary actions (e.g.,

personnel officers, Labor Relations Staff, OGC) sometimes appears to be lengthy and repetitive. However, this extensive review process is a major reason why TVA is so successful in defending its disciplinary actions.

#### Conclusion

TVA's disciplinary process accomplishes its intended goals and therefore, this issue cannot be verified as factual.

#### 4.4 Internal Selection and Promotion Process

This issue attracted by far the most concerns in the employment subcategory. It has, for instance, over 50 percent more concerns than the layoff/RIF element. The 93 concerns under this issue were general questions about the fairness or the effectiveness of TVA's procedures for promoting employees or for filling vacant positions with TVA employees.

Because the issue itself questions the selection process as a whole, it will be evaluated by an examination of how the whole process functions, subdivided only to reflect the three major employee classifications: Salary Policy, Trades and Labor, and Management.

##### 4.4.1 Issue 71813 - Salary Policy Personnel Selection and Promotion

Several CIs alleged that the selection and promotion of salary policy employees is unfair.

#### Discussion

The Salary Policy employee selection and promotion processes are governed by agreements with affected unions. Those agreements are spelled out in the Articles of Agreement, S-5. However, Federal laws including both those mandating Equal Employment Opportunity (EEO) and affirmative action goals and also the Veteran's Preference Act 1944 add requirements to the promotion process.

The procedures TVA uses are defined in the TVA Personnel Manual. These procedures are administered, interpreted, and applied by personnel officials working for a specific organization, office, or division.

Selection for promotion or transfer is made on the basis of merit and efficiency. Just what constitutes merit or efficiency is difficult to define before hand because it depends on the

requirements of a particular job and on the judgment of the immediate manager or supervisor for that position. The manager must determine the best match between the requirements of the job and the applicants available.

There is no rigidly defined procedure that a manager must follow for the evaluation of either candidates for promotion or for transfer. However, a random sample of what WBN manager and supervisors described as their approaches led to the model presented below.

1. A spread sheet is made by identifying the various components of the qualification as conveyed through the vacancy announcement.
2. Managers then evaluate candidates against the requirements on the vacancy announcement for:
  - Education and training requirements
  - Work experience
3. Manager next review the Personnel History Record (PHR) and the service review for those candidates who meet or exceed education, training, and work experience requirements.
4. Three to four candidates are selected for an interview.
5. Top candidate is offered position or promotion.

In determining the top candidate, the manager must consider not only the knowledge, skills, and abilities of the candidates, but also the organization's needs. These needs can include affirmative action goals, the need to recoup investments in training or special assignments, long-term organizational staffing needs, and the organization's need for continuity of operations.

Once the hiring manager or supervisor determines the best overall candidate for the vacancy or promotion, a recommendation is sent to the Division Personnel Officer (DPO). The DPO reviews the selection process to ensure fairness. An employee may file a grievance on the fairness of the selection process. However, the Articles of Agreement make management's judgment of merit and efficiency final unless the choice can be shown to be arbitrary or capricious.



Conclusion

This evaluation did not verify this issue as being factual. This evaluation determined that managers did follow an established process for salary policy selection. Promotion and transfer selections cannot be arbitrary or capricious in ignoring qualification's listed in the vacancy announcement. If an employee believes that a supervisors selection is arbitrary or capricious, they may file a grievance for not being selected.

4.4.2 Issue 71814 - Trades and Labor Selection and Promotion

Discussion

Because selection deals with the transfer of existing employees, it has little application to DNC's hourly Trades and Labor personnel. Where it does apply, the procedure is similar to that described for Salary Policy personnel in 4.4.1 above.

Among the DNC Trades and Labor (T&L) several concerns alleged that favoritism was used in the selection and promotion of employees into foreman positions. Again, there is no formal procedure in effect for promoting T&L workers as foremen. Interviewees described a three phase informal process:

- ° The supervisor considers an individual's ability to get along with other employees, the worker's attendance record, and the worker's competence in the craft.
- ° The supervisor forwards a recommendation to the DNC Superintendent's Office for review and approval.
- ° A review is conducted by the CMA at Watts Bar or the craft superintendent at other sites of the candidate's previous work record. If the candidate meets the acceptable criteria, the status change is initiated.

The T&L work force for ONP's permanent plant operations is comprised of both hourly and annual workers. The internal selection process affects mainly annual workers and those

hourly workers hoping for transfer to annual status. The following procedure (Standard Practice WB 2.2.1) governs the filling of vacancies for annual T&L positions.

- A. When vacancies occur, supervisors should notify the site director, plant manager, modifications manager, site services manager, or the design services manager as appropriate. He/she will in turn notify the DPO. The DPO will issue vacancy announcements advertising specific positions which are approved and budgeted.
- B. Applications are collected by the DPO with the closing date of the announcement being duly noted.
- C. The DPO will also screen applicants initially against guidelines for eligibility as provided for by the General Agreement.
- D. PHRs will be sent with all applications to supervisors by the DPO.
- E. Upon receipt of applications and PHRs, supervisors should thoroughly review all applications, PHRs, resumes, etc.
- F. A T&L Selection Spread Sheet is provided by the DPO and lists requested pertinent information. This form provides supervisors a means to consider such factors as: apprenticeship training, job ratings/performance, TVA service time, education, time in grade, EEO/affirmative action, and any other pertinent and positive factors of selection. NOTE: All applicable provisions of the T&L General Agreement should be adhered to during the selection process.
- G. When qualified eligible candidates are selected and reviewed, the DPO will then extend offers, negotiate effective release dates, and request unescorted access, medical and fitness for duty clearance as required.
- H. At the appropriate time interval, nonselection notices will be issued by the DPO.

Data from interviews with ONP managers and personnel officers indicate that the T&L annual selections are handled in accordance with the established procedures.





When initially hiring T&L workers for either DNC or WBN permanent plant operations, ONP has the option to ask for qualified workers by name. The call-by-name process allows ONP to hire individuals with necessary experience, special training, or security clearance, thereby saving the organization time and money in completing work.

#### Conclusion

The issue was not determined to be factual for ONP T&L permanent plant force because they have written guidelines to follow in filling vacancies for T&L annual positions. These selections are much easier to defend from charges of favoritism.

For DNC T&L workers it is difficult to disprove perceptions of favoritism because of the lack of formal procedures for the selection and promotion of workers together with the lack of documentation of the basis for supervisor's judgements.

While this evaluator's efforts were inconclusive in determining whether the issue is factual within DNC, subcategory report 716, Labor Relations, did find the issue to be factual. That report reviewed the T&L foreman selection process from a labor relations standpoint and determined that controls exerted by the local unions influenced the foremen selection process. Consequently, corrective action was initiated as a result of that evaluation.

#### 4.4.3 Issue 71815 - Management Selection and Promotion

##### Discussion

There are no written procedures or policies for selection or promotion to management positions for either DNC or WBN permanent plant. In general, it is TVA policy to promote or transfer present employees, if well qualified, rather than to appoint candidates from outside TVA. TVA may elect to recruit individuals externally if there are no well-qualified candidates inside TVA.



Internally, management positions are filled by selecting individuals who have the required technical qualifications for the positions and who have exhibited leadership abilities through past work experience. Usually these are individuals who have spent considerable time in their technical speciality and have gained expertise in an area of work related to the management position to be filled.

Except for M-1 trainee positions in DNC, which are announced through TVA supplemental procedures, there are currently no requirements to announce M-schedule jobs. The qualifications for management positions will be covered in Subcategory 717.

It is the responsibility of each selecting supervisor to ensure that each selectee meets the qualifications established for that position. Managers' qualifications for WBN permanent plant must meet or exceed ANSI 18.1 requirements for the specific position.

The usual practice in filling vacant management positions is for the selecting supervisor to identify the person he/she considers to be the best candidate for the position and submit that name for review and approval. In DNC, the DNC superintendent approves the selection and forwards it to the DNC Personnel Office for its concurrence. WBN permanent plant selections or promotions are approved by the Plant Manager or Site Director and forwarded to the Personnel Services Staff for their concurrence.

A check list may be prepared in evaluating the candidates considered.

Managers interviewed also indicated that they review personnel history records, and attendance records to determine related work experience and for any adverse actions that may indicate that an individual should not be selected for a position.

Managers interviewed cited several instances of recommended selections being rejected during the review process.

Both DNC and WBN managers indicated that their selections were based on merit and efficiency.

When no qualified employees are available, or when uniquely qualified outside candidates are required management positions are filled through selection of external applicants. The TVA Employment Office assists in locating applicants who must meet special skill requirements.

When employment registers are exhausted without locating qualified applicants, special recruiting efforts are conducted including newspaper ads, magazines, and professional publication advertisements.

#### Conclusion

There were no written procedures or policies for selecting or promoting individuals into management positions for DNC or WBN permanent plant. It is the practice of both organizations to select individuals on the basis of merit and efficiency. Those candidates selected must meet the qualifications of the position. There is a review process that a selecting recommendation must go through to ensure the candidate meets these qualifications and is qualified for the position.

Again, no evidence of favoritism in management selection and promotion was discovered during this evaluation. However, because there are no written procedures for selection or promotion, management is the hardest of the three employment categories to conclusively defend against charges of favoritism. While the issue could not be verified as factual, corrective action has been initiated to solve the above problem.

#### 4.5 Vacancy Announcement Process

##### Issue 71816 - Fairness of Vacancy Announcement Process

Several CIs alleged that positions were being filled without the posting of vacancy announcements or that positions were filled before a vacancy announcement was posted.

Discussion

Not all vacant positions have to be advertised through the vacancy announcement process. Vacant positions may be filled under other negotiated agreements.

Two negotiated contracts, the Articles of Agreement between TVA and the Salary Policy Employee Panel (SPEP), and the General Agreement between TVA and Tennessee Valley T&L Council covering Annual Operating and Maintenance employees, call for the filling of positions through the announcement of vacancies. However, exceptions to and conditions of the vacancy announcement process are described in the contracts. If an employee identifies a position not correctly filled through the vacancy announcement process as prescribed by the negotiated contracts, the employee has the right to appeal through the grievance process identified in the appropriate contract.

NOTE: T&L employees covered under the above mentioned contract and any other T&L employees covered under contracts negotiated between TVA and Tennessee Valley Trades and Labor Council have rights to appeal for T&L annual operating and maintenance positions. However, T&L employees do not have rights to appeal for salary policy positions. Likewise, salary policy employees do not have rights to appeal for T&L annual operating and maintenance positions.

WBN DNC and WBN permanent plant follow similar process for advertising positions, however, TVA Administrative Releases and TVA Personnel Volumes do not fully describe the administrative process used.

The Reproduction and Word Processing Section of the Office Support Services Branch, Division of Property and Services, is responsible for printing all vacancy announcements. The vacancy announcements are distributed to the employee group identified by the division/office desiring the advertisement of the vacant position. What constitute the various employee groups is defined in the Articles of Agreement, S-7, B-2.

Distribution of vacancy announcements is controlled by a computer listing. The Reproduction and Word Processing Section is not responsible for who gets on the list or for deletions of distribution parties/sections.

The computer listing is controlled by the Training and Editorial Section of the Office Support Services Branch. In order to get on the computer listing, a manager needs to send a request approved by his or her immediate supervisor.

All vacancy announcements are sent to appropriate unions, regardless of identified group.

The vacancy announcements for the WBN site are printed and mailed by the Reproduction and Word Processing Section, to WBN, Division of Property and Services.

- A. DNC distributes the vacancy announcement as addressed to 35 sections on WBN site.

One concern noted that some sections were getting seven copies of a vacancy announcement while other sections did not get any. The cause of the problem was the computer listing for distribution, which is being corrected.

- B. Three bulletin boards are used for DNC personnel and three bulletin boards are used for WBN permanent plant personnel. Two different people are responsible for posting vacancy announcements for each organization.
- C. If a vacancy announcement is directed toward Group 1 or Group 2 employees only the organization advertising the positions would receive the vacancy announcement for posting.
- D. The location of bulletin boards was determined on an "as needed" basis during the WBN project expansion.
- E. Personnel officers responsible for personnel administration do not know where all bulletin boards are on the WBN site.
- F. It is common knowledge that employees remove vacancy announcements from bulletin boards, thereby not giving other employees an opportunity to review the vacancy announcements.
- G. The person responsible for distribution of vacancy announcement reports that the WBN permanent plant Employment Office gets vacancy announcements other sections do not get.

H. Open positions are those advertised on an ongoing basis, e.g., Electrical Engineer, Mechanical Engineer, Nuclear Engineer. An employee who is interested in a position with the advertising organization must re-apply each time the vacancy announcement is announced and closed. With the closing of each vacancy announcement, all applications are sent to supervisors who may be interested in the disciplines advertised. If an opening is not available, the supervisor sends the applications back to the personnel offices. When a similar new announcement is advertised and closed, the old applications will not be returned for reconsideration. Only the applications responding specifically to current vacancy announcement will be sent.

#### Conclusion

This evaluation found no evidence that positions were being filled without the posting of vacancy announcements or that positions were filled before a vacancy announcement was posted. Therefore, this issue cannot be verified as factual. However, it is understandable how an employee may have these perceptions. Sometimes employees will miss seeing a vacancy announcement (perhaps because it was removed by another employee) or the position was filled by requesting a waiver from the appropriate union. The employee, not aware that one of these cases explains the situation, perceives that TVA illegally filled the position. Corrective action initiated as a result of other issues in this report should help resolve the above perceptions.

Other concerns in this issue do identify a problem, however. Some sections at WBN are not receiving any copies of vacancy announcements while other sections receive as many as seven. Some employees do remove vacancy announcements from the boards to have their own personal copy. Other employees are then denied an opportunity to review the vacancy announcements.

#### 4.6 Form TVA 77

Two concerns were expressed over the service review system (form TVA 77) for hourly Trades and Labor employees. A form 77 is prepared for an employee when a personnel action or change of status occurs (e.g., change of job title, termination, etc.). A portion of the form calls for the supervisor to evaluate the employee's service. The supervisor's describes the employee's major duties and assigns one of the following ratings:

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E - Exceptionally satisfactory, S1 - Satisfactory, but above average, S2 - Satisfactory and average, S3 - Satisfactory but below average, U - Unsatisfactory. Employees are also evaluated on additional elements of service. Both of the concerns were from Construction employees.

4.6.1 Issue 71817 - A Particular General Foreman Gives All Employees An S2

Discussion

One CI alleged that a particular craft general foreman was giving all the employees being evaluated an S2 whether he knew their work or not. No information was available to identify the specific general foreman who was referred to in this concern. However, the Labor Relations Staff performed an evaluation of the 77s of employees terminated as a result of the last two RIFs at WBN. They found that the ratings were evenly distributed and that no general foreman gave all S2s to his employees.

Conclusion

Based on a review of the pertinent information it was determined that this concern was not factually correct.

4.6.2 Issue 71818 - General Foremen Completing Form 77 Only Knew Employee Three Weeks

Discussion

One CI alleged that the general foreman who completed the employee's 77 only knew the worker for three weeks. The employee believed that this was unfair. In an interview, the CHA indicated that the General Foreman at the time of the status change is the one who performs the evaluation. He said that the situation described in the concern has occurred in the past. However, he said that the practice was to obtain input from the previous general foreman for the evaluation. Employees who do not agree with their evaluation have the right to file a grievance on the rating.





Conclusion

The information in this concern is factual but not a problem. The situation described in the concern has occurred but the practice of obtaining input from the previous general foreman allows for a fair evaluation. In addition, if employees do not agree with their rating, they may file a grievance.

4.7 Conflict of Interest

4.7.1 Issue 71819 - Use of Contract Employees

Discussion

One concern was expressed over TVA's use of contract employees. The CI alleged that TVA would be in violation of specific Federal codes since contracted managers could use their position with TVA to award contracts to their affiliate companies. Akin, Grimp, Strauss, Hauer, and Field, the outside law firm that TVA hired to review the conflict of interest issue found that neither TVA's Board of Directors or Manager of ONP, Steven A. White, violated any criminal laws. Both the outside law firm and the Inspector General's report found that all contract dealings by Mr. White had been honest and above board.

In addition, TVA on October 26, 1986, made several organizational and personnel changes that would eliminate the appearance of a conflict of interest.

Conclusion

This concern identifies a problem in that the appearance of a conflict of interest did exist. However, corrective action was taken.

4.7.2 Issue 71820 - The Hiring of Former NRC Officials

Discussion

Several concerns were expressed over the fact that TVA has hired former NRC officials and that this created a potential conflict of interest. TVA in the past has hired former NRC



employees. Manager of Nuclear Power, Steven A. White, recognized that TVA's hiring of former employees of the NRC could be perceived on same as potential conflict of interest situations. As a result, on May 22, 1986, a policy on employment by TVA of former employees of the NRC was established. This policy placed some restrictions on the hiring of former NRC employees for certain positions and placed limitations on the duties of former NRC employees employed at TVA.

Conclusion:

The concern did identify an appearance of conflict of interest, but corrective action was taken before this evaluation.

4.8 Miscellaneous

Issue 71821 - Concerns with Insufficient Information to Evaluate

Five concerns contained insufficient information to evaluate.

5.0 COLLECTIVE SIGNIFICANCE

Only two issues in this subcategory have revealed a major negative effect on employee effectiveness: (1) the classification system and (2) the selection and promotion process. The classification system is a source of confusion; selection and promotion are a source of serious resentment.

In the classification system, jobs with the same duties and responsibilities are sometimes classified differently. This has led to inequities which in turn created a serious level of employee mistrust in the classification system.

A selection and promotion process can never be free of all controversy. However, it does not have to produce the level of resentment which this evaluation found to exist among ONP employees. Managers must be free to exercise judgment, but they should also be willing to document that judgment and be able to present that documentation for review by higher management. Such an auditable procedure would go far to dispel the strongly held belief on the part of many ONP personnel that favoritism outweighs merit and efficiency in selection and promotion.

## 6.0 CAUSE

### Classification System

Employee dissatisfaction with the present TVA job classification system is caused by (1) the confusion still inherent in the system between job contribution and job content, (2) lack of planning on how to fully implement the system, (3) lack of training for those who must carry out the system, (4) lack of line management involvement in writing and revising job descriptions, and (5) the complexity of the system which caused or increased the severity of the first four causes.

### Simultaneous Hiring and RIFing of Steamfitters

Two separate offices of the Employment Branch handle the hiring for WBN DNC and WBN permanent plant operations. Two different personnel offices handle layoffs/RIFs. The various offices do not always keep each other fully informed.

### Internal Selection Process

The judgments of the hiring line managers are not sufficiently documented or reviewed to give employees confidence that most selection and promotion choices are made on merit and efficiency.

### Vacancy Position Announcements

Fragmented administrative control of the distribution of vacancy announcements is the major cause of the concerns on this issue.

## 7.0 CORRECTIVE ACTION

### 7.1 Previously Initiated Corrective Action

#### Classification

The Division of Personnel has replaced the current pay and classification system with the Hay System which more closely resembles systems used in private industry. It will replace current complex management pay schedules with job-by-job evaluation that results in a quantitative assessment of how much a job contributes to the accomplishment of TVA's mission.



The Hay system is a quantifiable job evaluation system that measures all jobs based on three primary factors: know-how, problem-solving, and accountability. It also provides a mechanism to establish a more equitable salary administration plan. The Hay system of job evaluation will be simple and straight forward. It will bring credibility to TVA's salary administration system, provide for internal equity by containing a common evaluation system applicable for all TVA jobs, and simplify external salary surveys.

Approval will be sought from the Salary Policy Employee Panel to extend the new system to salary policy employees also. The new system is intended to involve line managers more directly in evaluating the jobs they supervise and in administering the pay plan as a whole.

Plans for the new system and a target implementation date of January 1988 were announced by Division of Personnel Director Charles Doty in the October 14, 1986 edition of Inside TVA.

#### Internal Selection Process

All Personnel--All ONP managers and supervisors are now required to complete a 40-hour managerial skills course called General Supervisory Training on Policies, Procedures, and Practices. One segment of this course, and of the Supervisor's Handbook that goes with the course, is Selecting the Right Person for the Job. This segment trains managers on:

- (1) How TVA's selection system works
- (2) How to prepare for the selection
- (3) How to conduct interviews
- (4) How to make a hiring decision: six decisionmaking steps are outlined

The segment provides not only consistent guidelines for selecting the most qualified candidate, but it also provides details on how to properly document and justify the decision.





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Management Schedule--A procedure for Employment, Selection, and Promotion/Temporary Promotions for Management Positions (0902.01.03) has been put in place by Nuclear Personnel. This procedure requires that selecting and promotion of M-5 through M-7 positions be reviewed by a Management Review Board chosen by the Manager of Nuclear Power and including the Manager of Nuclear Personnel. This procedure also requires that each division or site establish a similar Management Review Board to review and approve their M1 through M4 selections and promotions.

Trades and Labor--Corrective action (716-NPS-1) initiated as a result of subcategory report 716, Labor Relations, requires that all selections for foreman positions be reviewed by the General Construction Superintendent. Documentation will be specifically reviewed for evidence of bias in favor of members of the union local with jurisdiction at the worksite. Additionally, this corrective action for 716 requires that the Office of the Director of Nuclear Construction examine on a yearly basis all offers made to employees for foreman's positions. These records will be assessed for the fairness and impartiality of the selections.

## 7.2 Corrective Action as a Result of This Evaluation

### Vacancy Position Announcements

The Watts Bar Employment Office will maintain a copy of all vacancy position announcements. (CATD 718-NPS-01)

### Reduction-In-Force (RIF) and Layoff

A Nuclear Procedure System Standard will be issued to require the exchange of information between organizations having surplus employees and organizations who are currently hiring.

A memorandum will be issued notifying the Division of Personnel Offices of this requirement by March 30, 1987. This requirement will be incorporated into a standard upon the implementation of the Nuclear Procedures System. (CATD 718-NPS-02)

## 8.0 ATTACHMENTS

Attachment A, Subcategory Summary Table

Attachment B, List of Concerns by Element

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

CATEGORY: MP MGT. & PERS. ISSUES

ATTACHMENT A  
 TENNESSEE VALLEY AUTHORITY  
 OFFICE OF NUCLEAR POWER  
 EMPLOYEE CONCERN PROGRAM SYSTEM (ECPS)  
 EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY  
 SUBCATEGORY: 718. SALARY POLICY CLASSIFICATION

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

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 - 718
					2	SAF	RELATED	BF				
MP-86-007-00101 T50263	MP	71801	N	BFH	1	N	N	N	N	QTC	THE HIRING QUALIFICATIONS REQUIRED OF PERSONNEL FOR A SPECIFIC DEPARTMENT (KNOWN) ARE HIGHER THAN THOSE REQUIRED OF PERSONNEL BEING HIRED FOR AN OTHER DEPARTMENT (KNOWN) YET THE SALARIES ARE LOWER FOR THE PERSONNEL WHOSE QUALIFICATIONS REQUIRED ARE HIGHER, E.G., COLLEGE DEGREES VS. HIGH SCHOOL. THIS CAUSES LOW MORALE. NUCLEAR POWER CONCERN. CI HAS NO FURTHER INFORMATION.	
MP-86-008-00201 T50263	MP	71801	N	BFH	1	N	N	N	N	QTC	PERSONNEL (DEPARTMENT KNOWN) ARE PAID LESS THAN OTHER PERSONNEL (DEPARTMENT KNOWN), ALTHOUGH MORE ACADEMIC BACKGROUND AND PLANT RESPONSIBILITY ARE REQUIRED OF THE LOWER PAID PERSONNEL. NUCLEAR POWER DEPARTMENT CONCERN. CI HAS NO FURTHER INFORMATION.	
WHIESC-86-02 01	MP	71801	N	BFH	1	N	N	N	N	OECP	CI EXPRESSED CONCERN ABOUT IMPENDING CHANGES IN JOB DESCRIPTION AND CORRESPONDING PERSONNEL ACTION TO REDUCE A ELECTRICAL ENGINEER FROM SC-4 TO SC-3. HE FURTHER EXPRESSED HIS CONCERN THAT SUCH PERSONNEL ACTION WOULD BE DISRUPTIVE AND WOULD HAVE A NEGATIVE EFFECT ON THE ABILITY OF THE UNIT TO ATTRACT AND KEEP QUALIFIED, TRAINED, AND EXPERIENCED PERSONNEL.	
HDNEEC85-05 01	MP	71803	N	BLN	1	N	N	N	N	OECP	RIF PROCESS COULD AFFECT WORK QUALITY. MANAGERS SHOULD HAVE INPUT FOR DETERMINING PEOPLE TO BE TERMINATED.	
HDNEEC85-14 01	MP	71803	N	BLN	1	N	N	N	N	OECP	RETENTION OF EMPLOYEES BASED ON SENIORITY MAY HAVE CONTRIBUTED TO QUALITY PROBLEMS.	
NONPEC007 01	MP	71816	N	BLN	1	N	N	N	N	OECP	HANDLING OF JOB SELECTIONS - ADVERTISEMENT OF JOBS SHOULD NOT HAVE BEEN THE ROUTE TAKEN IN BLN'S RIF. TVA SHOULD HAVE DETERMINED WHERE PEOPLE WERE NEEDED AND DIRECTED THEM TO GO.	

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.



REFER - ECPS132J-ECPS132C  
 REQUEST - REQUEST  
 HP - ISSS - RNM

TENNESSEE VALLEY AUTHORITY  
 OFFICE OF NUCLEAR POWER  
 EMPLOYEE CONCERN PROGRAM SYSTEM (ECPS)  
 EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY  
 SUBCATEGORY: 718 SALARY POLICY SELECTION AND PROMOTION

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

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 - 718
					2	SAF	RELATED	BF				
< -85-003-X0401 T50161	MP	71813	N	WBN	1	N	N	N	N		QTC	SUPERVISION REWARDS INAPPROPRIATE CONDUCT BY PROMOTING AND COMMENDING AN EMPLOYEE WHO VIOLATED THE PROCEDURES WHICH ESTABLISH CONFIDENTIAL CODES FOR AUTHORIZED ACCESS TO THE HELD MONITORING INFORMATION SYSTEM (HMIS). CI HAS NO ADDITIONAL INFORMATION. NO FOLLOWUP REQUIRED.
< -85-007-00301 T50042	MP	71814	N	WBN	1	N	N	N	N		QTC	CONSTRUCTION PERSONNEL DO NOT HAVE AN EQUAL CHANCE AT PERMANENT TVA JOBS. NO FURTHER DETAILS AVAILABLE.
< -85-008-00401 T50051	MP	71803	N	WBN	1	N	N	N	N	EX-85-008-004	QTC	LAST HIRED SHOULD BE FIRST LAID OFF, BUT PERSON (NAME KNOWN) WAS LET GO AND THE LAST PERSON HIRED WAS NOT, BECAUSE THAT PERSON IS IN THE "CLIQUE".
< -85-011-00101 T50074	MP	71803	N	WBN	1	N	N	N	N		QTC	THE HIRING/FIRING/LAY-OFF POLICY NEEDS TO BE EVALUATED. THE POLICY OF LAY-OFF JUST SHORT OF ONE YEAR (11 MONTHS, 29 DAYS) STILL EXISTS EVEN THOUGH IT WAS OFFICIALLY DISCONTINUED. IF THERE IS A 30 DAY BREAK IN SERVICE FOR ANY REASON (INCLUDING MEDICAL) THE EMPLOYEE MUST START OVER REGARDING SENIORITY. AFTER LAY-OFF (ROF) THE EMPLOYEE CANNOT COME BACK FOR 30 DAYS; NO MATTER HOW MANY CALLS THE LOCAL RECEIVES. C/I HAS NO FURTHER INFORMATION.
< -85-015-00601 T50053	MP	71816	N	WBN	1	N	N	N	N		QTC	JOB VACANCIES/ANNOUNCEMENTS ARE PUBLISHED AFTER A LAYOFF AND DURING THE 30-DAY WAITING PERIOD TO BE CALLED BACK. THIS METHOD PREVENTS PEOPLE LAID OFF FROM HAVING AN OPPORTUNITY TO APPLY. (NAMES/DETAILS KNOWN TO QTC)

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.



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

TENNESSEE VALLEY AUTHORITY  
 OFFICE OF NUCLEAR POWER  
 EMPLOYEE CONCERN PROGRAM SYSTEM (ECP)  
 EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY  
 SUBCATEGORY: 718 SALARY POLICY SELECTION AND PROMOTION

3  
 RUN TIME - 10:04:39  
 RUN DATE - 03/10/87

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 - 718
					2	SAF	BL	SQ				
-85-015-00701 T50053	MP	71813	N	WBN	1	N	N	N	N	QTC	JUNE 1985, TWO EMPLOYEES WERE INFORMED THEY WOULD FILL TWO UPCOMING VACANCIES TO BE ANNOUNCED AFTER LAYOFFS. (NAMES/DETAILS KNOWN TO QTC)	
-85-015-01001 T50053	MP	71803	N	WBN	1	N	N	N	N	QTC	TVA INFORMED EMPLOYEES VIA THEIR LOCALS THAT AN EMPLOYEE COULD NOT BE CALLED BACK FOR 30 DAYS AFTER LAYOFF NO MATTER HOW MANY CALLOUTS TO TVA THEY MAY HAVE.	
-85-015-01101 T50053	MP	71814	N	WBN	1	N	N	N	N	QTC	MANAGEMENT INFORMED SELECTED EMPLOYEES THAT APPLICATIONS FOR PERMANENT POSITIONS WOULD BE WORDED SUCH THAT THEY WOULD GET THE JOB. (NAMES/DETAILS KNOWN TO QTC)	
-85-025-00101 T50091	MP	71821	N	WBN	1	N	N	N	N	QTC	CI WAS ABSENT MORE THAN 10% DUE TO JOB RELATED INJURY AND FAMILY ILLNESS AND WAS TOLD HE WOULD BE ELIGIBLE FOR REHIRE; HOWEVER, HE DOES NOT TRUST THE SYSTEM AND WILL BE WANTING TO RETURN TO TVA LATER IN 1985. (NAMES/DETAILS KNOWN TO QTC)	
-85-036-00101 T50256	MP	71803	N	WBN	1	N	N	N	N	QTC	EMPLOYEES WERE GIVEN A CONTRACT WHICH TVA LATER VOIDED STATING IT HAD BEEN GIVEN IN ERROR AND SUBSEQUENTLY EMPLOYEES WERE LAID-OFF. (NAMES/DETAILS TO THE SPECIFIC CASE ARE KNOWN TO QTC AND WITHHELD TO MAINTAIN CONFIDENTIALITY.) NUCLEAR POWER CONCERN. NO FURTHER INFORMATION MAY BE RELEASED. NO FOLLOW-UP REQUIRED.	
-85-048-00601 T50168	MP	71813	N	WBN	1	N	N	N	N	QTC	TVA MANAGEMENT SHOWS FAVORITISM TO RELATIVES. CONSTRUCTION CONCERN. CI HAS NO ADDITIONAL INFORMATION.	
-85-048-00701 T50168	MP	71813	N	WBN	1	N	N	N	N	QTC	TVA MANAGEMENT CREATES JOBS JUST FOR FRIENDS AND RELATIVES. CONSTRUCTION CONCERN. CI HAS NO ADDITIONAL INFORMATION.	

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.







ECPS132J-ECPS132C  
 FREQUENCY - REQUEST  
 MP - ISSS - RHM

TENNESSEE VALLEY AUTHORITY  
 OFFICE OF NUCLEAR POWER  
 EMPLOYEE CONCERN PROGRAM SYSTEM (ECPS)  
 EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY  
 SUBCATEGORY: 718 SALARY POLICY SELECTION AND PROMOTION

5  
 RUN TIME - 10:04:3  
 RUN DATE - 03/10/82

CATEGORY: MP MGT. & PERS. ISSUES

CONCERN NUMBER	CAT	SUB CAT	S H R D	FLT LOC	1 REPORT AFFL				HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION
					2	SAF	RELATED	BF			
-85-054-00101 T50185	MP	71813	N	WBN	1	N	N	N	N	QTC	A DEPARTMENT (KNOWN) HAD SEVERAL JOB OPENINGS WHICH WERE FILLED WITH PERSONS APPLYING FROM OUTSIDE THE DEPARTMENT WITH LESS SERVICE TIME THAN EMPLOYEES APPLYING FROM WITHIN THE DEPARTMENT. C/I FEELS THIS SELECTION WAS BASED ON THE "BUDDY SYSTEM". C/I ALSO STATED THERE WAS POSSIBLE DISCRIMINATION BASED ON SEX. NUCLEAR POWER CONCERN. C/I HAS NO FURTHER INFORMATION.
-85-071-00201 T50187	MP	71803	N	WBN	1	N	N	N	N	QTC	LAYOFFS ARE NOT BY SENIORITY FOR THOSE THAT HAVE BEEN HERE LESS THAN 1 YEAR. NAMES AND CRAFT HAVE BEEN WITH HELD BY QTC TO MAINTAIN CONFIDENTIALITY. CONSTRUCTION DEPT CONCERN. CI HAS NO ADDITIONAL INFORMATION.
-85-074-00101 T50181	MP	71813	N	WBN	1	N	N	N	N	QTC	C/I FEELS THAT IT IS IMPOSSIBLE FOR AN EMPLOYEE TO BETTER THEIR POSITION, BECAUSE MANAGEMENT OFTEN PROMOTES THE POORLY PERFORMING WORKER, AND RETAINS THE EMPLOYEES WHO WORK HARD IN ORDER TO GET THE JOB ACCOMPLISHED. ADDITIONALLY, CRAFT (KNOWN) ARE OFTEN SHIFTED FROM ONE JOB TO ANOTHER SEVERAL TIMES A DAY, WITHOUT GETTING TO THE JOB. C/I FEELS THAT THIS MAKES IT IMPOSSIBLE FOR MANAGEMENT TO JUDGE HOW GOOD AN EMPLOYEE DOES THE ASSIGNED WORK. CONST. DEPT. CONCERN. C/I HAS NO FURTHER INFORMATION.
-85-075-00201 T50240	MP	71803	N	WBN	1	N	N	N	N	EX-85-075-002 QTC	LAYOFFS ARE NOT ACCORDING TO SENIORITY. CONSTRUCTION DEPARTMENT CONCERN. CI HAS NO ADDITIONAL INFORMATION. GENERIC CONCERN. NO FOLLOW UP REQUIRED.

REF. SECTION  
 CAT  
 SUBCAT - 718

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

EFER - ECPS132J-ECPS132G  
 REQUEST - REQUEST  
 MP - ISSS - RHM

TENNESSEE VALLEY AUTHORITY  
 OFFICE OF NUCLEAR POWER  
 EMPLOYEE CONCERN PROGRAM SYSTEM (ECPS)  
 EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY  
 SUBCATEGORY: 718 SALARY POLICY SELECTION AND PROMOTION

6  
 RUN TIME - 10:04:3  
 RUN DATE - 03/10/8

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 - M SUBCAT - 7
				2	SAF	RELATED	BF				
X -85-077-00201 T50187	MP	71813	N WBN	1 N N N N 2 NA NA NA NA					QTC	SUPERVISION IS SELECTED BY POLITICS, WHO THEIR RELATIONS ARE, WHICH CLIQUES THEY BELONG TO, AND MANY ARE NOT QUALIFIED TO BE IN THEIR SUPERVISORY POSITIONS. NO NAMES GIVEN, GENERIC CONCERN. CONSTRUCTION DEPT CONCERN. CI HAS NO ADDITIONAL INFORMATION.	
X -85-099-00101 T50190	MP	71801	N WBN	1 N N N N 2 NA NA NA NA					QTC	A PERSON IN THE CI'S UNIT, WITH THE SAME JOB TITLE, FEELS SHE SHOULD BE IN THE CI'S POSITION BECAUSE THIS PERSON FEELS THE WORK THE CI IS DOING IS AN SE POSITION. THE CI FEELS THIS SITUATION SHOULD HAVE BEEN HANDLED BY MANAGEMENT A LONG TIME AGO. CONSTRUCTION DEPT. CONCERN. CI HAS NO ADDITIONAL INFORMATION. (NAMES AND DETAILS TO THIS SPECIFIC CASE ARE KNOWN TO QTC AND WITHHELD TO MAINTAIN CONFIDENTIALITY.)	
X -85-100-00101 T50191	MP	71817	N WBN	1 N N N N 2 NA NA NA NA					QTC	THE CRAFT GENERAL FOREMAN (KNOWN) IS EVALUATING WORKERS BEING TERMINATED AND GIVING THEM 2'S ON THEIR "77" FORM WHETHER HE KNOWS THEIR WORK OR NOT. THE FOREMAN MAY WANT TO GIVE SOME A 1 ON THE FORM, BUT HE IS NOT ALLOWED TO. CONSTRUCTION DEPT. CONCERN. CI HAS NO ADDITIONAL INFORMATION	
X -85-100-00401 T50191	MP	71815	N WBN	1 N N N N 2 NA NA NA NA			EX-85-100-004		QTC	MANY TVA MANAGERS HAVE OBTAINED THEIR POSITIONS BY WHO THEY KNOW, NOT WHAT THEY KNOW. CONSTRUCTION DEPT. CONCERN. CI HAS NO ADDITIONAL INFORMATION. -GENERIC CONCERN-	
X -85-106-00101 T50190	MP	71803	N WBN	1 N N N N 2 NA NA NA NA					QTC	CI RIF'D IMPROPERLY. 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.



REFER - ECPS132J-ECPS132C  
 REQUEST - REQUEST  
 MP - ISSS - RHM

TEENES VALLEY AUTHORITY  
 OFFICE OF NUCLEAR POWER  
 EMPLOYEE CONCERN PROGRAM SYSTEM (ECPS)  
 EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY.  
 SUBCATEGORY: 718 RETENTION OF NON-CERTIFIED WELDERS

7  
 RUN TIME - 10:04:3  
 RUN DATE - 03/10/8

TEGORY: 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 - MI SUBCAT - 71	
				2	BF	BL	SQ					WB
X -85-107-00101 T50190	MP	71809	N WBN	1	H	H	H	H	QTC	WELDERS WHO FAILED THE RECERTIFICATION TEST (NAMES KNOWN) ARE BEING KEPT BY TVA, BUT CERTIFIED WELDERS ARE BEING RIF'D. CI WOULD NOT PROVIDE ANY ADDITIONAL INFORMATION. CONSTRUCTION CONCERN. UNIT 2.		
X -85-107-00201 T50190	MP	71804	N WBN	1	N	N	H	H	EX-85-107-002	QTC	LAYOFFS IN PAST WERE 50-50 (WELDERS-FITTERS), THIS LAYOFF IS 40-60 (WELDERS-FITTERS). REASONING WAS NOT PROVIDED BY TVA MANAGEMENT. CI HAS NO ADDITIONAL INFORMATION. CONSTRUCTION DEPT. CONCERN. UNIT 2.	
X -85-108-00501 T50201	MP	71814	N WBN	1	H	H	H	H	EX-85-108-005	QTC	TVA MANAGEMENT USES THE BUDDY BUDDY SYSTEM TO CHOOSE FOREMAN AND SUPERVISORS. CONSTRUCTION DEPT. CONCERN. CI HAS NO ADDITIONAL INFORMATION.	
X -85-109-00101 T50195	MP	71804	N WBN	1	H	H	H	H	EX-85-109-001	QTC	THE RIF THAT WAS MADE DURING THE WEEK OF NOVEMBER 10, 1985 WAS ROTIOED AT 60% WELDERS AND 40% FITTERS. CI HAS BEEN A WELDER AND HAS BEEN A FITTER. CI FEELS THE RATIO SHOULD HAVE BEEN 50% WELDER AND 50% FITTER. CI HAS NO ADDITIONAL INFORMATION. CONSTRUCTION DEPT. CONCERN.	
X -85-115-00101 T50195	MP	71809	H WBN	1	N	N	H	H		QTC	CI WAS RIF'D AS A CERTIFIED WELDER EVEN THOUGH THERE ARE OTHERS (NO NAMES GIVEN) BEING RETAINED WHO COULDN'T PASS RECERTIFICATION TEST. CI STATED HE HAD DONE AS MUCH FITTER WORK AS WELDING AND SHOULD HAVE BEEN PUT ON THE FITTER RETENTION LIST. CONSTRUCTION DEPT. CONCERN. CI HAS NO FURTHER INFORMATION.	
X -85-116-00101 T50195	MP	71804	H WBN	1	N	H	H	H	EX-85-116-001	QTC	EMPLOYEE DOES NOT APPROVE OF SYSTEM OF LAY-OFF, 60% FITTERS AND 40% WELDERS STILL ON JOB. CI THINKS TVA SHOULD LAY-OFF WELDERS AND FITTERS EQUALLY. CONSTRUCTION DEPT. CONCERN. CI HAS NO FURTHER INFORMATION.	

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.



REF - ECPS132J-ECPS132C  
 REQUEST - REQUEST  
 MP - ISSS - RHM

TENNESSEE VALLEY AUTHORITY  
 OFFICE OF NUCLEAR POWER  
 EMPLOYEE CONCERN PROGRAM SYSTEM (ECPS)  
 EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY  
 SUBCATEGORY: 718 TRADES AND LABOR SELECTION AND PROMOTION

8  
 RUN TIME - 10:04:34  
 RUN DATE - 03/10/87

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 - 718
					2	SAF	RELATED	BF				
-85-119-00101 T50195	MP	71814	N	WBN	1	N	N	N	N	QTC	MODIFICATIONS BRANCH PRACTICES POLITICS IN HIRING BY CALLING UNION HALL FOR FRIENDS WITH NO NUCLEAR CONSTRUCTION EXPERIENCE WHILE EXPERIENCED CONSTRUCTION PEOPLE ARE LAID-OFF AND A REH'T CALLED FOR THE JOB OPENINGS. CONSTRUCTION DEPT. CONCERN. CI HAS NO FURTHER INFORMATION.	
					2	NA	NA	NA	NA			
-85-119-00201 T50195	MP	71803	N	WBN	1	N	N	N	N	QTC	CONSTRUCTION SHEETMETAL CRAFTS ARE LAYING OFF SHEETMETAL WELDERS BUT KEEPING SKETCHERS AND SHEETMETAL WORKERS WHO ARE LESS NECESSARY TO GET THE WORK DONE BECAUSE MANAGEMENT PRACTICES FAVORITISM. CI HAS NO FURTHER INFORMATION, CONSTRUCTION DEPT. CONCERN.	
					2	NA	NA	NA	NA			
-85-119-00301 T50195	MP	70702	S	WBN	1	N	N	N	N	QTC	NUCLEAR SERVICES BRANCH SERVES NO PURPOSE WHICH COULD NOT BE PERFORMED BY CONSTRUCTION CRAFT OR MODIFICATION BRANCH. FAVORITISM, NEPOTISM IS BEING PRACTICED IN THE HIRING PRACTICES OF NSB. CI HAS NO FURTHER INFORMATION. CONSTRUCTION DEPT. CONCERN.	
					2	NA	NA	NA	NA			
02	MP	71813	S	WBN	1	N	N	N	N	QTC	NUCLEAR SERVICES BRANCH SERVES NO PURPOSE WHICH COULD NOT BE PERFORMED BY CONSTRUCTION CRAFT OR MODIFICATION BRANCH. FAVORITISM, NEPOTISM IS BEING PRACTICED IN THE HIRING PRACTICES OF NSB. CI HAS NO FURTHER INFORMATION. CONSTRUCTION DEPT. CONCERN.	
					2	NA	NA	NA	NA			
-85-126-00201 T50203	MP	71815	N	WBN	1	N	N	N	N	EX-85-126-002 QTC	SOME TVA MANAGEMENT ARE IN THEIR POSITION BECAUSE OF WHO THEY KNOW, NOT WHAT THEY KNOW. CONSTRUCTION DEPT. CONCERN. CI HAS NO NAMES OR ADDITIONAL INFORMATION.	
					2	NA	NA	NA	NA			
-85-128-00101 T50195	MP	71803	N	WBN	1	N	N	N	N	QTC	CI WAS WRONGLY LAID OFF BECAUSE OF IMPROPER CLASSIFICATION. DETAILS KNOWN TO QTC, WITHHELD TO MAINTAIN CONFIDENTIALITY. CONSTRUCTION DEPT. CONCERN. CI HAS NO FURTHER INFORMATION	
					2	NA	NA	NA	NA			

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

REFER - ECPS132J-ECPS132G  
 REQUEST - REQUEST  
 MP - ISSS - RHM

9  
 RUN TIME - 10:04:3  
 RUN DATE - 03/10/8

TENNESSEE VALLEY AUTHORITY  
 OFFICE OF NUCLEAR POWER  
 EMPLOYEE CONCERN PROGRAM SYSTEM (ECPS)  
 EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY  
 SUBCATEGORY: 718 - GF COMPLETING FORM 77 ONLY KNEW EMPLOYEE 3 WEEKS

REGORY: MP MGT. & PERS. ISSUES

CONCERN NUMBER	CAT	SUB CAT	S R PLT D LOC	1 REPORT APPL 2 SAF RELATED BF BL SQ WB	HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION	REF. SECTIO CAT - MP SUBCAT - 71
X -85-129-00101 T50202	MP	71818	N WBN	1 N H N N 2 NA NA NA NA		QTC	CI WORKED FOR A G.F. FOR AT LEAST TW O YEARS. THE G.F. WHO DID THE TERMI NATION EVALUATION ON TH 77 FORM KNEW THE WORKER ONLY THREE WEEKS. CI FE ELS THAT THIS IS UNFAIR. CONSTRUCTI ON DEPT. CONCERN. CI HAS NO ADDITIO NAL INFORMATION. (NAMES AND DETAILS ARE KNOWN TO QTC AND WITHHELD TO MA INTAIN CONFIDENTIALITY).	
X -85-134-00201 T50202	MP	71803	N WBN	1 N H N N 2 NA NA NA NA		QTC	TVA USES BIG LAYOFFS TO ALLOW SELECT IVE RECALL. THEREBY GETTING RID OF CERTAIN PEOPLE. CONSTRUCTION DEPT. CONCERN. CI HAS NO FURTHER INFORMAT ION.	
X -85-136-00101 T50202	MP	71814	N WBN	1 N H N N 2 NA NA NA NA		QTC	CI BELIEVES TVA'S HIRING POLICY TO B E UNFAIR. GF REFUSED TO ALLOW CI TO TRANSFER TO NSB, AFTER ASKING HIM I F HE WANTED TO GO. AS A RESULT CI I S BEING LAYED OFF, AND THE NSB POSIT ION WAS FILLED FROM THE HALL. (ADDI TIONAL INFORMATION KNOWN, WITHHELD D UE TO CONFIDENTIALITY). CONSTRUCTIO N DEPT. CONCERN. CI HAS NO FURTHER INFORMATION.	
X -85-141-00101 T50202	MP	71803	N WBN	1 N H N N 2 NA NA NA NA		QTC	TVA IS RECLASSIFYING EMPLOYEES (KNOW N) THEY WANT TO KEEP SO AS TO AVOID LAY OFF. THIS IS DONE WITH NO CONSI DERATION OF TVA SERVICE TIME OR VETE RAN STATUS. CONSTRUCTION DEPT. CONC ERN. CI HAS NO FURTHER INFORMATION.	
X -85-141-00201 T50202	MP	71814	N WBN	1 N H N N 2 NA NA NA NA		QTC	NUCLEAR POWER DEPARTMENT HAS MANY CR AFTSMEN AND SUB-JOURNEYMEN AND ARE N OT AFFECTED BY THE LAY-OFF. ONE EMP LOYEE WAS LAID OFF AND REPORTED THE FOLLOWING WORKING DAY TO NUCLEAR POW ER. TVA IS STILL EMPLOYING THE "BUD DY SYSTEM". CONSTRUCTION DEPT. CONC ERN. CI HAS NO FURTHER INFORMATION.	

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

EFER - ECPS132J-ECPS132C  
 REQU - REQUEST  
 MP - ISSS - RHM

TENNESSEE VALLEY AUTHORITY  
 OFFICE OF NUCLEAR POWER  
 EMPLOYEE CONCERN PROGRAM SYSTEM (ECPS)  
 EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY  
 SUBCATEGORY: 718 HIRING DURING A RIF

10  
 TIME - 10:04:3  
 RUN DATE - 03/10/8

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	
				2	SAF	RELATED	DF				BL
X -85-152-00101 T50204	MP	71808	H WBN	1	H	H	H	H	EX-85-152-001	QTC	TVA HIRED 3-4 NEW SHEET METAL WORKERS FOR THE MODIFICATIONS GROUP AFTER THE CONSTRUCTION DEPT. SHEET METAL WORKERS HAD BEEN NOTIFIED OF THEIR PENDING LAY-OFF. THE SHEET METAL WORKERS BEING LAID OFF DID NOT HAVE THE OPPORTUNITY TO APPLY FOR THE VACANCIES IN THE MODIFICATIONS GROUP. CONSTRUCTION DEPT. CONCERN. CI HAS NO FURTHER INFORMATION.
				2	NA	NA	NA	NA			
X -85-154-00301 T50206	MP	71816	N WBN	1	H	H	H	H		QTC	TVA GROUPS (KNOWN) WERE STAFFED CONTRARY TO TVA POLICY, BECAUSE OPENINGS WEREN'T ANNOUNCED PUBLICLY OR DISTRIBUTED BASED ON SENIORITY. CI HAD NO FURTHER INFORMATION. CONSTRUCTION DEPT. CONCERN.
				2	NA	NA	NA	NA			
X -85-154-00901 T50206	MP	71805	N WBN	1	H	H	H	H		QTC	WHY IS LAYOFF/RETENTION LIST KEPT CONFIDENTIAL? THE LIST SHOULD BE OPENLY PUBLISHED. AT PRESENT, ONLY THOSE WHO KNOW THE TIMEKEEPERS GET TO SEE THE LISTS. CI HAS NO FURTHER INFORMATION. CONSTRUCTION DEPT. CONCERN
				2	NA	NA	NA	NA			
X -85-155-00101 T50205	IH	60400	S WBN	1						QTC	TVA IS DISCRIMINATING IN THEIR SELECTION OF EMPLOYEES TO BE LAID OFF. (NAMES KNOWN) CONSTRUCTION DEPT. CONCERN. CI HAS NO FURTHER INFORMATION
	02	MP	71803	S WBN	1	H	H	H			
				2	NA	NA	NA	NA			
X -85-156-00101 T50205	IH	60300	S WBN	1	H	H	H	Y	EX-85-156-001	QTC	TVA IS DISCRIMINATING IN THEIR SELECTION OF WHICH EMPLOYEES (POSITIONS) TO BE LAID OFF. (POSITIONS ARE KNOWN). CONSTRUCTION DEPT. CONCERN. CI HAS NO FURTHER INFORMATION.
	02	MP	71803	S WBN	1	H	H	H			
				2	NA	NA	NA	NA			

REF. SECTION  
 CAT - MP  
 SUBCAT - 71

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.





EFER - ECPS132J-ECPS132C  
 REQU - REQUEST  
 MP - ISSS - RHM

TENNESSEE VALLEY AUTHORITY  
 OFFICE OF NUCLEAR POWER  
 EMPLOYEE CONCERN PROGRAM SYSTEM (ECPS)  
 EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY  
 SUBCATEGORY: 718 RIF AND LAYOFF PROCEDURES SEEN AS UNFAIR

11  
 TIME - 10:04:3  
 RUN DATE - 03/10/8

TEGORY: 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. SECTIO CAT - MP SUBCAT - 71
					2	SAF	RELATED					
					BF	DL	SQ	WB				
X -85-161-00201 T50206	MP	71803	N	WBN	1	N	N	N	N		QTC	TVA IS DISCRIMINATING IN THEIR SELECTION OF PERSONS TO BE LAID OFF. E.G. EMPLOYEES ARE BEING LAID OFF THAT HAVE MORE TVA SERVICE TIME THEN THOSE BEING RETAINED. (NAMES/DETAILS TO THE SPECIFIC CASE ARE KNOWN TO QTC AND WITHHELD TO MAINTAIN CONFIDENTIALITY). CONSTRUCTION DEPT. CONCERN. CI HAS NO FURTHER INFORMATION.
					2	NA	NA	NA	NA			
X -85-164-00101 T50207	MP	71803	N	WBN	1	N	N	N	N		QTC	TVA LAY OFF AND REHIRING PRACTICES ARE UNFAIR. PERSONNEL (KNOWN) HAVE BEEN GIVEN SPECIAL JOBS TO AVOID BEING LAID OFF. REHIRING IS BASED ON "77" EVALUATIONS; AND DO NOT CONSIDER SENIORITY. A GENERAL FOREMAN (KNOWN) GIVES PREFERENTIAL "77" RATINGS TO FRIENDS AND RELATIVES, WHICH MAKES REHIRING BASED ON THESE EVALUATIONS UNFAIR. FOREMEN, WITH LESS SENIORITY THAN CRAFT EMPLOYEES, ARE BEING RETAINED WHILE THE CRAFT EMPLOYEES ARE LAID OFF. CONSTRUCTION DEPT. CONCERN. CI HAS NO FURTHER INFORMATION.
					2	NA	NA	NA	NA			
X -85-166-00201 T50207	IH	60300	S	WBN	1	N	N	N	Y	EX-85-166-002	QTC	TVA IS DISCRIMINATING IN THEIR SELECTION OF EMPLOYEES TO BE LAID OFF, E.G. TVA IS NOT TAKING INTO CONSIDERATION SENIORITY. (NAMES/DETAILS TO THE SPECIFIC CASE ARE KNOWN TO QTC AND WITHHELD TO MAINTAIN CONFIDENTIALITY). CONSTRUCTION DEPT. CONCERN. CI HAS NO FURTHER INFORMATION.
	02	MP	71803	S	WBN	1	N	N	N			
					2	NA	NA	NA	NA			
X -85-173-00201 T50216	MP	71813	N	WBN	1	N	N	N	N		QTC	SOME MANAGEMENT PEOPLE USE THE BUDDY SYSTEM TO ADVANCE FRIENDS AND OTHERS TO HIGHER POSITIONS WITHOUT MUCH CONSIDERATION OF QUALIFICATIONS. CONSTRUCTION DEPT. CONCERN. CI HAS NO FURTHER INFORMATION.
					2	NA	NA	NA	NA			

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

REFER - ECPS132J-ECPS132C  
 FREQUENCY - REQUEST  
 HP - ISSS - RNM

TEHNE VALLEY AUTHORITY  
 OFFICE OF NUCLEAR POWER  
 EMPLOYEE CONCERN PROGRAM SYSTEM (ECPS)  
 EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY  
 SUBCATEGORY: 718 RIF REASSIGNMENT OF FOREMEN AND INSTRUCTORS

12  
 RUN TIME - 10:04:3  
 RUN DATE - 03/10/8

TEGORY: 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. SECTIO CAT - MP SUBCAT - 71
				2	SAF	BL	SQ				
X -85-175-00101 T50222	MP	71806	N WBN	1	N	N	N	N	QTC	CI EXPRESSED THAT LAYOFFS OF TVA CRAFT SUPERVISION ARE CONDUCTED IN A DISCRIMINATORY MANNER. SOME FOREMEN ARE CUT BACK TO THEIR TOOLS TO AVOID THE LAY OFF, SOME ARE NOT. DETAILS KNOWN TO QTC, WITHHELD DUE TO CONFIDENTIALITY. NO FURTHER INFORMATION CAN BE RELEASED. CONST. DEPT. CONCERN. CI HAS NO FURTHER INFORMATION.	
X -85-178-00101 T50225	IH	60400	S WBN	1					QTC	PERSONNEL MATTERS DURING THE RIF SITUATION ARE NOT DEALT WITH BY THE RULES AND REGULATIONS WRITTEN FOR THIS SITUATION. SOME MANAGERS USE THE SYSTEM FOR THEIR OWN ADVANTAGE TO TAKE CARE OF THEIR FRIENDS. DETAILS KNOWN TO QTC, WITHHELD DUE TO CONFIDENTIALITY. NO FURTHER INFORMATION MAY BE RELEASED. CONSTRUCTION DEPARTMENT CONCERN. CI HAS NO ADDITIONAL INFORMATION. NO FOLLOW UP REQUIRED.	
	02	MP	71803	S WBN	1	N	N	N			
				2	NA	NA	NA	NA			
X -85-183-00101 T50228	IH	60300	S WBN	1	N	N	N	Y	QTC	CI WAS DISCRIMINATED AGAINST WHEN MANAGEMENT KEPT CI IN TEMPORARY ANNUAL STATUS LONGER THAN OTHER EMPLOYEES AND PROVIDED CI WITH MISLEADING OR ERRONEOUS INFORMATION REGARDING STATUS AND SUBSEQUENT LAY OFF. (NAMES/DETAILS TO SPECIFIC CASE ARE 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.	
	02	MP	71803	S WBN	1	N	N	N			
				2	NA	NA	NA	NA			

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

REF - ECPS132J-ECPS132C  
 REQUEST - REQUEST  
 MP - ISSS - RHM

TENNESSEE VALLEY AUTHORITY  
 OFFICE OF NUCLEAR POWER  
 EMPLOYEE CONCERN PROGRAM SYSTEM (ECP)  
 EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY  
 SUBCATEGORY: 718 SALARY POLICY CLASSIFICATION

13  
 RUN TIME - 10:04:3  
 RUN DATE - 03/10/8

TEGORY: 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 - 718
					2	SAF	RELATED	BF				
X -85-184-00101 T50228	MP	71801	N	MBN	1	N	H	N	N		QTC	CI HAS PERFORMED THE DUTIES AND RESPONSIBILITIES OF A SA-1 OR SA-2 FOR A YEAR. EITHER THE CI SHOULD HAVE BEEN PROMOTED OR THE POSITION RECLASSIFIED. (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.
X -85-188-00101 T50228	MP	71803	N	MBN	1	N	H	N	N		QTC	CI QUESTIONS THE FAIRNESS OF TVA'S SELECTIONS OF LAY OFF REGARDING CI'S SPECIFIC CASE, BASED ON THE FACT THAT OTHERS WITH LESS TVA TIME ARE BEING RETAINED. (DETAILS KNOWN TO QTC AND WITHHELD DUE TO CONFIDENTIALITY.) NO FURTHER INFORMATION MAY BE RELEASED. CONSTRUCTION DEPT. CONCERN. CI HAS NO FURTHER INFORMATION. NO FOLLOW-UP REQUIRED.
X -85-191-00101 T50228	MP	71813	N	MBN	1	N	H	N	N		QTC	CI WAS NOT, TO HIS KNOWLEDGE, CONSIDERED FOR A RECENT VACANCY THAT REQUIRED CI'S QUALIFICATIONS AND BACKGROUND. THIS POSITION WAS FILLED BY A MUCH LOWER GRADE EMPLOYEE WHO WAS SUBSEQUENTLY PROMOTED WHILE CI IS BEING LAID-OFF. (NAMES/DETAILS KNOWN TO QTC AND WITHHELD TO MAINTAIN CONFIDENTIALITY) NO FURTHER INFORMATION MAY BE RELEASED. CONSTRUCTION DEPT. CONCERN. CI HAS NO MORE INFORMATION. NO FOLLOW UP IS REQUIRED.

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.



REF - ECPS132J-ECPS132C  
 REQUEST - REQUEST  
 IP - ISSS - RHM

TEHNE VALLEY AUTHORITY  
 OFFICE NUCLEAR POWER  
 EMPLOYEE CONCERN PROGRAM SYSTEM (ECPS)  
 EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY  
 SUBCATEGORY: 718 HIRING DURING A RIF

14  
 TIME - 10:04:30  
 RUN DATE - 03/10/82

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 WD	HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION	REF. SECTION CAT - MP SUBCAT - 718
-85-192-00101 T50233	MP	71808	N	WBN	1 N N N N 2 NA NA NA NA		QTC	TVA IS ALLOWING WATTS BAR NUCLEAR POWER MANAGERS TO HIRE PERSONNEL FROM OTHER TVA NUCLEAR SITES WHILE WATTS BAR CONSTRUCTION EMPLOYEES, QUALIFIED AND EXPERIENCED FOR THOSE POSITIONS, ARE BEING LAID OFF. (NAMES/DETAILS KNOWN TO QTC AND WITHHELD TO MAINTAIN CONFIDENTIALITY.) NO FURTHER INFORMATION MAY BE RELEASED. CONSTRUCTION DEPARTMENT CONCERN. CI HAS NO FURTHER INFORMATION. NO FOLLOW UP REQUIRED.	
-85-193-00101 T50246	MP	71803	N	WBN	1 N N N N 2 NA NA NA NA		QTC	CI FEELS THAT TVA "MANIPULATED" CI INTO A POSITION WHERE CI COULD BE LAID OFF. DETAILS KNOWN TO QTC, WITHHELD DUE TO CONFIDENTIALITY. NO FURTHER INFORMATION MAY BE RELEASED. CONSTRUCTION DEPARTMENT CONCERN. CI HAS NO FURTHER INFORMATION.	
-85-193-00801 T50246	MP	71806	N	WBN	1 N N N N 2 NA NA NA NA		QTC	TVA MANAGEMENT VIOLATES TVA POLICY AND UNION AGREEMENTS BY "SHUFFLING" FRIENDS AND FAVORITES (AFTER RIF ANNOUNCEMENT). TO PROTECT THEM FROM BEING LAID OFF. THIS "SHUFFLING" VIOLATES SPECIFIC TVA AND UNION POLICIES WHICH REQUIRE ALL IN-PROCESS PERSONNEL ACTIONS TO BE VOIDED, AND NO NEW PERSONNEL ACTIONS INITIATED, UNTIL RIF PERSONNEL SELECTION IS COMPLETE AND FINALIZED. CONSTRUCTION DEPARTMENT CONCERN. CI HAS NO FURTHER INFORMATION.	

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.



REFER - ECPS132J-ECPS132C  
 FREQUENCY - REQUEST  
 MP - ISSS - RHM

TENNESSEE VALLEY AUTHORITY  
 OFFICE OF NUCLEAR POWER  
 EMPLOYEE CONCERN PROGRAM SYSTEM (ECPS)  
 EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY  
 SUBCATEGORY: 718 SALARY POLICY SELECTION AND PROMOTION

15  
 RUN TIME - 10:04:3  
 RUN DATE - 03/10/8

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. SECTIO CAT - MP SUBCAT - 71
				2	BF	BL	SQ	HB				
X -85-193-01101 T50276	MP	71813	N WBN	1	N	N	N	N		QTC	CI STATED THAT NSB AT WATTS BAR IS HIRING PIPE FITTERS FOR THE POSITION OF SKETCHERS; WHEN ENGINEERING AIDES WITH EXPERIENCE AND QUALIFICATIONS ARE AVAILABLE AND UNEMPLOYED SINCE DECEMBER 1985. MANY QUALIFIED "SKETCHING" PEOPLE WERE LAID-OFF IN DECEMBER 1985. CONSTRUCTION DEPARTMENT CONCERN. NO FURTHER INFORMATION AVAILABLE IN FILE.	
				2	NA	NA	NA	NA				
X -85-194-00101 T50233	MP	71803	N WBN	1	N	H	H	H		QTC	CI FEELS THAT THE TVA LAYOFFS ARE NOT FAIR. CI STATED THAT THE REASON GIVEN FOR THE LAYOFF WAS LACK OF WORK, BUT EXPRESSED THAT THE WORK LOAD IN CI'S DEPARTMENT HAD NOT DECREASED. ADDITIONALLY, CI STATED THAT PERSONNEL OF LOWER OR EQUAL GRADES THAN CI ARE BEING RETAINED. CONSTRUCTION DEPARTMENT CONCERN. CI HAS NO FURTHER INFORMATION. NO FOLLOW UP REQUIRED.	
				2	NA	NA	NA	NA				
X -85-195-00101 T50233	MP	71803	N WBN	1	N	N	N	N		QTC	TVA'S LAY OFF POLICY IS UNFAIR. TEMPORARY EMPLOYEES HAVE BEEN TRANSFERRED AND RETAINED OVER PERMANENT, MORE QUALIFIED EMPLOYEES, WHO HAVE PERFORMED THE SAME JOB AS THE TEMPORARY EMPLOYEES WHO ARE BEING RETAINED. DETAILS KNOWN TO QTC, WITHHELD DUE TO CONFIDENTIALITY. NO FURTHER INFORMATION MAY BE RELEASED. CONSTRUCTION DEPARTMENT CONCERN. CI HAS NO FURTHER INFORMATION. NO FOLLOW UP REQUIRED.	
				2	NA	NA	NA	NA				

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.



EPER - ECPS132J-ECPS132C  
 REQUENCY - REQUEST  
 MP - ISSS - RNM

TENNESSEE VALLEY AUTHORITY  
 OFFICE OF NUCLEAR POWER  
 EMPLOYEE CONCERN PROGRAM SYSTEM (ECPS)  
 EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY  
 SUBCATEGORY: 718 SALARY POLICY CLASSIFICATION

16  
 RUN TIME - 10:04:3  
 RUN DATE - 03/10/8

TEGORY: MP MGT. & PERS. ISSUES

CONCERN NUMBER	CAT	SUB CAT	S H R PLT D LOC	1 REPORT. APPL				HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION				
				2	SAF	RELATED	BF				BL	SQ	WB	
-85-198-BFN	01	MP	71801	S	BFN	1	H	H	H	H	I-85-198-BFN	NSRS	A.A CIVIL ENGINEER HAS BEEN ASSIGNED TO WORK ON ELECTRICAL AND MECHANICAL WORKPLANS IN THE AS-CONSTRUCTED BACKLOG WORK TEAM SECTION WHILE THERE ARE ELECTRICAL AND MECHANICAL ENGINEERS "AROUND" (IN THE SECTION). B.A CIVIL ENGINEER IS ALLOWED TO SIGN AS THE RESPONSIBLE ENGINEER FOR CLOSURE OF ELECTRICAL AND MECHANICAL WORKPLANS. C.A CIVIL ENGINEER IS NOT QUALIFIED AS AN ELECTRICAL OR MECHANICAL ENGINEER. D.A CIVIL ENGINEER HAS BEEN ASSIGNED TO WORK ON THE FOLLOWING ELECTRICAL OR MECHANICAL WORKPLA	
	02	QA	80301	S	BFN	1	Y	N	H	N				2
-86-110-SQH	01	MP	71813	H	SQH	1	H	H	H	H		NSRS	INDIVIDUAL DOES NOT FEEL THAT HE HAS BEEN TREATED FAIRLY IN REGARDS TO A PROMISED PROMOTION. ADDITIONAL DETAILS AVAILABLE TO INVESTIGATOR WITHHELD TO MAINTAIN CONFIDENTIALITY.	
-85-045-00101 T50057	MP	71801	N	WBH	1	H	H	H	H		IN-85-045-001	QTC	CI, GRADE B-3 CLERK (GROUP KNOWN) HAS BEEN PERFORMING THE DUTIES OF AN E-4 ENGINEERING AIDE (NAME KNOWN) FOR THE PAST 8 MONTHS, SINCE NOVEMBER 1984. CI CITES THIS AS AN EXAMPLE OF SALARY INEQUITY WITHIN TVA.	
					2	NA	NA	NA	NA					
-85-063-00201 T50101	MP	71816	N	WBN	1	H	H	H	N			QTC	TVA ANNOUNCEMENTS FOR FUTURE JOB OPENINGS ARE OFTEN MEANINGLESS. HIRING IS DONE FROM OUTSIDE, AS WELL AS FROM WITHIN. TVA OFTEN FINDS IT EASIER TO HIRE FROM THE OUTSIDE THAN TO PROMOTE FROM WITHIN THE COMPANY. PERSONNEL DEPT. NOT ALWAYS SEND JOB ANNOUNCEMENTS TO EACH GROUP OR UNIT. THEREFORE, THE INDIVIDUALS WORKING IN A UNIT DO NOT ALWAYS FIND OUT ABOUT JOB OPENINGS UNTIL AFTER THEY ARE FILLED. CI COULD NOT PROVIDE ANY SPECIFICS/DETAILS. NO FOLLOW-UP REQUIRED.	
					2	NA	NA	NA	NA					

REF. SECTION  
 CAT - MF  
 SUBCAT - 71

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.



EFE - ECPS132J-ECPS132C  
 REQUENCY - REQUEST  
 MP - ISSS - RHM

TENNESSEE VALLEY AUTHORITY  
 OFFICE OF NUCLEAR POWER  
 EMPLOYEE CONCERN PROGRAM SYSTEM (ECPS)  
 EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY  
 SUBCATEGORY: 718 SALARY POLICY SELECTION AND PROMOTION

17  
 RUN TIME - 10:04  
 RUN DATE - 03/10/81

TEGORY: 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 - M SUBCAT - 7
				2	SAF	RELATED	DF				
H -85-068-00401 T50186	MP	71813	N WBN	1	N	N	N	N	QTC	MANAGEMENT SOCIAL CONNECTIONS IN BOTH CONSTRUCTION AND NUCLEAR POWER RESULT IN SELECTIVE PROMOTIONS. CONSTRUCTION AND NUCLEAR POWER CONCERN. CI COULD NOT PROVIDE ANY ADDITIONAL SPECIFICS/DETAILS.	
H -85-081-00101 T50066	MP	71813	H WBN	1	N	N	N	N	QTC	INADEQUATE HIRING PRACTICES BY TVA PERSONNEL DEPARTMENT. EXAMPLE: TVA REHIRED EMPLOYEE WITHOUT CHECKING PREVIOUS WORK RECORD OF EMPLOYEE. CI WOULD NOT PROVIDE ANY ADDITIONAL INFORMATION OR SPECIFIC NAMES.	
H -85-097-01501 T50223	MP	71814	N WBN	1	N	N	N	N	QTC	TVA MANAGEMENT CREATED AND PERPETUATES A "BUDDY" SYSTEM, IN WHICH EMPLOYEES ARE PROMOTED ON THE BASIS OF FRIENDSHIPS RATHER THAN ON PERFORMANCE. EXAMPLES: TWO TRUCK DRIVERS WERE TRANSFERRED FROM SECOND TO FIRST SHIFT SO THEY COULD BE RIFED, THEREBY SAVING THE JOBS OF OTHER DRIVERS WHO WERE IN THE "CLIQUE". MERIT PAY IS GIVEN MAINLY TO THOSE WHO ARE IN THE CLIQUE, WHO WILL DO ANYTHING THAT THEIR "SPONSORING" MANAGER WANTS. MANAGERS SHIELD POOR PERFORMANCE FROM REPRESENTATIVES. THE "BUDDY" SYSTEM	
H -85-147-00301 T50236	MP	71813	N WBN	1	N	N	N	N	QTC	CI HAS NOT ALLOWED TO ACCEPT A JOB OFFER WITHIN TVA DUE TO HAVING TO COMPLETE AN ASSIGNMENT WHICH RESULTED FROM MANAGEMENT'S INABILITY TO PLAN PROPERLY. THE ASSIGNMENT WOULD TAKE ALMOST TWO YEARS TO COMPLETE. (NAME S/DETAILS KNOWN TO QTC AND WITHHELD TO MAINTAIN CONFIDENTIALITY.) NO FURTHER INFORMATION MAY BE RELEASED. CONSTRUCTION DEPARTMENT CONCERN. CI HAS NO FURTHER INFORMATION. NO FOLLOW UP REQUIRED.	

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.



EPCPS - ECPS132J-ECPS132C  
 REQUENCY - REQUEST  
 MP - ISSS - RHM

TENNESSEE VALLEY AUTHORITY  
 OFFICE OF NUCLEAR POWER  
 EMPLOYEE CONCERN PROGRAM SYSTEM (ECPS)  
 EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY  
 SUBCATEGORY: 718 SALARY POLICY SELECTION AND PROMOTION

PAGE - 13  
 RUN TIME - 10:06  
 RUN DATE - 03/10

TEGORY: MP MGT. & PERS. ISSUES

CONCERN NUMBER	CAT	SUB CAT	S H R D	PLT LOC	1 REPORT APPL				HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION	
					2	BF	BL	SQ				WB
N -85-153-00101 T50025	MP	71813	N	WBN	1	H	H	H	H	IN-85-153-001	QTC	MANAGEMENT (NAMES KNOWN) PROMOTION POLICY IS BASED ON FRIENDSHIP AND FAVORITISM RATHER THAN EQUAL OPPORTUNITY, KNOWLEDGE AND SENIORITY
N -85-154-00101 T50019	MP	71813	N	WBN	1	H	N	H	H		QTC	AN INDIVIDUAL (NAME KNOWN) HAS BEEN EMPLOYED BY TVA FOR A NUMBER OF YEARS. SERVICE REVIEWS OF THE SUBJECT INDIVIDUAL HAVE BEEN SATISFACTORY IF NOT ABOVE AVERAGE IN CERTAIN AREAS. THE INDIVIDUAL WAS INFORMED BY THE SUPERVISOR (NAME KNOWN) THAT THEIR DEPARTMENT HAD NO ROOM FOR ADVANCEMENT HOWEVER; SHORTLY AFTER WORDS AN INDIVIDUAL WAS TRANSFERRED FROM ANOTHER PLANT AND PLACED IN A POSITION A PROMOTION WOULD HAVE PLACED THE SUBJECT INDIVIDUAL. THE SUBJECT INDIVIDUAL HAS NOT BEEN GIVEN AN INCREASE
N -85-158-00201 T50217	MP	71813	N	WBN	1	H	N	H	H		QTC	PERSONAL FAVORITISM IN HIRING RESULTS IN UNQUALIFIED INSPECTORS. ENGINEERING AIDES AND CRAFT WITH ASSOCIATED REDUCTIONS IN CRAFT PERFORMANCE. CI WOULD NOT PROVIDE SPECIFIC NAMES, BUT STATED THAT A REVIEW OF APPLICABLE RESUMES WOULD VERIFY CONCERN. CI HAS NO FURTHER INFORMATION. CONST. DEPT. CONCERN.
N -85-159-00101 T50198	MP	71803	N	WBN	1	H	N	H	H	IN-85-159-001	QTC	INSULATORS ARE NOT TREATED FAIRLY, ATTENDANCE RECORDS ARE USED FOR LAYOFF SELECTION EVEN THOUGH THE ABSENTEE NOTICES WERE APPROVED. CONSTRUCTION DEPT. CONCERN. UNIT 2. CI COULD NOT PROVIDE ANY ADDITIONAL INFORMATION.
N -85-178-00201 T50170	MP	71801	N	WBN	1	H	N	H	H		QTC	CI DISAGREES WITH JOB POSITION ASSIGNED BY TVA. DETAILS KNOWN TO QTC, WITHHELD DUE TO CONFIDENTIALITY. CONSTRUCTION DEPT CONCERN. CI HAS NO FURTHER INFORMATION.

REF. SECT  
 CAT -  
 SUBCAT -

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

ITER - ECPS132J-ECPS132C  
 REQUEST - REQUEST  
 HP - ISSS - RHM

TENNESSEE VALLEY AUTHORITY  
 OFFICE OF NUCLEAR POWER  
 EMPLOYEE CONCERN PROGRAM SYSTEM (ECPS)  
 EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY  
 SUBCATEGORY: 718 TRADES AND LABOR SELECTION AND PROMOTION

19  
 RUN TIME - 10:04:3  
 RUN DATE - 03/10/8

TEGORY: 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 - 71
					2	SAF	RELATED	BF				
N -85-186-00901 T50017	MP	71814	N	WBN	1	N	N	N	N	QTC	THE CONCERNED INDIVIDUAL AND CREW HAD TO REPLACE 70' OF AN INDIVIDUALS (NAME KNOWN) WORK DUE TO SLOPPY AND UNACCEPTABLE WORKMANSHIP. ONE WEEK LATER, THE INDIVIDUAL WAS PROMOTED TO A FOREMAN.	
N -85-217-00201 T50254	MP	71803	N	WBN	1	N	N	N	N	QTC	SOME EMPLOYEES HAVE BEEN LET GO DUE TO REDUCTION IN FORCE AND TOLD THEIR POSITIONS ARE NO LONGER NEEDED. IN SOME CASES, A RIF'D EMPLOYEE'S POSITION WAS FILLED THE NEXT DAY WITH A LOWER LEVEL EMPLOYEE. (DETAILS ARE KNOWN TO QTC AND WITHHELD TO MAINTAIN CONFIDENTIALITY.) NO FURTHER INFORMATION MAY BE RELEASED. NUCLEAR POWER DEPT. CONCERN. NO FOLLOW-UP REQUIRED.	
N -85-218-00301 T50199	IH	60400	S	WBN	1					IH-85-218-003	CI STATED THAT MANAGEMENT EXHIBITS FAVORITISM BY HIRING, PROMOTING AND OFFERING RAISES TO FRIENDS AND/OR RELATIVES. ANY FURTHER INFORMATION WOULD COMPROMISE CONFIDENTIALITY. CONSTRUCTION DEPT. CONCERN. CI HAS NO FURTHER INFORMATION.	
	02	MP	71813	S	WBN	1	N	N	N	N		
					2	NA	NA	NA	NA			
N -85-233-00401 T50009	MP	71803	N	WBN	1	N	N	N	N	IH-85-233-004	INDIVIDUAL STATED THAT TVA "PADS THE PAYROLL" AT, OR TOWARD THE END OF THE FISCAL YEAR TO ASSURE THAT ALL ALLOCATED CONSTRUCTION FUNDS ARE EXPENDED. THE EVIDENCE OF THIS IS THE USUAL LAYOFF IN THE SUMMER MONTHS, AFTER COMMENCEMENT OF THE NEW FISCAL YEAR (CI HAS NO FURTHER INFORMATION TO PROVIDE)	
					2	NA	NA	NA	NA			
N -85-237-00101 T50027	IH	60200	S	WBN	1	N	N	N	Y	QTC	PROMOTIONS ARE NOT GIVEN BASED ON SENIORITY AND MERIT, BUT ARE BASED ON "WHO YOU KNOW". EMPLOYEE HAS BEEN PASSED OVER FOR ADVANCEMENT WHILE A NEW PERSON WAS PROMOTED. WHEN GRIEVANCES ARE FILED, THE EMPLOYEE SUFFERS HARASSMENT. (NAME KNOWN)	
	02	MP	71813	S	WBN	1	N	N	N			
					2	NA	NA	NA	NA			

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.



REFER - ECPS132J-ECPS132C  
 REQUENCY - REQUEST  
 MP - 1335 - RHM

CATEGORY: MP MGT. & PERS. ISSUES

TENNESSEE VALLEY AUTHORITY  
 OFFICE OF NUCLEAR POWER  
 EMPLOYEE CONCERN PROGRAM SYSTEM (ECPS)  
 EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY  
 SUBCATEGORY: 718 RIF AND LAYOFF PROCEDURES SEEN AS UNFAIR

20  
 RUN TIME - 10:04:2  
 RUN DATE - 03/10/8

CONCERN NUMBER	CAT	SUB CAT	S R PLT D LOC	1 REPORT APPL				HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION	REF. SECTION CAT - MF SUBCAT - 71		
				2	SAF	BL	SQ					NB	DF
H -85-248-00701 T50236	IH	60400	S WBN	1						QTC	TVA LAYOFF PRACTICES ARE UNFAIR. EX AMPL: IMMEDIATELY BEFORE 11-8-85 LA YOFF EMPLOYEES (KNOWH) WERE RECLASSI FIED SO THEY WOULD NOT LOSE THEIR JO BS. CONSTRUCTION DEPARTMENT CONCERN . CI HAS NO FURTHER INFORMATION. N O FOLLOW UP REQUIRED.		
	02	MP	71803	S WBN	1	N	N	N	N	2		NA	NA
H -85-254-00101 T50022	MP	71814	N WBN	1	N	N	N	N	IN-85-254-001	QTC	PROMOTIONS ARE NOT GIVEN BASED ON QU ALIFICATIONS AND SENIORITY BUT ON "W HO YOU KNOW". THE CI INDICATED THAT THIS WAS "ACROSS THE BOARD" AND PAR TICULARLY TRUE IN THE LABOR DISCIPLI NE		
				2	NA	NA	NA	NA					
H -85-265-00301 T50042	MP	71821	N WBN	1	N	N	N	N		QTC	NEW HIRES, AND FORMER EMPLOYEES RECA LLED FROM LAYOFF ARE REQUIRED TO SIG N A STATEMENT WAIVING THE RIGHT TO P URSUE LEGAL ACTION AGAINST ANOTHER E MPLOYEE WHOSE ORDERS OR ACTIONS RESU LT IN AN INJURY OR OTHER INCIDENT. IT WAS STATED THAT REFUSAL TO SIGN T HIS STATEMENT WOULD PROHIBIT FURTHER CONSIDERATION FOR EMPLOYMENT AT WBN P.		
				2	NA	NA	NA	NA					
H -85-266-00201 T50032	MP	71812	N WBN	1	N	N	N	N		QTC	TVA PERSONNEL POLICY IS TOO RESTRICT IVE IN THE AREA OF DISCHARGING AN EM PLOYEE WHO EXHIBITS SUBSTANDARD PER FORMANCE. THE RESULT IS IT IS OFTEN EASIER TO KEEP AN EMPLOYEE THAN TO A TTEMPT TO DISCHARGE HIM.		
				2	NA	NA	NA	NA					
H -85-293-00701 T50266	IH	60400	S WBN	1						QTC	A SPECIFIC EMPLOYEE (NAME KNOWH) APP ROVED A FCR WRITTEN AGAINST A WORK R ELEASE THAT HAD BEEN SIGNED OFF AS C OMPLETE SEVERAL MONTHS EARLIER BY TH IS SAME EMPLOYEE. MANAGEMENT (KNOWH ) IS AWARE OF THIS EMPLOYEE'S INCOMP ETENCE YET CONTINUES TO EMPLOY AND P ROMOTE THIS EMPLOYEE. CONSTRUCTION DEPARTMENT CONCERN. CI HAS NO FURTH ER INFORMATION.		
	02	MP	71813	S WBN	1	N	N	N	N	2		NA	NA

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.



OPER - ECPS132J-ECPS132C  
 FREQUENCY - REQUEST  
 MP - ISSS - RHM

TENNESSEE VALLEY AUTHORITY  
 OFFICE OF NUCLEAR POWER  
 EMPLOYEE CONCERN PROGRAM SYSTEM (ECPS)  
 EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY  
 SUBCATEGORY: 718 SALARY POLICY CLASSIFICATION

21  
 RUN TIME - 10:04:3  
 RUN DATE - 03/10/8

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 - MF SUBCAT - 71	
				2	SAF	BL	SQ					HB
H -85-293-01701 T50266	MP	71801	N WBN	1	H	H	H	H	QTC	TVA REQUIRES SPECIFIC EMPLOYEES TO PERFORM WORK OUTSIDE THEIR JOB DESCRIPTION/SCOPE YET REFUSES TO RECLASSIFY THEM OR PAY THEM IN ACCORDANCE WITH THESE "EXTRA" DUTIES AND GOOD SERVICE REVIEWS. NAMES/DETAILS KNOWN TO QTC, WITHHELD TO MAINTAIN CONFIDENTIALITY. NO FURTHER INFORMATION MAY BE RELEASED. CONSTRUCTION DEPARTMENT CONCERN. CI HAS NO FURTHER INFORMATION.		
H -85-308-00101 T50052	MP	71821	N WBN	1	H	H	H	H	IN-85-308-001	QTC	THE RADIOLOGICAL CHEM. LAB IS OPERATING UNDERSTAFFED; MORE PEOPLE SHOULD BE HIRED SO THAT PROPER TRAINING CAN BE COMPLETED PRIOR TO START-UP.	
H -85-326-00101 T50030	MP	71814	N WBN	1	H	H	H	H		QTC	MORALE OF BUILDING SERVICES DEPARTMENT IS LOW BECAUSE GENERAL FOREMAN APPOINTED FOREMEN BASED ON FRIENDSHIP-NOT QUALIFICATIONS. (NAMES KNOWN)	
H -85-333-00401 T50222	MP	71813	N WBN	1	H	H	H	H		QTC	"POLITICS" RATHER THAN MERIT APPEAR TO BE A SIGNIFICANT FACTOR IN PROMOTION DECISIONS AT WBHP. WBHP OPERATION WAS CITED AS THE WORST DEPARTMENT IN THIS AREA. CI DECLINED TO PROVIDE FURTHER INFORMATION. CONST. DEPT CONCERN.	
H -85-366-00201 T50024	MP	71813	N WBN	1	H	H	H	H		QTC	CI FEELS IT IS TVA RESPONSIBILITY TO SET AN EXAMPLE IN THE HIRING AND PROMOTING PRACTICES WITHIN TVA. LOCALS HAVE PRIORITY. NO MERIT SYSTEM IS EVIDENT. MANAGEMENT DETERMINES WHO HAS MERIT	

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

EFER - ECPS132J-ECPS132C  
 REQUEST - REQUEST  
 MP - ISSS - RHM

TEGORY: MP MGT. & PERS. ISSUES

TENNESSEE VALLEY AUTHORITY  
 OFFICE OF NUCLEAR POWER  
 EMPLOYEE CONCERN PROGRAM SYSTEM (ECP)  
 EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY  
 SUBCATEGORY: 718 TRADES AND LABOR SELECTION AND PROMOTION

22  
 RUN TIME - 10:04:3  
 RUN DATE - 03/10/82

CONCERN NUMBER	CAT	SUB CAT	S H R D	PLT LOC	1 REPORT APPL				HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION	REF. SECTIO CAT - MI SUBCAT - 7)
					2	SAF	RELATED	DF				
H -85-368-00201 T50098	MP	71814	N	WBN	1	H	H	H	H	QTC	HIRING AND PROMOTION POLICIES ARE NOT FAIRLY ENFORCED: PERSONNEL WITH PA PERMILL CANDY FACTORY, AND CHEMICAL PLANT EXPERIENCE ARE HIRED IN AND PROMOTED TO FOREMAN OVER PEOPLE WHO HAVE SEVERAL YEARS OF NUCLEAR EXPERIENCE, WHO ARE FAMILIAR WITH NUCLEAR REQUIREMENTS. CI HAS NO FURTHER INFORMATION.	
H -85-383-00101 T50013	MP	71816	N	WBN	1	H	H	H	H	QTC	WHEN A TVA EMPLOYEE APPLIES FOR AN IN-HOUSE VACANCY THEY MAY BE ACCEPTED AND MADE AN OFFER AND THEN TOLD BY THEIR CURRENT SUPERVISION THEY CANNOT BE RELEASED FOR MONTHS. THIS PRACTICE CAUSES LOW MORALE AND ALLOWS FOR "PERSONAL REVENGE" IF A SUPERVISOR WAS ENVIIOUS OR DISLIKED THE APPLICANT. SOMETIMES THE LONG WAIT CAUSES THE APPLICANT TO LOSE THE JOB OFFER	
H -85-394-00101 T50238	MP	71803	N	WBN	1	H	H	H	H	QTC	EMPLOYEES WHO APPROACH THEIR 1 YEAR SERVICE TIME SEEM TO GET MORE HARASSMENT FROM THE FOREMAN AND GENERAL FOREMAN. IT IS BELIEVED THAT THE HARASSMENT OCCURS TO TRY TO GET THE EMPLOYEE TO QUIT SO THAT THE PREVIOUS "TVA TIME" (FOR SENIORITY PURPOSES) WILL NOT BE ACCRUED BY THE EMPLOYEE. THE ADDITIONAL SENIORITY COULD JEOPARDIZE THE MANAGEMENT PERSONNEL IF A LAYOFF OCCURS. CI COULD NOT PROVIDE ANY SPECIFIC NAMES. NO ADDITIONAL INFORMATION IS AVAILABLE. CONSTRUCTION DEPARTMENT CONCERN. NO FOLLOW UP	
H -85-395-00201 T50014	MP	71816	H	WBN	1	H	H	H	H	QTC	TVA DID NOT PUBLISH TWO PERMANENT POSITIONS OPEN IN NUCLEAR POWER. BOTH POSITIONS WERE FILLED WITH NON-VETERANS. DATES 1982 AND 1984.	

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.



EPER - ECPS132J-ECPS132C  
 REQUEST - REQUEST  
 HP - ISSS - RHM

TENNESSEE VALLEY AUTHORITY  
 OFFICE OF NUCLEAR POWER  
 EMPLOYEE CONCERN PROGRAM SYSTEM (ECPS)  
 EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY  
 SUBCATEGORY: 718 SALARY POLICY SELECTION AND PROMOTION

23  
 TIME - 10:04:31  
 RUN DATE - 03/10/85

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 - 718
					2	SAF	BL	SQ				
I -85-469-00101 T50035	IH	60400	S	WBN	1					IH-85-469-001	QTC	NO MERIT SYSTEM ON SITE. PROMOTIONS ARE BASED ON NEPOTISM AND WHETHER OR NOT AN INDIVIDUAL WEARS A MASON'S RING. PROMOTIONS BASED ON THESE FACTORS HAVE PLACED INCOMPETENT INDIVIDUALS IN SUPERVISORY POSITIONS
					2							
02	MP	71813	S	WBN	1	N	N	N	N			
					2	NA	NA	NA	NA			
I -85-476-00101 T50037	MP	71815	N	WBN	1	N	N	N	N	IH-85-476-001	QTC	TVA EXHIBITS FAVORITISM BY PROMOTING UNQUALIFIED PEOPLE TO MANAGEMENT POSITIONS.
					2	NA	NA	NA	NA			
I -85-490-00101 T50029	MP	71814	N	WBN	1	N	N	N	N		QTC	MANAGEMENT HIRED MEN "OFF THE STREET" TO PUT IN NA GROUP RATHER TAKE MEN WHO HAD BEEN ON SITE FOR 5-10 YEARS. MORALE WENT DOWN. (NAMES KNOWN TO QTC)
					2	NA	NA	NA	NA			
I -85-492-00501 T50028	MP	71814	N	WBN	1	N	N	N	N		QTC	SOME CRAFT MEMBERS HAVE NOT BEEN TOLD YET WHEN, OR IF EVER THEY WILL EVER BE GOING TO NUCLEAR POWER. YET EVERYONE ELSE HAS BEEN TOLD ONE WAY OR ANOTHER. (NAMES/DETAILS KNOWN TO QTC).
					2	NA	NA	NA	NA			
I -85-500-00101 T50031	IH	60400	S	WBN	1						QTC	DISCRIMINATION REGARDING SALARY AND PROMOTION TO A POSITION THAT UTILIZE SKILLS COMPARABLE TO EMPLOYEE'S TRAINING, EDUCATION, AND ABILITIES. (NAMES AND DETAILS KNOWN TO QTC)
					2							
02	MP	71801	S	WBN	1	N	N	N	N			
					2	NA	NA	NA	NA			
I -85-542-00101 T50045	MP	71814	N	WBN	1	N	N	N	N	IN-85-542-001	QTC	ALL MANAGEMENT ARE MORE MOTIVATED POLITICALLY THAN GETTING THE JOB DONE. CRAFT MEMBERS ARE OFTEN MORE QUALIFIED BOTH EXPERIENCE AND EDUCATION. POSITIONS ARE GIVEN BASED AS WHO YOU KNOW RATHER THAN QUALIFICATIONS.
					2	NA	NA	NA	NA			
I -85-549-00501 T50049	MP	71801	N	WBN	1	N	N	N	N		QTC	IF A PERSON HAS A COLLEGE DEGREE THEY ARE MORE LIKELY TO GET A BETTER JOB & MORE PAY W/TVA NO MATTER WHAT THE DEGREE IS IN. A MUSIC DEGREE COULD QUALIFY YOU FOR MANAGEMENT POSITION.
					2	NA	NA	NA	NA			

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

REF - ECPS132J-ECPS132C  
 REQUEST - REQUEST  
 MP - 1555 - RHM

TENNESSEE VALLEY AUTHORITY  
 OFFICE OF NUCLEAR POWER  
 EMPLOYEE CONCERN PROGRAM SYSTEM (ECPS)  
 EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY  
 SUBCATEGORY: 718 FAIRNESS OF VACANCY ANNOUNCEMENT PROCESS

24  
 RUN TIME - 10:04:  
 RUN DATE - 03/10/8

REGORY: 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 - MI SUBCAT - 7
				2	S	F	RELATED				
II -85-550-00301 T50049	MP	71816	N WBN	1	H	H	H	H	QTC	JOB OPENINGS ON THE POWER SIDE ARE BEING GIVEN TO CRAFT PERSONNEL REGARDLESS OF ABILITY OR PROFICIENCY.	
II -85-556-00301 T50051	MP	71803	N WBN	1	H	H	H	H	QTC	LAYOFFS: ONE FITTER HIRED IN LAST IS STILL AROUND WHILE OTHERS WERE LAID OFF WHO HIRED ON EARLIER. ONE KEPT HAS BEEN A "PAPER PUSHER" FOR A LONG TIME WITHOUT DOING ANY ACTUAL FITTING, IS NOW IN FIELD. (NAMES KNOWN TO ERT)	
II -85-560-00101 T50048	MP	71801	N WBN	1	H	H	H	H	QTC	1981- ENGINEERING SECTION AT BROWN'S FERRY WAS GIVEN AN ADVANCEMENT. WATTS BAR AND SEQUOYAH COUNTERPART SECTIONS WERE NOT GIVEN AN ADVANCEMENT. DUE TO A GRIEVANCE FILED, SEQUOYAH WAS GIVEN AN ADVANCEMENT WITH BACK PAY. WATTS BAR ENGINEERING SECTION TOLD THEY DID NOT QUALIFY BECAUSE WATTS BAR HAS NOT OPERATING AS YET. UNFAIR AND DISCRIMINATORY TREATMENT OF WATTS BAR EMPLOYEES.	
II -85-562-00101 T50048	MP	71816	N WBN	1	H	H	H	H	QTC	VACANCIES ARE NOT PUBLISHED ON SITE IN A MANNER THAT ASSURES ALL CRAFT CAN BE AWARE OF UPCOMING VACANCIES AND APPLICATIONS FOR THE VACANCIES SHOULD NOT ACCEPTED UNTIL AFTER THE COMPLETE PUBLICATION. THE PRESENT METHOD OF PUBLICATION ALLOWS SELECTED INDIVIDUALS BE INFORMED AND APPLY FOR THE VACANCY BEFORE OTHERS ARE EVEN AWARE IT EXIST. (NAMES, DETAILS, AND PARTICULAR INCIDENTS ARE KNOWN TO QTC)	
II -85-563-00201 T50113	MP	71816	N WBN	1	H	H	H	H	QTC	MANAGEMENT DOES NOT COMMUNICATE WITH THE CRAFTS ABOUT NEW JOB OPENINGS. NEW JOBS IMPOSSIBLE TO FIND OUT ABOUT. CI DECLINE TO PROVIDE MORE INFORMATION. NO FOLLOW UP REQUIRED.	

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

REFER - ECPS132J-ECPS132C  
 REQUEST - REQUEST  
 MP - ISSS - RHM

TENNESSEE VALLEY AUTHORITY  
 OFFICE OF NUCLEAR POWER  
 EMPLOYEE CONCERN PROGRAM SYSTEM (ECPS)  
 EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY  
 SUBCATEGORY: 718 FAIRNESS OF VACANCY ANNOUNCEMENT PROCESS

25  
 RUN TIME - 10:04:3  
 RUN DATE - 03/10/8

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 - 71
					2	SAF	RELATED	BF				
1 -85-563-00401 T50109	MP	71816	N	WBN	1	N	N	N	N		QTC	VIOLATIONS/MODIFICATIONS OF TVA RULES AND REGULATIONS IN PRESENTING NEW JOB OPENINGS. CI DECLINED TO PROVIDE FURTHER INFORMATION. NO FURTHER FOLLOW UP REQUIRED.
1 -85-563-00601 T50109	MP	71816	N	WBN	1	N	N	N	N		QTC	QUALIFIED PERSONNEL ARE NOT NOTIFIED OF NEW JOB OPENINGS. INFORMATION CONCERNING THESE JOB OPPORTUNITIES ARE IMPOSSIBLE TO FIND OUT ABOUT. POSTING OF POSITIONS TO BE FILLED IS NOT DONE. CI DECLINED TO PROVIDE FURTHER INFORMATION. NO FOLLOW UP REQUIRED.
1 -85-577-00301 T50052	MP	71813	N	WBN	1	N	N	N	N	IN-85-577-003	QTC	TVA OPERATES POLITICALLY RATHER THAN PROMOTING AND AWARDED BASED ON MERIT.
1 -85-614-00201 T50058	MP	71813	N	WBN	1	N	N	N	N		QTC	TOO MANY PEOPLE PROMOTED FOR PERSONAL FRIENDSHIP-QUALIFICATIONS THROWN OUT THE DOOR- VETERAN'S PREFERENCE IS SUE MAKES THE SUPERVISORS & MANAGERS "SMOKE" THEY GET SO MAD.
1 -85-616-00201 T50058	MP	71801	N	WBN	1	N	N	N	N		QTC	SRO IN CHARGE OF OVERALL PLANT SAFETY IS PAID LESS THAN PEOPLE WHO HAVE NO PLANT OPERATING RESPONSIBILITIES. THIS GUARANTEES A MORALE PROBLEM AMONG THE PEOPLE WHOSE ATTITUDES ARE THE MOST IMPORTANT IN THE ENTIRE PLANT.
1 -85-618-00101 T50059	MP	71802	N	WBN	1	N	N	N	N		QTC	TVA DOES NOT HAVE A POSITION DESCRIPTION (RESPONSIBILITIES, QUALIFICATIONS, ETC...) FOR THE POSITION OF CRAFT FOREMAN, WHILE POSITION DESCRIPTIONS ARE AVAILABLE FOR EVERY OTHER CRAFT POSITION. NO FURTHER DETAILS AVAILABLE.

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.



ECPS132J-ECPS132C  
 REQUEST  
 ISS - RHM

TENNESSEE VALLEY AUTHORITY  
 OFFICE OF NUCLEAR POWER  
 EMPLOYEE CONCERN PROGRAM SYSTEM (ECPS)  
 EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY  
 SUBCATEGORY: 718 TRADES AND LABOR SELECTION AND PROMOTION

TIME - 10:04  
 RUN DATE - 03/10

REGORY: 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. SECT CAT - 1 SUBCAT - 7
					2	SAF	RELATED	BF				
85-632-00801 T50242	MP	71814	H	WBN	1	H	H	H	H	QTC	TVA DOES NOT BASE SELECTION FOR SUPERVISORY TRAINING UPON EMPLOYEE EXPERIENCE OR QUALIFICATIONS. INSTEAD, FAVORITISM IS THE DETERMINING FACTOR. DETAILS KNOWN TO QTC, WITHHELD DUE TO CONFIDENTIALITY. NO FURTHER INFORMATION MAY BE RELEASED. CI HAS NO FURTHER INFORMATION. CONSTRUCTION DEPARTMENT CONCERN.	
85-639-00201 T50238	MP	71813	H	WBN	1	H	H	H	H	QTC	PROMOTIONS WERE BASED ON FAVORITISM. ELEVEN TO FIFTEEN OFFICERS WERE PROMOTED TO LIEUTENANT. ALL WERE FROM CENTRAL ALARM STATION EXCEPT ONE. INDIVIDUALS WERE PROMOTED AHEAD OF THOSE WITH MORE ENFORCEMENT EXPERIENCE. CI DECLINED TO PROVIDE ANY ADDITIONAL INFORMATION. CONSTRUCTION DEPARTMENT CONCERN. NO FOLLOW UP REQUIRED.	
85-663-00201 T50238	MP	71813	H	WBN	1	H	H	H	H	QTC	VACANCY ANNOUNCEMENT POSITIONS ARE BEING FILLED BASED ON "BUDDY-BUDDY" SYSTEM NOT ON PERSONAL QUALIFICATION. JOB DESCRIPTIONS/CLASSIFICATIONS ARE CHANGED TO SUIT HAND-PICKED INDIVIDUAL'S QUALIFICATIONS. EXAMPLE: TVA ANNOUNCED VACANT POSITION AND EMPLOYEE WHO MET ALL OF THE QUALIFICATIONS APPLIED AND THE ANNOUNCEMENT WAS WITHDRAWN AND REWRITTEN WITH AN ADDITIONAL REQUIREMENT. THIS REQUIREMENT WAS NOT RELEVANT TO THE ANNOUNCED POSITION'S JOB DUTIES, AND WAS ONLY ADDED TO DISQUALIFY ONE EMPLOYEE	

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.



REFER - ECPS132J-ECPS132C  
 REQUEST - REQUEST  
 MP - ISSS - RHM

TENNESSEE VALLEY AUTHORITY  
 OFFICE OF NUCLEAR POWER  
 EMPLOYEE CONCERN PROGRAM SYSTEM (ECPS)  
 EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY  
 SUBCATEGORY: 718 SALARY POLICY SELECTION AND PROMOTION

27  
 TIME - 10:04:3  
 RUN DATE - 03/10/8

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. SECTIO CAT - MP SUBCAT - 71	
					2	SAF	BL	SQ					HB
I -85-663-01001 T50239	MP	71813	N	WBH	1	N	N	N	N	QTC	UNFAIR TREATMENT: TVA HAS UNFAIRLY DENIED A QUALIFIED PERSON EMPLOYMENT. THEN AFTER PERSON GAINED EMPLOYMENT WITH TVA, POSITIONS WERE DENIED BECAUSE OF THE BUDDY SYSTEM. TVA UNFAIRLY WITHDREW JOB OPENINGS THAT THIS EMPLOYEE WAS CLEARLY QUALIFIED FOR. EMPLOYEE WAS TRANSFERRED IN A WAY NOT CONSISTENT WITH LONG-STANDING TVA POLICY. DETAILS KNOWN TO QTC, WERE HELD TO MAINTAIN CONFIDENTIALITY. NO FURTHER INFORMATION MAY BE RELEASED. CONSTRUCTION DEPARTMENT CONCERN. CI HAS NO FURTHER INFORMATION		
N -85-663-01101 T50239	MP	71708	S	WBH	1	N	N	N	N	QTC	TVA MANAGEMENT ABUSES THEIR POWER TO PROMOTE BY PROMOTING UNQUALIFIED PERSONNEL. E.G.: ENGINEERING ASSOCIATE HAS PROMOTED TO M-5 (DEPARTMENT KNOW). QUALIFICATIONS FOR ALL KEY MANAGERS AT WBHP SHOULD BE ANALYZED. JUST BECAUSE EMPLOYEES BUILT TVA'S BRIDGES AND FOSSIL PLANTS DOESN'T MEAN THAT THEY'RE QUALIFIED FOR NUCLEAR WORK. CI DECLINED TO PROVIDE FURTHER DETAILS. 1985 CONSTRUCTION DEPARTMENT CONCERN. NO FOLLOW UP REQUIRED.		
	02 MP	71815	S	WBH	1	N	N	N	N				
					2	NA	NA	NA	NA				
I -85-680-00401 T50123	MP	71803	N	WBH	1	N	N	N	N	IN-85-680-004	QTC	WHEN THE CONSTRUCTION IS GETTING COMPLETED, FIRST THING THE MANAGEMENT DOES IS TO START THE LAYING OFF OF CRAFTS AND EMPLOYEES AT WORKING LEVEL AND START FORMING NEW OR DIFFERENT DIVISIONS TO ADJUST ALL THE SUPERVISORY PERSONNEL. THIS IS WRONG SINCE SUPERVISION DOESN'T DO ANY WORK. NO SPECIFICS WERE AVAILABLE FROM CI. THIS IS A CONSTRUCTION DEPT CONCERN.	

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

REFER - ECPS132J-ECPS132C  
 REQUEST - REQUEST  
 MP - ISSS - RHM

TENNESSEE VALLEY AUTHORITY  
 OFFICE OF NUCLEAR POWER  
 EMPLOYEE CONCERN PROGRAM SYSTEM (ECPS)  
 EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY  
 SUBCATEGORY: 718 SALARY POLICY SELECTION AND PROMOTION

28  
 TIME - 10:04:3  
 RUN DATE - 03/10/8

TEGORY: 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. SECTIO CAT - MF SUBCAT - 71
					2	BF	BL	SQ				
H -85-682-00401 T50116	MP	71813	N	WBN	1	H	H	H	H	QTC	BASIS FOR PROMOTIONS AND/OR PAY INCREASES IS THE QUANTITY OF INSPECTIONS RATHER THAN QUALITY OF INSPECTIONS. THIS PRACTICE DOES NOT PROMOTE CONFIDENCE IN THE INSTALLATIONS. (NAME S KNOWN TO QTC) CI HAS NO ADDITIONAL INFORMATION. CONSTRUCTION DEPT CONCERN.	
H -85-694-00201 T50073	MP	71816	N	WBN	1	H	H	N	H	QTC	ANNOUNCEMENTS OF PERMANENT POSITIONS AVAILABLE ARE NOT POSTED WHERE ALL HAVE ACCESSIBILITY AND POSITIONS ARE FILLED BEFORE VETERANS KNOW THEY EXIST. (NAMES/DETAILS KNOWN TO QTC) NO FOLLOW-UP.	
H -85-694-00401 T50107	MP	71813	N	WBN	1	N	N	H	H	QTC	MANAGEMENT IN HSB (NAMES AVAILABLE) DOES NOT IMPLEMENT TVA HIRING POLICIES FAIRLY. MANAGEMENT "FAVORITES" GET THE JOBS. EXAMPLE: CI APPLIED FOR A JOB WITH A DIFFERENT TVA DEPARTMENT. CI'S FIRST MANAGEMENT CONTACT INDICATED CI WOULD NOT BE CONSIDERED SINCE CI WAS ALREADY ON A TVA JOB. THE SECOND MANAGEMENT CONTACT REFERRED CI TO A THIRD MANAGEMENT CONTACT WHO INDICATED PLACEMENT WAS ON A FIRST COME BASIS. A FINAL CONTACT WAS MADE, AND CI WAS TOLD EVERYONE TAKEN WOULD BE	
H -85-740-00801 T50199	MP	71809	N	WBN	1	H	H	N	N	QTC	CI WAS LAID OFF PER TVA MANAGEMENT'S CRITERIA FOR WELDER CERTIFICATION RENEWAL, ALTHOUGH CRITERIA OF THE APPLICABLE QCI WERE NOT VIOLATED; MANAGERS CHANGE THE CRITERIA WHENEVER MANAGERS FEEL LIKE IT. DETAILS KNOWN TO QTC, WITHHELD TO MAINTAIN CONFIDENTIALITY. CI DECLINED TO PROVIDE FURTHER INFORMATION. CONSTRUCTION DEPT. CONCERN.	

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.



EFER - ECPS132J-ECPS132C  
 REQUEST - REQUEST  
 MP - ISSS - RHM

TENNESSEE VALLEY AUTHORITY  
 OFFICE OF NUCLEAR POWER  
 EMPLOYEE CONCERN PROGRAM SYSTEM (ECPS)  
 EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY  
 SUBCATEGORY: 718 FAIRNESS OF VACANCY ANNOUNCEMENT PROCESS

TIME - 10:04:32  
 RUN DATE - 03/10/85

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 = 7	
					2	SAF	RELATED	BF					DL
H -85-750-00101 T50077	MP	71816	N	WBN	1	N	N	N	N		QTC	TVA DOES NOT GIVE ALL APPLICANTS EQUAL CONSIDERATION RELATIVE TO POSITIONAL VACANCIES. DETAILS KNOWN TO QTC, WITHHELD DUE TO CONFIDENTIALITY.	
H -85-755-00101 T50076	MP	71813	N	WBN	1	N	N	N	N	IN-85-755-001	QTC	TVA PROMOTES PERSONNEL INTO RESPONSIBLE POSITIONS WITH NO OPERATIONS EXPERIENCE. BECAUSE THE PLANT WILL BE OPERATIONAL SOON AND QUALIFIED PEOPLE ARE AVAILABLE, THIS PRACTICE SHOULD BE REVIEWED AND EVALUATED. NO FURTHER DETAILS AVAILABLE.	
H -85-758-00301 T50073	MP	71813	N	WBN	1	N	N	N	N		QTC	FAVORITISM WAS SHOWN IN SELECTION OF PERSONNEL FOR THE N.S.B. SELECTION WAS SUPPOSED TO BE BASED ON VETERANS PREFERENCE BUT APPEARS TO BE BASED ON WHETHER OR NOT AN INDIVIDUAL WAS A MASON. NO ADDITIONAL INFORMATION AVAILABLE. NO FOLLOW-UP REQUIRED.	
H -85-763-00101 T50072	MP	71708	S	WBN	1	N	N	N	N		QTC	WHAT LEVEL OF QUALIFICATIONS DO UPPER LEVEL CONSTRUCTION MANAGEMENT HAVE TO MEET? INITIAL ASSIGNMENTS AND PROMOTIONS ARE BASED ON POLITICS, NOT EXPERIENCE.	
	02	MP		71815	S	WBN	1	N	N	N		QTC	WHAT LEVEL OF QUALIFICATIONS DO UPPER LEVEL CONSTRUCTION MANAGEMENT HAVE TO MEET? INITIAL ASSIGNMENTS AND PROMOTIONS ARE BASED ON POLITICS, NOT EXPERIENCE.
H -85-772-00801 T50123	MP	71813	N	WBN	1	N	N	N	N		QTC	EMPLOYMENT AND PROMOTIONS WITHIN TVA ARE BASED ON FAVORITISM & BUDDY-BUDDY RELATIONSHIP, NOT ON QUALIFICATION AND EXPERIENCE. DETAILS ARE KNOWN TO QTC. FURTHER INFORMATION WILL COMPROMISE CONFIDENTIALITY. HUC PHR CONCERN.	
H -85-774-00101 T50116	IH	60400	S	WBN	1						QTC	SUPERVISOR REQUESTED INDIVIDUAL TO HELP "SET UP" OTHERS FOR TERMINATION. (NAMES/DETAILS KNOWN TO QTC AND RELEASE OF INFORMATION WOULD JEOPARDIZE CONFIDENTIALITY) CONSTRUCTION DEPT CONCERN	
	02	MP		71811	S	WBN	1	N	N	N		QTC	SUPERVISOR REQUESTED INDIVIDUAL TO HELP "SET UP" OTHERS FOR TERMINATION. (NAMES/DETAILS KNOWN TO QTC AND RELEASE OF INFORMATION WOULD JEOPARDIZE CONFIDENTIALITY) CONSTRUCTION DEPT CONCERN

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

REFER - ECPS132J-ECPS132C  
 REQUEST - REQUEST  
 MP - ISSS - RHM

TEHNESE VALLEY AUTHORITY  
 OFFICE OF NUCLEAR POWER  
 EMPLOYEE CONCERN PROGRAM SYSTEM (ECPS)  
 EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY  
 SUBCATEGORY: 718 SALARY POLICY SELECTION AND PROMOTION

30  
 RUN TIME - 10:04:3  
 RUN DATE - 03/10/8

REGORY: MP MGT. & PERS. ISSUES

CONCERN NUMBER	CAT	SUB CAT	S R D	PLT LOC	1 REPORT APPL					HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION	
					2	SAF	BL	SQ	NB				RELATED
II -85-778-00601 T50080	MP	71813	N	WBN	1	N	H	H	H	N	IN-85-778-006	QTC	TVA MANAGEMENT DISPLAYS FAVORITISM/AWARDS PROMOTIONS BASED ON MASONIC MEMBERSHIP RATHER THAN FAIR PRACTICE
II -85-784-00101 T50080	MP	71814	N	WBN	1	H	N	H	H	N		QTC	HIRING PRACTICE FOR NUC PMR POSITION S IS NOT PER THE GENERAL AGREEMENT. (SUBMISSION OF FURTHER DETAILS KNOWN TO QTC, COULD COMPROMISE CI'S CONFIDENTIALITY
II -85-785-00701 T50154	MP	71802	S	WBN	1	H	H	H	H			QTC	PAY INCREASES ARE GIVEN TO BUDDIES AND FAVORITES INSTEAD OF QUALIFIED AND PRODUCTIVE PEOPLE. MANAGEMENT FOR CD CRAFT GROUP MANAGERS (ASST. CONSTRUCTION SUPT. 'S AND G. F.S) TO RETIRE OR LAY OFF TO GET IT'S BUDDIES AND FAVORITES INTO SELECTED POSITIONS. CI SUGGESTED REVIEWING THE ORGANIZATIONAL CHART FOR THE LAST 5-6 YEARS CONSTR. DEPT. CONCERN. NO FOLLOW UP REQUIRED.
	02	MP	S	WBN	1	H	H	H	H				
II -85-790-00101 T50081	MP	71802	N	WBN	1	H	H	H	H			QTC	UNFAIR LABOR PRACTICE FOR 2 EMPLOYEES DOING THE SAME JOB AND RECEIVING 2 DIFFERENT PAY SCALES. NO ADDITIONAL INFORMATION AVAILABLE.
II -85-818-00101 T50230	MP	71814	N	WBN	1	H	H	H	H			QTC	CI FEELS THAT CI WAS NOT TREATED FAIRLY REGARDING A TRANSFER ACTION BETWEEN WATTS BAR AND PHIPPS BEND, WHICH RESULTED IN CI LOSING EMPLOYMENT AND CRAFT APPRENTICESHIP PROGRAM. DETAILS KNOWN TO QTC WITHHELD DUE TO CONFIDENTIALITY. NO FURTHER INFORMATION MAY BE RELEASED. CONSTRUCTION DEPARTMENT CONCERN. CI HAS NO FURTHER INFORMATION. NO FOLLOW UP REQUIRED

REF. SECTION  
 CAT - MF  
 SUBCAT - 71

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

REF - ECPS132J-ECPS132C  
 REQU - REQUEST  
 N - 1555 - RHM

TENNESSEE VALLEY AUTHORITY  
 OFFICE OF NUCLEAR POWER  
 EMPLOYEE CONCERN PROGRAM SYSTEM (ECPS)  
 EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY  
 SUBCATEGORY: 718 TRADES AND LABOR SELECTION AND PROMOTION

31  
 TIME - 10:04:39  
 RUN DATE - 03/10/87

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 - 718
					2	SAF	RELATED	BF	BL				
-85-822-00101 T50220	MP	71814	N	WBN	1	H	H	H	H		QTC	MANAGEMENT BASES PROMOTIONS ON THE "BUDDY" SYSTEM RATHER THAN ON QUALIFICATIONS. TO PROVE THIS POINT, CI STATED THAT AN EMPLOYEE WHO VIOLATED WORK RULES WAS PROMOTED TO A SUPERVISORY POSITION. DETAILS KNOWN TO QTC, WITHHELD DUE TO CONFIDENTIALITY. CO INSTRUCTION DEPT. CONCERN. CI DECLINED TO PROVIDE ANY FURTHER INFORMATION.	
-85-837-00101 T50090	MP	71803	N	WBN	1	H	N	H	H	IN-85-837-001	QTC	TVA LAYOFF POLICY UNFAIR AND INCONSISTENT. INDIVIDUAL (NAME KNOWN) LAID OFF AND OTHERS IN SAME CRAFT (KNOWN TO ERT) WITH SIMILAR QUALIFICATIONS (DETAILS KNOWN) WERE NOT LAID OFF, EVEN THOUGH THEY HAD MUCH LESS SENIORITY. THIS LAYOFF WAS HANDLED DIFFERENTLY FROM PREVIOUS ONES.	
-85-842-00301 T50089	MP	71814	N	WBN	1	H	H	H	N		QTC	SOME MANAGEMENT WITHHOLD TRANSFER NOTICE UNTIL THE DAY BEFORE EMPLOYEE IS TO BE TRANSFERRED. OFTEN THIS TRANSFER WAS AT THE REQUEST OF THE EMPLOYEE AND INVOLVES A MOVE TO ANOTHER TVA SITE. (NAMES/DETAILS KNOWN TO QTC AND RELEASE OF THIS INFORMATION WOULD JEOPARDIZE CI'S CONFIDENTIALITY)	
-85-842-00501 T50085	MP	71813	N	WBN	1	H	H	H	N		QTC	SOME MANAGEMENT PROHIBITS EMPLOYEE ADVANCEMENT BY REFUSING TO RELEASE EMPLOYEES FOR SIX MONTHS AFTER EMPLOYEE HAS BEEN ACCEPTED FOR DIFFERENT POSITION. (NAMES/DETAILS KNOWN TO QTC AND RELEASE OF INFORMATION WOULD JEOPARDIZE CI'S CONFIDENTIALITY)	

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.



ECPS132J-ECPS132C  
 REQUEST  
 MP - 1555 - RWH

CATEGORY: MP MGT. & PERS. ISSUES

TENNESSEE VALLEY AUTHORITY  
 OFFICE OF NUCLEAR POWER  
 EMPLOYEE CONCERN PROGRAM SYSTEM (ECPS)  
 EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY  
 SUBCATEGORY: 718 TRADES AND LABOR SELECTION AND PROMOTION

32  
 RUN TIME - 10:04:3  
 RUN DATE - 03/10/8

CONCERN NUMBER	CAT	SUB CAT	S R D	PLT LOC	1 REPORT APPL				HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION	REF. SECTION CAT - MI SUBCAT - 73
					2	SAF	RELATED	DF				
H -85-889-00101 T50189	MP	71814	N	WBN	1	H	H	H	H	QTC	CI STATED CONSTRUCTION MANAGEMENT DISCRIMINATES AGAINST QUALIFIED EMPLOYEES IN FAVOR OF UNQUALIFIED ONES WHO ARE PART OF THE "BUDDY" SYSTEM. CI GAVE SEVERAL EXAMPLES TO PROVE THE POINT. DETAILS KNOWN TO QTC, WITHHELD DUE TO CONFIDENTIALITY. CONSTRUCTION DEPARTMENT CONCERN. CI HAS NO FURTHER INFORMATION.	
					2	NA	NA	NA	NA			
H -85-918-00101 T50133	MP	71812	N	WBN	1	H	H	H	H	QTC	THE ROOT OF THE POOR QUALITY PROBLEM IS NOT BEING ADDRESSED BY TVA. THE POOR WORKER IS THE ROOT OF THE PROBLEM AND EXISTING TVA POLICY HAS NO WAY TO GET RID OF THE BAD WORKER AND REWARD THE GOOD WORKER. CI COULD PROVIDE NO ADDITIONAL SPECIFICS.	
					2	NA	NA	NA	NA			
H -85-933-00501 T50265	MP	71706	S	WBN	1	H	H	H	H	QTC	TVA'S PROGRAM OF LICENSING DEGREE ENGINEERS AS SENIOR REACTOR OPERATORS WAS DREAMED (MANAGER KNOWN) UP TO HELP "HIDE" SURPLUS DEGREE PERSONNEL WHOM TVA DOES NOT WANT TO LAY OFF. CI HAS NO FURTHER INFORMATION. NUCLEAR POWER CONCERN.	
	02	MP		WBN	1	H	H	H	H			
					2	NA	NA	NA	NA			
H -85-933-01201 T50265	MP	71801	N	WBN	1	H	H	H	H	QTC	TVA DOES NOT CAPITALIZE ON THE PROVEN TALENTS AND CAPABILITIES OF THEIR EMPLOYEES, AND EMPHASIZES ACADEMIA OVER EXPERIENCE AND PERFORMANCE. DETAILS KNOWN TO QTC; WITHHELD TO MAINTAIN CONFIDENTIALITY. NO FURTHER INFORMATION MAY BE RELEASED. NUCLEAR POWER CONCERN.	
					2	NA	NA	NA	NA			
H -85-940-X0301 T50258	MP	71809	N	WBN	1	H	H	H	H	QTC	CI IS CONCERNED THAT THE CURRENT SYSTEM OF WELDER CERTIFICATION UPDATES DOES NOT ALLOW A WELDER WHO FAILS THE REQUIRED TESTS TO REMAIN EMPLOYED IN A NON-WELDING CRAFT CLASSIFICATION. CONSTRUCTION DEPARTMENT CONCERN. CI HAS NO FURTHER INFORMATION.	
					2	NA	NA	NA	NA			

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.





REFER - ECPS132J-ECPS132C  
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 EMPLOYEE CONCERN PROGRAM SYSTEM (ECPS)  
 EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY  
 SUBCATEGORY: 718 SALARY POLICY SELECTION AND PROMOTION

33  
 RUN TIME - 10:04:3  
 RUN DATE - 03/10/8

TEGORY: 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 - MF SUBCAT - 71
				2	SAF	BL	SQ				
H -85-958-00201 T50113	MP	71813	H WBN	1	N	N	N	N	IN-85-958-002	QTC	INADEQUATE MANAGEMENT. THE CI STATED THAT THE RIGHT PERSON (QUALIFIED, EXPERIENCED) IS NOT PUT IN THE RIGHT JOB. INSTEAD, FAVORITES OR BUDDIES ARE GIVEN THE POSITION. CI STATED THAT THE CONTINUED HIRING OF PERSONNEL IS QUESTIONABLE IN VIEW OF ALL THE COMPLAINTS (AS REPORTED IN THE NEWSPAPERS). THE CI STATED THAT THERE IS NO DESIGN ENGINEERING GROUP ON SITE. ALL THAT IS AVAILABLE ARE ENGINEERING AIDES AND ASSOCIATES. (NAMES AVAILABLE REGARDING PERSONNEL SELECTION EXAMPLES) CI HAS NO FURTHER
				2	NA	NA	NA	NA			
H -85-968-00101 T50174	MP	71813	H WBN	1	N	N	N	N		QTC	"TRACERS" WERE HIRED IN OFF THE STREET TO DO SKETCHMEN'S WORK. EVEN THOUGH TVA HAS TRAINED THE TRACERS, THEY OFTEN HAVE NOT DONE AS GOOD QUALITY WORK AS SKETCHMEN WOULD HAVE, AND HAVE ENDED UP COSTING TVA MORE MONEY THAN THEIR LOWER WAGES INITIALLY SAVED. BECAUSE THE ORIGINAL DRAWINGS WERE DISCARDED AND THE TRACINGS KEPT, THIS GIVES THE APPEARANCE THAT THE TRACERS ACTUALLY DID THE WORK (EXAMPLE, VAULTED DRAWINGS FORM 1978 TO 1982). CI HAS NO FURTHER INFORMATION. CONST. DEPT. CONCERN. NO FOLLOW UP
				2	NA	NA	NA	NA			
H -85-971-00101 T50112	IH	60400	S WBN	1						QTC	CI CONCERNED WHY TVA EMPLOYEE (NAME KNOWN) WAS REINSTATED AFTER APPARENT VIOLATION OF FEDERAL LAW. CI HAS NO FURTHER INFORMATION. NO FOLLOW UP REQUIRED.
	02	MP	71803	S WBN	1	N	N	N			
				2	NA	NA	NA	NA			

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

OPER - ECPS132J-ECPS132C  
 REQUEST - REQUEST  
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TENNESSEE VALLEY AUTHORITY  
 OFFICE OF NUCLEAR POWER  
 EMPLOYEE CONCERN PROGRAM SYSTEM (ECP)  
 EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY  
 SUBCATEGORY: 718 SALARY POLICY SELECTION AND PROMOTION

34  
 RUN TIME - 10:04:3  
 RUN DATE - 03/10/8

CATEGORY: MP MGT. & PERS. ISSUES

CONCERN NUMBER	CAT	SUB CAT	S R PLT D LOC	1 REPORT APPL					HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION
				2 SAF	BF	DL	SQ	WB			
H -85-973-00401 T50111	MP	71813	N WBN	1 H	H	H	H	H		QTC	CI STATED THAT MORALE ON SITE IS VERY POOR BASED ON THE FOLLOWING ITEMS: PROMOTIONS BASED ON FAVORITISM, NOT MERIT; SUPERVISORY TYPE POSITIONS ARE GIVEN TO PERSONS OUTSIDE OF SPECIFIC GROUPS AND PROMOTIONS DO NOT OCCUR FROM WITHIN THESE GROUPS; "MANAGEMENT" DOES NOT CARE ABOUT ITS PEOPLE. CI PROVIDED NO SPECIFIC EXAMPLES - GENERIC CONCERN. NO FOLLOW UP REQUIRED.
H -86-013-00101 T50241	MP	71813	N WBN	1 N	N	N	N	N		QTC	CI FEELS OVERLOOKED OR BYPASSED AS FAR AS RECEIVING A PROMOTION. DETAILS KNOWN TO QTC, WITHHELD DUE TO CONFIDENTIALITY. NO FURTHER INFORMATION MAY BE RELEASED. CONSTRUCTION DEPARTMENT CONCERN. NOTE: CI WISHED THIS CONCERN TO BE WITHDRAWN, AS CI DOES NOT FEEL IT IS VERY IMPORTANT AFTER THE RECENT LAYOFFS.
H -86-020-00201 T50109	MP	71813	N WBN	1 N	N	N	N	N	IN-86-020-002	QTC	SUPERVISION (POSITIONS KNOWN, NAMES NOT KNOWN) ARE PICKED ON "WHO YOU KNOW, NOT WHAT YOU KNOW", WHICH RESULTS IN PERSONNEL NOT BEING QUALIFIED IN THESE POSITIONS, OR PERSONNEL SUPERVISING OUTSIDE THEIR BACKGROUND EXPERIENCE. CI HAS NO FURTHER INFORMATION. NO FOLLOW UP REQUIRED.
H -86-028-00401 T50110	MP	71815	N WBN	1 N	N	N	N	N		QTC	UNQUALIFIED MANAGERS IN LEADERSHIP POSITIONS. SELECTIONS FOR SUPERVISION IS MADE BY "WHO YOU KNOW" NOT BY "WHAT YOU KNOW". CI HAS NO ADDITIONAL INFORMATION.

REF. SECTION  
 CAT - MF  
 SUBCAT - 71

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

ECPS132J-ECPS132C  
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TENNESSEE VALLEY AUTHORITY  
 OFFICE OF NUCLEAR POWER  
 EMPLOYEE CONCERN PROGRAM SYSTEM (ECPS)  
 EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY  
 SUBCATEGORY: 718 SALARY POLICY SELECTION AND PROMOTION

TIME - 10:04  
 RUN DATE - 03/10/78

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. SECTI CAT - M SUBCAT - 7
					2	SAF	RELATED					
N -86-049-00101 T50248	MP	71813	N	WBN	1	N	N	N	N	QTC	VIOLATION OF ADMINISTRATIVE GROOMING RULE. NON-DEGREEED INDIVIDUAL SELECTED OVER DEGREEED INDIVIDUALS. (NAME S NOT KNOWN) DETAILS KNOWN TO QTC, WITHHELD DUE TO CONFIDENTIALITY. NO FURTHER INFORMATION MAY BE RELEASED. CONSTRUCTION DEPARTMENT CONCERN. NO FURTHER INFORMATION AVAILABLE IN FILE. NO FOLLOW UP REQUIRED.	
					2	NA	NA	NA	NA			
N -86-058-00201 T50113	MP	71801	N	WBN	1	N	N	N	N	IN-86-058-002 QTC	CLERICAL PERSONNEL (DEPARTMENT KNOWN) PERFORMING WORK NORMALLY PERFORMED BY HIGHER PAID PERSONNEL. CI DOES NOT FEEL HIS IS APPROPRIATE. NUCLEAR POWER CONCERN. CI HAS NO FURTHER INFORMATION. NO FOLLOW UP REQUIRED.	
					2	NA	NA	NA	NA			
N -86-061-00201 T50178	MP	71813	N	WBN	1	N	N	N	N	QTC	UNFAIR HIRING PRACTICES BY TVA. FAVORITISM EXPRESSED AS A BASIS FOR FILING SUPERVISORY POSITION. LACK OF RESPONSE BY TVA TO QUALIFIED APPLICANTS. DETAILS KNOWN TO QTC, WITHHELD DUE TO CONFIDENTIALITY. NUCLEAR POWER CONCERN. CI WILL NOT PROVIDE FURTHER INFORMATION.	
					2	NA	NA	NA	NA			
N -86-064-00201 T50119	MP	71813	N	WBN	1	N	N	N	N	QTC	MGMT, DISCRIMINATES AMONG EMPLOYEES WHEN SELECTING PERSONNEL FOR A PROMOTION OR ASSIGNMENT. (NAMES/DETAILS KNOWN TO QTC AND RELEASE OF THIS INFORMATION WOULD JEOPARDIZE CI'S CONFIDENTIALITY). CI HAS NO MORE INFORMATION. NUCLEAR POWER CONCERN.	
					2	NA	NA	NA	NA			
N -86-064-00301 T50119	MP	71813	N	WBN	1	N	N	N	N	QTC	MANAGEMENT OPENLY BY-PASSED A COMPETENT RESPECTED EMPLOYEE, WHO HAD SERVED IN THE POSITION ON AN ACTING BASIS, TO PROMOTE/TRANSFER AN EMPLOYEE WHO WAS ONE OF THEIR "FAVORITES". (NAMES/DETAILS KNOWN TO QTC AND RELEASE OF THIS INFORMATION WOULD JEOPARDIZE CI'S CONFIDENTIALITY). CI HAS NO MORE INFORMATION NUCLEAR POWER CONCERN.	
					2	NA	NA	NA	NA			

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.



REF ID: A66887  
 ECPS132J-ECPS132C  
 REQUEST - REQUEST  
 MP - ISSS - RHM

TEENESS VALLEY AUTHORITY  
 OFFICE OF NUCLEAR POWER  
 EMPLOYEE CONCERN PROGRAM SYSTEM (ECPS)  
 EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY  
 SUBCATEGORY: 718 SALARY POLICY SELECTION AND PROMOTION

36  
 RUN TIME - 10:04:39  
 RUN DATE - 03/10/87

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 - 718
					2	SAF	BL	SQ				
1 -86-069-00201 T50118	MP	71813	N	WBN	1	N	N	N	N	IN-86-069-002	QTC	PROMOTIONS ARE OFTEN BASED ON THE "BUDDY" SYSTEM RATHER THAN MERIT AND ABILITY. PERSONNEL FILES ARE SELDOM CHECKED AND A NUMBER OF PERSONNEL ARE PROMOTED WITH LIMITED WORK EXPERIENCE. CI HAS NO ADDITIONAL INFORMATION. CONSTRUCTION CONCERN.
1 -86-069-00401 T50119	MP	71810	N	WBN	1	N	N	N	N		QTC	MANAGEMENT DOES NOT CONSULT WITH THE PERSONNEL OFFICE PRIOR TO THE TERMINATION OF EMPLOYEES. THIS OFTEN LEADS TO REINSTATEMENT WHICH IS COSTLY IN TIME AND MONEY. THIS HAPPENS OFTEN, AND INVOLVES THE SAME SUPERVISOR. CI HAS NO FURTHER INFORMATION. CONSTRUCTION CONCERN.
1 -86-079-00301 T50117	MP	71813	N	WBN	1	N	N	N	N		QTC	TVA HAS USED "SOME PRETTY SORRY PRACTICES" IN PROMOTION OF EMPLOYEES. WHEN AN INDIVIDUAL GETS ALONG WITH CO-WORKERS IS NOT EVALUATED; ONCE TVA DECIDES TO PROMOTE SOMEONE, THEY ARE PROMOTED REGARDLESS. GOOD PEOPLE (BUT NOT TVA "FAVORITES") ARE OFTEN PASSED OVER FOR PROMOTION BY TVA'S CITING RELATIVELY MINOR INCIDENTS WHICH OCCURRED AS LONG AS 10 YEARS AGO IN THE EMPLOYEE'S HISTORY WITH TVA. NUCLEAR POWER CONCERN. CI HAS NO FURTHER INFORMATION. NO SPECIFICS PROVIDED. NO FOLLOW UP REQUIRED.
1 -86-079-00501 T50255	MP	71814	N	WBN	1	N	N	N	N		QTC	TVA VIOLATES UNION GENERAL AGREEMENTS IN 70-80% OF ALL PROMOTIONS GOVERNED BY THESE AGREEMENTS. TVA "STRATEGY" IS TO COUNT ON ONLY A FEW EMPLOYEES BEING WILLING TO FILE GRIEVANCES, AND TVA BEING ABLE TO BEAT MOST OF THESE GRIEVANCES AT THE HEARING. DETAILS KNOWN TO QTC, WITHHELD DUE TO CONFIDENTIALITY. NUCLEAR POWER CONCERN. NO ADDITIONAL INFORMATION MAY BE RELEASED.

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.



REF - ECPS132J-ECPS132C  
 REQUEST - REQUEST  
 MP - 1555 - RHM

TENNESSEE VALLEY AUTHORITY  
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 EMPLOYEE CONCERN PROGRAM SYSTEM (ECPS)  
 EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY  
 SUBCATEGORY: 718 SALARY POLICY SELECTION AND PROMOTION

37  
 TIME - 10:04:3  
 RUN DATE - 03/10/8

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 - MI SUBCAT - 7		
					2	SAF	RELATED	DF					DL	SQ
II -86-085-00101 T50260	IH	60400	S	WBN	1					QTC	NEPOTISM IN HIRING PRACTICES AT WBNP . DETAILS KNOWN TO QTC, WITHHELD TO MAINTAIN CONFIDENTIALITY. NO ADDITIONAL INFORMATION TO BE RELEASED. CONSTRUCTION DEPARTMENT CONCERN.			
	02	MP	71813	S	WBN	1	N	N	N	N		2	NA	NA
II -86-087-00101 T50120	MP	71815	N	WBN	1	N	N	N	N	QTC	HIGH INCOMPETENCY LEVEL AMONG TVA MANAGEMENT (GENERIC- NO NAMES KNOWN). MANY MANAGERS HAVE AN ENGINEERING BACKGROUND, AND ARE "IN OVER THEIR HEADS" WHEN IT COMES TO PERSONNEL MANAGEMENT. MANAGEMENT TRAINING COURSES GIVEN BY TVA ARE "A FARCE". SELECTION OF EMPLOYEES FOR MANAGEMENT POSITIONS IS BASED ON "POLITICS AND THE 'BUDDY' SYSTEM", RATHER THAN A FAIR EVALUATION OF ELIGIBLE PERSONNEL QUALIFICATIONS. THIS CAUSES GOOD PERSONNEL, WHO WOULD MAKE GOOD MANAGERS, TO BE PASSED OVER, AND RESULTS I			
					2	NA	NA	NA	NA					
II -86-137-01001 T50249	MP	71816	N	WBN	1	N	N	N	N	QTC	POSITIONS WITHIN TVA ARE FILLED BEFORE THEY ARE ANNOUNCED. VACANCIES ARE ANNOUNCED ONLY AS A MATTER OF RECORD. NUCLEAR POWER DEPARTMENT CONCERN. NO ADDITIONAL INFORMATION AVAILABLE IN FILE. NO FOLLOW UP REQUIRED.			
					2	NA	NA	NA	NA					
II -86-170-00501 T50125	MP	71814	N	WBN	1	N	N	N	N	QTC	PERSONNEL (KNOWN) PROMOTED BECAUSE THEY ARE IN THE CLIQUE NOT BECAUSE THEY ARE QUALIFIED. CONST. DEPT. CONCERN. CI HAS NO MORE INFORMATION. NO FOLLOW UP REQUIRED.			
					2	NA	NA	NA	NA	IN-86-170-005				
II -86-190-00101 T50194	MP	71813	N	WBN	1	N	N	N	N	QTC	TVA SOMETIMES PROMOTES EMPLOYEES WITHOUT REGARD TO SENIORITY OR EXPERIENCE. NO SPECIFIC INCIDENTS OR NAMES WERE PROVIDED BY THE CI. CI HAS NO ADDITIONAL INFORMATION. NUC. POWER CONCERN.			
					2	NA	NA	NA	NA					

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.





REF ID: A66887  
 REFERENCE - ECPS132J-ECPS132C  
 REQUEST - REQUEST  
 MP - 1333 - RHH

TEENESS VALLEY AUTHORITY  
 OFFICE OF NUCLEAR POWER  
 EMPLOYEE CONCERN PROGRAM SYSTEM (ECPS)  
 EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY  
 SUBCATEGORY: 718 SALARY POLICY SELECTION AND PROMOTION

38  
 RUN TIME - 10:04:39  
 RUN DATE - 03/10/87

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 - 718
					2	SAF	RELATED	BF				
1 -86-202-00101 T50130	MP	71813	N	WBN	1	H	N	H	N	QTC	TVA SHOULD CORRECT THE LOW MORALE PROBLEM, AND PLACE RESPONSIBLE PEOPLE IN SUPERVISORY POSITIONS, NOT "GOOD OLD BOYS". CI HAS NO FURTHER FOLLOW UP REQUIRED.	
2					2	NA	NA	NA	NA			
1 -86-209-00601 T50218	MP	71801	N	WBN	1	H	N	H	N	QTC	IN MID TO LATE SEVENTIES TVA GROWTH LEVELED OFF AND PROMOTIONS FROM C3 TO C4 BECAME VERY SLOW, HOWEVER, SOME MANAGERS CAN FIND WAYS OF MAKING C4 SLOTS WHILE OTHERS CAN'T. IT ALL DEPENDS ON THE MANAGERS EXPERTISE IN PLAYING WITH PERSONNEL RULES. MANY EMPLOYEES WHO WERE, AND ARE STYHIED IN THEIR GRADE LEVEL ARE FORCED TO TRANSFER TO ANOTHER GROUP OR LEAVE TVA ALL TOGETHER. THIS SITUATION RESULTS IN TECHNICAL POSITIONS BEING LEFT UNFILLED, OR FILLED WITH SOMEONE WHO IS NOT FAMILIAR WITH THE SYST	
2					2	NA	NA	NA	NA			
1 -86-209-00901 T50218	MP	71813	N	WBN	1	H	N	H	N	QTC	REWARDS IN THE FORM OF PROMOTIONS AND RAISES ARE GIVEN TO THOSE MANAGERS AND ENGINEERS WHO CRANK OUT, FOR EXAMPLE, MORE DRAWINGS, OR PRE-OP TEST PROCEDURES IN HIGH VOLUME, FOR THEY ARE PRECIEVED AS DOING A GOOD JOB. HOWEVER, AFTER THEY ARE PROMOTED AND GONE, THOSE LEFT BEHIND WHO PLACED QUALITY MORE IMPORTANT THAN QUANTITY HAVE TO REMORK, OR RETEST SYSTEMS AND COMPONENTS OF THOSE PERSONS WHO HAVE MOVED ON UP INTO MANAGEMENT. IT APPEARS THAT THOSE WHO PLACE QUALITY MORE IMPORTANT THAN QUANTITY	
2					2	NA	NA	NA	NA			

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

ITER - ECPS132J-ECPS132G  
 REQU - REQUEST  
 MP - 1335 - RHM

TENNESSEE VALLEY AUTHORITY  
 OFFICE OF NUCLEAR POWER  
 EMPLOYEE CONCERN PROGRAM SYSTEM (ECPS)  
 EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY  
 SUBCATEGORY: 718 SALARY POLICY SELECTION AND PROMOTION

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

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		
					2	SAF	RELATED	BF				DL	SQ
N -86-209-01401 T50218	MP	71706	S	WBN	1	H	H	H	H	QTC	IN THE BEGINNING OF THE NUCLEAR PROGRAM THERE WERE MANY EXPERIENCED FOSSIL DESIGN ENGINEERS WHO HAD BEEN AROUND A LONG TIME AND DID NOT AGREE WITH SOME OF MANAGEMENT'S APPROACH TO NUCLEAR PLANT DESIGN. THESE ENGINEERS WERE PRESSURED TO RESIGN OR RETIRE. THEIR POSITIONS WERE FILLED WITH YOUNG ENGINEERS RIGHT OUT OF COLLEGE, THEY WERE PROMOTED VERY FAST, WERE PLACED IN CHARGE OF PROGRAMS AND OPERATED THE PROGRAMS. THEY HAD LITTLE BACKGROUND AT THE TIME. THEN AND NOW, THE MANAGER WHO GETS AHEAD		
	02	MP	71813	S	WBN	1	H	H	H			2	NA
N -86-218-00201 T50134	MP	71703	S	WBN	1	H	H	H	H	QTC	A TVA FOREMAN (NAME KNOWN) IS NOT QUALIFIED FOR THE POSITION HELD. THIS INDIVIDUAL WAS PROMOTED THROUGH THE "BUDDY" SYSTEM. CI HAS NO ADDITIONAL INFORMATION. NUC PWR CONCERN. NO FOLLOW UP REQUIRED		
	02	MP	71814	S	WBN	1	H	H	H			2	NA
I -86-229-00101 T50138	MP	71813	N	WBN	1	H	H	H	H	QTC	EMPLOYEES ARE NOT REWARDED FOR ACHIEVING A DEGREE OF EXCELLENCE IN JOB PERFORMANCE. PROMOTIONS ARE TYPICALLY GIVEN TO THOSE WHO LACK SKILLS AND INITIATIVE. GOOD EMPLOYEES ARE LOCKED INTO THEIR JOBS FOREVER. CI HAS NO ADDITIONAL INFORMATION. NUC PWR CONCERN. NO FOLLOW UP REQUIRED.		
					2	NA	NA	NA	NA				
I -86-230-00401 T50194	MP	71801	N	WBN	1	H	H	H	H	QTC	LOW MORALE IS DUE, IN PART, TO TVA ASSIGNING A LOWER GRADE PERSONNEL TO SUPERVISE HIGHER GRADE PERSONNEL. DETAILS KNOWN TO QTC, WITHHELD DUE TO CONFIDENTIALITY. NUC. POWER DEPT. CONCERN. CI WOULD NOT PROVIDE FURTHER INFORMATION.		
					2	NA	NA	NA	NA				

REF. SECTION  
 CAT - MP  
 SUBCAT - 718

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.



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

TENNESSEE VALLEY AUTHORITY  
 OFFICE OF NUCLEAR POWER  
 EMPLOYEE CONCERN PROGRAM SYSTEM (ECPS)  
 EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY  
 SUBCATEGORY: 718 UNSUPPORTABLE DISCIPLINARY ACTION

40  
 RUN TIME - 10:04:39  
 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 DF BL SQ WB	HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION	REF. SECTION CAT - MP SUBCAT - 718
-86-239-00201 T50143	MP	71811	N	WBN	1 H H H H 2 NA NA NA NA	IN-86-239-002	QTC	C/I EXPRESSED THAT IT HAS A COMMON PRACTICE, 5 OR 6 YEARS AGO, TO HAVE TVA CONSTRUCTION MANAGEMENT ATTEMPT TO "GET", BY ADVERSE JOB ACTION, AN EMPLOYEE WHO EXPRESSED A CONCERN. NO SPECIFIC INSTANCES, OR NAMES OF PERSONNEL INITIATING ADVERSE ACTIONS WERE PROVIDED. CONSTRUCTION DEPT. CONCERN. C/I HAS NO FURTHER INFORMATION.	
-86-239-00301 T50143	MP	71812	N	WBN	1 H H H H 2 NA NA NA NA		QTC	THE TVA PERSONNEL SYSTEM, DUE TO ITS MANY "PROTECTIONS OF EMPLOYEE RIGHTS, ACTUALLY RESULTS IN GREAT DIFFICULTY IN DISMISSING AN EMPLOYEE WHO DOES NOT PERFORM ADEQUATELY. C/I FEELS THAT THE SYSTEM SHOULD BE "STREAMLINED TO MAKE GETTING RID OF THE "DEAD WOOD" EASIER. CONSTRUCTION DEPT. CONCERN. C/I HAS NO FURTHER INFORMATION.	
-86-246-01301 T50142	MP	71814	N	WBN	1 H H H H 2 NA NA NA NA		QTC	MANAGEMENT THREATENS UNION HALLS THAT THERE WILL BE "NO CALL OUTS" IF CERTAIN PEOPLE ARE NOT CALLED OUT. MANAGEMENT CALLS OUT FAVORITES. (NAME S/DETAILS TO THE SPECIFIC CASE ARE KNOWN TO QTC WITHHELD TO MAINTAIN CONFIDENTIALITY). NUCLEAR POWER CONCERN. CI HAS NO FURTHER INFORMATION.	
-86-266-00701 T50255	MP	71803	N	WBN	1 H H H H 2 NA NA NA NA		QTC	THERE IS DEFINITE FAVORITISM FOR A FEMALE (KNOWN) HIRED INTO THE GROUP (KNOWN) WHILE OTHER MORE QUALIFIED CRAFT ARE BEING LAID-OFF. NO FURTHER INFORMATION IN FILE.	

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

ITER - ECPS132J-ECPS132C  
 :REQ - REQUEST  
 :MP - 1988 - RHM

TENNESSEE VALLEY AUTHORITY  
 OFFICE OF NUCLEAR POWER  
 EMPLOYEE CONCERN PROGRAM SYSTEM (ECPS)  
 EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY  
 SUBCATEGORY: 718 SALARY POLICY CLASSIFICATION

41  
 TIME - 10:04:3  
 RUN DATE - 03/10/8

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 - 71:
I -86-267-00401 T50150	MP	71801	N	WBH	1 H H H H 2 NA NA NA NA		QTC	EMPLOYEE JOB DESCRIPTIONS SHOULD BE EVALUATED AND WRITTEN ON THE BASIS OF JOBS ACTUALLY PERFORMED BY AN EMPLOYEE, NOT JUST THOSE JOBS THAT ARE ASSIGNED TO A POSITION. THE USE OF THE PHRASE "...AND OTHER DUTIES AS ASSIGNED" ON SOME JOB DESCRIPTIONS PREVENTS AN ACCURATE ASSESSMENT OF ACTUAL DUTIES PERFORMED BY AN INDIVIDUAL, AND DOES NOT HIGHLIGHT THOSE EMPLOYEES WHO ARE DOING MORE OR LESS. NUCLEAR POWER DEPT. CONCERN. CI HAS NO FURTHER INFORMATION. NO FOLLOW UP REQUIRED.	
I -86-270-00401 T50150	MP	71814	N	WBH	1 H H H H 2 NA NA NA NA	IN-86-270-004	QTC	TVA TENDS TO HIRE VOLUMES OF PEOPLE RATHER THAN QUALIFIED PEOPLE. CONSTRUCTION DEPT CONCERN. CI HAS NO ADDITIONAL INFORMATION. FOLLOW-UP NOT REQUIRED.	
I -86-283-00101 T50152	MP	71815	N	WBH	1 N N H H 2 NA NA NA NA		QTC	SOME MANAGEMENT PEOPLE ARE IN THEIR PRESENT POSITIONS BECAUSE OF THEIR FRIENDSHIPS WITH CERTAIN PEOPLE. NO NAMES KNOWN. CONSTR. DEPT. CONCERN. CI HAS NO ADDITIONAL INFORMATION. FOLLOWUP NOT REQUIRED.	
I -86-291-00401 T50147	MP	71815	N	WBH	1 H H H H 2 NA NA NA NA		QTC	TVA IS GUILTY OF PROMOTING NEPOTISTIC EMPLOYMENT AND ADVANCEMENT OF EMPLOYEES. THIS IS GROSSLY UNFAIR TO MANY OF THE EMPLOYEES AND CONTRIBUTES GREATLY TO THE FACT THAT TVA HAS POOR MANAGEMENT. NUCLEAR POWER CONCERN. CI HAS NO FURTHER INFORMATION. NO FOLLOWUP REQUIRED.	
I -86-304-00301 T50162	MP	71814	N	WBH	1 H H H H 2 NA NA NA NA		QTC	CI HAD AN OFFER TO TRANSFER TO A MORE STABLE AND PERMANENT POSITION. CI'S SUPERINTENDENT WOULD NOT RELEASE CI. DETAILS KNOWN TO QTC, WITHHELD DUE TO CONFIDENTIALITY. CI HAS NO ADDITIONAL INFORMATION. NO FOLLOWUP REQUIRED.	

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.



EFEL - ECPS132J--ECP5132C  
 REQU - REQUEST  
 MP - ISSS - RHM

TEHNE VALLEY AUTHORITY  
 OFFICE NUCLEAR POWER  
 EMPLOYEE CONCERN PROGRAM SYSTEM (ECP5)  
 EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY  
 SUBCATEGORY: 718 FAIRNESS OF VACANCY ANNOUNCEMENT PROCESS

PAGE - 42  
 TIME - 10:04:3  
 DATE - 03/10/8

REGORY: MP MGT. & PERS. ISSUES

CONCERN NUMBER	CAT	SUB CAT	S R D	PLT LOC	1 REPORT APPL				HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION	REF. SECTIO CAT - MI SUBCAT - 71
					2	SAF	BL	SQ				
'1 -86-308-00101 T50160	MP	71816	N	WDH	1	N	N	N	N	QTC	TVA MANAGEMENT IS NOT FAIR ON HIRING PERSONNEL IN PERMANENT POWER PRODUCTION JOBS. THEY HAVE NOT POSTED ALL JOBS. IF A PERMANENT JOB IN 1984 WAS NOT POSTED. CONST DEPT CONCERN. CI HAS NO ADDITIONAL INFORMATION. NO FOLLOWUP REQUIRED.	
11 -86-308-00201 T50255	MP	71806	N	WDH	1	N	N	N	N	QTC	WATTS BAR MANAGEMENT USES THE "BUDDY-BUDDY" SYSTEM AND TRANSFERS PERSONNEL TO OTHER POSITIONS AND ORGANIZATIONS TO AVOID LAYOFF. NAMES AND DETAILS KNOWN TO QTC, BUT WITHHELD TO MAINTAIN CONFIDENTIALITY. NO ADDITIONAL INFORMATION MAY BE RELEASED. CONSTRUCTION DEPARTMENT CONCERN.	
11 -86-312-00101 T50163	MP	71815	N	WDH	1	N	N	N	N	QTC	TVA'S MAIN PROBLEM IS THEY HAVE GOTTEN TOO POLITICAL AND THEIR MANAGEMENT IS UNQUALIFIED FOR THEIR JOBS, IE. PEOPLE ARE PLACED IN POSITIONS DUE TO THE "BUDDY" SYSTEM; THE TVA BOARD IS MADE UP OF LAWYERS RATHER THAN ENGINEERS AND PERSONS WITH CONSTRUCTION EXPERIENCE. CONSTRUCTION DEPT CONCERN. CI HAS NO ADDITIONAL INFORMATION. NO FOLLOWUP REQUIRED.	
11 -86-312-00101 T50163	MP	71215	N	WDH	1	N	N	N	N	QTC	TVA POSTS JOB POSITIONS THAT ARE AVAILABLE FOR EMPLOYEES TO APPLY FOR. SPECIFIC REQUIREMENTS ARE DELINEATED IN THE POSTERS. TWO MEN WERE HIRED FOR. SPECIFIC REQUIREMENTS ARE DELINEATED IN THE POSTERS. TWO MEN WERE HIRED FOR PERMANENT POSITIONS WHICH REQUIRE AN S-3 MEDICAL CLEARANCE. BOTH MEN HAVE POSSIBLE MEDICAL RESTRICTIONS WHICH WILL REQUIRE OTHER MEN TO COVER FOR THEM. CI FEELS IT IS UNFAIR TO GIVE THEM THE POSITIONS AND THEN REQUIRE OTHERS TO DO THEIR WORK. DETAILS ARE KNOWN TO QTC A	

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.





ECPS132J-ECPS132C  
 REQUEST  
 ISS - RHM

CATEGORY: MP MGT. & PERS. ISSUES

TENNESSEE VALLEY AUTHORITY  
 OFFICE OF NUCLEAR POWER  
 EMPLOYEE CONCERN PROGRAM SYSTEM (ECPS)  
 EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY  
 SUBCATEGORY: 718 UNSUPPORTABLE DISCIPLINARY ACTION

43  
 RUN TIME - 10:04:3  
 RUN DATE - 03/10/8

CONCERN NUMBER	CAT	SUB CAT	S H R D	PLT LOC	1 REPORT APPL				HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION	REF. SECTIO CAT - MP SUBCAT - 71
					2	SAF	RELATED					
0 -85-005-00501 T50224	IH	60400	S	SQN	1					QTC	SEQUOYAH - AN EMPLOYEE HAS TERMINATE D IMPROPERLY. DETAILS KNOWN TO QTC, WITHHELD DUE TO CONFIDENTIALITY. NO FURTHER INFORMATION MAY BE RELEASE D. CONSTRUCTION DEPARTMENT CONCERN. CI HAS NO FURTHER INFORMATION. NO FOLLOW UP REQUIRED.	
					2							
02	MP	71811	S	SQN	1	N	N	N	N	QTC	SEQUOYAH: SUPERVISORS ARE NOT QUALIF IED FOR THEIR POSITIONS. AS AN EXAM PLE, CI EXPRESSED THAT AN UNQUALIFIE D CRAFT INDIVIDUAL (KNOWN) WAS PROMOT ED TO FOREMAN AND THEN TO GENERAL F OREMAN DUE TO THE INDIVIDUAL HAVING BEEN AN "INSIDE MAN" FOR A SUPERVISO R (KNOWN)! CI EXPRESSED THAT THIS I NDIVIDUAL COULD NOT READ BLUEPRINTS, NOR PERFORM THE NORMAL DUTIES OF TH E CRAFT. CONSTRUCTION DEPARTMENT CO NCERN. CI HAS NO FURTHER INFORMATIO N. NO FOLLOW UP REQUIRED.	
					2	NA	NA	NA	NA			
0 -85-005-00701 T50224	MP	71814	N	SQN	1	N	N	N	N	QTC	SEQUOYAH: SUPERVISORS ARE NOT QUALIF IED FOR THEIR POSITIONS. AS AN EXAM PLE, CI EXPRESSED THAT AN UNQUALIFIE D CRAFT INDIVIDUAL (KNOWN) WAS PROMOT ED TO FOREMAN AND THEN TO GENERAL F OREMAN DUE TO THE INDIVIDUAL HAVING BEEN AN "INSIDE MAN" FOR A SUPERVISO R (KNOWN)! CI EXPRESSED THAT THIS I NDIVIDUAL COULD NOT READ BLUEPRINTS, NOR PERFORM THE NORMAL DUTIES OF TH E CRAFT. CONSTRUCTION DEPARTMENT CO NCERN. CI HAS NO FURTHER INFORMATIO N. NO FOLLOW UP REQUIRED.	
					2	NA	NA	NA	NA			
0 -85-002-00101 T50165	MP	71814	N	WBN	1	N	N	N	N	QTC	HIRING AND PROMOTION POLICIES WITHIN TVA (AT THE CRAFT LEVEL) ARE NOT BA SED UPON QUALIFICATIONS OF PERSONNEL , KINSHIP AND FRIENDSHIP ARE ALLEGED TO BE PRIME CONSIDERATIONS IN SELEC TING THESE INDIVIDUALS FOR INITIAL H IRE AND PROMOTION TO SUPERVISORY POS ITIONS. CONST. DEPT. CONCERN. C/I HAS NO FURTHER INFORMATION.	
					2	NA	NA	NA	NA			
1 -85-002-00401 T50165	MP	71814	N	WBN	1	N	N	N	N	QTC	TRANSFER OF CRAFT SUPERVISION FROM S EQUOYAH TO WBNP IN 1981 RESULTED HAR ASSMENT OF CRAFT PERSONNEL (DISCIPLI NE KNOWN) TO THE POINT OF 450 RESIGN ING. C/I EXPRESSED THAT THE HARASSM ENT WAS DESIGNED TO MAKE ROOM FOR "I NSIDERS" (FRIENDS OF CRAFT SUPERVISI ON). C/I EXPRESSED THAT THIS CAUSED 1 1/2 YEARS OF LOST PRODUCTIVITY. CONST. DEPT. CONCERN. C/I HAS NO FU RTHER INFORMATION.	
					2	NA	NA	NA	NA			

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

EFER - ECPS132J-ECPS132C  
 REQUEST - REQUEST  
 MP - ISSS - RHM

TENNESSEE VALLEY AUTHORITY  
 OFFICE OF NUCLEAR POWER  
 EMPLOYEE CONCERN PROGRAM SYSTEM (ECP)  
 EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY  
 SUBCATEGORY: 718 SALARY POLICY CLASSIFICATION

RUN TIME - 10:04:  
 RUN DATE - 03/10/84

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. SECTI CAT - M SUBCAT - 7			
					2	SAF	RELATED	DF					BL	SQ	WB
H -85-031-00101 T50093	MP	71801	N	WBN	1	N	N	N	N	2	NA	NA	NA	QTC	INDIVIDUAL (KNOWN) IS BEING PAID AT THE RATE OF THE JOB (KNOWN) ORIGINAL LY HIRED TO PERFORM, BUT WHICH INDIVIDUAL FAILED TO QUALIFY FOR SUBSEQUENT TO EMPLOYMENT. INDIVIDUAL IS NOW PERFORMING A LOWER PAYING JOB (KNOWN) AT THE ORIGINAL RATE OF PAY. THIS CAUSES HARD FEELINGS AMONG INDIVIDUAL'S CO-WORKERS. C/I HAS NO FURTHER INFORMATION. NO FOLLOW UP REQUIRED
H -85-040-00201 T50141	MP	71803	N	WBN	1	N	N	N	N	2	NA	NA	NA	QTC	TVA IS DISCRIMINATING WHEN CALLING BACK "LAID-OFF" EMPLOYEES. (NAMES/DETAILS KNOWN TO QTC AND WITHHELD TO MAINTAIN CONFIDENTIALITY). CONSTRUCTIVE DEPT CONCERN. CI HAS NO FURTHER INFORMATION.
H -85-048-00101 T50244	MP	71813	N	WBN	1	N	N	N	N	2	NA	NA	NA	QTC	CI REPORTED THAT TVA IS MADE UP OF "CLIQUE". AN EMPLOYEE CANNOT ADVANCE PROFESSIONALLY UNLESS HE/SHE BELONGS TO ONE OF THE "CLIQUE". DETAILS KNOWN TO QTC, WITHHELD TO MAINTAIN CONFIDENTIALITY. NO FURTHER INFORMATION MAY BE RELEASED. CI REQUESTED THAT THIS CONCERN BE INVESTIGATED BY QTC. NUC. POWER CONCERN. CI HAS NO FURTHER INFORMATION.
H -85-048-00601 T50242	MP	71803	N	WBN	1	N	N	N	N	2	NA	NA	NA	QTC	THE TVA PROGRAM FOR ASSISTING RIF'D EMPLOYEES IN OBTAINING OTHER EMPLOYMENT IS NOT SATISFACTORY DUE TO: 1) EMPLOYEES ONLY BEING GIVEN 30 DAYS NOTICE PRIOR TO RIF, AND EXPECTED TO WORK ALL REGULAR AND OVERTIME HOURS REQUIRED, WHICH DETRACTS FROM SEEKING OTHER EMPLOYMENT. 2) ASSISTANCE CONSISTING OF OBTAINING EMPLOYMENT, NOT WITH THE PSYCHOLOGICAL ASPECTS OF DEALING WITH THE RIF. 3) COURSES/COUNSELING ARE OFTEN PRESENTED TOO LATE IN THE 30 DAY PERIOD TO ALLOW FULL EVALUATION.

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

EFEE - ECPS132J-ECPS132C  
 REQ - REQUEST  
 1555 - RHM

THENNE VALLEY AUTHORITY  
 OFFICE OF NUCLEAR POWER  
 EMPLOYEE CONCERN PROGRAM SYSTEM (ECPS)  
 EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY  
 SUBCATEGORY: 718 UNSUPPORTABLE DISCIPLINARY ACTION

TIME - 10:04:  
 RUN DATE - 03/10/78

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 - MI SUBCAT - 71	
					2	DF	BL	SQ					WB
H -85-052-00101 T50216	IH	60200	S	WBN	1	H	H	H	Y	QTC	CI WAS UNJUSTLY TERMINATED. DETAILS KNOWN TO QTC, WITHHELD DUE TO CONFIDENTIALITY. NO FURTHER INFORMATION MAY BE RELEASED. CONSTRUCTION DEPT. CONCERN. CI HAS NO FURTHER INFORMATION.		
	02	MP	71811	S	WBN	1	H	H	H				2
H -85-053-00101 T50184	MP	71813	N	WBN	1	H	H	H	H	PH-85-053-001	QTC	TVA USES THE AMOUNT OF SICK TIME TAKEN BY AN EMPLOYEE WHEN CONSIDERING AN EMPLOYEE FOR PROMOTION. THIS POLICY CAUSES EMPLOYEES TO BE RELUCTANT TO TAKE SICK TIME EVEN THOUGH THEY ARE IN A SENSITIVE POSITION THUS CREATING POTENTIAL DANGER TO OTHERS. NUCLEAR POWER CONCERN. CI HAS NO FURTHER DETAILS.	
					2	NA	NA	NA	NA				
CP10.35-8-39 01	MP	71803	N	BLN	1	H	H	H	H	OEC	ADP SUPPORT STAFF IN KNOXVILLE WAS CUT AT THE WRONG TIME. CUTBACKS WERE MADE DUE TO PERCEIVED MANPOWER NEEDS RATHER THAN REALISTIC NEEDS.		
H-86-009-00901 T50267	IH	60400	S	SQN	1					QTC	MANAGEMENT'S (KNOWN) MISREPRESENTATIONS OF TRAINING AND EXPERIENCE OF SELECTED QA PERSONNEL ASSURES PROMOTIONS FOR NON-ELIGIBLE EMPLOYEES, WHILE ELIGIBLE EMPLOYEES ARE PASSED OVER FOR SUCH PROMOTIONS. NUCLEAR POWER DEPARTMENT CONCERN. NO FURTHER INFORMATION IN FILE.		
	02	MP	71813	S	SQN	1	H	H	H				2
P-85-001-H0301	MP	71821	N	SQN	1	H	H	H	H	HRC	HRC IDENTIFIED THE FOLLOWING CONCERN FROM REVIEW OF QTC FILE. "PROMOTION OF UNQUALIFIED INDIVIDUALS."		

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.



EPERC - ECPS132J-ECPS132J  
 REQU - REQUEST  
 RHM

TENNESSEE VALLEY AUTHORITY  
 OFFICE OF NUCLEAR POWER  
 EMPLOYEE CONCERN PROGRAM SYSTEM (ECP)  
 EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY  
 SUBCATEGORY: 718 SALARY POLICY SELECTION AND PROMOTION

46  
 RUN TIME - 10:04:34  
 RUN DATE - 03/10/8

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 - NP SUBCAT - 718
					2	SAF	RELATED	DF				
MP-86-005-00401 T50261	MP	71813	N	SQN	1	H	N	H	H	QTC	PROMOTIONS ARE GIVEN FOR REASONS OTHER THAN SENIORITY, CAPABILITIES, AND KNOWLEDGE, CAUSING DISCRIMINATION. LOW MORALE, AND AN EXTREMELY POOR WORK ENVIRONMENT. (NAMES/DETAILS KNOWN TO QTC, WITHHELD TO MAINTAIN CONFIDENTIALITY). NO FURTHER INFORMATION MAY BE RELEASED. NUCLEAR POWER CONCERN. CI HAS NO FURTHER INFORMATION.	
MP-86-005-01101 T50260	MP	71813	N	SQN	1	H	N	N	H	QTC	A SPECIFIC EMPLOYEE'S SERVICE REVIEW WAS ENHANCED SO AS TO JUSTIFY A PROMOTION. (NAMES/DETAILS KNOWN TO QTC, WITHHELD TO MAINTAIN CONFIDENTIALITY. NO FURTHER INFORMATION MAY BE RELEASED. NUCLEAR POWER CONCERN. CI HAS NO FURTHER INFORMATION.	
P-86-009-00501 T50273	MP	71814	N	SQN	1	N	H	N	H	QTC	UNQUALIFIED PERSONNEL ARE HIRED, AND AFFORDED FAVORITISM IN TRAINING OPPORTUNITIES AND CREW ASSIGNMENTS, DUE TO THE TVA "BUDDY SYSTEM". DETAILS KNOWN TO QTC, WITHHELD DUE TO CONFIDENTIALITY. NO FURTHER INFORMATION MAY BE RELEASED. NUCLEAR POWER DEPARTMENT CONCERN.	
K-86-001	01	MP	71801	N	SQN	1	N	H	N	OECF	CI ASSIGNED TO MY OFFICE STATED CI HAD NOT RECEIVED A MERIT INCREASE SINCE 1982 AND ALSO STATED THAT, IN CI'S TEMPORARY ASSIGNMENT, CI SHOULD BE CLASSIFIED AS SB4	

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

ECPS132J-ECPS132C  
 REQUEST  
 MP - ISSS - RHM

TENNESSEE VALLEY AUTHORITY  
 OFFICE OF NUCLEAR POWER  
 EMPLOYEE CONCERN PROGRAM SYSTEM (ECPS)  
 EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY  
 SUBCATEGORY: 718 USE OF CONTRACT EMPLOYEES

47  
 RUN TIME - 10:04:3  
 RUN DATE - 03/10/8

REGORY: 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 - 7
					2	BF	BL	SQ				
DH-86-003-00101 T50257	IH	60400	S	WBN	1					QTC	CONTRACT EMPLOYEES ARE IN A CONFLICT OF INTEREST SITUATION. AS SUCH, TV A WILL BE IN A GROSS VIOLATION OF TV A CODES. I.E., SPECIFIC EXECUTIVES CAN USE THEIR POSITIONS WITH TVA TO INFLUENCE OR AWARD CONTRACTS FOR PRODUCTS AND/OR SERVICES TO THEIR AFFILIATE COMPANY. THE INSPECTOR GENERAL SHOULD INVESTIGATE, LIMIT, AND MONITOR SUCH RELATIONSHIPS. NUCLEAR POWER CONCERN. CI HAS NO FURTHER INFORMATION.	
					2							
02	MP	71819	S	WBN	1	H	H	H	H	QTC	MANAGEMENT'S (KNOWN) MISREPRESENTATIONS REGARDING TRAINING/EXPERIENCE OF QA PERSONNEL ASSURES THAT NON-ELIGIBLE EMPLOYEES ARE PROMOTED, WHILE ELIGIBLE EMPLOYEES ARE PASSED OVER FOR SUCH PROMOTIONS. NUCLEAR POWER DEPARTMENT CONCERN. NO FURTHER INFORMATION IN FILE.	
					2	NA	NA	NA	NA			
DH-86-007-00201 T50267	IH	60400	S	WBN	1					QTC	DURING THE EXIT INTERVIEW THE CI STATED THAT THE SYSTEM USED FOR REDUCTION IN FORCE IS UNFAIR. THE CI FEELS THAT THE SYSTEM ALLOWS PEOPLE TO BE RECLASSIFIED IN ORDER TO BE RETAINED	
					2							
02	MP	71815	S	WBN	1	H	H	H	H	HSRS	AN EMPLOYEE WAS SCHEDULED TO BE RIF'D, BUT BECAUSE OF THE PERSON'S SPECIAL RELATIONSHIP WITH UPPER MANAGEMENT, THE RIF WAS REVISED TO NOT INCLUDE THAT PERSON. THREE OTHER MORE QUALIFIED PEOPLE WERE RIF'D. (NAMES AND DETAILS TO THIS SPECIFIC CASE ARE KNOWN TO QTC AND ARE WITHHELD TO MAINTAIN CONFIDENTIALITY). CONSTRUCTION DEPT. CONCERN. CI HAS NO ADDITIONAL INFORMATION.	
					2	NA	NA	NA	NA			
DH-86-083-00201	MP	71803	N	WBN	1	H	H	H	H	QTC		
					2	NA	NA	NA	NA			
BP-85-001-00401 T50221	MP	71803	N	WBN	1	H	H	H	H	QTC		
					2	NA	NA	NA	NA			

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

OPER - ECPS132J-ECPS132C  
 REQUEST  
 1355 - RHM

TENNESSEE VALLEY AUTHORITY  
 OFFICE OF NUCLEAR POWER  
 EMPLOYEE CONCERN PROGRAM SYSTEM (EPCS)  
 EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY  
 SUBCATEGORY: 718 RIF AND LAYOFF PROCEDURES SEEN AS UNFAIR

48  
 RUN TIME - 10:04:39  
 RUN DATE - 03/10/87

REGORY: 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 - 712	
					2	SAF	BL	SQ	HB					BF
OP-85-005-00101 T50223	IH	60400	S	WBN	1						QTC	TVA IS DISCRIMINATING IN THEIR SELEC TION OF PERSONNEL TO BE LAID OFF, I. E. EMPLOYEES WHO ARE NON-VETERANS, A RE AT THE BOTTOM OF THE RETENTION LI STS, NON-HANDICAPPED, AND LESS THAN THREE YEARS SERVICE TIME ARE BEING R ETAINED/TRANSFERRED WHILE EMPLOYEES WHO ARE AT THE TOP OF THE RETENTION LIST, VETERAN, HANDICAPPED, AND MORE SERVICE TIME ARE BEING LAID OFF. (N AMES TO THE SPECIFIC CASE ARE KNOWN TO QTC AND WITHHELD TO MAINTAIN CON FIDENTIALITY). NUCLEAR POWER CONCERN H. CI HAS NO FURTHER INFORMATIO		
	02	MP	71803	S	WBN	1	H	H	H	N				
						2	NA	NA	NA	NA				
OP-85-005-00201 T50223	IH	60400	S	WBN	1						QTC	CI IS BEING GIVEN CONFLICTING INFORM ATION REGARDING CI'S PENDING LAYOFF. CI FEELS THIS IS AN ATTEMPT TO COV ER UP DISCRIMINATORY PRACTICES. (NA MES/DETAILS TO THE SPECIFIC CASE ARE KNOWN TO QTC AND WITHHELD TO MAINTA IN CONFIDENTIALITY). NUCLEAR POWER CONCERN. CI HAS NO FURTHER INFORMAT ION. NO FURTHER INFORMATION MAY BE RELEASED.		
	02	MP	71803	S	WBN	1	H	H	H	N				
						2	NA	NA	NA	NA				
OP-85-008-00101 T50223	IH	60200	S	WBN	1	H	H	H	N	Y	QTC	CI FEELS THAT CI IS BEING TERMINATED IN AN UNFAIR MANNER. DETAILS KNOWN TO QTC. WITHHELD DUE TO CONFIDENTI ALITY. NO FURTHER INFORMATION CAN B E RELEASED. CONSTRUCTION DEPT. CONC ERN. CI HAS NO FURTHER INFORMATION.		
	02	MP	71803	S	WBN	1	H	H	H	N				
						2	NA	NA	NA	NA				
OP-85-009-00101 T50223	MP	71803	H	WBN	1	H	H	H	H	N	QTC	DESPITE A MEDICAL RESTRICTION, CI HA S BEEN ASKED BY MANAGEMENT TO RECLAS SIFY INTO ANOTHER JOB CLASSIFICATION IN ORDER TO RETAIN CI'S JOB AT WATT S BAR WITH TVA. DETAILS KNOWN TO QT C, WITHHELD DUE TO CONFIDENTIALITY. CONSTRUCTION DEPT. CONCERN. CI HAS NO FURTHER INFORMATION. NO FURTHER INFORMATION MAY BE RELEASED.		
						2	NA	NA	NA	NA				

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.





REF - ECPS132J-ECPS132C  
 REQUEST - REQUEST  
 MP - ISSS - RWH

TEENESS VALLEY AUTHORITY  
 OFFICE OF NUCLEAR POWER  
 EMPLOYEE CONCERN PROGRAM SYSTEM (ECPS)  
 EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY  
 SUBCATEGORY: 718 CONCERNS WITH INSUFFICIENT INFORMATION TO EVALUATE

49  
 RUN TIME - 10:04:39  
 RUN DATE - 03/10/87

REGORY: 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 - 718
					2	SAF	RELATED	BF				
BP-86-001-01301 T50243	MP	71821	N	WBN	1	N	N	N	N	QTC	A SPECIFIC SUPERVISOR (KNOWN) SUPERVISES A CLOSE RELATIVE (KNOWN). NUCL EAR POWER DEPT. CONCERN. CI HAS NO FURTHER INFORMATION. NO FOLLOW UP R EQUIRED.	
BP-86-005-00701 T50257	MP	71813	N	WBN	1	N	N	N	N	QTC	FAMILY AND FRIENDSHIP TO MANAGEMENT TAKES PRECEDENCE OVER QUALIFICATION. EXPERIENCE AND TRAINING OF QUALIFIED PERSONNEL. CONSTRUCTION DEPARTMENT CONCERN. NO ADDITIONAL INFORMATION AVAILABLE.	
BP-86-008-00101 T50243	MP	71813	N	WBN	1	N	N	N	N	QTC	CI IS BEING DENIED A PROMOTION BASED ON A PERSONALITY CONFLICT RATHER THAN A LACK OF EXPERTISE. (NAMES/DETAILS KNOWN TO QTC, WITHHELD TO MAINTAIN CONFIDENTIALITY). NO FURTHER INFORMATION MAY BE RELEASED. CONSTRUCTION DEPT. CONCERN. CI HAS NO FURTHER INFORMATION. NO FOLLOW UP REQUIRED	
BP-86-008-00401 T50243	MP	71813	N	WBN	1	N	N	N	N	NBP-6-008-004 QTC	CI SUBMITTED TO WBNP A RESUME IN 1980 AND WITHIN A SHORT PERIOD OF TIME THERE WAS NO EVIDENCE OF THE RESUME NOR OF IT EVER BEING RECEIVED. CI FEELS TVA FILLS POSITIONS BASED ON PERSONAL REFERRAL RATHER THAN RESUMES. CONSTRUCTION DEPT. CONCERN. CI HAS NO FURTHER INFORMATION. NO FOLLOW UP REQUIRED.	
BP-86-010-00101 T50243	MP	71813	N	WBN	1	N	N	N	N	QTC	A SPECIFIC GROUP (KNOWN) AT WBNP IS HIRING PERSONNEL FROM OUTSIDE THE GROUP RATHER THEN PROMOTING FROM WITHIN THE GROUP. THIS CREATES FRICTION AMONG EMPLOYEES AND THESE NEW PEOPLE CANNOT BE AS EFFECTIVE UNTIL THEY BECOME FAMILIAR WITH THE PROGRAM. NUCL EAR POWER CONCERN. CI HAS NO FURTHER INFORMATION. NO FOLLOW UP REQUIRED.	

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

ECPS132J-ECPS132C  
 REQUEST  
 RMM

TENNESSEE VALLEY AUTHORITY  
 OFFICE OF NUCLEAR POWER  
 EMPLOYEE CONCERN PROGRAM SYSTEM (ECPS)  
 EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY  
 SUBCATEGORY: 718 SALARY POLICY SELECTION AND PROMOTION

50  
 RUN TIME - 10:04:39  
 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 - 718
				2	SAF	RELATED	BF				
I -85-037-00701 T50084	MP	71813	H WBN	1	H	H	H	H	QTC	MANAGEMENT OPENLY PROMOTES PERSONNEL THAT ARE THEIR FRIENDS RATHER THAN PERSONNEL THAT ARE EFFICIENT AND RESPECTED BY THE DEPARTMENT. (DEPARTMENT NOT KNOWN TO QTC).	
I -85-046-00501 T50140	MP	71813	H WBN	1	H	H	H	H	QTC	NEPOTISM/FAVORITISM IN HIRING PRACTICES BY SUPERVISOR (NAME AND DEPARTMENT NOT KNOWN.) C/I STATED THAT ONE HALF OR MORE OF THE PEOPLE IN THE GROUP (NAMES KNOWN) WERE EX-EMPLOYEES OF COMBUSTION ENGINEERING IN CHATTAHOOGA. THESE PEOPLE HAD LITTLE OR NO PRACTICAL/RELATED EXPERIENCE, BUT WERE "BUDDIES" OF THE SUPERVISOR. C/I STATED THAT OTHER PEOPLE (SOME LAID-OFF TVA EMPLOYEES) WITH BETTER QUALIFICATIONS (DEGREES/EXPERIENCE) DELIBERATELY NOT HIRED TO MAKE CERTAIN THAT JOBS WERE AVAILABLE FOR C/I'S "	
I -85-046-00901 T50140	MP	71801	H WBN	1	H	H	H	H	QTC	INDIVIDUAL (NAME KNOWN) WAS HIRED IN AUG/SEPT 1984 INTO DEPT (KNOWN) AS "TOPPED OUT" SE-4. INDIVIDUAL'S SALARY WAS ABOVE OTHER PERSONNEL IN DEPT. WHO HAVE 5 YEARS OR MORE EXPERIENCE. CI EXPRESSED THAT THIS WAS DUE TO FAVORITISM RESULTING FROM RELIGIOUS AFFILIATION COMMON TO INDIVIDUAL AND DEPARTMENT SUPERVISION (NAME KNOWN).	
I -85-052-00101 T50142	MP	71801	H WBN	1	H	H	H	H	QTC	SUPERVISION (DEPARTMENT AND NAME KNOWN) ISSUES DIRECTION WHICH CONFLICTS WITH DEPARTMENT PERSONNEL JOB DESCRIPTIONS. DETAILS KNOWN TO QTC, WITH HELD DUE TO CONFIDENTIALITY. C/I HAS NO ADDITIONAL INFORMATION. NUCLEAR POWER DEPT. CONCERN.	

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

ITER - ECPS132J-ECPS132C  
 :EQUE - REQUEST  
 :P - ISSS - RHM

TEHNESSSEE VALLEY AUTHORITY  
 OFFICE OF NUCLEAR POWER  
 EMPLOYEE CONCERN PROGRAM SYSTEM (ECPS)  
 EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY  
 SUBCATEGORY: 718 RIF AND LAYOFF PROCEDURES SEEN AS UNFAIR

51  
 TIME -- 10:04:39  
 RUN DATE - 03/10/87

REGORY: 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 - 718
					2	SAF	RELATED	BF				
I -85-080-00101 T50179	MP	71803	N	WBN	1	H	H	H	H	WI-85-080-001	QTC	C/I QUESTIONED THE POLICY OF RETENTI ON. C/I STATED "IN TVA THEY GO BY S ENIORITY ALONE NOT BY CAPABILITY". CONST. DEPT. CONCERN. C/I HAS NO FU RTHER INFORMATION.
I -85-085-00101 T50187	MP	71807	N	WBN	1	H	H	H	H		QTC	CI HAS "DOGGED OFF" DUE TO ERRORS MA DE BY MANAGEMENT AND ENGIIEERING, BU T THEY (MANAGEMENT & ENGINEERING) WE RE NOT PENALIZED - BOTH UNITS. DETA ILS KNOWN TO QTC, WITHHELD DUE TO CO NFIDENTIALITY. HUC PHR CONCERN. CI HAS NO FURTHER INFORMATION.
I -85-088-00101 T50192	MP	71801	N	WBN	1	H	H	H	H	WI-85-088-001	QTC	CI EXPRESSED THAT ALL TVA EMPLOYEES WHICH ARE NOT WORKING WITHIN THEIR J OB DESCRIPTIONS HAVE NOT BEEN APPROP RIATELY DOWNGRADED. EMPLOYEES WITHI N SOME TVA DEPARTMENT (KNOWN) MAY NO T HAVE BEEN DOWNGRADED DUE TO NEPOTI SM/FRIENDSHIP WITH OTHER TVA EMPLOYE ES (TITLES KNOWN). CI HAS NO FURTHER R INFORMATION.
I -85-101-00101 T50195	MP	71803	N	WBN	1	H	H	H	H		QTC	CI IS CONCERNED THAT SUPERVISOR (NAM E KNOWN) IS PLANNING TO TRANSFER (2) PERSONS (NAMES KNOWN) TO ANOTHER GR OUP TO PREVENT THEM FROM BEING RIF'D . DETAILS KNOWN TO QTC, WITHHELD DU E TO CONFIDENTIALITY. CONSTRUCTION DEPT. CONCERN. CI HAS NO FURTHER IN FORMATION.
X -85-009-00301 T50193	MP	71811	N	SQN	1	H	H	H	H	XX-85-009-003	QTC	SEQUOYAH - MANAGEMENT (KNOWN) FIRED 16 EMPLOYEES FOR REFUSING TO WORK 2 HOURS OVERTIME IN EARLY 1978. THE F IRINGS WERE APPEALED, AND EMPLOYEES WERE REINSTATED BEGINNING IN OCTOBER 1978. CONSTRUCTION DEPT. CONCERN. CI HAS NO FURTHER INFORMATION.

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.



LFER - ECPS132J-ECPS132C  
 REQU - REQUEST  
 MP - 1555 - RHM

TENNESSEE VALLEY AUTHORITY  
 OFFICE OF NUCLEAR POWER  
 EMPLOYEE CONCERN PROGRAM SYSTEM (ECPS)  
 EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY  
 SUBCATEGORY: 718 SALARY POLICY SELECTION AND PROMOTION

52  
 RUN TIME - 10:04:39  
 RUN DATE - 03/10/87

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 - 718
					2	SAF	BL	SQ				
< -85-011-00101 T50126	MP	71813	H	BFH	1	H	H	H	H	XX-85-011-001	QTC	POLITICS RATHER THAN MERIT APPEAR TO BE A SIGNIFICANT FACTOR IN PROMOTION DECISIONS AT BROWN'S FERRY. CI STATES THAT PROMOTIONS ARE BASED ON BUDDY-BUDDY RELATIONSHIP AND FAVORITISM RATHER THAN MERIT. CI HAS NO FURTHER INFORMATION.
< -85-012-00101 T50126	MP	71813	H	SQN	1	H	H	H	H	XX-85-012-001	QTC	POLITICS RATHER THAN MERIT APPEARS TO BE A SIGNIFICANT FACTOR IN PROMOTION DECISIONS AT SEQUOYAH. CI STATES THAT PROMOTIONS ARE BASES ON BUDDY-BUDDY RELATIONSHIP AND FAVORITISM RATHER THAN MERIT. CI HAS NO SPECIFIC S OR FURTHER INFORMATION.
< -85-018-00201 T50017	MP	71811	H	SQN	1	H	H	H	H		QTC	FAVORITISM SHOWN TO CERTAIN INDIVIDUALS (KNOWN) AT THE SEQUOYAH NUCLEAR POWER STATION. LETTERS OF REPRIMAND AND UNFAVORABLE/UNACCEPTABLE PERFORMANCE ARE PLACED IN PERSONNEL FILES OF CERTAIN INDIVIDUALS (KNOWN) BUT NOT IN OTHERS WHO HAVE VIOLATED PROCEDURES OR WHO HAVE COMMITTED MORE SERIOUS ACTS. (ADDITIONAL INFORMATION AVAILABLE)
< -85-027-X0101	IH	60400	S	SQN	1						QTC	INAPPROPRIATE PERSONNEL CLASSIFICATIONS WERE MADE IN CONJUNCTION WITH A LAYOFF.
'02	MP	71801	S	SQN	1	H	H	H	H			
					2	NA	NA	NA	NA			
< -85-040-00101 T50059	MP	71803	H	BFH	1	H	H	H	H		QTC	BROWN'S FERRY CI (NAME KNOWN) WAS PROMISED A PERMANENT POSITION IF HE/SHE VOLUNTEERED FOR 2ND SHIFT. CI WAS PROMISED A JOB (INDIVIDUALS KNOWN) AND TOLD TO FILL OUT AN APPLICATION. CI WAS SUBSEQUENTLY RIF'D AND OTHER PEOPLE WERE HIRED FOR PARTICULAR POSITION. CI STATED NEW EMPLOYEES WERE NOT TRAINED FOR THIS POSITION.
					2	NA	NA	NA	NA			

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.



ECPS132J-ECPS132C  
 REQUEST  
 MP - ISSS - RMM

TENNESSEE VALLEY AUTHORITY  
 OFFICE OF NUCLEAR POWER  
 EMPLOYEE CONCERN PROGRAM SYSTEM (ECPS)  
 EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY  
 SUBCATEGORY: 718 SALARY POLICY SELECTION AND PROMOTION

53  
 RUN TIME - 10:04:39  
 RUN DATE - 03/10/87

EGORY: 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 - 718
					2	SAF	RELATED	DF				
X -85-043-00201 T50237	MP	71813	H	SQH	1	H	H	H	H		QTC	SEQUOYAH - PROMOTIONS WERE BASED ON FAVORITISM. ELEVEN TO FIFTEEN OFFICERS WERE PROMOTED TO LIEUTENANT. ALL BUT ONE WERE FROM CENTRAL ALARM STATION. INDIVIDUALS WERE PROMOTED AHEAD OF THOSE WITH MORE ENFORCEMENT EXPERIENCE. CI DECLINED TO PROVIDE ANY ADDITIONAL INFORMATION. NUCLEAR POWER DEPARTMENT CONCERN. NO FOLLOW UP REQUIRED.
X -85-069-01001 T50179	MP	71801	H	SQH	1	H	H	H	H	XX-85-069-010	QTC	SEQUOYAH: LOW MORALE IS DUE TO TVA MANAGEMENT ASSIGNING LOWER GRADE EMPLOYEES TO SUPERVISE HIGHER GRADE EMPLOYEES. DETAILS KNOWN TO QTC, WITHHELD DUE TO CONFIDENTIALITY. C/I HAS NO ADDITIONAL INFORMATION. NUC. POWER CONCERN.
X -85-069-01101 T50179	MP	71801	H	BFH	1	H	H	H	H		QTC	BROWNS FERRY: LOW MORALE IS DUE TO TVA MANAGEMENT ASSIGNING LOWER GRADE EMPLOYEES TO SUPERVISE HIGHER GRADE EMPLOYEES. DETAILS KNOWN TO QTC, WITHHELD DUE TO CONFIDENTIALITY. C/I HAS NO ADDITIONAL INFORMATION. NUC. POWER CONCERN.
X -85-069-01201 T50179	MP	71801	H	BLH	1	H	H	H	H		QTC	BELLEFONTE: LOW MORALE IS DUE TO TVA MANAGEMENT ASSIGNING LOWER GRADE EMPLOYEES TO SUPERVISE HIGHER GRADE EMPLOYEES. DETAILS KNOWN TO QTC, WITHHELD DUE TO CONFIDENTIALITY. C/I HAS NO ADDITIONAL INFORMATION. NUC. POWER CONCERN.

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.



REF - ECPS132J-ECPS132C  
 REQU - REQUEST  
 MP - 1985 - RHM

TENNESSEE VALLEY AUTHORITY  
 OFFICE OF NUCLEAR POWER  
 EMPLOYEE CONCERN PROGRAM SYSTEM (ECPS)  
 EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY  
 SUBCATEGORY: 718 RIF AND LAYOFF PROCEDURES SEEN AS UNFAIR

54  
 TIME - 10:04:3  
 RUN DATE - 03/10/8

TEGORY: 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 - 718
					2	SAF	RELATED	BF				
X -85-075-00101 T50159	MP	71803	N	BLN	1	N	N	N	N	QTC	BELLEFONTE: MANAGEMENT IS LAYING OFF LOWER GRADE PERSONNEL AND FILLING THEIR POSITIONS WITH HIGHER GRADE PERSONNEL. THIS IS DISCRIMINATION AND COSTLY TO HAVE A HIGHER GRADE PERSON PERFORMING THE RESPONSIBILITIES NORMALLY ASSIGNED TO A LOWER GRADE PERSON. (NAMES/DETAILS TO THE SPECIFIC CASE ARE KNOWN TO QTC AND WITHHELD TO MAINTAIN CONFIDENTIALITY). NUCLEAR POWER CONCERN. CI HAS NO FURTHER INFORMATION. NO FOLLOWUP REQUIRED.	
X -85-101-00101 T50162	MP	71811	N	SQN	1	N	N	N	N	QTC	SEQUOYAH- MANAGEMENT USED IMPROPER AND POTENTIALLY HAZARDOUS MEANS OF ACCOMPLISHING THE TERMINATION OF SELECTED PERSONNEL. CI HAS NO FURTHER INFORMATION. CONSTRUCTION DEPT CONCERN. NO FOLLOWUP REQUIRED.	
X -85-103-00101 T50176	MP	71801	N	BLN	1	N	N	N	N	QTC	BELLEFONTE. CI WAS IMPROPERLY CLASSIFIED AT REHIRE. DETAILS KNOWN TO QTC, WITHHELD DUE TO CONFIDENTIALITY. NUC. POWER CONCERN. CI HAS NO FURTHER INFORMATION. NO FOLLOW UP REQUIRED.	
X -85-103-00201 T50176	MP	71813	N	BLN	1	N	N	N	N	QTC	BELLEFONTE. CI WAS NOT CHOSEN FOR A POSITION FOR WHICH CI WAS MOST QUALIFIED. DETAILS KNOWN TO QTC, WITHHELD DUE TO CONFIDENTIALITY. NUC. POWER DEPT. CONCERN. CI HAS NO FURTHER INFORMATION. NO FOLLOW UP REQUIRED.	
X -85-109-00101 T50187	IH	60400	S	SQN	1					QTC	SEQUOYAH- POSSIBLE DISCRIMINATION IS BEING PRACTICED IN NUC PHR. DETAILS KNOWN TO QTC, WITHHELD DUE TO CONFIDENTIALITY. CI HAS NO ADDITIONAL INFORMATION.	
	02	MP	71813	S	SQN	1	N	N	N			
					2	NA	NA	NA	NA			

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

REFER - ECPS132J-ECPS132C  
 REQUEST - REQUEST  
 MP - 1335 - RHM

TENNESSEE VALLEY AUTHORITY  
 OFFICE OF NUCLEAR POWER  
 EMPLOYEE CONCERN PROGRAM SYSTEM (ECPS)  
 EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY  
 SUBCATEGORY: 718 HIRING OF FORMER NRC OFFICIALS

55  
 RUN TIME - 10:04:39  
 RUN DATE - 03/10/87

CATEGORY: MP MGT. & PERS. ISSUES

CONCERN NUMBER	CAT	SUB CAT	S R D	PLT LOC	1 REPORT APPL 2 SAF RELATED				HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION	REF. SECTION CAT - MP SUBCAT - 718				
					BF	BL	SQ	WB								
X -85-116-01001 T50271	MP	71820	S	NPS	1	N	N	N	N	QTC	TVA HIRES FORMER FRIENDS FROM THE NRC REGION II AND INPO AS MANAGERS SO THAT THOSE ORGANIZATIONS WILL BE RELUCTANT TO FIND FAULT WITH TVA. DETAILS KNOWN TO QTC, WITHHELD DUE TO CONFIDENTIALITY. NO FURTHER INFORMATION MAY BE RELEASED. NUCLEAR POWER CONCERN. CI REQUESTS THAT QTC PERFORM THIS INVESTIGATION.					
	02	NU	00000	S	NPS	1	N	N	N				2	NA	NA	NA
X -85-116-01201 T50271	IH	60400	S	SQN	1					QTC	SEQUOYAH - AN EMPLOYEE LEFT TVA IN 1983 (NAME KNOWN) FOR 3 MONTHS, AND SUBSEQUENTLY REHIRED WITH A SEVEN TO NINE THOUSAND DOLLAR PAY RAISE. THE EMPLOYEE WAS PAID FOR, AND ACCEPTED A RELOCATION BONUS EVEN THOUGH THE EMPLOYEE NEVER CHANGED RESIDENCE. NUCLEAR POWER CONCERN. NO ADDITIONAL INFORMATION AVAILABLE. CI REQUESTS THAT QTC PERFORM THIS INVESTIGATION.					
	02	MP	71813	S	SQN	1	N	N	N				2	NA	NA	NA
X -85-125-00101	IH	60400	S	NPS	1					QTC	KNOXVILLE - AN NRC EMPLOYEE (KNOWN) WAS HIRED BY TVA AND SUBSEQUENTLY BROUGHT ANOTHER NRC EMPLOYEE TO THE SAME GROUP WITHIN TVA CONSTITUTING A POTENTIAL CONFLICT OF INTEREST. NUCLEAR POWER CONCERN. CI HAS NO FURTHER INFORMATION.					
	02	MP	71820	S	NPS	1	N	N	N				2	NA	NA	NA
	03	NU	00000	S	NPS	1	N	N	N				2	NA	NA	NA
X -85-125-00201	IH	60400	S	NPS	1					QTC	KNOXVILLE - A TVA MANGER (KNOWN) IS AN EX-EMPLOYEE OF NRC CONSTITUTING A POTENTIAL CONFLICT OF INTEREST. NUCLEAR POWER CONCERN. CI HAS NO FURTHER INFORMATION.					
	02	MP	71820	S	NPS	1	N	N	N				2	NA	NA	NA
	03	NU	00000	S	NPS	1	N	N	N				2	NA	NA	NA

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

ECPS132J-ECPS132C  
 REQUEST  
 ISSS - RNM

TENNESSEE VALLEY AUTHORITY  
 OFFICE OF NUCLEAR POWER  
 EMPLOYEE CONCERN PROGRAM SYSTEM (ECPS)  
 EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY  
 SUBCATEGORY: 718 HIRING OF FORMER NRC OFFICIALS

56  
 RUN TIME - 10:04:  
 RUN DATE - 03/10/

REGORY: 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. SECTI CAT SUBCAT = 7
					2	SAF	RELATED				
					BF	BL	SQ.	HD			
X -85-125-00301	IH	60400	S	NPS	1				QTC	KNOXVILLE - A TVA SUPERVISOR (KNOWN), HIRED FROM NRC WAS MOVED FROM ONE TVA DEPT. TO ANOTHER AND BACK AGAIN, CREATING A POTENTIAL CONFLICT OF INTEREST WITHIN TVA IN ADDITION TO THE POTENTIAL CONFLICT OF INTEREST DUE TO BEING AN EX-EMPLOYEE OF NRC. DETAILS KNOWN TO QTC, WITHHELD DUE TO CONFIDENTIALITY. NUCLEAR POWER CONCERN. CI HAS NO FURTHER INFORMATION.	
02	MP	71820	S	NPS	1	H	H	H	H		
					2	NA	NA	NA	NA		
	03	NU	00000	S	NPS	1	H	H	H	H	
					2	NA	NA	NA	NA		
X -85-125-00401	IH	60400	S	NPS	1				QTC	KNOXVILLE - TVA HIRED A FORMER EMPLOYEE OF NRC (KNOWN) WHO IN TURN HIRED ANOTHER FORMER NRC EMPLOYEE (KNOWN) AND CONDONED THE HARRASSMENT OF TVA EMPLOYEES BY THE LATTER INDIVIDUAL. NUCLEAR POWER CONCERN. CI HAS NO FURTHER INFORMATION.	
02	MP	71820	S	NPS	1	H	H	H	H		
					2	NA	NA	NA	NA		
	03	NU	00000	S	NPS	1	H	H	H	H	
					2	NA	NA	NA	NA		
X -85-125-00501	IH	60400	S	NPS	1				QTC	KNOXVILLE - AN EX-EMPLOYEE OF NRC (KNOWN) IS NOW A MANAGER WITH TVA, CONSTITUTING A POTENTIAL CONFLICT OF INTEREST. NUCLEAR POWER CONCERN. CI HAS NO MORE INFORMATION.	
02	MP	71820	S	NPS	1	H	H	H	H		
					2	NA	NA	NA	NA		
	03	NU	00000	S	NPS	1	H	H	H	H	
					2	NA	NA	NA	NA		
X -85-125-00801	MP	71820	S	SQN	1	H	H	H	H	QTC	SEQUOYAH - AN EMPLOYEE (KNOWN) OF NRC WAS HIRED BY TVA AND LATER RETURNED TO THE NRC CONSTITUTING A POTENTIAL CONFLICT OF INTEREST. NUCLEAR POWER CONCERN. CI HAS NO FURTHER INFORMATION.
	02	NU	00000	S	SQN	1	H	H	H		
					2	NA	NA	NA	NA		

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.



EFER - ECPS132J-ECPS132C  
 REQU - REQUEST  
 MP - ISSS - RHM

TEGORY: MP MGT. & PERS. ISSUES

TENNESSEE VALLEY AUTHORITY  
 OFFICE OF NUCLEAR POWER  
 EMPLOYEE CONCERN PROGRAM SYSTEM (ECPS)  
 EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY  
 SUBCATEGORY: 718 HIRING OF FORMER HRC OFFICIALS

57  
 RUN TIME - 10:04:3  
 RUN DATE - 03/10/8

CONCERN NUMBER	CAT	SUB CAT	S H R D	PLT LOC	1 REPORT APPL 2 SAF RELATED				HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION	REF. SECTIC CAT - MF SUBCAT - 71
					DF	DL	SQ	WB				
X -85-125-01101	IH	60400	S	NPS	1					QTC	KNOXVILLE - A FORMER EMPLOYEE (KHOWH ) OF HRC HAS EMPLOYED BY TVA CONSTITUTING A POTENTIAL CONFLICT OF INTEREST. NUCLEAR POWER CONCERN. CI HAS NO FURTHER INFORMATION.	
02	MP	71820	S	NPS	1	N	N	N	N			
					2	NA	NA	NA	NA			
03	HU	00000	S	NPS	1	N	N	N	N			
					2	NA	NA	NA	NA			
X -85-125-01201	IH	60400	S	NPS	1					QTC	KNOXVILLE - A FORMER EMPLOYEE OF HRC HAS EMPLOYED BY TVA IN AN UPPER-MANAGEMENT POSITION CONSTITUTING A POTENTIAL CONFLICT OF INTEREST. NUCLEAR POWER CONCERN. CI HAS NO FURTHER INFORMATION.	
02	MP	71820	S	NPS	1	N	N	N	N			
					2	NA	NA	NA	NA			
03	HU	00000	S	NPS	1	N	N	N	N			
					2	NA	NA	NA	NA			
X -85-127-00701	IH	60400	S	BFN	1					QTC	BROWNS FERRY: TVA MANAGER IS AN EX-EMPLOYEE OF HRC AND THIS CREATES A POTENTIAL CONFLICT OF INTEREST.	
02	MP	71820	S	BFN	1	N	N	N	N			
					2	NA	NA	NA	NA			
03	HU	00000	S	BFN	1	N	N	N	N			
					2	NA	NA	NA	NA			

254 CONCERNS FOR CATEGORY MP SUBCATEGORY 718

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.



ATTACHMENT B

EMPLOYMENT

List of Concerns by Element/Issue

This Subcategory Report (71800) addresses 254 employee concerns divided into 8 elements and 21 issues.

Classification

71801 - Salary policy classification

BFH-86-007-001	IN-86-058-002
BFH-86-008-002	IN-86-209-006
BFNIESC-86-02	IN-86-230-004
EX-85-099-001	IN-86-267-004
EX-85-184-001	PH-85-031-001
I-85-198-BFN	TDK-86-001
IN-85-045-001	WI-85-046-009
IN-85-178-002	WI-85-052-001
IN-85-293-017	WI-85-088-001
IN-85-500-001	XX-85-027-X01
IN-85-549-005	XX-85-069-010
IN-85-560-001	XX-85-069-011
IN-85-616-002	XX-85-069-012
IN-85-933-012	XX-85-103-001

71802 - Trades and Labor (T&L) classification

IN-85-618-001  
IN-85-785-007  
IN-85-790-001

Reductions in Forces (RIFs) and Layoffs

71803 - RIF and layoff procedures seen as unfair

BLNDNEEC85-05	EX-85-161-002	IN-85-933-005
BLNDNEEC85-14	EX-85-164-001	IN-85-971-001
EX-85-008-004	EX-85-166-002	IN-86-266-007
EX-85-011-001	EX-85-178-001	PH-85-040-002
EX-85-015-010	EX-85-183-001	PH-85-048-006
EX-85-036-001	EX-85-188-001	QCP10.35-8-39
EX-85-049-005	EX-85-193-001	WBN-86-083-002
EX-85-053-004	EX-85-194-001	WBP-85-001-004
EX-85-071-002	EX-85-195-001	WBP-85-005-001
EX-85-075-002	IN-85-159-001	WBP-85-005-002
EX-85-106-001	IN-85-217-002	WBP-85-008-001
EX-85-119-002	IN-85-233-004	WBP-85-009-001
EX-85-128-001	IN-85-248-007	WI-85-080-001
EX-85-134-002	IN-85-394-001	WI-85-101-001
EX-85-141-001	IN-85-556-003	XX-85-040-001
EX-85-155-001	IN-85-680-004	XX-85-075-001
EX-85-156-001	IN-85-837-001	





ATTACHMENT B (Continued)

71804 - Welder-to-steamfitter RIF ratio

EX-85-107-002  
EX-85-109-001  
EX-85-116-001

71805 - Layoff and RIF retention list availability

EX-85-154-009

71806 - RIF reassignment of foremen and instructors

EX-85-175-001  
EX-85-193-008  
IN-86-308-002

71807 - Punishment of "dog-off" errors

WI-85-085-001

71808 - Hiring new workers while RIFing proven workers

EX-85-152-001  
EX-85-192-001

71809 - Retention of non-certified welders

EX-85-107-001  
EX-85-115-001  
IN-85-740-008  
IN-85-940-X03

Suspensions and Terminations

71810 - Coordination between managers and personnel offices

IN-86-069-004

71811 - Unsupportable disciplinary action

IN-85-774-001  
IN-86-239-002  
OO-85-005-005  
PH-85-052-001  
XX-85-009-003  
XX-85-018-002  
XX-85-101-001



ATTACHMENT B (Continued)

71812 - Disciplinary process cumbersome and slow

IN-85-266-002  
IN-85-918-001  
IN-86-239-003

Internal Selection and Promotion Process

71813 - Salary policy selection and promotion

EX-85-003-X04	IN-85-577-003	IN-86-209-014
EX-85-015-007	IN-85-614-002	IN-86-229-001
EX-85-048-006	IN-85-639-002	PH-85-048-001
EX-85-048-007	IN-85-663-002	PH-85-053-001
EX-85-049-003	IN-85-663-010	SQM-86-009-009
EX-85-051-002	IN-85-682-004	SQP-86-005-004
EX-85-053-001	IN-85-694-004	SQP-86-005-011
EX-85-054-001	IN-85-755-001	WBP-86-005-007
EX-85-074-001	IN-85-758-003	WBP-86-008-001
EX-85-077-002	IN-85-772-008	WBP-86-008-004
EX-85-119-003	IN-85-778-006	WBP-86-010-001
EX-85-173-002	IN-85-842-005	WI-85-037-007
EX-85-191-001	IN-85-958-002	WI-85-046-005
EX-85-193-011	IN-85-968-001	XX-85-011-001
I-86-110-SQN	IN-85-973-004	XX-85-012-001
IN-85-068-004	IN-86-013-001	XX-85-043-002
IN-85-081-001	IN-86-020-002	XX-85-103-002
IN-85-147-003	IN-86-049-001	XX-85-109-001
IN-85-153-001	IN-86-061-002	XX-85-116-012
IN-85-154-001	IN-86-064-002	
IN-85-158-002	IN-86-064-003	
IN-85-218-003	IN-86-069-002	
IN-85-237-001	IN-86-079-003	
IN-85-293-007	IN-86-085-001	
IN-85-333-004	IN-86-190-001	
IN-85-366-002	IN-86-202-001	
IN-85-469-001	IN-86-209-009	



ATTACHMENT B (Continued)

71814 - Trades and labor selection and promotion

EX-85-007-003	IN-85-784-001
EX-85-015-011	IN-85-818-001
EX-85-108-005	IN-85-822-001
EX-85-119-001	IN-85-842-003
EX-85-136-001	IN-85-889-001
EX-85-141-002	IN-86-079-005
IN-85-097-015	IN-86-170-005
IN-85-186-009	IN-86-218-002
IN-85-254-001	IN-86-246-013
IN-85-326-001	IN-86-270-004
IN-85-368-002	IN-86-304-003
IN-85-490-001	OO-85-005-007
IN-85-492-005	PH-85-002-001
IN-85-542-001	PH-85-002-004
IN-85-632-008	SQP-86-009-005

71815 - Management selection and promotion

EX-85-100-004	IN-86-087-001
EX-85-126-002	IN-86-283-001
IN-85-476-001	IN-86-291-004
IN-85-663-011	IN-86-312-001
IN-85-763-001	WBM-86-007-002
IN-86-028-004	

Vacancy Announcement Process

71816 - Fairness of vacancy announcement process

BLNONPEC007	IN-85-563-002
EX-85-015-006	IN-85-563-004
EX-85-154-003	IN-85-563-006
IN-85-063-002	IN-85-694-002
IN-85-383-001	IN-85-750-001
IN-85-395-002	IN-86-137-010
IN-85-550-003	IN-86-308-001
IN-85-562-001	IN-86-316-001



ATTACHMENT B (Continued)

Form TVA 77 Supervisory Evaluations

71817 - General foreman gives all employees S2 rating

EX-85-100-001

71818 - GF completing Form 77 only knew worker three weeks

EX-85-129-001

Conflict of Interest

71819 - Use of contract employees

WBM-86-003-001

71820 - Hiring of former NRC officials

XX-85-116-010

XX-85-125-005

XX-85-125-001

XX-85-125-008

XX-85-125-002

XX-85-125-011

XX-85-125-003

XX-85-125-012

XX-85-125-004

XX-85-127-007

Miscellaneous

71821 - Concerns with insufficient information to evaluate

EX-85-025-001

IN-85-265-003

IN-85-308-001

SQP-85-001-N03

WBP-86-001-013

100-10000-10000

100-10000-10000

100-10000-10000

