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EMPLOYEE CONCERNS

SPECIAL PROGRAM

VOLUME 7
MANAGEMENT AND PERSONNEL CATEGORY

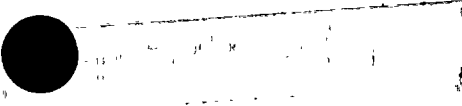
SUBCATEGORY REPORT 70500
EQUAL EMPLOYMENT OPPORTUNITY

UPDATED

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TVA EMPLOYEE CONCERNS
SPECIAL PROGRAM

REPORT NUMBER: 70500

REPORT TYPE: Management and Personnel Subcategory

REVISION NUMBER: 4

TITLE: Equal Employment Opportunity

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REASON FOR REVISION: Deletion of one concern transferred to I & H Category

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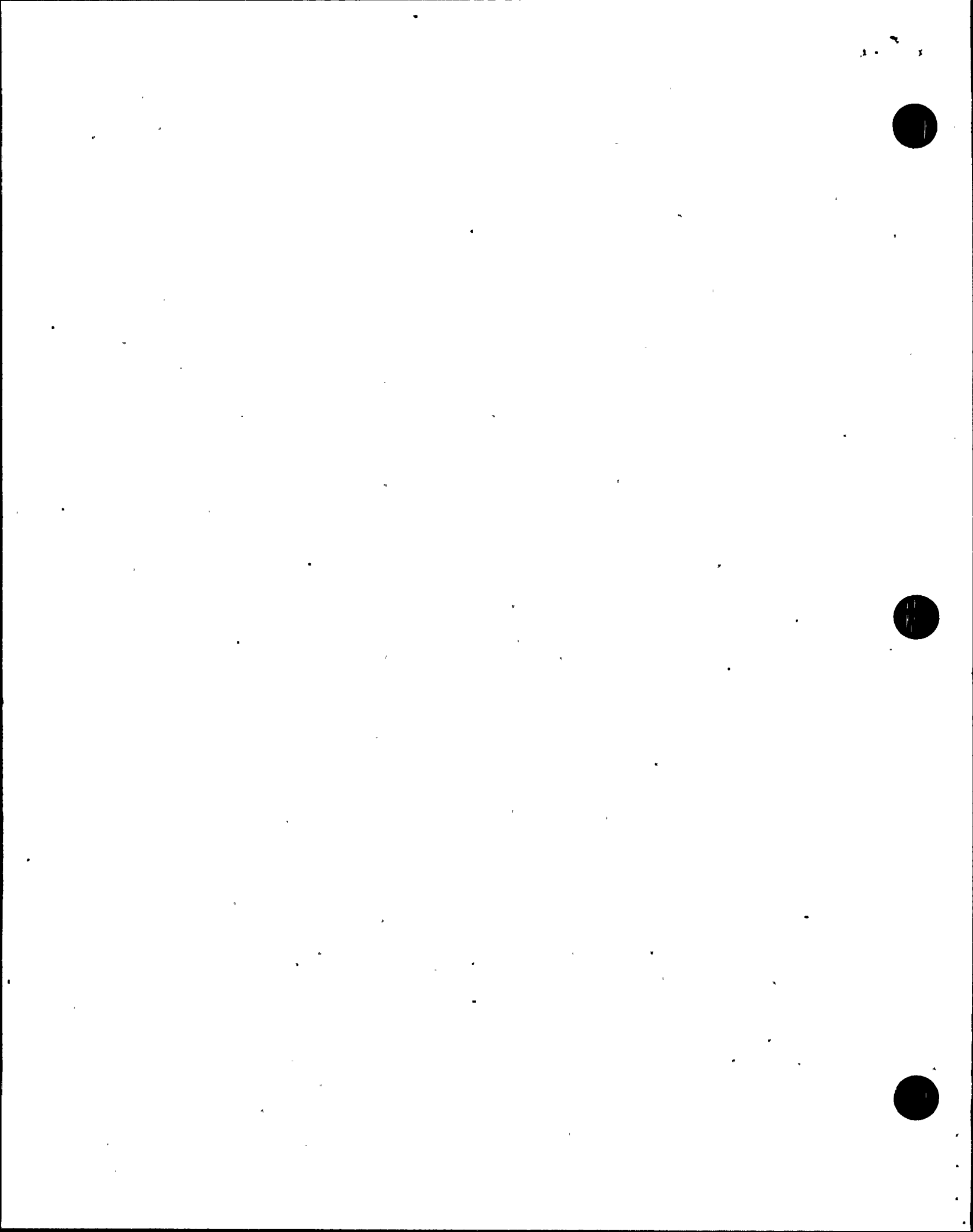
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CONCURRENCE (FINAL REPORT ONLY)

2200T



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 (ECTIG), 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 ECTIG 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 ECTIG 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.

Additionally, at the end of each subcategory report will be a Subcategory Summary Table that includes the concern numbers; identifies other subcategories that share a concern; designates nuclear safety-related, safety significant, or non-safety related concerns; designates generic applicability; and briefly states each concern.

Either the Subcategory Summary Table or another attachment or a combination of the two will enable the reader to find the report section or sections in which the issue raised by the concern is evaluated.

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

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

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

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

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

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

ECSP GLOSSARY OF REPORT TERMS*

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

Class A: Issue cannot be verified as factual

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

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

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

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

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

concern (see "employee concern")

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

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

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

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

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

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

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

K-form (see "employee concern")

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

root cause the underlying reason for a problem.

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

Acronyms

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

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

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L/R	Labor Relations Staff
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
TVILC	Tennessee Valley Trades and Labor Council
UT	Ultrasonic Testing
VT	Visual Testing
WBECSP	Watts Bar Employee Concern Special Program
WBN	Watts Bar Nuclear Plant
WR	Work Request or Work Rules
WP	Workplans

EQUAL EMPLOYMENT OPPORTUNITY

Subcategory Report 70500

Executive Summary

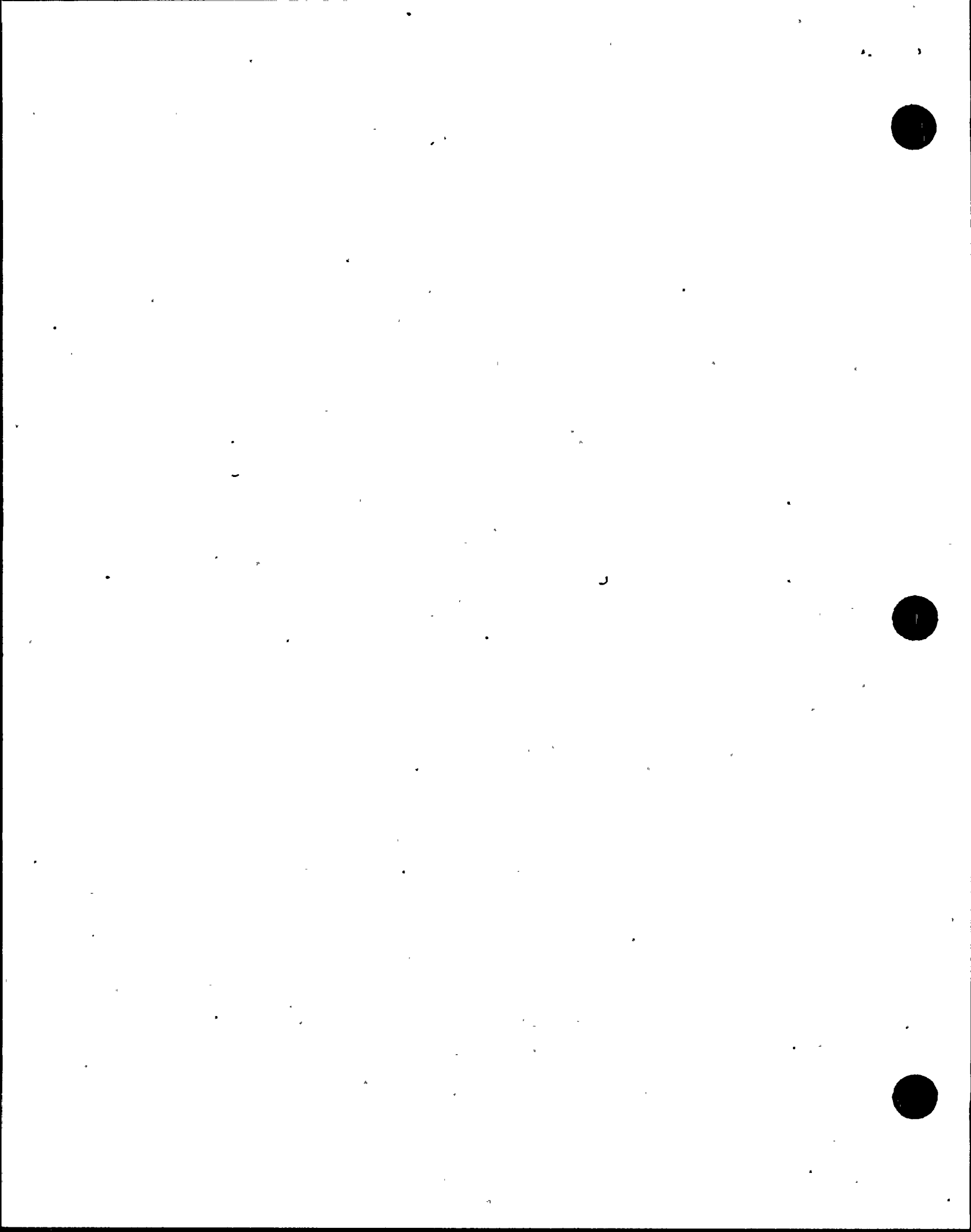
This subcategory includes 83 employee concerns which raised 16 issues. The general areas of concern are pay and promotion, accommodation of handicapped workers, discriminatory environment, and the Equal Employment Opportunity Complaint System.

The major findings were that:

- Corrective action was needed to ensure more effective management oversight of evaluations for pay increases and of foreman selections and to ensure a management evaluation of the reasons for the under-representation of women in higher paying job classifications.
- Corrective action was needed to define line management's role in improving the effectiveness of the Affirmative Action Program and to clarify the responsibilities of supervisors for the accommodation of injured employees.

The major unresolved problem in this subcategory is the need for a more effective Affirmative Action Program. ONP senior management recognizes that EEO affirmative action will only be effective when each manager is assigned clear, realistic responsibility and held accountable for meeting that responsibility.

A new Affirmative Action Program Plan was approved on September 30, 1986. The goals established by this plan will be clearly communicated to line managers and incorporated into their Management Appraisal System objectives. The performance of managers in meeting the goals will be monitored on a quarterly basis.



1.0 CHARACTERIZATION OF ISSUES

The concerns in the Equal Employment Opportunity (EEO) Subcategory run the gamut from complaints about harassment of women, minorities, and handicapped individuals to a few charges of "reverse" discrimination from employees who feel too much is being done to favor minorities and women. In general, the sentiments expressed can be characterized as dissatisfaction with TVA's efforts to achieve equal opportunity. The concerns are relatively evenly divided between specific allegations of discrimination experienced or observed by concerned individuals (CIs) and general charges of discriminatory policies or practices.

The subcategory consists of 82 concerns, 3 of which originated at sites other than Watts Bar Nuclear Plant (WBN). The concerns are divided fairly evenly on the bases of race, gender, and handicapped status and cover a wide range of employment and work environment issues. Many, if not all, of the issues expressed in these concerns have generic applicability to the other nuclear plant sites and to TVA as a whole.

The 16 issues in this subcategory are classified under four elements:

(1) Pay and Promotion

- 70501 - Minorities receive lower pay increases
- 70502 - Veteran not promoted in 11 years
- 70503 - Promotions are based on religion
- 70504 - Not enough minority and female foremen
- 70505 - Male/female pay rates not equal

(2) Accommodation of Handicapped Workers

- 70506 - Work restrictions are not respected
- 70507 - Disabled veterans are treated unfairly
- 70508 - Permanently disabled employees not accommodated

(3) Discriminatory Environment

- 70509 - Affirmative Action not enforced.
- 70510 - Reverse discrimination is practiced
- 70511 - Racial discrimination is practiced
- 70512 - Male/female privacy is inadequate
- 70513 - Age discrimination is practiced

(4) Equal Employment Opportunity Complaint System

- 70514 - Complaint processing is slow
- 70515 - EEO Staff is not independent
- 70516 - EEO Staff is not responsive

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

Attachment A, Subcategory Summary Table

Attachment B, List of Concern Numbers by Issue

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

2.0 SUMMARY

2.1 Characterization of Issues

This subcategory evaluates 16 issues in the following four elements affecting equal employment opportunity. The elements are:

- (1) Pay and Promotion
- (2) Accommodation of Handicapped Workers
- (3) Discriminatory Environment
- (4) The Equal Opportunity Complaint System

2.2 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.

Employees, managers, personnel professionals, and EEO experts were interviewed for their insights into the issues contained in the four elements. The Equal Opportunity Staff provided labor market and workforce statistics and analyses of relevant equal opportunity discrimination, complaint and counseling data. Civil rights laws, executive orders, and Federal EEO guidelines were reviewed along with TVA Office of Nuclear Power (ONP) policies on EEO to identify requirements and ONP criteria for each issue.

2.3 Findings

The issues were examined against the established requirements and criteria. The following were the major findings:

A. Pay and Promotion

On average, white males who work for TVA are better paid than black males; both male groups are better paid than women who work for TVA. The structure of ONP's workforce makes a balance of the sexes or races difficult to achieve because the occupations crucial to ONP themselves lack balanced representation. Apprenticeship training programs which had recruited minorities and women were eliminated because ONP's workforce was being drastically reduced during the period of these concerns. On the other hand, because of promotion actions at the WBN construction site, the percentage of minorities and women who are foremen is higher than the percentage of the overall workforce. Corrective action is needed to ensure more effective management oversight of evaluations for pay increases and for foreman selection. Corrective action is also needed to address the under-representation of women in the higher paying job classifications.

B. Accommodation

Because TVA follows Federal guidelines, ONP has a large percentage of veterans on its workforce. However, the percentage of disabled veterans is less than half the Federal government average for such employees. The addition of a Veteran's Affairs Coordinator should improve ONP's ability to accommodate disabled veterans. TVA has been praised in recent Federal government reports for its efforts in rehabilitating injured employees and (where possible) returning them to appropriate work. Corrective action is needed to remind supervisors of their responsibilities in accommodating injured employees and to see that those responsibilities are carried out (See the Management and Personnel subcategory report 71300, Medical Programs, for further treatment of worker compensation and medical constraints.)

C. Discriminatory Environment

ONP (like TVA as a whole) has under-representation of "protected classes." This is particularly true in management, technical, and craft positions. These occupations are dominated by white males, making recruitment of minorities difficult. However, a review of TVA's regulations reveals a significant effort has been made to see that they ensure equal opportunity. Still, labor union hiring practices and TVA's major reductions in its nuclear program workforce during the period of these concerns hindered the efforts to achieve a balance of races and sexes. Corrective action needs to be taken to more clearly define line management's role in making affirmative action work.

D. The Equal Opportunity Complaint System

As of 1986, the Equal Employment Opportunity Complaint System's average resolution time for a complaint was 496 days. Federal regulations call for resolution of a complaint within 180 days. However, Federal agencies seldom meet this time limit. Indeed, in a 1983 EEO Commission Report, TVA ranked fifth out of 21 major Federal agencies in low resolution time for EEO complaints. Some of the delay is caused by factors in the complaint process that are beyond TVA's control. Recent changes to speed up the process have been made in that part of the complaint system under TVA's control.

2.4 Collective Significance

The major unresolved problem in this subcategory, the need for a more effective Affirmative Action Program, cannot be solved until line management responsibility is clearly defined. Keeping in mind the makeup of ONP's workforce and the projected changes in the size of that workforce, ONP line managers need to be given realistic affirmative action responsibilities. EEO affirmative action is only effective when each manager is assigned clear, realistic responsibility and held accountable for meeting it.

2.5 Cause

Greater effectiveness of the ONP Affirmative Action Program was hindered by a shrinking workforce, by the need for personnel from occupations over-represented by white males, and by the union seniority system which makes hiring and retaining for workforce balance difficult. Affirmative action also suffered from the lack of clear definition of line management's responsibility for the effectiveness of the program.

2.6 Corrective Action

ONP's affirmative action goals as established in the Affirmative Action Program Plan approved on September 30, 1986, will be clearly communicated to line managers and incorporated into their Management Appraisal System objectives. Their performance in meeting the goals will be monitored on a quarterly basis. Recruitment efforts will be enhanced and current employees will be offered opportunities of financial support for continuing education and on-the-job training at higher level positions. Additional resources in the Division of Nuclear Personnel will monitor and provide support to line managers in achieving affirmative action goals.

3.0 EVALUATION PROCESS

The evaluation was conducted according to the Employee Concerns Task Group (ECTG) Evaluation Plan and the Management and Personnel Evaluation Plan. The case files were reviewed. Source documents were researched in the effort to identify the requirements and criteria that governed each issue. To ensure that all EEO-related concerns were fully represented in this evaluation, the Employee Concern Program System List of Concerns by Category and Subcategory was reviewed to identify concerns that had EEO implications. Fifty-one concerns were identified and added to the concerns originally included in this study.

The concerns were subdivided into elements that identify the situations and practices employees are concerned about rather than into the class groups (such as women, minorities, handicapped). This grouping facilitates both evaluation and, hopefully, the development of necessary corrective action by the appropriate organizations. Then the elements were further subdivided into issues.

3.1 Interviews with Managers and Employees

Fifty-six managers and employees were interviewed to obtain information on policies and procedures, to gather data on workforce demographics, and to learn about their experiences in EEO-related matters. Individuals interviewed included 16 line managers, 9 personnel officers, 10 employees and employee representatives, and 8 Equal Opportunity Staff members. In addition, 13 of the concerned individuals were interviewed at length by the evaluator of this subcategory under confidentiality releases obtained by Quality Technology Company (QTC).

3.2 Comparison of TVA WorkForce with Civilian Labor Force

Workforce demographic data were collected from several sources, including "Annual Affirmative Action Accomplishment Reports" for WBN, "TVA Number of Employees by Organization" (compiled by Information Management Systems (IMS) Branch, Division of Personnel), Office of Construction (now ONP) "Employee Force Reports, TVA On Board Status Reports, Representation by Schedule and Level Reports" (compiled by the Equal Opportunity Staff), and specific information collected by the evaluator from affected organizations. Civilian Labor Force comparative data were taken from the Equal Employment Opportunity Commission (EEOC) Management Directive 707. Percentage under-or-over-representation for each schedule and grade for TVA occupations are included in the "Representation by Schedule and

Level Reports by TVA Organization." This information is being used for the first time in the affirmative action planning process this fiscal year. Additional comparisons are made using information included in several government publications such as the Annual Report on the Employment of Minorities, Women, and Handicapped Individuals in the Federal Government and the Employment of Handicapped Individuals in the Federal Government reports by the EEOC.

3.3 Review of Discrimination Complaint Activity

The Equal Opportunity Staff (EOS) maintains a data base on the issues and subjects that employees (and applicants) contact EOS counselors about and on the formal complaints of discrimination that are filed. Data on complaint activity were collected and compared for Division of Nuclear Construction (DNC), all of ONP (excluding Construction), WBN (including both the DNC workforce and the ONP permanent plant personnel) and TVA-wide. Of course, statistics on counseling contacts and complaints filed cannot be used as proof of discrimination. They are useful as a data point from which to judge the extent of employee perceptions of discrimination.

3.4 Review of Reference Materials and Files

A literature search was conducted to obtain statistical information and expert opinion on the issues and elements raised in the employee concerns. Complaint files and correspondence were reviewed to ascertain the history and general environment that may have influenced the employee concerns expressed.

3.5 Requirements and Criteria

The determination of discrimination and the standards governing affirmative action goals are mandated by Federal law, Executive Orders, and guidelines of oversight agencies. Comparative information on the relative standing of Federal agencies in achieving equal employment opportunity is available in reports published by oversight agencies, such as the EEOC, and by nonprofit agencies serving protected groups, such as the National Urban League. The goals of government agencies sometimes can be attained only if programmatic activities are compatible with proposed actions. In a retrenchment period, such as the one TVA's nuclear program was going through during the timeframe of these concerns, not losing ground can be a great victory.

4.0 FINDINGS

Concerns about similar issues were grouped to facilitate investigation. The findings are presented in subsections under five main headings: Intimidation and Harassment, Pay and Promotion, Accommodation, Discriminatory Environment, and Equal Employment Opportunity Complaint System. Subheadings addressing specific issues within the main headings contain generic investigative results for the issues as well as any available specific investigations of individual concerns.

4.1 Pay and Promotion Issues

Background

Section 703 of Title VII of the Civil Rights Act of 1964, as amended, states that "it shall be an unlawful employment practice for an employer to discriminate against any individual with respect to his compensation . . . because of such individual's race, color, religion, sex, or national origin." Review of the two interrelated issues of pay rates and promotional opportunity account for significant activity in the EEO discrimination complaint system:

Pay and Promotion Counseling Contacts

<u>Fiscal year</u>	<u>TVA-wide</u>	<u>DNC</u>	<u>ONP</u>	<u>WBN</u>
1982	70	32	11	9
1983	87	13	9	5
1984	96	23	16	15
1985	87	12	10	4

Pay and Promotion Complaints

<u>Fiscal year</u>	<u>TVA-wide</u>	<u>DNC</u>	<u>ONP</u>	<u>WBN</u>
1982	28	3	1	2
1983	18	3	6	3
1984	19	1	7	1
1985	19	1	3	1

Data from the EOS's 1983 report, Status of Minorities and Women in TVA: A Ten-Year Study (1972-1982), updated for 1983-85, reveal some basis for concern by minority and female employees, as the following table on average salaries indicates:

Average Salaries TVA-Wide in Thousands
of Dollars 1976-1985

<u>Fiscal Year</u>	<u>Minority</u>		<u>Nonminority</u>	
	<u>Women</u>	<u>Men</u>	<u>Women</u>	<u>Men</u>
1976	10.8	12.9	11.8	16.5
1977	11.2	13.7	12.2	17.5
1978	11.9	14.8	12.9	18.6
1979	13.3	16.3	14.2	20.2
1980	14.7	18.4	15.7	22.0
1981	15.6	20.0	16.6	23.8
1982	16.2	21.6	17.1	26.7
1983	16.9	23.3	17.9	28.7
1984	18.6	25.6	19.8	31.2
1985	19.4	26.4	20.6	31.9

The differential for Annual Trades and Labor employees is as follows:

Average Salaries for Annual Trades and Labor in TVA
in Thousands of Dollars

<u>Fiscal Year</u>	<u>Minority</u>		<u>Nonminority</u>	
	<u>Women</u>	<u>Men</u>	<u>Women</u>	<u>Men</u>
1983	21.9	22.9	22.2	24.2
1984	22.8	23.4	23.6	25.4
1985	22.8	23.5	23.2	25.4

While average salary statistics are not sufficient evidence to prove illegal discrimination, they do show the basis for employee perceptions. Promotion issues also require complex regression analyses, which are planned by the EOS, to determine rates of progression by class group in TVA. However, information on the comparative levels of women and minorities in TVA reveals that, almost unilaterally across the schedules, minorities and women cluster at the entry levels, except in the lower paying female or minority-dominated schedules, such as clerical and janitorial.

Within this element, five issues emerge that will be evaluated in subsequent sections. Issues based on a single concern include:

70501 - Minorities Receive Lower Pay Increases

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<u>Concern Number</u>	<u>Subcategory</u>	<u>Description</u>
IN-85-488-002	705	Supervisor discriminates against minorities in pay increase

To provide the heads of TVA offices with information that can assist them in avoiding unfair treatment for women, minorities, persons over 40, and handicapped individuals, proposed management merit increases are evaluated prior to award by EOS. Results of recent EOS studies reveal that minorities received significantly lower evaluations in four of the five years the system has been studied. No comparable data exist on Salary Policy Merit Pay. However, the possibility of discrimination as a reason for the lower evaluations needs to be addressed.

70502 - Veteran Not Promoted in 11 Years

<u>Concern Number</u>	<u>Subcategory</u>	<u>Description</u>
IN-85-563-001	705	Veteran not promoted in 11 years

According to data compiled for the TVA Affirmative Action FY 1985 Accomplishment Report for Veterans, a total of 3,323 employees were promoted by TVA in FY 1985, 28 percent of whom were veterans. In the Trades and Labor classifications, 486 employees were promoted, of whom 48 percent were veterans. This concern, although possibly valid for the individual, does not identify a problem for veterans as a group.

70503 - Promotions are Based on Religion

<u>Concern Number</u>	<u>Subcategory</u>	<u>Description</u>
WI-85-046-008	705	Promotions based on religious affiliations

The WBN Employee Concern Site Representative investigated this concern at the individual's request. This investigation resulted in not only the upgrade of the individual, but also four of his coworkers, because of a faulty selection procedure that was used by supervision in the unit. All affected individuals report being very pleased, as would be expected; however, it is equally good to note that other employees in the unit expressed pleasure at this decision, too. However, no evidence was found to suggest that religious affiliation was a factor in the promotion. No additional corrective action is necessary.

4.1.1 70504 - Minority and Female Foremen

The following eight concerns raise the issue of discrimination against minorities and women for foremen's positions:

<u>Concern Number</u>	<u>Description</u>
EX-85-108-004	Not enough Black foremen/Construction
IN-85-554-002	Discrimination/Blacks in dual-rate and foreman
IN-85-565-001	No Blacks/women foreman Construction
IN-85-757-003	No Black foreman
IN-86-157-004	Of 130, only 2 minority/no women foreman/Construction
IN-86-192-001	No minority foreman, 100 in craft/ONP
IN-86-237-001	Denied foreman job because of race
WBP-86-001-001	No Black foremen and no opportunity to apply for vacancies/ONP

Discussion

Foreman positions are not considered management and are covered by the bargaining agreement, the Trades and Labor General Agreements for Annual and Hourly Operating and Maintenance Employment or for Construction Employment. Section A-V. of the former states "Management determines when crew foremen are required, reviews qualifications, and makes selections." Section H-V. of the latter states:

Where, in the judgment of management, immediate craft supervisors (i.e., foremen) are required, they will be selected and employed on the basis of journeyman experience in the craft which they will supervise. In making such selection, consideration will be given to demonstrated or potential leadership qualities, knowledge of the technical aspects of the work, demonstrated ability to cooperate on the job, and experience with TVA.

Both agreements contain the same statement in support of equal opportunity:

TVA and the Tennessee Valley Trades & Labor (TVT&L) Council recognize the need for and wholeheartedly support an effective affirmative action program for recruiting, promoting, and retaining qualified female, minority, and other protected classes of employees. It is further recognized and agreed that the achievement of affirmative action goals is a mutual objective of TVA and the TVT&L Council.

A Construction Management Assistant at WBN, surveyed all Trades and Labor crafts in Construction to obtain current data on women and minority foremen (information which is otherwise unavailable).. This information was compared in the following table with the total employment, by race and sex within each craft:

CONSTRUCTION TRADES AND LABOR EMPLOYEES AT WATTS BAR

JUNE 1986

<u>CRAFT</u>	<u>NUMBER MINORITIES</u>	<u>PERCENTAGE MINORITIES</u>	<u>NUMBER WOMEN</u>	<u>PERCENTAGE WOMEN</u>	<u>TOTAL EMPLOYEES</u>
BOILERMAKERS	1	9	0	0	11
CARPENTERS	3	4.6	0	0	65
MILLWRIGHTS	3	18	0	0	17
ELECTRICIANS	3	1	0	0	123
IRONWORKERS	1	4	0	0	26
STEAMFITTERS	13	3.6	0	0	359
TEAMSTERS	3	10	1	2	49
LABORERS	12	16	2	2.5	79
OPERATING					
ENGINEERS	2	8	0	0	24
PAINTERS	3	6	5	10	49
SHEETMETAL					
WORKERS	2	6	0	0	34
MACHINISTS	0	0	0	0	5
BRICKLAYERS	1	25	0	0	4
MISCELLANEOUS	0	0	0	0	7
TOTAL	47	5.5	8	.9	852

CONSTRUCTION TRADES AND LABOR FOREMEN AT WATTS BAR
June 1986

<u>CRAFT</u>	<u>NUMBER WOMEN/ MINORITY FOREMEN</u>	<u>TOTAL FOREMEN</u>	<u>PERCENTAGE FOREMEN</u>
BOILERMAKERS	0	1	0
CARPENTERS	1(Black Man)	8	12.5
MILLWRIGHTS	0	2	0
ELECTRICIANS	1(Black Man)	12	8.3
IRONWORKERS	1(Black Man)	5	20
STEAMFITTERS	1(Black Man)	33	3
TEAMSTERS	0	1	0
LABORERS	1(Black Man)	6	16.6
	DUAL RATE		
OPERATING			
ENGINEERS	0	1	0
PAINTERS	1(Black Woman)	5	20
SHEETMETAL			
WORKERS	1(Black Man)	3	33
MACHINISTS	0	1	0
BRICKLAYERS	0	1	0
MISCELLANEOUS	0	1	0
TOTAL	7	80	8.75 COMBINED - TOTAL 1.25 FEMALE 7.5 MINORITY

Conclusion

The data indicates a higher percentage of both minority and female foremen in DNC Trades and Labor categories than their percentage representation in the overall workforce.

The ONP data, which was compiled by Personnel Officer Jill Maynor, reported 5.5 percent minority general foremen, 4.8 percent minority foremen, 3 percent female, and 3 percent minority dual-rated foremen (printout available). ONP's Affirmative Action Performance Summary reports 9.6 percent minority in Trades and Labor. Therefore, ONP (excluding DNC) has a lower percentage of women and minorities at the foremen level than at the workforce level.

Individual allegations of discrimination will be investigated by the OIG. This issue is not factual for DNC. However, the percentage of ONP plant operations female and minority foremen is much lower than the percentage of women and minorities in the overall permanent plant workforce. Therefore, the possibility of discrimination as a factor in the disparity in the ONP figures needs to be addressed.

4.1.2 70505 - Male/Female Pay Rates

Four employee concerns raised the issue of different rates of pay for men and women:

<u>Concern Number</u>	<u>Description</u>
IN-85-249-001	Male employee given more salary than female
IN-85-656-001	Male hired at same level as those with seniority
IN-85-806-001	Male hired at top of schedule/females at bottom
IN-85-842-004	Females don't get on-the-job training, so males advance more rapidly

Discussion

Section 1604.3 of the EEOC's Guidelines on Discrimination Because of Sex prohibits separate lines of progression and seniority systems based on sex, and Section 1904.8 allows for a defense based on the Equal Pay Act to be raised under Title VII. The Equal Pay Act of 1963 states that:

No employer shall discriminate between employees on the basis of sex by paying wages to employees at a rate less than that paid to employees of the opposite sex for equal work on jobs requiring equal skill, effort, and responsibility and which are performed under similar working conditions, except where such payment is made pursuant to (I) a seniority system; (II) a merit system; (III) a system which measures earnings by quantity or quality of production; or (IV) a differential based on any other factor than sex.

The gap between the average salaries of TVA male and female employees is actually widening. Although minority men are still well below the average for their white male counterparts their percentage of white male salaries have increased 4.6 percent from 1976 to 1985. The picture for both minority and white women in the agency is far less encouraging. Minority women have lost 4.6 percent in the comparison and nonminority women have lost 6.9 percent. The following table compares the percentage of TVA white male average salaries earned by minority men and women and white women employees over the last ten years:

Average Salaries of Minorities and Women
as Percentage of White Male Earnings

<u>Fiscal Year</u>	<u>Minority Women</u>	<u>Nonminority Women</u>	<u>Minority Men</u>
1976	65.4%	71.5%	78.2%
1977	64.0%	69.7%	78.3%
1978	63.9%	69.3%	79.5%
1979	65.8%	70.3%	80.7%
1980	66.8%	71.4%	83.6%
1981	65.5%	69.7%	84.0%
1982	60.7%	64.0%	80.9%
1983	58.9%	62.4%	81.2%
1984	59.6%	63.5%	82.0%
1985	60.8%	64.6%	82.8%

The downward fluctuations around 1980-1983 can partially be attributed to the salary negotiations of 1981 that resulted in the "recircling" (or freezing) of many clerical, janitorial, and public safety employees (Schedules SB, SF, and SG). Heavy concentrations of women and minorities work on these schedules. The concurrent decision to "split" the Management (M) Schedule into lower-paying and higher-paying categories based on labor market rates also influenced minority and female earnings relative to their white male counterparts. It is important to remember that these average salary statistics are only one bit of information and are not sufficient evidence to prove discrimination.

Because of the importance of training for individual employee development and upward mobility, EOS has developed a system to track employee training for Salary Policy employees by class groups. The system has been used to measure the percent of men, women, minorities, handicapped, and employees over 40 who have received training, the average number of hours of training and the average expenditures for training for the last two fiscal years. Results of the studies indicate a significantly lower percentage of women, minority, handicapped, and employees over 40 being trained. Women, handicapped, and employees over 40 received significantly fewer hours of training, and women and minority employees received significantly less travel and per diem for training.

Concerns IN-85-249-001, IN-85-656-001, and IN-85-806-001 were raised by women employees in the same work unit who question the selection of a former craft journeyman for training in the clerical schedule (SB) that leads to an administrative (SA) position. The man, who is the son of a high-ranking craft supervisor, was hired at the "topped-out" grade of SB-3, Step 8, while women who were already working as TVA clerks were hired for the same training program as SB-2s.

The salary paid the man in question placed him at a higher rate of pay than 87 percent of the work unit, most of whom had been in the unit for some years. The difference in pay between the man in question and the woman who entered the training program the same day was \$5,545 (his \$16,510/hers \$10,965). This woman had been working as an SB-3 clerk in Construction, but in order to enter the training program was forced to accept a cut to an SB-2.

The man in question was awarded 520 hours of credit for one year of college (biology) and several years of night school, as well as one year of expediting experience while a TVA craftsman. According to the concerned individual, another employee, also male, was given only 320 hours of credit for his eight years of Navy experience which was directly related to the work performed in this job. The female employees feel that the selection was motivated by sex discrimination and favoritism. This situation is being investigated by the Office of the Inspector General.

Conclusion

The gap between the average salaries for males and for women is widening because women are under-represented in the higher paying job classifications. Training expenditures which could be one means of closing that gap also favor men. Almost two dollars are expended for training men for each dollar spent on women. Greater efforts need to be made to recruit qualified women into the higher paying classifications. Greater effort also needs to be made to provide educational support for those female employees who have the ability and initiative to move from the clerical and other support schedules to the managerial and other professional schedules. Therefore, this issue requires corrective action.

4.2 Accommodation Issues

Background

Section 501 of the Vocational Rehabilitation Act of 1973, as amended, states: "the Federal Government shall become a model employer of handicapped individuals." Federal agencies are required to make "reasonable accommodation to the known physical or mental limitations of qualified handicapped applicants or employees unless the agencies can demonstrate undue hardship on the operation of

their programs." Such accommodation can include making facilities accessible, job restructuring, use of special equipment or interpreters, etc. The determination of hardship would take into account the size of the agency programs (numbers of employees, etc.), the size of the budget, and the type of operation, as well as the cost of the accommodation.

4.2.1 70506 - Work Restrictions/Medical Constraints

The following eleven concerns raise the issue of work restrictions/medical constraints:

<u>Concern Number</u>	<u>Description</u>
IN-85-235-X11	Craft superintendent said he would terminate all employees on work restrictions
IN-85-335-001	Employees harassed to work out of restrictions
IN-85-433-003	Employees ordered to work outside restrictions
IN-85-539-002	Injured employees should avoid full duty until TVA authorizes
IN-85-593-003	Management requests employees to work outside their restrictions
IN-85-689-001	CI reinjured when TVA violated restrictions
IN-85-723-001	TVA Medical refused to accept doctor's advice
IN-85-770-005	TVA doctor changed private doctor restriction
IN-85-958-001	CI was unfairly treated with regards to medical restrictions
WI-85-044-006	CI's restrictions removed by supervisor
WI-85-051-001	TVA management overrode restrictions

Background

There are legal and medical differences in the classification of injured employees as "handicapped." The concerns in this grouping raise issues about accommodation of injured employees who have work restrictions (or medical constraints) imposed on them to protect their health and safety and the safety of fellow employees.

Discussion

Many of these concerns have also been assigned to the Medical Subcategory for evaluation. However, just as in the case of harassment of persons because of handicap, decisions that adversely affect employees and that are based on a handicap (or a perceived handicap) could violate both the Rehabilitation Act and TVA policy.

The TVA General Release Manual, Section VII HEALTH SERVICES, defines medical constraints (commonly referred to as work restrictions) as:

individualized considerations of capacity, environment, or other needs that the examining physician applies, based on significant findings peculiar to a person's health status. The TVA medical examiner applies medical constraints to inform responsible management that special accommodation(s) may be required to enable the individual to perform the full range of pertinent job duties safely and effectively.

Employees who work under medical constraints are considered "conditionally approved provided management determines that the medical constraints can be observed," and that:

a candidate or an employee with a health impairment that limits but does not preclude medical approval for the type of work proposed is placed in this class. When conditional approval is given, the examining physician describes briefly on the appropriate forms the nature of recommended medical constraints.

TVA Instruction VIII INJURY, Exhibit 5, states: "If medical evidence indicates that the employee is able to perform limited duty, the supervisor should attempt to provide work for the employee within his/her limitations."

The EEOC regulations Equal Employment Opportunity in the Federal Government, Subpart G - Prohibition Against Discrimination because of a Physical or Mental Handicap, are quoted and discussed. Only in instances when TVA can demonstrate "undue hardship" is the agency relieved of its obligation to provide "reasonable accommodation, including job restructuring" to handicapped individuals as defined by the regulations. The regulations do not address specific time limits or situations of temporary handicap. (See subcategory reports 71300 [Medical Programs] and 90100 [Management of Safety] for further information on medical restrictions)

The EEO Complaint System lists "work restrictions" as an issue, with the following activity levels:

Counseling Contacts on Work Restrictions Issues

<u>Fiscal year</u>	<u>TVA-wide</u>	<u>DNC</u>	<u>ONP</u>	<u>WBN</u>
1982	8	2	0	0
1983	14	5	2	5
1984	11	1	4	0
1985	11	4	4	1

Counseling Contacts on Work Restrictions as an Issue

<u>Fiscal year</u>	<u>TVA-wide</u>	<u>DNC</u>	<u>ONP</u>	<u>WBN</u>
1982	4	1	0	0
1983	2	1	0	0
1984	1	1	0	1
1985	1	0	0	0

No references to medical constraints/work restrictions were found in the "TVA Working Rules for T&L Employees" and no violations or penalties are prescribed for employees working outside their restrictions or for supervisors requiring employees to do so. As noted above in the TVA Instruction, supervisors "should attempt to provide work for the employee" on restrictions, but are not required to do so. If indeed the temporary restrictions constitute a handicapping condition, the agency would be required to make accommodation unless it resulted in undue hardship.

At WBN Construction 447 T&L employees (out of a total of 852 or 52 percent) were on some type of medical constraint as of June 26, 1986. Employees on restrictions are carried on employment rolls whether or not they are actually working; therefore, some of these employees are drawing pay and are working within their restrictions. Some are neither working nor drawing pay.

Concerns IN-85-723-001 and IN-85-770-005 question TVA physicians refusing to accept private physicians' recommendations on restrictions, and concerns WI-85-044-006 and WI-85-051-001 question management removal of restrictions. An information release prepared September 7, 1982, by the Division of Medical Services

reports that "TVA physicians are challenging questionable work restrictions and 'hold off duty' slips by private attending physicians." These actions were attempts to improve management of TVA's injury compensation program. The cost of compensation, which is charged back to TVA plus administrative cost, was 4 percent of TVA's payroll budget in FY 1985 (\$41 million).

Conclusion

There is no clear direction to supervisors that employees on medical work restrictions may be subject to the protection of EEO law, including the right to reasonable accommodation. Therefore, corrective action is required.

4.2.2 70507 - Disabled Veterans

The following five concerns raise the issue of employment of disabled veterans:

<u>Concern Number</u>	<u>Description</u>
EX-85-072-003	TVA does not give disabled vets special consideration
EX-85-145-001	CONST rehiring gives preference to 10% disabled vets, but not in layoffs
IN-85-245-004	TVA's affirmative action program does not work, no disabled vet on M scale in TVA
PH-85-003-029	TVA plans to fire all disabled vets Nov. 2, including those with job-related injuries
WI-85-072-002	NUC PWR dept. filled jobs with nonvets when disabled vet and other vet working in dept. had applied

Background

A separate subcategory (721) under Management and Personnel evaluated Veterans Preference concerns. The issue of disabled veterans is also considered here because of its affirmative action requirements and close relation to handicapped discrimination. TVA has statutory obligations with respect to veterans under the Veterans Preference Act of 1944, as amended, which requires that preference be given in selection for appointment and for retention in RIF. Section 2014 of the Vietnam Era Veterans' Readjustment Assistance Act of 1974 adds to these obligations in the Federal government for disabled veterans:

It is the policy of the United States and the purpose of this section to promote the maximum of employment and job advancement opportunities within the Federal Government for qualified disabled veterans and veterans of the Vietnam Era.

The U.S. Office of Personnel Management (OPM), which is responsible for compliance with these Acts, defines a disabled veteran as a person who:

"(1) has served on active duty in the armed forces; (2) has been separated from the armed services under honorable conditions; and (3) either: (a) has established the present existence of a service-connected disability (including recipients of the Purple Heart) or (b) is receiving compensation, disability retirement benefits, or a person, under a statute administered by the Veterans Administration or a military department."

Discussion

OPM selected TVA for an onsite review of its Disabled Veterans Affirmative Action program in March 1984, "because of its relatively large size, its importance as a major employer in the Southeast region, and the number of inquiries and complaints about the Agency's disabled veteran employment policies." Twenty-three disabled veterans working at TVA requested interviews with OPM representatives during the review. They expressed concern with TVA's lack of recruitment and low hiring levels for disabled veterans. OPM's general finding was that "as a class, disabled veterans have been neglected at TVA." Citing TVA's "relatively high overall veteran employment (46.1 percent compared to 39.5 percent Government-wide)," TVA was asked "why was the disabled veteran employment percentage so low (only 2.0 percent compared to 4.6 percent) Government-wide?" TVA actions in response to the OPM review include the inclusion of disabled veterans in the most recent TVA Board policy statement on EEO and Affirmative Action, distributed to all employees on April 27, 1985:

We intend to identify and eliminate any lack of awareness, patronizing or discriminatory posture, be it subtle or blatant, toward minorities, women, or handicapped individuals, including disabled veterans.

TVA Manager of Employee Relations, William H. Thompson, sent a January 26, 1986, memorandum to all heads of offices supporting the recommendations OPM had made in the areas of recruitment and advancement of disabled veterans, particularly those with 30-percent or more disability. Of particular interest to this evaluation was the ONP's decision to increase employment opportunities for disabled veterans in areas outside restricted areas requiring special clearance, a decision that was reported as an accomplishment in TVA's FY 1985 Disabled Veterans Affirmative Action Accomplishment Report. Also reported was the series of onsite workshops conducted by the Knoxville Vet Center between March - May 1985 at WBN. Over 400 Vietnam, Korean, and World War II veterans participated. The Division of Personnel has also recently announced the creation of a new position in TVA to coordinate "veterans affairs." The issues of veterans preference and disabled veterans affirmative action are covered in the new TVA-wide Supervisor's Handbook and accompanying mandatory training program for all TVA employees.

The OPM review cited labor union referral practices as a "formidable barrier" to employment of disabled veterans in Trades and Labor positions, which account for nearly half of TVA employment. Section A.III of the Construction General Agreement and Section H.III of the Operating and Maintenance General Agreement state:

Applicants with status of veteran with a compensable disability of 10 percent or more incurred in military service are appointed first in the order of their qualifications. Within a qualifications group, applicants with veterans' preference are appointed before those without such preference. Among those with veterans' preference applicants who have status as noncompensable disabled veterans are appointed first.

When veterans began to claim preference in hiring and rehiring at TVA employment offices instead of being referred by the union halls, union officials complained to TVA. In an April 26, 1983 memorandum from (then) Director of Labor Relations William H. Thompson, TVA responded:

TVA has no choice except to fully comply with the Veterans Preference Act and the General Agreement which require that we give appropriate consideration for employment to anyone who is preference-eligible, qualified, and informs TVA of his/her availability. TVA representatives cannot become involved in assisting any organization enforce its internal rules which may conflict with TVA's responsibility for employment decisions.

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The representation of disabled veterans in the overall TVA workforce between 1980 and 1985 is as follows:

REPRESENTATION OF DISABLED VETERANS IN WORKFORCE

Year	Total WorkForce	Compensable Disabled Veterans			
		10% to 30%*		30% or more*	
		#	%	#	%
9/30/80	52,139	577	1.11	223	0.43
9/30/81	50,509	697	1.38	342	0.68
9/30/82	40,337	549	1.36	322	0.80
9/30/83	37,505	498	1.33	313	0.83
9/30/84	33,958	442	1.30	293	0.86
6/30/85	33,689	429	1.27	282	0.84

The representation of disabled veterans on each TVA employment schedule as of June 30, 1985 is:

DISABLED VETERANS WORKFORCE BY SCHEDULE
JUNE 30, 1985

Schedule	Total WorkForce	Compensable Disabled Veterans			
		10% to 30%*		30% or more*	
		#	%	#	%
SA	1,175	13	1.11	6	0.51
SB	4,214	21	0.50	19	0.45
SC	3,266	14	0.43	5	0.15
SD	166	1	0.60	1	0.60
SE	4,031	45	1.12	31	0.77
SF	391	15	3.84	13	3.32
SG	835	23	2.75	7	0.84
SX	529	7	1.32	2	0.38
M	4,058	59	1.45	28	0.69
P	16	0	0.00	0	0.00
T&L	15,001	231	1.54	170	1.13
Total	33,682	429	1.27	282	0.84

Note: * % disability

The tables show that, while well below the Government average, of 4.6 percent, Trades and Labor employment is not the deterrent to disabled veteran representation that it might be expected to be because of its rigorous requirements for physical ability. Rather the Salary Policy schedules are all below the TVA average, with the notable exception of Schedule SF (janitorial), which has a combined total of 7.2 percent disabled veterans, and Schedule SG (Public Safety), which has a 3.6 percent combined total. Salary Policy employees account for 55.5 percent of all TVA employment. However, the presence of 87 Management (M) Schedule disabled veterans contradicts concern IN-85-245-004, which stated that there were no disabled veterans on the M scale at TVA.

One concern about firing all disabled veterans (PH-85-003-029) was raised by an electrician in DNC. This concern is similar to those raised by employees citing that all persons on work restrictions were to be terminated on November 1, 1985. This allegation is being investigated by the OIG.

Conclusion

The percentage of disabled veteran TVA employees (2.11 percent) is less than half the Federal government average of 4.6 percent. A Veterans' Affairs Coordinator and more effective training of supervisors on requirements concerning disabled veterans should address many of the concerns dealt with in this issue.

4.2.3 70508 - Permanently Disabled Employees

Four concerns raise the issue of accommodation of handicapped individuals (whose disabilities appear to fall under this classification, based on the K-forms)

<u>Concern Number</u>	<u>Description</u>
IN-85-011-001	Discrimination/handicapped craft CONST
IN-85-939-004	No consideration of limitations in assignments
IN-86-291-003	No transfers for handicapped
PH-85-003-X28	Need for evaluation for appropriated placement

Discussion

As a Federal agency, TVA aspires to become "a model employer of handicapped individuals." According to a report recently released by the EEOC, however, TVA is ranked 61 (out of 78 agencies) based on the percentage of the workforce with "targeted disabilities." The study, which is based on 1983 data, reveals that 5.15 percent of the Federal workforce is handicapped and 0.89 percent have "targeted disabilities"-convulsive disorders, mental illness and retardation, and distortion of limbs and spine. TVA reported 0.44 percent targeted disabilities, which is less than half of the Government average. However, such comparisons of TVA with other federal agencies do not take into consideration the difference in the nature of TVA's work force because of the large number of construction and craft workers.

In its Ninth (1984) Report to Congress on the Employment of the Handicapped in the Federal Government the EEOC reported that the percentage of handicapped employees had risen to 5.45 percent (TVA reported 4.16 percent); those with targeted disabilities had risen to 0.96 percent (TVA reported 0.49 percent). As of September 30, 1985, TVA reported 4.15 percent of its work force as having disabilities, 0.50 percent with targeted disabilities. The percentage is dropping, and as of May 31, 1986, the TVA work force was 4.11 percent handicapped and 0.48 percent with targeted disabilities.

ONP lists 3.41 percent of the total workforce as disabled, as of May 31, 1986, and 0.42 percent with targeted disabilities. The following tables show yearly trends, by total work force and by schedule:

TVA REPRESENTATION OF HANDICAPPED INDIVIDUALS

<u>Year</u>	<u>Total Work Force</u>	<u>Handicapped Individuals</u>			
		<u>Nontargeted Disabilities</u>		<u>Targeted Disabilities</u>	
		<u>#</u>	<u>%</u>	<u>#</u>	<u>%</u>
9/30/80	52,139	Data not available			
9/30/81	50,509	1,376	2.72	201	0.40
9/30/82	40,337	1,107	2.74	163	0.40
9/30/83	37,505	1,123	2.99	164	0.44
9/30/84	33,958	1,244	3.66	168	0.49
9/30/85	33,689	1,199	3.56	165	0.49

TVA REPRESENTATION OF HANDICAPPED INDIVIDUALS BY SCHEDULE
JUNE 30, 1985

<u>Schedule</u>	<u>Total WorkForce</u>	<u>Handicapped Individuals</u>			
		<u>*Nontargeted</u>		<u>Targeted</u>	
		<u>Disabilities</u>		<u>Disabilities</u>	
		<u>#</u>	<u>%</u>	<u>#</u>	<u>%</u>
SA	1,175	45	3.83	5	0.43
SB	4,214	172	4.08	38	0.90
SC	3,266	90	2.76	18	0.55
SD	166	5	3.01	0	0.00
SE	4,031	163	4.04	24	0.60
SF	391	26	6.65	3	0.77
SG	835	36	4.31	4	0.48
SX	529	20	3.78	0	0.00
M	4,058	179	4.41	13	0.32
P	16	0	0.00	0	0.00
T&L	15,001	463	3.09	60	0.40
Total	33,682	1,199	3.56	165	0.49

*Total does not include three TVA board members and four board secretaries.

As stated in Section 4.3, Federal agencies are required to make "reasonable accommodation" to handicapped employees and applicants who are otherwise qualified. The burden of proof of "undue hardship" that would relieve agencies of the need to accommodate rests with the agencies themselves.

If employees have become disabled through work-related injuries, additional regulations are applicable. Such employees are entitled to benefits under the Federal Employees' Compensation Act (FECA), generally referred to as Workers' Compensation. According to the TVA Personnel Manual Instruction RESTORATION, employee Compensation (Section 7):

Most TVA employees who receive worker's compensation are eligible for certain restoration rights under conditions provided by Federal law and regulations. In general, an employee who recovers sufficiently to perform the duties of his/her former position within one year of commencement of compensation is restored to that former position and is generally treated as if he/she had not been absent from work. An employee who fully recovers after more than one year from the date compensation began is entitled to priority consideration for his/her former position, if available, or for an equivalent position.

An employee who, without limitation on time lapse since compensation began, is partially recovered from a compensable injury and who is able to return to limited duty must be accorded every reasonable effort on the part of TVA to place him/her in a position for which qualified, including any medically required work restrictions. Such placement would be to a vacant position.

An employee who is physically disqualified for the position to which he/she has restoration rights (including an equivalent position) is entitled, within one year of the date compensation began, to be restored to another position for which he/she is qualified and which will provide like seniority, status, and pay or the nearest approximation thereof consistent with the circumstances in the employee's case, including any medically required work restrictions.

An employee is not refused restoration because of physical disability unless the disability would:

- Make duty performance impossible,
- Reduce job efficiency below the level normally considered as acceptable,
- Cause the employee's presence on the job to jeopardize the safety or health of the employee or others, or
- Be a basis for separation or disability retirement.

Construction workers currently account for two-thirds of all initial workers' compensation claims. The dollar amount expended by TVA for compensation has gone from \$6 million in 1972 to \$41 million in 1984, and accounts for 4 percent of TVA's total payroll. In 1979, Charles Bonine, Jr., (then) Manager of TVA's Management Services, requested that heads of TVA offices and divisions be reminded of the "Affirmative Action Obligation for Employees Injured on the Job":

Because of the present escalation of OWCP costs, it is necessary that top-management support be given to the rehabilitation and selective placement of injured former employees.

To meet our affirmative action responsibility to these handicapped workers, the following recommendations should be implemented:

If possible, return the injured employee to his/her former position. Identify job modifications in order to provide "lighter" but essential and productive work.

Survey other duties to identify suitable alternate positions for these workers.

Refrain from making general judgments in determining if an individual is capable of performing a job. Examine the actual daily job tasks and match them with the specific worker's abilities.

As part of our responsibility to handicapped applicants who are receiving compensation benefits and were injured on TVA job sites, special effort and individual attention are required in handling such cases if the ultimate goal of successful job placement is to be achieved.

Conclusion

The recommendation in Mr. Bonine's memorandum, if vigorously pursued by all TVA organizations, would serve as evidence of TVA's effort to accommodate disabled employees. It would also reduce the heavy burden of Workers' Compensation cost currently borne by the agency. Supervisors need to be made aware of and held accountable for their responsibilities in accommodating handicapped employees.

4.3 Discriminatory Environment

Background

All the concerns in the EEO subcategory express perceptions of a discriminatory environment, so this element serves as a summation of the issues previously discussed as well as an "umbrella" under which some remaining rather discrete issues can be addressed.

An overall view of TVA employment regulations, policy statements, programs, and studies reveals significant effort to ensure equal opportunity. The present evaluation offers ample proof of the attention TVA management has paid and continues to pay to EEO and affirmative action, and employment of women, minorities, and handicapped individuals. Despite these efforts, the TVA workforce continues to be overwhelmingly dominated by white male employees.

Efforts to improve this imbalance are hindered by labor union referral practices (see also subcategory report 71600, Labor Relations) and by the fact that the agency has for a number of years now been undergoing a drastic reduction in the overall size of the workforce. Additionally, the structure of ONP's workforce makes a balance of the sexes, for instance, extremely difficult to achieve because of the lack of balanced race and sex representation in two occupations more crucial to ONP than to most other Federal agencies. Over half of the ONP workforce is made up of craft workers. A far lower percentage of women are employed in crafts than are employed in Federal agencies nation-wide. Again, a large percentage of ONP's employees are engineers, another occupation that is itself dominated by white males.

Consequently, comparisons of ONP or TVA as a whole with other Federal agencies tend to be biased against them because such comparisons do not take into account the imbalanced (i.e., largely white male) force from which TVA must draw. For example, the recently released EEOC Annual Report on the Employment of Minorities, Women, and Handicapped Individuals in the Federal Government FY 1983 ranks Federal agencies (for the first time since the report has been published) according to the percentage representation of protected groups. At the time the report covers (1983), out of a total of 79 agencies, TVA ranked 79 in the percentage of women in the total workforce. Out of 78 agencies, TVA ranked 78 in the percentage of minorities in the total workforce. Out of 78 agencies, TVA ranked 61 in the percentage of persons with "targeted disabilities." Because of the uniqueness of TVA's classification system, TVA was not included in the other ranking made in the report, which included more specific measurements of average pay grades across classes and percentage within professional level schedules. But based on the salary and schedule dispersion data presented in previous sections, TVA's performance in these areas would likely be below government averages as well.

What TVA can more fairly be judged upon, however, is how energetically it has recruited women and minorities. It should also be judged upon equality of advancement for equally qualified employees from within the organization.

4.3.1 70509 - Affirmative Action in TVA

The following four concerns (and indeed almost all the previously evaluated issues) deal with dissatisfaction with TVA's affirmative action efforts:

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<u>Concern Number</u>	<u>Description</u>
IN-85-293-022	TVA denies equal opportunity
IN-85-563-001	Management does not enforce Alcoholic Anonymous
PH-85-003-014	TVA does not comply with AA
WBP-86-005-006	No AA program at Watts Bar

Affirmative action, under the principles of Title VII of the Civil Rights Act of 1964, is defined as being "those actions appropriate to overcome the effects of past or present practices, policies, or other barriers to equal employment opportunity" (Title 29, Chapter XIV, Code of Federal Regulations, Part 1608.1).

As a Federal agency, TVA is required to submit annual Affirmative Action Plans and Accomplishment Reports to the Equal Employment Opportunity Commission (EEOC) detailing specific activities designed to enhance the full range of employment opportunities for women, minorities, and handicapped individuals (including disabled veterans). Affirmative action requirements are included under Title VII of the Civil Rights Act of 1964, as amended; the Vocational Rehabilitation Act of 1973, as amended; and the Vietnam Era Veterans Readjustment Act of 1974. TVA has prepared and submitted the annual Affirmative Action Plans and Accomplishment Reports.

The most recent TVA Board Policy statement regarding equal opportunity and affirmative action was distributed to all employees April 27, 1985, and states:

We are taking this opportunity to reaffirm our commitment to equal employment opportunity and to affirmative action and to emphasize to you what your responsibilities are. Employees who have managerial or supervisory oversight of any kind have a special obligation to aggressively carry out TVA's policy on equal opportunity and affirmative action programs designed to eliminate the present effects of past discrimination.

Recent years have brought increasing legal challenges about the constitutionality of affirmative action, which, some opponents claim, is reverse discrimination. However, two Supreme Court rulings on July 2, 1986, strongly supported affirmative action to remedy past discrimination against minorities in the American workplace.

For affirmative action purposes TVA is required to compare its labor force with the Southeast labor market (percentages provided by the U.S. EEOC). ONP has a long way to go to attain a representative workforce as the following table on percentage of jobs shows.

PERCENTAGE OF JOBS, BY SCHEDULE, HELD BY WHITE MALES
OFFICE OF NUCLEAR POWER AS OF MAY 31, 1986

<u>Total #</u>	<u>Schedule</u>	<u>% Held</u>	<u>CLF %*</u>
200	SA (Administrative)	36.5	62.6
1278	SB (Clerical)	14.5	27.1
1967	SE (Technician)	73.0	45.5
159	SF (Janitorial)	58.0	63.4
1606	SC (Technical)	82.0	60.6
29	SD (Technical)	79.0	60.6
78	SX (Technical)	86.0	60.6
1558	M (Management)	92.0	62.6
1460	TA (Trades & Labor)	93.0	57.5
2736	TB (")	88.5	57.5
<u>513</u>	TD (")	<u>78.5</u>	57.5
11584		76.0	

*Civilian Labor Force expected percentage based on Southeast Region, as given by U.S. Equal Employment Opportunity Commission (EEOC)

While the absolute numbers of women and minorities are relatively low, ONP's efforts are reflected in its February 1986 Affirmative Action Accomplishment Report. The total number of management schedule employees increased 1 percent; the number of female managers increased 23 percent. The total number SC schedule employees (professional technical) decreased 19 percent; the number of Black males on SC schedule decreased only 16 percent; and the number of females increased 1 percent. The total number of hourly trades and labor employees decreased 41 percent; the number of Black males decreased 38 percent; and the number of females increased 5 percent. These statistics clearly show conscious effort on the part of ONP management, particularly when reductions-in-force are controlled chiefly by veterans' preference and seniority.

Conclusion

This evaluation confirms that TVA does have affirmative action programs and that an ONP Affirmative Action Program exists and includes WBN. Upper management has consistently voiced support for affirmative action. However, enforcement of affirmative action goals does constitute a problem. For example, TVA's flexibility under the relatively new call-by-name hiring procedure for trades and labor employees has not resulted in significant affirmative action gains.

Partly, the problem with enforcement is the one described above: the labor pool among engineers and craft workers is largely white male. However, the problem with enforcement can be traced to the root cause of many of ONP's management woes: line managers have not been given clearly defined responsibilities for affirmative action progress. Consequently, they have not been held individually accountable for the effectiveness of the program.

4.3.2 70510 - Reverse Discrimination

The eight concerns that raise issues of preferential treatment of "protected classes" including women, minorities, the handicapped, and persons over 40 are as follows:

<u>Concern Number</u>	<u>Description</u>
EX-85-093-002	TVA hires minorities regardless of qualifications
IN-85-308-002	Partiality in treatment of males and females
IN-85-785-003	90% of female subjourneymen not doing their job
IN-85-843-003	Black Public Safety Officers not disciplined fairly
IN-86-074-003	Females should not get special treatment/performance
IN-86-106-001	TVA forced to hire & cannot fire quota persons
IN-86-137-009	Promotions based on sex & race/minority requirements
IN-86-216-001	Females can't open valves/unable to do job

Five of the eight concerns in this section were raised by ONP permanent plant employees at WBN, and only one was identified by the K-form as being from WBN DNC.

Barry R. Goss, editor of Reverse Discrimination (New York: Prometheus Books, 1977), offers: "as a working definition, we can say that reverse discrimination is giving special or preferred treatment to persons who are members of racial or religious or ethnic groups or a sex against whose membership generally unjust discrimination was or is being practiced."

Examination of the report, "Representation by Schedule & Level" for ONP revealed that as of May 31, 1986, white male employees were significantly over-represented in all schedules except SA, SB, and SF. See table on Percentage of Jobs, by Schedule, Held by White Males in section 4.4.1.

Conclusion

The perceptions that women and minority employees are less qualified or are given special treatment in discipline, promotions, and performance review are not borne out by workforce representation, service reviews (management merit pay only), and records of disciplinary actions compiled in individual EEO investigations. Results of previous evaluations conducted by EOS indicate that women, minorities, and handicapped employees tend to have higher level educational credentials than nonminority males in the same positions.

However, the fact that some, presumably, white male employees feel that EEO regulations "force" hiring "quotas" for unqualified employees indicates the need for improved communication and interaction between employees in hopes of increasing trust and mutual respect. There also is a need to educate employees on exactly what affirmative action is and is not and the reasons for it.

4.3.3 70511 - Racial Discrimination

The following fourteen concerns raise the issue of racial discrimination:

<u>Concern Number</u>	<u>Description</u>
EX-85-048-005	TVA hiring discriminates against Black veterans/CONST
EX-85-118-002	CONST Mgmt discriminates against Blacks
IN-85-204-002	Evidence of discrimination in TVA ratio of Blacks to Whites in all depts.

IN-85-444-001	Craft locals and TVA discriminate against minorities in hiring, firing and advancement
IN-85-603-001	Racial discrimination in Public Safety
IN-85-906-002	ONP hiring practice
IN-86-049-002	Discrimination by CONST against Blacks and females
IN-86-157-002	Why does CONST have "racists" running this job
IN-86-268-001	Racial discrimination at WBN
SQP-86-005-006	Supervisors make it known that minorities not desired
WBP-86-001-005	Black terminated for sleeping/2 whites given only oral warnings
IN-86-250-001	CI is experiencing job discrimination
WBP-86-005-001	Discrimination in hiring, termination, training, and promotions
WI-85-035-005	CI was discriminated against

As stated previously, discrimination on the basis of race in any employment decision including hiring, advancement, discipline, termination, and layoff, is a violation of Federal law and TVA policy. A review of EEO complaint activity reveals that racial discrimination consistently accounts for the largest proportion of complaints filed.

However, A four-year comparison of complaints filed on the basis of race shows a decline over the four year period.

<u>Fiscal</u> <u>Year</u>	<u>TVA-wide</u>	<u>DNC</u>	<u>ONP</u>	<u>WBN</u>
1982	111	41	19	10
1983	77	13	16	8
1984	66	11	11	5
1985	43	3	16	4

A review of EEO counseling contacts about racial discrimination revealed:

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<u>Fiscal Year</u>	<u>WBN DNC</u>	<u>WBN ONP Permanent Plant</u>
1982	35	2
1983	27	6
1984	31	2
1985	28	2

Significant levels of complaint activity on racial discrimination in the Public Safety Service are not listed here; a site-specific accounting was not available for the evaluation. Concern IN-85-603-001 was raised by a Black Public Safety Officer who was concerned about hiring and promotional opportunities for minorities within his organization, citing difficulties with management and personnel policies and with enforcement. Investigation revealed that the unique requirements for applications on Public Safety Officer positions (training classes) and for selection into the service are somewhat confusing. For example, six Black female clerk monitors thought they had applied for officer vacancies at WBN, but had not renewed their applications in time for consideration. One of these was a job steward, a position that requires extensive knowledge of personnel policies. A review of PSS officer application procedures might be useful, as well as improved communications between management and employees. Concern IN-85-603-001 is also being investigated by the OIG.

Conclusion

While the numbers of complaints about racial discrimination have declined steadily they still constitute a significant problem which must continue to be addressed. The various aspects of racial discrimination are discussed separately in the sections of this report on harassment, pay and promotion, and affirmative action.

4.3.4 70512 - Male/Female Privacy Issues.

The following 12 issues were raised by employees concerned about TVA practices related to gender-based privacy:

<u>Concern Number</u>	<u>Description</u>
EX-85-043-001	Public Safety women unwilling to perform
IN-85-191-001	Female Public Safety "pat downs"/assignments
IN-85-309-001	Female Public Safety "pat downs"
IN-85-311-010	"
IN-85-843-002	"
IN-85-850-007	"

IN-86-107-001	No screens for men's urinal #2 air lock
IN-86-137-008	Female Public Safety "pat downs"
IN-86-187-003	"
IN-86-214-006	"
XX-85-117-001	Rad dressing rooms at Browns Ferry Nuclear Plant (BFN)
XX-85-117-002	"

Discussion

While no specific EEO laws or implementing regulations could be found related to these issues, there are some well-publicized court cases that have been decided or settled that dealt with similar issues, including the differential pay rates for women prison guards based on male prisoner privacy and the female television sports correspondents who were barred from the dressing rooms of male teams. Privacy issues can result in unequal employment.

Interviews with Public Safety management, and consultants indicated that segregating "pat down" searches by sex was an accepted industry practice. However, if that practice results in preferential or punitive treatment, such as post or shift assignments based on sex, the possibility of sex discrimination exists. Both male and female Public Safety Officers have complained about the practice.

The concerns about radiation "suit-up" dressing areas and the men's urinal are requests for privacy. Both could be handled by providing portable screens, as Radiation Control Instruction (RCI)-1, Section VI.0 states:

A suitable dressing screen, if requested, shall be provided to ensure additional privacy for changing from work clothes into modest apparel before donning C-zone clothing.

RCI-9 dated December 31, 1985, paragraph VI.B.2. states:

Protective clothing and equipment requirements. The use of personal clothing under protective clothing is not recommended by Health Physics. An individual may still wear such personal clothing. However, (except for shoes) the individual assumes personal responsibility for his outer personal clothing and their possible contamination. TVA has no responsibility to replace personal clothing contaminated unless Health Physics recommends use of such clothing. To respect an individual's privacy, TVA will provide a dressing screen or similar partition behind which personnel may change to protective clothing.

The evaluator observed a training class in "dressing out" procedures to better understand the problems with privacy at C-Zone "step-off pads." As was indicated in W. C. Bibb's January 27, 1986 response to concern XX-85-117-002:

An individual may request privacy screens as outlined above for the purpose of donning C-zone clothing. However, the individual should assure that garments underneath the C-zone clothing will provide him/her desired modesty protection when exiting the C-zone since privacy screens are impractical at step-off pads.

Conclusion

Since the employee concern XX-85-117-001 was dated December 13, 1985, XX-85-117-002 was dated December 20, 1985, RCI-1, VI.0 was dated December 17, 1985, and RCI-9 was dated December 31, 1985, it would appear that the instructions were revised in order to address the concerns expressed. The availability of screens, on request, at the dressing out areas and the acceptance of "modesty clothing" under protective clothing would seem to be adequate responses to these concerns.

Privacy screens could also be made available, on request, for temporary urinals, such as the one in concern IN-85-850-007.

4.3.5 70513 - Age Discrimination

Concern IN-86-234-001 alleged age discrimination. Discrimination against persons over 40 is prohibited under the Age Discrimination Act of 1975. The employee said that he or she was transferred to a different department to make way for a younger person who was not capable of performing all of the required job functions. This concern is being investigated by the Office of the Inspector General.

4.4 Equal Employment Opportunity Complaint System

Ten concerns deal with TVA's system for handling EEO complaints. These nine concerns raise three separate issues:

- (a) The timeliness of complaint processing;
- (b) The independence of the Equal Opportunity Staff;
- (c) The responsiveness of the Equal Opportunity Staff to employee inquiries and employee needs.

4.4.1 70514 - Timeliness of Complaint Processing

Three concerns raising the timeliness issue are:

IN-85-627-008	Allegation submitted to EEO have not been properly completed.
XX-85-116-015	The EEO Staff takes an excessive length of time to review complaint and reprisal issues such that schedule requirements are not met.
WBP-5-015-008	Employee filed an action with EEO and was on time with all aspects of filing, but EEO had not responded within the time established by TVA procedure.

Discussion

TVA's EEO complaint procedure is governed by Federal regulations, including:

29 CFR 1613.220 Avoidance of Delay

- (a) The complaint shall be resolved promptly. To this end both the complainant and the agency shall proceed with the complaint without undue delay so that the complaint is resolved within 180 calendar days after it was filed, including time spent in the processing of the complaint by the complaints examiner under 1613.218.

The EO Staff acknowledges that this time is very often not met. For FY 1985, the average number of days to resolve a complaint was 495 days. For FY 1986, the average number of days to resolve a complaint was 496 days.

A report on Precomplaint Processing and Complaint Processing for FY 1983 issued by the EEO Commission showed that out of 21 major Federal agencies, TVA had the fifth best time from complaint filing to closure.

TVA's EO Staff made significant changes in its complaint procedure in October 1985. One major purpose of the changes was to reduce that part of the processing time under its control. Although the new procedures have not been in effect long enough to fully evaluate their success in reducing average times, the Chief of the Complaint Processing Staff has observed some improvement.

Conclusion

Although the three concerns raising the timeliness issue are substantiated, recent changes have been made in that part of the complaint system under TVA's control. These changes need to be given time to demonstrate their effectiveness in reducing average times.

4.4.2 70515 - Independence of the EEO Staff

Three concerns raising the independence issue are:

- | | |
|---------------|---|
| EX-85-071-003 | The EEO Board at Watts Bar takes sides with management. |
| EX-85-193-003 | EEO is in the TVA management's "back-pocket." |
| IN-85-343-003 | The possibility exists that EEO is not effective because it is employed by TVA and not an independent agency. |

Discussion

The EEO Staff is a TVA corporate staff reporting to the Manager of Employee Relations. It is totally independent of ONP. An EEO complaint is filed with the staff which investigates the complaint. A decision is issued by TVA's Director of EEO. If an employee is dissatisfied with the decision, it may be appealed to the EEOC in Washington or a lawsuit may be filed in the appropriate United States District Court.

Of all complaints closed in FY 1985, approximately 29 percent were settled, a decision was made for the employee in 10 percent, and 15 percent were cancelled for failure of the employee to pursue or the complaint was withdrawn by the employee.

According to the EEO Staff, it is not unusual for the complaint process to be emotionally charged. At times, both the employees filing the complaint and the accused managers will state that the staff is favoring the other side.

Conclusion

These three concerns could not be substantiated. Employees dropped their complaints, accepted settlements, or received favorable decisions in over 50 percent of the complaints filed. Appeal routes outside the agency are available to employees who are dissatisfied with the agency's final decision.

4.4.3 70516 - Responsiveness of the EEO Staff (EX-85-193-003 is being counted in both 70515 and 70516)

Four concerns raising the responsiveness issues are:

EX-85-193-003	EEO personnel are not cooperative with employees in processing EEO complaints.
IN-85-632-007	EEO is not responsive to employee inquiries concerning cases employees have filed.
OO-85-005-012	People in the EEO department in Knoxville are not responsive to employees on leave due to injuries or medical grounds.
WBP-6-002-005	EEO does not investigate discrimination charges equally for all employees.

Discussion

According to the EEO Staff, they receive and respond to a large volume of telephone calls from employees about their complaints. A system is in place to respond quickly and report on the status of the complaint. However, they cannot be responsive to employees who are involved in settlement negotiations and want a preview of what the final decision will be if they do not settle. If requested, investigators will meet with employees in their homes or preferably in a public place, such as a public library.

The EEO Staff has been accused by White employees of favoring Blacks and by Black employees of favoring Whites; females feel that male complaints are pursued more vigorously and males feel that complaints by females are pursued more vigorously. The Director of EEO stated, "Anyone that loses, suspects we pick on their class."

Conclusion

The appeals available to dissatisfied complainants serve as a safeguard against any discrimination. Although no evidence was found to support the concerns, the time delays discussed in 4.4.1 make the employees' frustration and feelings that the staff is not responsive understandable.

5.0 COLLECTIVE SIGNIFICANCE

ONP has not yet achieved the representation of minorities and women in many categories that is desirable. Consequently, the major unresolved problem revealed in this subcategory is the lack of progress made in meeting Affirmative Action goals.

During the timeframe of these concerns the ONP workforce was (and still is) dominated by white males. Any assessment of the efforts to bring that workforce closer to a balance of the races and sexes needs to consider that these constraints existed:

- (1) A drastically declining workforce which had few new job opportunities during this timeframe that could be used to make up ground on affirmative action.
- (2) The small proportion of minorities and women among craft workers and engineers, two of ONP's largest employment categories.
- (3) The union seniority system--because women and minorities were often among the last hired, they were also among the first to go in the layoffs and reductions-in-force going during this time period.

Constraints (2) and (3) still exist and therefore must also be considered in determining what is a realistic affirmative action program for ONP.

However, having said that, it is also necessary to say that until recently, ONP's affirmative action effort has not received effective attention from top ONP management. Affirmative action has suffered not so much from the lack of good intentions or even of honest effort. Rather it has lacked the centralized direction and unity of purpose which establishes clear lines of authority and responsibility for middle and lower management.

The success of ONP's affirmative action effort rests not on what top management says, but on what it does. No significant progress will be made on affirmative action until management responsibilities for the program are clearly defined. What are realistic goals for ONP, given the constraints mentioned above? What are the responsibilities of line managers in meeting those goals? What help must line managers be given in order to meet those responsibilities? What happens to line managers who fail to meet clearly defined, realistic affirmative action responsibilities?

6.0 CAUSES

6.1 Implementing Affirmative Action

The lack of effectiveness of ONP's affirmative action efforts has been caused by the need of its workforce for a large proportion of employees from occupations dominated by white males, by the fact that the workforce was shrinking rather than growing during the timeframe of these concerns, and by the union seniority system which gives an advantage to those who have worked the longest and which therefore gave preference in a majority of cases to white males.

Implementation of affirmative action in particular and of EEO efforts in general have also been hampered by failure to define line management responsibility realistically so that line managers could be held accountable for meeting specific target goals.

6.2 Training and Career Paths

Women, the handicapped, and employees over 40 receive significantly fewer hours of training than white males under forty. Women and minorities also receive significantly less in travel expenses and per diem for training.

7.0 CORRECTIVE ACTIONS INITIATED AS A RESULT OF THIS EVALUATION

The manager of ONP will clearly communicate his commitment to accomplish affirmative action goals by having responsibility and accountability among line managers. The office's FY 1987 affirmative action goals as established in the Affirmative Action Program Plan approved on September 30, 1986, will be clearly communicated to line managers and incorporated into their Management Appraisal System objectives. Their performance in meeting the goals will be monitored on a quarterly basis (705-NPS-01).

Employees in the under-represented areas will be encouraged and supported in obtaining a college education in the areas where there are ONP job opportunities. Information will be provided about job opportunities within the office and financial support for continuing education. Present minorities in the engineering entry level will be developed for possible senior and management level positions. Opportunities for on-the-job training in senior and management level positions will be provided (705-NPS-01).

Recruiting efforts will be enhanced to identify available potential employees in all under-represented areas. Specifically, the ONP will work with the college recruitment program in the Division of Personnel, will direct Cincinnati Employment, Inc. to actively seek minority and female candidates, and will request continuous referral of minority and female candidates from the Applicant Information System operated by the Division of Personnel. The ONP will continue working with the Training and Orientation Project and place handicapped employees in targeted positions (CATD 705-NPS-01).

In addition to the above action, DNC will attempt to increase the number of minorities and women in the trades and labor schedule by (a) encouraging selecting supervisors to use union referrals and the call by name procedure to employ more protected class members, (b) requesting area and project employment offices to provide a list of protected class candidates with their qualifications, and (c) monitoring the requisitions from selecting supervisors to see if they are requesting minorities and women (CATD 705-NPS-01).

The newly established Management Review Board will approve all employment, selection, and promotion or temporary promotion for positions on the management schedule. These boards will require the manager recommending the action to include information on the number of minority and female candidates considered, and submitted (CATD 705-NPS-01).

Additional resources in the Division of Nuclear Personnel will monitor and provide support to organization managers in achieving affirmative action goals (CATD 705-NPS-01).

Site and division directors will issue memorandum reminding supervisors of their responsibilities to accommodate injured employees and of the need for better communication with injured employees. Employees with work constraints will be monitored closely to ensure they are not working outside their constraints (CATD 705-NPS-2).

ONP is committed to abolishing intimidation and harassment in the workplace. This is evident by the actions taken in recent months concerning supervisors who have been guilty of harassment. Supervisors will be reminded by memorandum of the policy on harassment and its application to injured and handicapped employees. All future violations will be dealt with severely (CATD 705-NPS-3).

Site and division directors will review merit award support documentation with the Director of Nuclear Personnel to ensure that protected classes of employees are evaluated fairly (CATD 705-NPS-04).

DATE: 11-12-87

8.0 ATTACHMENTS

Attachment A - Subcategory Summary Table

Attachment B - List of Concerns by Element



REFERENCE - ECPS132J-ECPS132C
 FREQUENCY - REQUEST
 ONP - ISSS - RNM

ATTACHMENT A
 TENNESSEE VALLEY AUTHORITY
 OFFICE OF NUCLEAR POWER
 EMPLOYEE CONCERN PROGRAM SYSTEM (ECP)
 EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY
 SUBCATEGORY: 705 EEO

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 RUN DATE - 07/28/87

CATEGORY: MP MGT. & PERS. ISSUES

CONCERN NUMBER	CAT	SUB CAT	S H R D	PLT LOC	1 REPORT APPL 2 SAF RELATED BF BL SQ WB	HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION	REF. SECTION CAT - MP SUBCAT - 705
EX -85-043-00101 T50161	MP	70512	S	WBN	1 N N N N 2 NA NA NA NA		QTC	SOME WOMEN IN PUBLIC SAFETY ARE NOT WILLING OR ABLE TO PERFORM THEIR JOB . CONSTRUCTION CONCERN. CI HAS NO ADDITIONAL INFORMATION. NO FOLLOWUP REQUIRED.	
02	OP	31202	S	WBN	1 N N N Y 2 NA NA NA NO				
EX -85-048-00501 T50168	MP	70511	N	WBN	1 N N N N 2 NA NA NA NA	EX-85-048-005	QTC	TVA HIRING PRACTICES DISCRIMINATE AGAINST BLACK VETERANS. CONSTRUCTION CONCERN. CI HAS NO ADDITIONAL INFORMATION.	
EX -85-071-00301 T50256	MP	70515	N	WBN	1 N N N N 2 NA NA NA NA		QTC	THE EEO BOARD AT WATTS BAR TAKES SIDES WITH MANAGEMENT. CONSTRUCTION CONCERN. NO FURTHER INFORMATION IN THE FILE. NO FOLLOW-UP REQUIRED.	
EX -85-072-00301 T50187	MP	70507	S	WBN	1 N N N N 2 NA NA NA NA		QTC	TVA DOES NOT GIVE DISABLED VETERANS ANY SPECIAL CONSIDERATION. CONSTRUCTION DEPT CONCERN. CI HAS NO ADDITIONAL INFORMATION. GENERIC CONCERN.	
02	MP	72105	S	WBN	1 N N N N 2 NA NA NA NA				
EX -85-093-00201 T50245	MP	70510	N	WBN	1 N N N N 2 NA NA NA NA		QTC	CI EXPRESSED THAT TVA HIRES MINORITIES, REGARDLESS OF THEIR QUALIFICATIONS. CI DECLINED TO PROVIDE FURTHER INFORMATION. NO ADDITIONAL INFORMATION IS AVAILABLE IN THE FILE.	
EX -85-108-00401 T50201	MP	70504	N	WBN	1 N N N N 2 NA NA NA NA		QTC	TVA DISCRIMINATES WHEN THEY CHOOSE THEIR FOREMEN; NOT ENOUGH BLACKS. CONSTRUCTION DEPT. CONCERN. CI HAS NO ADDITIONAL INFORMATION. -GENERIC CONCERN-	
EX -85-118-00201 T50203	IH	60300	S	WBN	1 N N N Y 2 NA NA NA NO	EX-85-118-002	QTC	MANAGEMENT DISCRIMINATES AGAINST BLACKS. CONSTRUCTION DEPT. CONCERN. CI HAS NO ADDITIONAL INFORMATION. (NAMES AND DETAILS ARE KNOWN TO QTC AND ARE WITHHELD TO MAINTAIN CONFIDENTIALITY).	
02	MP	70511	S	WBN	1 N N N N 2 NA NA NA NA				

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

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

TENNESSEE VALLEY AUTHORITY
 OFFICE OF NUCLEAR POWER
 EMPLOYEE CONCERN PROGRAM SYSTEM (ECPS)
 EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY
 SUBCATEGORY: 705 EEO

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 RUN DATE - 07/28/87

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 - 705
					2	SAF	BL	SQ				
EX -85-145-00101 T50204	MP	70507	S	WBN	1	N	N	N	N	QTC	TVA POLICY IN CONSTRUCTION REHIRING GIVES A VETERANS PREFERENCE FOR 10% DISABLED VETERANS BUT THIS POLICY IS NOT BEING FOLLOWED ON LAY-OFFS. CO NSTRUCTION DEPT. CONCERN. CI HAS NO FURTHER INFORMATION.	
02	MP	72105	S	WBN	1	N	N	N	N			
03	MP	72103	S	WBN	1	N	N	N	N			
EX -85-193-00301 T50246	MP	70515	S	WBN	1	N	N	N	N	QTC	CI EXPRESSED THAT EEO AND THE EMPLOY EE'S UNION ARE IN TVA MANAGEMENT'S " BACK-POCKET", AND THAT EEO PERSONNEL ARE NOT COOPERATIVE WITH EMPLOYEES IN PROCESSING EEO COMPLAINTS. DETAI LS KNOWN TO QTC, WITHHELD DUE TO CON FIDENTIALITY. NO FURTHER INFORMATIO N MAY BE RELEASED. CONSTRUCTION DEP ARTMENT CONCERN. CI HAS NO FURTHER INFORMATION.	
02	MP	71603	S	WBN	1	N	N	N	N			
03	MP	70516	S	WBN	1	N	N	N	N			
IN -85-011-00101 T50030	IH	60300	S	WBN	1	N	N	N	Y	QTC	TVA DISCRIMINATES AGAIHST HANDICAPPE D CRAFT PERSONNEL WHOSE HANDICAPS AR E NOT MILITARY SERVICE RELATED. C/I HAS BEEN EXCLUDED FROM OVERTIME ON WEEKENDS BECAUSE OF C/I'S HANDICAP A ND NON-VETERAN STATUS. THIS STARTED 4 YEARS AGO, UNDER FORMER ELECT. GE NERAL FOREMAN (NAME GIVEN), AND IS P RESENTLY OCCURRING UNDER CURRENT ELE CT. GENERAL FOREMAN (NAME GIVEN). C /I QUESTIONED ELECT. GENERAL FOREMAN ABOUT THIS DISCRIMINATORY POLICY TO WARDS HANDICAPPED NON-VETERANS. GEN ERAL FOREMAN TOLD C/I THAT HE WA	
02	MP	70508	S	WBN	1	N	N	N	N			

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REFERENCE - ECPS132J-ECPS132C
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IN -85-191-00101 T50065	MP	70512	S	WBN	1 N N N N 2 NA NA NA NA		IN-85-191-001	QTC	WHEN FEMALE PUBLIC SAFETY OFFICERS ARE ASSIGNED TO SECURITY POST WHERE "PAT DOWNS" ARE REQUIRED, THEY CAN'T DO THEM SINCE TVA HAS A POLICY THAT FEMALE OFFICERS CAN'T "PAT DOWN" MALE EMPLOYEES. THIS CAUSES TWO (2) PROBLEMS: 1) MALES DO ALL THE "PAT DOWNS" (WORK) SINCE MOST OF THE PERSONNEL REQUIRING "PAT DOWNS" ARE MALES. 2) THE FEMALE OFFICERS GET RE-ASSIGNED TO OTHER POST WHERE THERE IS LESS ACTIVITY. EXAMPLE: PORTAL ENTRANCE LOCATED ON 708' EL., THE MAIN ENTRANCE TO POWER BLOCK.	
	02	OP	31202	S WBN	1 N N N Y 2 NA NA NA NO					
IN -85-204-00201 T50007A	MP	70511	N	WBN	1 N H H H H 2 NA NA NA NA		NI-85-002-001	QTC	ALTHOUGH TVA IS LEGALLY BOUND TO EQUAL EMPLOYMENT LAWS, THE POLICY IS NOT REFLECTED IN ACTUAL PRACTICE. EVIDENCE OF THIS IS THE RATIO OF BLACKS AND OTHER MINORITIES TO WHITES IN ALL DEPARTMENTS	
IN -85-235-X1101 T50239	IH	60200	S	WBN	1 N N N N Y 2 NA NA NA NO			QTC	SUPERINTENDENT (NAME KNOWN) ANNOUNCED TO CRAFT (DATE AND DISCIPLINE KNOWN) THAT HE PLANNED TO TERMINATE ALL EMPLOYEES ON MEDICAL RESTRICTIONS IF IT WAS HUMANLY POSSIBLE. DETAILS KNOWN TO QTC, WITHHELD DUE TO CONFIDENTIALITY. NO FURTHER INFORMATION MAY BE RELEASED. CONSTRUCTION DEPARTMENT CONCERN. CI HAS NO FURTHER INFORMATION. NO FOLLOW UP REQUIRED.	
	02	MP	70506	S WBN	1 N N N N 2 NA NA NA NA					
	03	MP	70601	S WBN	1 N N N N 2 NA NA NA NA					
IN -85-245-00401 T50091	MP	70507	N	WBN	1 N H H H N 2 NA NA NA NA		IN-85-245-004	QTC	TVA'S AFFIRMATIVE ACTION PROGRAM DOES NOT WORK AS EVIDENCED BY NO DISABLED VETERAN BEING IN A "M" LEVEL POSITION WITHIN THE TVA SYSTEM.	

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					2	SAF	RELATED	BF				
IN -85-249-00101 T50025	IH	60300	S	WBN	1	N	N	N	Y		QTC	DISCRIMINATION MALE EMPLOYEES (NAME GIVEN) WITH LESS SENIORITY AND EXPERIENCE RECEIVE MORE SALARY THAN FEMALE EMPLOYEES (NAME GIVEN). MALE ENTERS TOP OF SB-2 RANGE- FEMALE ENTERS BOTTOM OF SB-2 RANGE EVEN THOUGH SHE HAS MORE TIME WITH TVA AND EXPERIENCE
02	MP	70505	S	WBN	1	N	N	N	H		QTC	
IN -85-293-02201 T50266	MP	70509	N	WBN	1	N	N	N	H		QTC	TVA OFFICIALLY IS AN "EQUAL OPPORTUNITY EMPLOYER" BUT IN FACT DENIES EMPLOYEES THE "OPPORTUNITY" IF THEY DO NOT BELONG TO THE "CLIQUE". NAMES/DETAILS KNOWN TO QTC, WITHHELD TO MAINTAIN CONFIDENTIALITY. NO FURTHER INFORMATION MAY BE RELEASED. CONSTRUCTION DEPARTMENT CONCERN. CI HAS NO FURTHER INFORMATION.
IN -85-308-00201 T50254	IH	60300	S	WBN	1	N	N	N	Y		QTC	PARTIALITY IN TREATMENT BETWEEN MALE AND FEMALE EMPLOYEES IN GROUP (KNOWN). NUCLEAR POWER CONCERN. NO ADDITIONAL INFORMATION AVAILABLE IN FILE . NO FOLLOW-UP REQUIRED.
02	MP	70510	S	WBN	1	N	N	N	H		QTC	
IN -85-309-00101 T50222	MP	70512	S	WBN	1	N	N	N	H	IH-85-309-001	QTC	WOMEN ARE NOT PERMITTED TO WORK CERTAIN PUBLIC SAFETY POSTS DUE TO SEARCH REQUIREMENTS. MEN ARE REQUIRED TO SWITCH POSTS TO FILL THIS DEMAND. THE MALE'S POST IS OFTEN SWITCHED IN THE MORNING AFTER THEY REPORT TO WORK EVEN THOUGH THE SCHEDULE IS MADE OUT TWO WEEKS IN ADVANCE. CI COULD NOT PROVIDE ANY ADDITIONAL INFORMATION . NUC. POWER DEPT. CONCERN.
02	OP	31202	S	WBN	1	N	N	N	Y		QTC	

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IN -85-311-01001 T50220	MP	70512	S	WBN	1 N	H H	N H	N H			IH-85-311-010	QTC	FEMALE OFFICERS ARE ROUTINELY ASSIGNED TO AREAS OTHER THAN THOSE SCHEDULED DUE TO SEXUAL DUTY LIMITATIONS. THIS CAUSES LOW MORALE BECAUSE MALE OFFICERS CANNOT ANTICIPATE THE AREA TO WHICH THEY WILL BE ASSIGNED AND, THEREFORE, CANNOT DRESS PROPERLY OR OTHERWISE PREPARE FOR THE JOB ASSIGNMENT. NO FURTHER DETAILS AVAILABLE FROM CI. NUC. POWER CONCERN.	
	02	OP	31202	S	WBN	1 N	H H	N Y						
						2 NA	NA NA	NA NO						
IN -85-335-00101 T50054	IH	60200	S	WBN	1 N	H H	H Y					QTC	EMPLOYEES ON RESTRICTIONS (HANDICAP) ARE HARASSED TO WORK OUT OF THEIR RESTRICTIONS, IE WELDER WITH A HEARING IMPAIRMENT ON A NON-WELDING RESTRICTION IS ASKED TO WELD. 4/85 (NAMES OF PEOPLE WHO ASKED THAT WELDER TO WELD ARE KNOWN)	
	02	MP	70506	S	WBN	1 N	H H	H H						
						2 NA	NA NA	NA NA						
IN -85-343-00301 T50040	MP	70515	N	WBN	1 N	H H	H H					QTC	UPWARD MOBILITY OF MINORITY EMPLOYEE S. THE POSSIBILITY EXISTS THAT EEO IS NOT EFFECTIVE BECAUSE IT (EEO) IS EMPLOYED BY TVA, NOT AN INDEPENDENT AGENCY.	
IN -85-433-00301 T50041	IH	60400	S	WBN	1 N	N H	H Y				IH-85-433-003	QTC	EMPLOYEES ORDERED TO OR EXPECTED TO WORK OUTSIDE THEIR MEDICAL RESTRICTIONS. (NAMES & DETAILS KNOWN TO QTC)	
	02	MP	70506	S	WBN	1 N	H H	H H						
						2 NA	NA NA	NA NA						
	03	MP	70601	S	WBN	1 N	H H	H H						
						2 NA	NA NA	NA NA						
IN -85-444-00101 T50035	MP	70511	N	WBN	1 N	H H	H H					QTC	CRAFT LOCALS AND TVA DISCRIMINATE AGAINST MINORITY GROUPS REGARDING HIRING, FIRING, AND ADVANCEMENT POLICIES WITHIN TVA. MINORITY GROUP PERSONNEL MUST WORK FIVE TIMES HARDER TO BE CONSIDERED EQUAL. (NAMES KNOWN TO QTC)	
						2 NA	NA NA	NA NA						

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IN -85-488-00201 T50029	MP	70501	N	WBN	1 N N N N 2 NA NA NA NA	IN-85-488-002	QTC	SUPERVISOR DESCRIMINATES AGAINST MIN ORITES WITH REGARD TO PAY INCREASES	
IN -85-539-00201 T50042	MP	70506	S	WBN	1 N N N N 2 NA NA NA NA	IN-85-539-002	QTC	INJURED EMPLOYEES SHOULD AVOID A FULL DUTY STATUS UNTIL AUTHORIZED BY TV A. (DETAILS KNOWN BY QTC)	
	02	MP	71310	S	WBN	1 N N N N 2 NA NA NA NA			
IN -85-554-00201 T50047	IH	60300	S	WBN	1 N N N Y 2 NA NA NA NO		QTC	DEPARTMENT SUPERVISION (NAME AND DEPARTMENT KNOWN) DISCRIMINATES AGAINST BLACKS IN AWARDING OF DUAL RATE AND FOREMAN POSITIONS. FURTHER DETAILS ARE AVAILABLE BUT CANNOT BE PROVIDED DUE TO CONFIDENTIALITY REQUIREMENTS. CONCERN IS GENERICALLY EXPRESSED AT THIS POINT, MAY BE PERSONALLY EXPRESSED AFTER CI RECONTACTS ERT.	
	02	MP	70504	S	WBN	1 N N N N 2 NA NA NA NA			
IN -85-563-00101 T50112	MP	70502	S	WBN	1 N N N N 2 NA NA NA NA	IN-85-563-001	QTC	AFFIRMATIVE ACTION PROGRAM NOT BEING FOLLOWED. AFTER 11 YEARS WAS NEVER OFFERED A PROMOTION. SELECTION FOR ADVANCEMENT IS PER THE BUDDY SYSTEM, HAS NEVER EVEN OFFERED A CHANCE. NO VA PROGRAM PREFERENCES. CI WOULD PROVIDE NO FURTHER INFORMATION. NO FOLLOW UP REQUIRED.	
	02	MP	70509	S	WBN	1 N N N N 2 NA NA NA NA			
IN -85-565-00101 T50219	MP	70504	N	WBN	1 N N N N 2 NA NA NA NA		QTC	RACIAL DISCRIMINATION. NO BLACKS OR WOMEN IN FOREMAN POSITIONS. CI DECLINED TO PROVIDE FURTHER INFORMATION. CONSTRUCTION DEPARTMENT CONCERN.	
IN -85-593-00301 T50055	IH	60300	S	WBN	1 N N N Y 2 NA NA NA NO		QTC	TVA MANAGEMENT EXPECTS AND REQUEST EMPLOYEES TO WORK OUTSIDE THEIR MEDICAL RESTRICTIONS. (NAMES/DETAILS KNOWN TO QTC)	
	02	MP	70506	S	WBN	1 N N N N 2 NA NA NA NA			
	03	MP	70601	S	WBN	1 N N N N 2 NA NA NA NA			

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IN -85-603-00101 T50057	IH	60300	S	WBN	1 N N N Y 2 NA NA NA NO		QTC	DISCRIMINATION (RACIAL) - NAME IS KNOWN.	
	02	MP	70511	S	WBN	1 N N H H 2 NA HA NA NA			
IN -85-627-00801 T50196	MP	70514	N	WBN	1 N N H N 2 NA NA NA NA		QTC	ALLEGATIONS SUBMITTED TO EEO HAVE NOT BEEN PROPERLY COMPLETED. (NAMES/DETAILS TO THE SPECIFIC CASE ARE KNOWN TO QTC AND WITHHELD TO MAINTAIN CONFIDENTIALITY). CONSTRUCTION DEPT. CONCERN. CI HAS NO FURTHER INFORMATION.	
IN -85-632-00701 T50242	MP	70516	N	WBN	1 N N H N 2 NA NA HA NA		QTC	EEO IS NOT RESPONSIVE TO EMPLOYEE INQUIRIES CONCERNING CASES EMPLOYEES HAVE FILED. DETAILS KNOWN TO QTC, WITHHELD DUE TO CONFIDENTIALITY. NO FURTHER INFORMATION MAY BE RELEASED. CI HAS NO FURTHER INFORMATION. CONSTRUCTION DEPARTMENT CONCERN.	
IN -85-656-00101 T50061	MP	70505	N	WBN	1 N N N N 2 NA NA NA NA		QTC	INDIVIDUAL (NAME KNOWN) WAS HIRED IN TO TVA WAREHOUSE AT THE SAME LEVEL AS MOST OF THE PEOPLE WHO HAD WORKED THERE FOR A LONG TIME. THIS INDIVIDUAL DID NOT HAVE ANY WAREHOUSE EXPERIENCE.	
IN -85-689-00101 T50238	IH	60400	S	WBN	1 N N N Y 2 NA HA NA NO		QTC	CI, INJURED ON JOB AND PLACED ON MEDICAL RESTRICTION, WAS CONSISTENTLY PLACED ON JOBS THAT VIOLATED THESE RESTRICTIONS UNTIL CI BECAME RE-INJURED. DETAILS KNOWN TO QTC, WITHHELD TO MAINTAIN CONFIDENTIALITY. NO FURTHER INFORMATION MAY BE RELEASED. CI DECLINED TO PROVIDE FURTHER INFORMATION. CONSTRUCTION DEPARTMENT CONCERN. NO FOLLOW UP REQUIRED.	
	02	MP	70506	S	WBN	1 N N N N 2 NA NA NA NA			
	03	MP	70601	S	WBN	1 N N N N 2 NA HA NA NA			

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IN -85-723-00101 T50102	MP	70506	S	WBN	1 H N N N 2 NA NA NA NA	IN-85-723-001	QTC	TVA MEDICAL REFUSED TO ALLOW CI'S PERSONAL DOCTOR TO ADEQUATELY TREAT JOB RELATED INJURIES. MEDICAL CONSULTANT REFUSED TO ABIDE BY RESTRICTIONS ESTABLISHED BY PERSONAL DOCTOR (SUBMISSION OF ADD'L DETAIL COULD COMPROMISE CI'S CONFIDENTIALITY). NO FOLLOW UP REQUIRED.	
02	MP	71305	S	WBN	1 H N N N 2 NA NA NA NA				
IN -85-757-00301 T50073	.IH	60300	S	WBN	1 H N N N Y 2 NA NA NA NA	IN-85-757-003	QTC	NO BLACK FOREMEN ON THE SITE. C/I STATES RACIAL DISCRIMINATION. (NAMES KNOWN TO QTC AND RELEASE OF INFORMATION WOULD JEOPARDIZE C/I'S CONFIDENTIALITY.) NO MORE INFORMATION AVAILABLE. NO FOLLOW-UP.	
02	MP	70504	S	WBN	1 H N N N 2 NA NA NA NA				
IN -85-770-00501 T50116	MP	70506	S	WBN	1 H N N N 2 NA NA NA NA		QTC	FOLLOWING AN INJURY ON THE JOB IN '83 A TV DOCTOR CHANGED THE RESTRICTIONS IMPOSED BY A PRIVATE DOCTOR. FURTHER INFORMATION WILL COMPROMISE CONFIDENTIALITY. CONSTRUCTION DEPT. CONCERN.	
02	MP	71305	S	WBN	1 H N N N 2 NA NA NA NA				
IN -85-785-00301 T50154	MP	70510	N	WBN	1 H N N N 2 NA NA NA NA	IN-85-785-003	QTC	WOMEN SUB-JOURNEYMEN ARE KEPT AS SHEPHERDS OF FOREMEN. THEY DO (MOST OF THE TIME) PAPER WORK, SITTING IN FOREMAN'S OFFICES, INSTEAD OF DOING THE TECHNICAL FUNCTIONS OF JOURNEYMEN. 90% OF WOMEN SUB-JOURNEYMEN ARE NOT DOING THEIR JOB. CONSTR. DEPT. CONCERN. CI HAS NO FURTHER INFORMATION. NO FOLLOWUP REQUIRED.	
IN -85-806-00101 T50082	MP	70505	N	WBN	1 N N N N 2 NA NA NA NA		QTC	TVA BRINGS MALES IN AT THE TOP OF THE ADVERTISED GRADE SCALE OR HIGHER GRADE SCALE THAN ADVERTISED AND FEMALES IN AT THE BOTTOM OF THE ADVERTISED GRADE SCALE ONLY. (NAMES/DETAILS KNOWN TO QTC AND RELEASE OF THIS INFORMATION WOULD JEOPARDIZE C/I'S CONFIDENTIALITY.) NO MORE INFORMATION AVAILABLE.	

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					2	SAF	RELATED					
IN -85-842-00401 T50089	IH	60400	S	WBN	1	N	N	N	Y	QTC	SOME MANAGEMENT PROMOTES SEXUAL DISCRIMINATION BY NOT PROVIDING ON-THE-JOB TRAINING TO FEMALES AT THE SAME RATE AS PROVIDED MALES THEREFORE ENABLING MALES TO ADVANCE MORE RAPIDLY THAN FEMALES. (NAME/DETAILS KNOWN TO QTC AND RELEASE OF INFORMATION WOULD JEOPARDIZE CI'S CONFIDENTIALITY)	
					2	NA	NA	NA	NO			
02	MP	70505	S	WBN	1	N	N	N	N	QTC	THE TVA POLICY OF NOT ALLOWING PUBLIC SAFETY OFFICERS TO SEARCH THE OPPOSITE SEX CAUSES PROBLEMS IN POSTING OFFICERS. IF A WOMAN IS ASSIGNED TO A POST WHICH REQUIRES PERFORMING PAT DOWN SEARCHES, SHE MUST SHAP WITH A MAN. THIS PRACTICE SOMETIMES PROVES TO BE UNFAIR TO THE MAN, YET WOMEN GET EQUAL PAY.	
					2	NA	NA	NA	NA			
IN -85-843-00201 T50090	MP	70512	S	WBN	1	N	N	N	N	QTC	BLACK PUBLIC SAFETY OFFICERS ARE SHOWN SPECIAL TREATMENT WHEN IT COMES TO DISCIPLINARY ACTION. (NO EXAMPLES GIVEN)	
					2	NA	NA	NA	NA			
02	OP	31202	S	WBN	1	N	N	N	Y	QTC	MENS URINAL INSTALLED IN #2 AIR LOCK (ANNULUS). WOMEN ARE PRESENT DURING UTILIZATION OF THE URINAL. NO SCREENS/SHIELDING IS PROVIDED.	
					2	NA	NA	NA	NO			
IN -85-843-00301 T50090	MP	70510	N	WBN	1	N	N	N	N	QTC	TVA HIRING PRACTICES DISCRIMINATES AGAINST MINORITIES, PARTICULARLY NUCLEAR POWER MANAGEMENT. CI HAS NO FURTHER DETAILS. NO FURTHER DETAILS AVAILABLE. NO FOLLOW UP REQUIRED.	
					2	NA	NA	NA	NA			
IN -85-850-00701 T50085	MP	70512	N	WBN	1	N	N	N	N	QTC	SUPERVISION (DEPARTMENT KNOWN) DOES NOT CONSIDER EMPLOYEE PHYSICAL LIMITATIONS IN ASSIGNMENT OF WORK. DETAILS KNOWN TO QTC, WITHHELD DUE TO CONFIDENTIALITY. CI HAS NO FURTHER INFORMATION.	
					2	NA	NA	NA	NA			
IN -85-906-00201 T50093	MP	70511	N	WBN	1	N	N	N	N	QTC	CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.	
					2	NA	NA	NA	NA			
IN -85-939-00401 T50136	MP	70508	S	WBN	1	N	N	N	N	QTC		
					2	NA	NA	NA	NA			
02	MP	70601	S	WBN	1	N	N	N	N	QTC		
					2	NA	NA	NA	NA			

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IN -85-958-00101 T50257	IH	60400	S	WBN	1 H N N Y 2 NA NA NA NO		QTC	INDIVIDUAL WAS UNFAIRLY TREATED WITH REGARDS TO MEDICAL RESTRICTIONS. DETAILS KNOWN TO QTC. WITHHELD DUE TO CONFIDENTIALITY. NO FURTHER INFORMATION MAY BE RELEASED. CONSTRUCTION DEPARTMENT CONCERN.	
02	MP	70506	S	WBN	1 H N N H 2 NA NA NA NA				
03	MP	70601	S	WBN	1 N H N H 2 NA NA NA NA				
IN -86-049-00201 T50248	MP	70511	N	WBN	1 N H N H 2 NA NA NA NA		QTC	DISCRIMINATION AGAINST BLACK & FEMALE EMPLOYEES. DETAILS KNOWN TO QTC, WITHHELD DUE TO CONFIDENTIALITY. NO FURTHER INFORMATION MAY BE RELEASED (NAMES NOT KNOWN) CONSTRUCTION DEPARTMENT CONCERN. NO FURTHER INFORMATION AVAILABLE IN FILE. NO FOLLOW UP REQUIRED.	
IN -86-074-00301 T50117	MP	70510	N	WBN	1 N H N H 2 NA NA NA NA		QTC	FEMALES SHOULD NOT BE PROVIDED DIFFERENTIAL TREATMENT JUST BECAUSE THEY ARE FEMALE. THEY SHOULD BE EXPECTED TO PERFORM THE DUTIES OF THEIR POSITION THE SAME AS MALES. (DEPARTMENT/MINOR DETAILS KNOWN TO QTC) CI HAS NO MORE INFORMATION. NUCLEAR POWER CONCERN. NO FOLLOW UP REQUIRED.	
IN -86-106-00101 T50119	MP	70510	N	WBN	1 N H N H 2 NA NA NA NA	IN-86-106-001	QTC	TVA IS FORCED TO HIRE PERSONNEL TO MEET QUOTAS, IE, FEMALE, HANDICAPPED, VETERAN, MINORITY, ETC., AND DO SO EVEN IF THE PERSON IS NOT QUALIFIED FOR THE POSITION. ALSO TVA IS RELUCTANT TO FIRE/LAY-OFF THESE "QUOTA" PERSONS FOR FEAR OF BEING CHARGED WITH DISCRIMINATION, EVEN IF THESE PERSONS' JOB PERFORMANCE IS POOR. NUCLEAR POWER. CI HAS NO MORE INFORMATION.	

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IN -86-107-00101 T50126	MP	70512	S	WBN	1 N H H H H 2 NA NA NA NA	IN-86-107-001	QTC	PUBLIC SAFETY PERSONNEL DO NOT PERFORM EFFECTIVE PAT DOWN SEARCHES OF FEMALE EMPLOYEES, POSSIBLY DUE TO FEAR OF OFFENDING THE INDIVIDUALS. CI EXPRESSED THAT ALL PAT DOWN SEARCHES SHOULD BE PERFORMED IN A THOROUGH AND EFFECTIVE MANNER, REGARDLESS OF THE SEX OF THE EMPLOYEE. NUCLEAR POWER CONCERN. CI HAS NO FURTHER INFORMATION.	
02	OP	31202	S	WBN	1 N H H N Y 2 NA NA NA NO				
IN -86-137-00801 T50249	MP	70512	S	WBN	1 N H H H H 2 NA NA NA NA	IN-86-137-008	QTC	FEMALE PUBLIC SAFETY OFFICERS ARE GIVEN "PREFERENTIAL" POSTS ON THE PREMISE THAT THEY CAN'T DO "PAT-DOWNS". NUCLEAR POWER DEPARTMENT CONCERN. NO ADDITIONAL INFORMATION AVAILABLE IN FILE. NO FOLLOW UP REQUIRED.	
02	OP	31202	S	WBN	1 N H H N Y 2 NA NA NA NO				
IN -86-137-00901 T50249	MP	70510	N	WBN	1 N H H H H 2 NA NA NA NA		QTC	PROMOTIONS ARE BASED ON SEX AND/OR RACE NOT ON MERIT BECAUSE OF MINORITY REQUIREMENTS. NUCLEAR POWER DEPARTMENT CONCERN. NO ADDITIONAL INFORMATION AVAILABLE IN FILE. NO FOLLOW UP REQUIRED.	
IN -86-157-00201 T50128	IH	60300	S	WBN	1 N H H N Y 2 NA NA NA NO		QTC	CI QUESTIONS WHY TVA HAS CRAFT SUPERVISION (NAMES KNOWN) WHO ARE "RACISTS" RUNNING THIS JOB. ADDITIONAL INFO. KNOWN TO QTC. CONSTRUCTION DEPT CONCERN.	
02	MP	70511	S	WBN	1 N H H H H 2 NA NA NA NA				
IN -86-157-00401 T50128	MP	70504	N	WBN	1 N H H H H 2 NA NA NA NA		QTC	CI QUESTIONS WHY THERE ARE NOT MORE MINORITIES IN THE CRAFT SUPERVISION. OF 130 CRAFT FOREMEN (CRAFT KNOWN), ONLY 2 ARE MINORITIES, AND NONE ARE WOMEN. DETAILS KNOWN TO QTC, WITH ELD DUE TO CONFIDENTIALITY. CONSTRUCTION CONCERN. CI HAS NO ADDITIONAL INFORMATION.	

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

REFERENCE - ECPS132J-ECPS132C
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IN -86-187-00301 T50124	MP	70512	S	WBN	1 N N N N 2 NA NA NA NA	IN-86-187-003	QTC	CI FEELS THERE ARE TOO MANY FEMALE P UBLIC SAFETY SERVICE OFFICERS ON THE DAY SHIFT. THIS CREATES A PROBLEM BECAUSE THE FEMALE OFFICERS CANNOT W ORK ALL POSTS DUE TO THE FEMALE PSS OFFICERS NOT BEING ABLE TO PAT-DOWN OR SEARCH MALE EMPLOYEES. CI FEELS FEMALE OFFICERS SHOULD BE ALLOWED TO PAT-DOWN AND SEARCH MEN. THIS HOUL D ALEVIAE THIS CONCERN. NUCLEAR PO WER CONCERN. CI COULD NOT PROVIDE A NY ADDITIONAL INFORMATION. NO FOLLO W UP REQUIRED.	
	02	OP	31202	S	WBN	1 H H N Y 2 NA NA NA NO			
IN -86-192-00101 T50131	MP	70504	N	WBN	1 N N N N 2 NA NA NA NA	IN-86-192-001	QTC	TVA DEPARTMENT (KNOWN) HAS NO MINORI TY FOREMEN. CI FEELS THAT THIS IS D ISCRIMINATION, DUE TO THERE BEING OV ER 100 TOTAL PERSONNEL IN THE DEPART MENT, OF WHICH 18-20 ARE MINORITIES. NUCLEAR POWER DEPT CONCERN. CI HA S NO FURTHER INFORMATION.	
IN -86-214-00601 T50132	MP	70512	S	WBN	1 N N N N 2 NA NA NA NA	IN-86-214-006	QTC	FEMALE PUBLIC SAFETY OFFICERS ARE EX EMPT FROM CERTAIN ASSIGNMENTS AS THE Y HOULD BE REQUIRED TO "PAT DOWN" MA LES AS WELL AS FEMALES. THIS IS DIS CRIMINATORY TO BOTH MALE AND FEMALE OFFICERS. CI HAS NO MORE INFORMATIO N. NUCPHR DEPT. CONCERN. NO FOLLO W UP REQUIRED.	
	02	OP	31202	S	WBN	1 H N N Y 2 NA NA NA NO			
IN -86-216-00101 T50132	MP	70510	N	WBN	1 H N N N 2 NA NA NA NA	IN-86-216-001	QTC	FEMALE OPERATORS ARE NOT PHYSICALLY ABLE TO PERFORM ALL OF THEIR ASSIGNE D DUTIES. SOME VALVES ARE PHYSICALL Y IMPOSSIBLE FOR A FEMALE TO OPEN AN D CLOSE. CI HAS NO FURTHER INFORMAT ION. NUCPHR DEPT. CONCERN. NO FOLLO W UP REQUIRED.	

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IN -86-234-00101 T50155	IH	60300	S	WBN	1 N H H Y 2 NA NA NA NO			QTC	CI SUFFERED AGE DISCRIMINATION; CI HAD SENIORITY, BUT WAS TRANSFERRED TO A DIFFERENT DEPARTMENT TO MAKE WAY FOR YOUNGER EMPLOYEE WHO WAS NOT CAPABLE OF PERFORMING ALL OF THE REQUIRED JOB FUNCTIONS. DETAILS KNOWN TO QTC-WITHHELD TO MAINTAIN CONFIDENTIALITY. CONST. DEPT. CONCERN. CI HAS NO FURTHER INFORMATION. NO FOLLOW UP REQUIRED.	
02	MP	70513	S	WBN	1 N N H H 2 NA NA NA NA					
IN -86-237-00101 T50225	IH	60300	S	WBN	1 N N H Y 2 NA NA NA NO			QTC	CI FEELS THAT A FOREMAN'S POSITION WAS DENIED TO CI DUE TO RACIAL DISCRIMINATION. DETAILS KNOWN TO QTC, WITHHELD DUE TO CONFIDENTIALITY. NO FURTHER INFORMATION MAY BE RELEASED. NO FOLLOW UP REQUIRED.	
02	MP	70504	S	WBN	1 N H H N 2 NA NA NA NA					
IN -86-250-00101 T50159	IH	60300	S	WBN	1 N H H Y 2 NA NA NA NO			QTC	CI IS EXPERIENCING JOB DISCRIMINATION. (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.	
02	MP	70511	S	WBN	1 N N N N 2 NA NA NA NA					
IN -86-268-00101 T50149	MP	70511	N	WBN	1 N N N N 2 NA NA NA NA		IH-86-268-001	QTC	RACIAL DISCRIMINATION HAS OCCURRED AT WBNP. NO DETAILS OR SPECIFICS WERE PROVIDED. C/I HAS NO FURTHER INFORMATION. CONST. DEPT. CONCERN. NO FOLLOW-UP REQUIRED.	
IN -86-291-00301 T50147	MP	70508	N	WBN	1 N N N N 2 NA NA NA NA			QTC	TVA DOES NOT ALLOW EMPLOYEES TO TRANSFER OUT OF CERTAIN DEPARTMENTS EVEN IF THEY HAVE A PHYSICAL HANDICAP AND COULD FUNCTION BETTER IN A DIFFERENT GROUP. THIS IS UNFAIR TO THOSE EMPLOYEES INVOLVED. DETAILS KNOWN TO QTC, WITHHELD DUE TO CONFIDENTIALITY. CI HAS NO FURTHER INFORMATION. NO FOLLOWUP REQUIRED.	

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00 -85-005-01201 T50263	MP	70516	N WBN	1 H N N N 2 NA NA NA NA		QTC	CI REPORTED THAT PEOPLE IN EOC DEPARTMENT IN KNOXVILLE ARE NOT RESPONSIVE TO EMPLOYEES ON LEAVE DUE TO INJURIES AND MEDICAL GROUNDS. DETAILS KNOWN TO QTC, WITHHELD DUE TO CONFIDENTIALITY. NO FURTHER INFORMATION MAY BE RELEASED. CONSTRUCTION DEPARTMENT CONCERN.	
PH -85-003-X2801 T50107	MP	70508	N WBN	1 H N N N 2 NA NA NA NA		QTC	TVA DOES NOT ALWAYS PROPERLY EVALUATE AND PLACE HANDICAPPED PERSONNEL IN POSITIONS WHERE THEY CAN PERFORM TO THE MAXIMUM OF THEIR KNOWLEDGE, SKILLS, AND ABILITIES AND CONTRIBUTE TO THE COMPLETION OF THE PROJECT. CI HAS NO MORE INFORMATION AVAILABLE. NO FOLLOW UP REQUIRED.	
PH -85-003-01401 T50106	IH	60300	S WBN	1 H N N Y 2 NA NA NA NO		QTC	TVA DOES NOT COMPLY WITH THE EQUAL OPPORTUNITY AND AFFIRMATIVE ACTION REGULATIONS. (NAMES/DETAILS KNOWN TO QTC AND RELEASE OF THIS INFORMATION WOULD JEOPARDIZE CI'S CONFIDENTIALITY). CI HAS NO MORE INFORMATION AVAILABLE. NO FOLLOW UP REQUIRED.	
	02 MP	70509	S WBN	1 H N N N 2 NA NA NA NA				
PH -85-003-02901 T50194	MP	70507	N WBN	1 H N N N 2 NA NA NA NA		QTC	TVA PLANS TO FIRE ALL DISABLED VETERANS THE WEEKEND OF NOV. 2. THIS TERMINATION WILL BE EFFECTIVE FOR VETERANS WITH JOB RELATED INJURIES. CI HAS NO ADDITIONAL INFORMATION. CONSTRUCTION DEPT. CONCERN. UNIT 2.	
SQP-86-005-00601 T50260	MP	70511	N SQN	1 H N N N 2 NA NA NA NA		QTC	SPECIFIC SUPERVISORS MAKE IT KNOWN THAT MINORITY GROUPS ARE NOT DESIRED. (NAMES/DETAILS KNOWN TO QTC. WITHHELD TO MAINTAIN CONFIDENTIALITY). NO FURTHER INFORMATION MAY BE RELEASED. NUCLEAR POWER CONCERN. CI HAS NO FURTHER INFORMATION.	

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				2	SAF	BL	SQ				
WBP-85-015-00801 T50239	MP	70514	N WBN	1	N	N	N	N	QTC	TVA EEO GROUP IS UNRESPONSIVE. EXAMPLE: EMPLOYEE FILED AN ACTION WITH EEO AND WAS ON TIME WITH ALL ASPECTS OF FILING, BUT EEO HAD NOT RESPONDED WITHIN THE TIME ESTABLISHED BY TVA PROCEDURE (EEO COMPLAINT PAMPHLET) AND HAD NOT OFFERED ANY EXPLANATION FOR EXCEEDING ALLOWABLE TIME. DETAILS KNOWN TO QTC. WITHHELD TO MAINTAIN CONFIDENTIALITY. NO FURTHER INFORMATION MAY BE RELEASED. CONSTRUCTION DEPARTMENT CONCERN. CI HAS NO FURTHER INFORMATION. NO FOLLOW UP REQUIRED.	
				2	NA	NA	NA	NA			
WBP-86-001-00101 T50234	02 MP	60300 70504	S WBN S WBN	1	N	N	N	Y	QTC	CI FEELS TVA GROSSLY DISCRIMINATES AGAINST BLACKS, E.G. THERE ARE NO BLACK FOREMEN AND BLACKS ARE NOT GIVEN THE OPPORTUNITY TO APPLY FOR VACANCIES WHICH ARE SUBSEQUENTLY FILLED WITH WHITE EMPLOYEES. (NAMES/DETAILS KNOWN TO QTC AND WITHHELD TO MAINTAIN CONFIDENTIALITY.) NO FURTHER INFORMATION MAY BE RELEASED. NUCLEAR POWER CONCERN. CI HAS NO FURTHER INFORMATION. NO FOLLOW UP REQUIRED.	
				2	NA	NA	NA	NA			
WBP-86-001-00501 T50257	02 MP	60300 70511	S WBN S WBN	1	N	N	N	Y	QTC	ONE BLACK EMPLOYEE WHO WAS ON MEDICATION WAS TERMINATED FOR SLEEPING ON THE JOB WHILE TWO WHITE EMPLOYEES, NOT ON MEDICATION, WERE GIVEN ORAL WARNINGS WHEN FOUND SLEEPING ON THE JOB. CI FEELS TVA ALLOWS DISCRIMINATION OF BLACKS. NUCLEAR POWER CONCERN. NO FURTHER INFORMATION IS AVAILABLE IN THE FILE.	
				2	NA	NA	NA	NA			
WBP-86-002-00501 T50257	MP	70516	N WBN	1	N	N	N	N	QTC	CI STATED THAT EEO DOES NOT INVESTIGATE DISCRIMINATION CHARGES EQUALLY FOR ALL EMPLOYEES. CI FEELS EEO DISCRIMINATES. (DETAILS KNOWN TO QTC AND WITHHELD TO MAINTAIN CONFIDENTIALITY). NO FURTHER INFORMATION MAY BE RELEASED. NUCLEAR POWER CONCERN.	

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WBP-86-005-00101 T50257	MP	70511	N	WBN	1 N H N N 2 NA NA NA NA		QTC	DISCRIMINATION PRACTICES AS THEY RELATE TO HIRING, TERMINATION, TRAINING AND PROMOTIONS. CONSTRUCTION DEPARTMENT CONCERN. NO ADDITIONAL INFORMATION AVAILABLE IN FILE.	
WBP-86-005-00601 T50257	MP	70509	N	WBN	1 N H N N 2 NA NA NA NA		QTC	THERE IS NO AFFIRMATIVE ACTION PROGRAM IN EXISTENCE AT WATTS BAR. CONSTRUCTION DEPARTMENT CONCERN. NO ADDITIONAL INFORMATION AVAILABLE.	
WI -85-035-00501 T50095	MP	70511	N	WBN	1 N H N N 2 NA NA NA NA		QTC	CI WAS PROMOTED TO DUAL RATE FOREMAN IN JANUARY 82, AND WAS SET BACK TO JOURNEYMAN IN JUNE 82, WITH A REASON OF NOT PERFORMING THE JOB PROPERLY. CI HAS MADE DUAL RATE FOREMAN AGAIN IN SEPT. 82 AND WAS SET BACK A WEEK LATER BY SUPERVISOR (NAME KNOWN) TO JOURNEYMAN. CI WAS DISCRIMINATED AGAINST DURING HIS PERIOD OF EMPLOYMENT WITH TVA (MAY 78-MAY 84). CI BROUGHT UP HIS CASE TO EEO, WASHINGTON (DETAILS KNOWN). ACTION WAS TAKEN IN FAVOR OF TVA (DETAILS KNOWN). SUBSEQUENTLY, CI QUIT TVA IN MAY 8	
WI -85-044-00601 T50132	IH	60400	S	WBN	1 N H N N Y 2 NA NA NA NO		QTC	CI'S MEDICAL RESTRICTIONS WERE REMOVED BY A NON-MEDICAL SUPERVISOR. (NAMES/DETAILS KNOWN TO QTC AND RELEASE OF THIS INFORMATION COULD JEOPARDIZE CI'S CONFIDENTIALITY). CONSTR. CONCERN. CI HAS NO MORE INFORMATION. NO FOLLOW UP REQUIRED.	
02	MP	70506	S	WBN	1 H H N N N 2 NA NA NA NA				
03	MP	71310	S	WBN	1 N H N N N 2 NA NA NA NA				
WI -85-046-00801 T50141	IH	60300	S	WBN	1 N H N N Y 2 NA NA NA NO		QTC	RELIGIOUS BIAS AND DISCRIMINATION AGAINST EMPLOYEES BY SUPERVISION (NAME AND DEPT KNOWN). EMPLOYEES RECEIVE PROMOTIONS DUE TO RELIGIOUS AFFILIATIONS. NUCLEAR POWER CONCERN. CI DOES NOT HAVE ANY SPECIFIC/DETAILS OR FURTHER INFORMATION.	
02	MP	70503	S	WBN	1 H H N N N 2 NA NA NA NA				

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WI -85-051-00101 T50130	IH	60400	S	WBN	1 N N N Y 2 NA NA NA NO		QTC	CI EXPRESSED CONCERN THAT TVA MANAGE MENT OVER-RODE TVA MEDICAL RESTRICTI ONS (ON ANOTHER INDIVIDUAL) PUTTING EMPLOYEE AND OTHERS IN A DANGEROUS W ORKING CONDITION. CONSTRUCTION DEPT . CONCERN. (NAMES/DETAILS KNOWN TO QTC AND RELEASE OF THIS INFORMATION COULD JEOPARDIZE CI'S CONFIDENTIALIT Y). CI HAS NO MORE INFORMATION. NO FOLLOW UP REQUIRED.	
02	MP	70506	S	WBN	1 N N N N 2 NA HA HA NA				
03	MP	70601	S	WBN	1 N N N N 2 NA NA NA NA				
WI -85-072-00201 T50165	MP	70507	S	WBN	1 N N N N 2 NA HA NA NA		QTC	A DEPARTMENT RECENTLY FILLED THEIR J OB OPENINGS WITH NON-VETERANS WHEN A T LEAST ONE DISABLED VETERAN AND ONE OTHER VETERAN THAT ALREADY WORKED I N THE DEPARTMENT HAD APPLIED. C/I S TATED THE SELECTION WAS BASED ON THE "BUDDY SYSTEM". NUCLEAR POWER CONC ERN. (NAMES/DETAILS KNOWN TO QTC AN D WITHHELD TO MAINTAIN CONFIDENTIALI TY). C/I HAS NO FURTHER INFORMATION	
02	MP	72102	S	WBN	1 N N N N 2 NA NA NA NA				
03	MP	72105	S	WBN	1 N N N N 2 NA NA NA NA				
XX -85-116-01501 T50271	MP	70514	N	SQH	1 N N N N 2 NA NA NA NA		QTC	THE EQUAL EMPLOYMENT OPPORTUNITY STA FF TAKES AN EXCESSIVE LENGTH OF TIME TO REVIEW COMPLAINT AND REPRISAL IS SUES SUCH THAT SCHEDULE REQUIREMENTS OUTLINED IN THE PERSONNEL MANUAL AR E NOT MET. DETAILS KNOWN TO QTC, WI THHELD DUE TO CONFIDENTIALITY. NO F URTHER INFORMATION MAY BE RELEASED. CI REQUESTS THAT QTC PERFORM THIS I NVESTIGATION.	
XX -85-117-00101 T50222	MP	70512	N	BFN	1 N N N N 2 NA NA NA NA	XX-85-117-002	QTC	THE RADIATION SUIT UP DRESSING ROOMS AT BROWN'S FERRY ARE MERELY A ROPED OFF AREA. THERE IS NO SEPARATION O F WORKERS. MEN AND WOMEN HAVE TO UN DRESS RIGHT IN FRONT OF EACH-OTHER. NASTY REMARKS ARE OFTEN MADE. NUCL EAR POWER CONCERN. CI HAS NO ADDITIO NAL INFORMATION.	

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XX -85-117-00201 T50216	MP	70512	N	BFN	1 N N N N 2 NA NA NA NA	XX-85-117-002	QTC	SEVERAL PEOPLE HAVE COMPLAINED TO BR OWNS FERRY MANAGEMENT AND HAVE ALSO CALLED IN THEIR COMPLAINT ON THE TVA COMPLAINT LINE ABOUT INADEQUATE DRE SSING ROOM FACILITIES BUT THERE HAS BEEN NO RESPONSE OR ACTION TAKEN REG ARDING THE COMPLAINTS. MANAGEMENT I S UNRESPONSIVE. NUCLEAR POWER CONCE RN. CI HAS NO ADDITIONAL INFORMATIO N.	

82 CONCERNS FOR CATEGORY MP SUBCATEGORY 705

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

ATTACHMENT B

EQUAL EMPLOYMENT OPPORTUNITY

List of Concerns by Element/Issue

The Equal Employment Opportunity Subcategory (70500) is comprised of 82 concerns broken down into 4 elements addressing a total of 16 issues.

Pay and Promotion

70501 - Minorities receive lower pay increases

IN-85-488-002

70502 - Veteran not promoted in 11 years

IN-85-563-001*

70503 - Promotions are based on religion

WI-85-046-008

70504 - Not enough minority and female foremen

EX-85-108-004

IN-86-157-004

IN-85-554-002

IN-86-192-001

IN-85-565-001

IN-86-237-001

IN-85-757-003

WBP-86-001-001

70505 - Male/female pay rates not equal

IN-85-249-001

IN-85-806-001

IN-85-656-001

IN-85-842-004

Accommodation of Handicapped Workers

70506 - Work restrictions are not respected

IN-85-235-X11

IN-85-723-001

IN-85-335-001

IN-85-770-005

IN-85-433-003

IN-85-958-001

IN-85-539-002

WI-85-044-006

IN-85-593-003

WI-85-051-001

IN-85-689-001

70507 - Disabled veterans are treated unfairly

EX-85-072-003

PH-85-003-029

EX-85-145-001

WI-85-072-002

IN-85-245-004

*Concerns addressed in more than one issue.

ATTACHMENT B (continued)

70508 - Permanently disabled employees not accommodated

IN-85-011-001	IN-86-291-003
IN-85-939-004	PH-85-003-X28

Discriminatory Environment

70509 - Affirmative Action not enforced

IN-85-293-022	PH-85-003-014
IN-85-563-001*	WBP-86-005-006

70510 - Reverse discrimination is practiced

EX-85-093-002	IN-86-074-003
IN-85-308-002	IN-86-106-001
IN-85-785-003	IN-86-137-009
IN-85-843-003	IN-86-216-001

70511 - Racial discrimination is practiced

EX-85-048-005	IN-86-157-002
EX-85-118-002	IN-86-250-001
IN-85-204-002	IN-86-268-001
IN-85-444-001	SQP-86-005-006
IN-85-603-001	WBP-86-001-005
IN-85-906-002	WBP-86-005-001
IN-86-049-002	WI-85-035-005

70512 - Male/female privacy is inadequate

EX-85-043-001	IN-86-107-001
IN-85-191-001	IN-86-137-008
IN-85-309-001	IN-86-187-003
IN-85-311-010	IN-86-214-006
IN-85-843-002	XX-85-117-001
IN-85-850-007	XX-85-117-002

70513 - Age discrimination is practiced

IN-86-234-001

Equal Employment Opportunity Complaint System

70514 - Complaint processing is slow

IN-85-627-008	XX-85-116-015
WBP-85-015-008	

*Concerns addressed in more than one issue.

ATTACHMENT B (continued)

70515 - EEO staff is not independent

EX-85-071-003
EX-85-193-003*

IN-85-343-003

70516 - EEO staff is not responsive

EX-85-193-003*
IN-85-632-007

OO-85-005-012
WBP-86-002-005

*Concerns addressed in more than one issue.

