

EMPLOYEE CONCERNS SPECIAL PROGRAM

**VOLUME 7
MANAGEMENT AND PERSONNEL CATEGORY**

**SUBCATEGORY REPORT 70200
WORK RULES**

UPDATED

**TVA
NUCLEAR POWER**

8902210162 890206
PDR ADOCK 05000259
P PDC



TVA EMPLOYEE CONCERNS
SPECIAL PROGRAM

REPORT NUMBER: 70200

REPORT TYPE: Management & Personnel Subcategory

REVISION NUMBER: 5

TITLE: Work Rules

PAGE 1 OF 20

REASON FOR REVISION:

Incorporation of final TAS editorial comments.

PREPARATION

PREPARED BY:

Carroll L. Jinson
SIGNATURE

5-13-87
DATE

REVIEWS

PEER:

Frank S. Ensworth
SIGNATURE

5-11-87
DATE

TAS:

R. R. Hicks
SIGNATURE

5/15/87
DATE

CONCURRENCES

SIGNATURE DATE

CEG-H: Unsworth 7 May 87

SRP: Jimmie R. Goff 5/15-87
*SIGNATURE DATE

APPROVED BY:

W. R. Brown 5/15/87
ECSP MANAGER DATE

N/A

MANAGER OF NUCLEAR POWER DATE
CONCURRENCE (FINAL REPORT ONLY)

*SRP Secretary's signature denotes SRP concurrences are in files.
1906T



2004

2004

WORK RULES

Subcategory Report 70200

Executive Summary

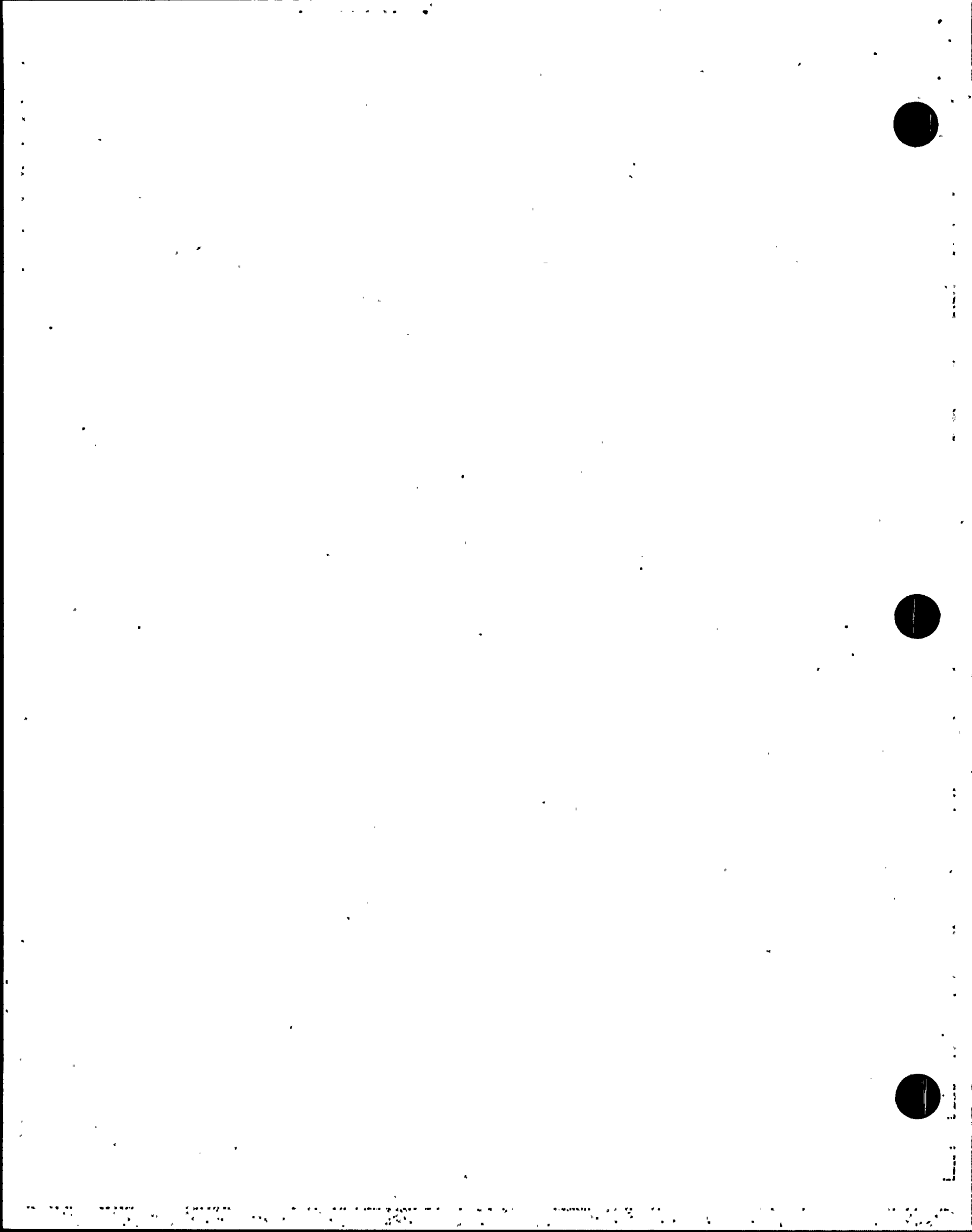
This subcategory included 235 employee concerns which raised 10 issues. The general areas of concern were the application and the content of work rules and policies. Issues included varying standards of work rule application among organizations and managers and differing interpretation of work rules by employees and management.

The evaluation found that inconsistencies in application of work rules do exist throughout Office of Nuclear Power (ONP) organizations. Additionally, the content of some work rules are vague enough to cause misunderstandings that lead to differing interpretations by employees and management.

Inconsistencies between sets of work rules/policies used by different organizations caused a great deal of resentment among workers. That resentment was compounded by seemingly arbitrary disciplinary actions that were based on individual, and varying, interpretations of the rules. Such a situation, if allowed to persist, could have a significant effect on employee morale and, ultimately, on productivity.

The lack of standardization of work rules content and application was caused by poor communication between line organizations and by a failure on the part of managers and supervisors to communicate with employees. Employees did not know what was expected of them and were left confused and irritated by supervisors who could not or would not explain the inconsistencies. Their only recourse was to voice their concerns to the Employee Response Team.

Several corrective actions had been initiated before this evaluation was conducted. The Nuclear Procedures System, currently under development; will reduce inconsistencies in work rules that are applicable to more than one organization. An ONP-wide task group will review and, where necessary, clarify the full range of work rules now in effect. Supervisory training is now required for all supervisors, including substitutes. Employee-supervisor communication will be enhanced by the new Employee Involvement Program in the Division of Nuclear Construction. The ongoing Employee Concerns Program provides an additional channel for employee feedback: periodic employee attitude surveys will aid in determining employee perspectives on the effectiveness of concern resolution.



Preface

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

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

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

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

To make the subcategory reports easier to understand, three items have been placed at the front of each report: a preface, a glossary of the terminology unique to ECSP reports, and a list of acronyms.

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.

TVA EMPLOYEE CONCERNS
SPECIAL PROGRAM

REPORT NUMBER: 70200

FRONT MATTER REV: 2

PAGE ii OF viii

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

TVA EMPLOYEE CONCERNS
SPECIAL PROGRAM

REPORT NUMBER: 70200

FRONT MATTER REV: 2

PAGE vi OF viii

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

TVA EMPLOYEE CONCERNS
SPECIAL PROGRAM

REPORT NUMBER: 70200

FRONT MATTER REV: 2

PAGE vii OF viii

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

IVA EMPLOYEE CONCERNS
SPECIAL PROGRAM

REPORT NUMBER: 70200

FRONT MATTER REV: 2

PAGE viii OF viii

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
IVA	Tennessee Valley Authority
TVILC	Tennessee Valley Trades and Labor Council
UT	Ultrasonic Testing
VT	Visual Testing
WBECS	Watts Bar Employee Concern Special Program
WBN	Watts Bar Nuclear Plant
WR	Work Request or Work Rules
WP	Workplans

1.0 CHARACTERIZATION OF ISSUES

1.1 Introduction

This subcategory report, Work Rules, addresses 11 issues raised by 235 employee concerns which referred to rules and policies governing the various organizations of the Office of Nuclear Power (ONP). It is not restricted to a formal, published set of work rules such as those used by the Division of Nuclear Construction (DNC). Therefore, this report addresses all issues related to the application and/or content of all the rules and regulations employees work under at a TVA nuclear facility.

The term "Work Rules" (WRs) is used generically to apply to all rules and regulations. Where the report is addressing an issue that relates only to a policy or procedure, the evaluator has identified such as a work policy.

1.2 Description of Issues

The issues have been grouped into two elements:

- Application of Work Rules and Policies
- Content of Work Rules

1.2.1 Application of Work Rules and Policies

Issue 70201 - Construction Applies Work Rules Differently

The issue is based on a contention that construction differs from other organizations in its handling of rules and policies for employees working at TVA nuclear facilities.

Issue 70202 - Crafts Held More Strictly to WRs Than Salary Policy Employees

The concerns raising this issue suggest that Salary Policy employees (usually managers) are not held as strictly to the WRs as craft employees.

Issue 70203 - WR Enforcement is Inconsistent

The contention is that WRs are enforced inconsistently between crafts, shifts, crews, and individuals.

Issue 70204 - Excessive Emphasis on WR Enforcement

The Concerned Individuals (CIs) contend that excessive emphasis was placed on strict application of WRs.

Issue 70205 - Arbitrary and Inconsistent Discipline

The CIs contend that threats of arbitrary and inconsistent discipline for WR violations adversely affected work efficiency, safety, quality, and morale.

Issue 70206 - Arbitrary Disciplinary Action is Condoned

This issue is based primarily on past disciplinary action that was reversed on appeal or through arbitration. The CIs contend that managers take disciplinary action without considering all the facts and should themselves be subject to disciplinary action for their arbitrary decisions that are found to be incorrect.

Issue 70207 - WRs Are Changed to Harass and Terminate Employees

The concerns raising this issue reflect a perception that WRs and policies are changed and misapplied by management to aid in intimidating, harassing, or terminating employees.

Issue 70208 - Disciplinary Action Too Severe for WR Violation

The concerns in this issue expressed a belief that disciplinary action for WR violations is often more severe than warranted by the violation. Some CIs also argued that oral warnings are unfair because they cannot be grieved.

1.2.2 Content of Work Rules

Issue 70209 - WRs Are Ineffective and Restrict Work

The contention in this issue is that some work policies need to be reevaluated because they are ineffective, restrict work, or are open to misuse.

Issue 70210 - WRs Are Unclear and Ill-defined

The CIs contend that some WRs are subject to interpretation and sometimes lead to unexplained disciplinary actions.

1.2.3 Issue 70211 - Concerns With Insufficient Information to Evaluate

The following concerns were general statements of opinion that did not relate to any definable issue and therefore could not be investigated or evaluated:

EX-85-045-001
PH-85-002-014
WBN-86-052-003

The ten issues encompass a total of 235 concerns, 205 of which are based on a common perception of employees that project management's method of applying the WRs and policies have been unfair, inconsistent, and inappropriate. The remaining 30 concerns raise issues relating to the subject matter or content of the WRs.

Of the 235 individual concerns, 194 (82%) originated in the Division of Construction (CONST). CONST, reorganized and referred to presently as DNC, is one of several organizations operating within the Office of Nuclear Power (ONP). Although most of the concerns came from DNC employees, the findings of this report will be relevant to WRs and policies among the different organizations working under ONP. Those who work under such rules include employees in Power Maintenance, Power Operations, the combined Modifications Group of Power and Construction employees (now operating as an organization within DNC), Engineering, Medical Services, Public Safety Services, DNC, and Quality Assurance.

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

Attachment A, Subcategory Summary Table

Attachment B, List of Concerns by Element/Issue

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

2.0 SUMMARY

2.1 Summary of Issues

2.1.1 Application of Work Rules and Policies

This element addresses the existence of inconsistencies or different standards of application for the WRs in different organizations. It also questions whether the varying methods used by some managers in applying the WRs are fair.

2.1.2 Content of the Work Rules and Policies

This element addresses concerns which question the interpretation of some WRs/policies by employees and management.

2.2 Summary of Evaluation Process

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

The evaluation process included the review and classification or characterization of concerns, a review of source documents, interviews with management and employees, and an analysis to determine whether the issues identified problems in need of corrective action.

2.3 Summary of Findings

The findings of this report verify as factual that inconsistencies and differing standards of application for the WRs and policies do exist across the different ONP organizations. The findings also show that the varying methods used by some managers in applying the WRs and policies have been perceived as unfair by employees. These problems were compounded by an emphasis placed by some managers on WR enforcement within DNC during and preceding the time period these concerns were submitted.

Additionally, the findings show that the content of some work policies are misunderstood or interpreted differently by employees and management.

2.4 Summary of Collective Significance

Work rules caused employees significant irritation during the 1985-86 timeframe of the concerns evaluated in this report. Inconsistencies between sets of work rules used by different TVA organizations were resented by workers, particularly when line supervisors cannot or will not provide explanations for the inconsistencies. Inconsistencies in work rule application created even more resentment.

2.5 Summary of Causes

Poor communication between organizations, inconsistent application, and ineffective communication with employees caused irritation over work rules.

2.6 Summary of Corrective Action

Corrective action already initiated for the problems identified in this subcategory includes:

- the development of the Nuclear Procedures System which will reduce inconsistencies in procedures (like WRs which affect more than one ONP organization)
- the requirement that all personnel in supervisory and substitute supervisory positions complete supervisory training
- the establishment of an Employee Involvement Program (EIP) in DNC to improve communication between supervisors and employees on such matters as WRs and their implementation
- the establishment of an Employee Concerns Program to provide an additional channel for employee feedback on matters of concern such as WR content or application
- the continuation of employee attitude surveys as a standard way of determining employee perspectives on the effectiveness of concern resolution
- an increase in efforts by management to communicate the intent of some WRs confusing to employees
- the convening of an ONP-wide task group to review (and where necessary, clarify) the full range of WRs now in effect

3.0 EVALUATION PROCESS

3.1 General Methodology

The evaluation of this subcategory was conducted according to the Evaluation Plan for the Employee Concerns Task Group and the Evaluation Plan for the Management and Personnel Group. The concern case files were reviewed. Source documents were researched and interviews conducted in order to identify the requirements and criteria which applied to the issues in this subcategory. The concerns were grouped into two elements; the elements were subdivided into issues. The issues were evaluated against the identified requirements and criteria to determine findings. A collective significance analysis was conducted; causes were indicated for negative findings; and corrective action for the negative findings was initiated or determined to have already been initiated.

To evaluate the WRs, some research into their history was necessary to understand their original purpose and intent. This review covered relevant information on past practices regarding the application and content of WRs at a TVA nuclear facility. The review relied heavily on interviews and documents of the corporate staffs and files of the organizations who work at a common nuclear site. Since the DNC work force was the only organization using a published list of WRs and was the source of most of the concerns, emphasis was placed upon gathering information pertinent to WR use in that organization.

3.2 Specific Methodology

After the concerns were separated into two main elements, each concern was reviewed and sorted into the eleven issues shown in Attachment B. The purpose of the issues was to address several similar concerns generically. This process enabled the evaluator to condense the 235 concerns into manageable units.

After the issues were identified, a review and analysis was conducted of source documents believed to contain the requirements and criteria governing each of the eleven issues.

Interviews were conducted with various levels of TVA employees working at both the corporate and project locations and with officials of the outside utilities. These interviews were conducted to verify and gain explanations of various aspects of the documents mentioned in the findings (4.0). The interviews also provided perspective on the significance of the issues.

The evaluator made several observations of the Watts Bar Nuclear Plant (WBN), with attention directed to management's interaction with employees, and noted any obvious differences between organizations in the application or observance of working rules and policies. Additionally, opinions were solicited from employees about how the application of WRs and policies affected their work. Observations were documented in the field notes that now form part of the concern files.

4.0 FINDINGS

Background

Since this report evaluates the WRs, work policies, and methods of WR application now used by ONP at all of TVA's nuclear facilities, all of the findings, while focusing on WBN, are considered to have possible generic applicability for ONP.

Initially, three general considerations are discussed that are derived from the historical development of the WRs at TVA. These three considerations provide a perspective from which to better understand the issues evaluated in this report.

Consideration One

The interviews and review of historical documents indicate that DNC management at TVA has traditionally used WRs as a means of ensuring consistent treatment of trades and labor employees; and to maintain control of the work environment while managing a large work force at several work locations. Construction work, by nature, is temporary, and employees are typically moved from site to site as one job is completed and another begun. Having the same rules and policies at these sites made it easier for the employees to adjust because they knew what WRs they were expected to work under at each location.

Standardized WRs and policies are also an effective tool for DNC corporate managers efforts to guide and direct a large and sometimes isolated work force.

Thus, ordinarily there is sound management reasoning for the use of WRs in construction organizations such as DNC, while similar WRs would not always be necessary or suitable for smaller organizations or those with a low personnel turnover rate. However, the period of time requiring construction work forces has been much longer on a nuclear site than that experienced on other construction projects. This fact has led to more interaction between construction employees and the personnel of the various permanent organizations located at the common work site than is normally the case.

Consideration Two

The importance of consistency in the application of the WRs is highlighted by the reviews and appeal processes available to employees. Additionally, much scrutiny was placed upon management actions by outside arbitrators, the Merit System Protection Board (MSPB), and Equal Employment Opportunity Commission (EEOC).

The intent of the WRs was to ensure consistent treatment of employees by providing reasonable guidelines for employees to work under. Revisions have been made periodically in the last 15 years which normally resulted from a need to clarify a rule, or as a result of an adverse arbitration or MSPB ruling that impacted the current WRs.

Consideration Three

None of the outside utilities and TVA organizations evaluated by this report placed as much emphasis on formal published WRs as ONP's DNC. ONP organizations using more informal guidelines rather than strict, formal WRs had far fewer concerns about WRs than DNC.

Rather than depending solely on formalized published WRs the private utilities placed more accountability and responsibility upon lower-level management to manage their subordinates. Central guidance was provided in the form of a supervisory handbook which was used to help maintain consistency of actions. It should be noted, however, that the outside utilities surveyed contracted their large construction projects and the utility organizations did not work under the same employer as is the case for TVA employees.

4.1 Application of Work Rules and Policies

4.1.1 Issue 70201 - Construction Applies Work Rules Differently

The issue is based on a contention that construction differs from other organizations in its handling of rules and policies for employees working at TVA nuclear facilities.

Discussion

Eighty percent of the concerns about WRs originated in former Office of Construction, now DNC, as can be seen by checking the Subcategory Report Summary Table (Attachment A). This table establishes, by origin of concern, that employees in DNC were far more troubled by WRs than employees of other organizations.

DNC has a list of WRs unique to its organization. DNC's WRs are applied to its employees more strictly than are the WRs in the other organizations in ONP.

Nuclear Power Operations uses the WBN Supervisory Handbook for Foremen, which basically outlines a method of using progressive discipline and gives examples of common offenses and related forms of disciplinary action. The absence of the handbook from DNC establishes a difference in WRs between DNC employees and those employees in the other ONP organizations .

Members of the other organizations operating at WBN, Engineering, Personnel, Medical, and Public Safety Services, all indicated in interviews that they did not have published WRs other than guidelines developed within their own organizations.

A reading of the WRs and policies of the various organizations reveal a number of basic differences in rules that employees in different organizations must work under at a common TVA facility.

Conclusion

This issue is factually accurate and requires corrective action.

4.1.2 Issue 70202 - Craft Held More Strictly to WRs Than Salary Policy Employees

The concerns raising this issue suggest that Salary Policy employees (usually managers) are not held as strictly to the WRs as craft employees.

Discussion

Craft employees were the largest source of these concerns which were directed at management and salary policy employees. The crafts basically believed they were the only employees really forced to follow WRs and policies. The conduct guidelines were established in 1981 as a result of earlier versions of this concern and were intended to provide a closer comparison of WR penalties for Salary Policy and Trades and Labor employees in DNC.

Publicly reported incidents of disciplinary action towards management were noticeably lighter than reported disciplinary actions against nonmanagement. Interviews with craft employees revealed their knowledge of incidents in which managers of Salary Policy employees were found in possession of alcohol, guilty of unauthorized removal of TVA property, or caught climbing the security fence, but were afforded lighter forms of disciplinary action than craft employees were for the same violations.

Conclusion

The evidence indicates the issue is factually accurate and identifies a problem requiring corrective action.

4.1.3 Issue 70203 - WR Enforcement is Inconsistent

The contention is that WRs are enforced inconsistently between crafts, shifts, crews, and individuals.

Discussion

A high number of individual concerns expressed the belief that management enforces the WRs differently between crafts and between employees within the same unit or craft.

Both supervisory and nonsupervisory employees stated in interviews that they believed some favoritism and selective enforcement exist. There were no specific examples given of this belief other than general observations.

Evidence presented through observations and interviews showed that some managers were more authoritarian than others in applying the WRs.

Some managers indicated that WRs should be enforced equally while others believed a manager should show leniency to an employee with a good work record as opposed to one with a history of poor performance.

Conclusion

The evidence indicates the issue is factually accurate and identifies a problem requiring corrective action.

4.1.4 Issue 70204 - Excessive Emphasis on WR Enforcement

The CIs contend that excessive emphasis was placed on strict application of WRs.

Discussion

Attachment C shows an analysis of disciplinary actions taken in DNC from January 1984 through December 1985. During the period beginning January 1985 through June 1985, the number of disciplinary actions almost doubled, particularly in the oral warning category. This is significant because many concerns dealt with not being able to appeal oral warnings.

Interviews and observations conducted by the evaluator revealed that many managers used an authoritarian style of management that emphasized discipline to achieve results.

During the period when the concerns were submitted, no significant program geared to recognizing good work performance of Trades and Labor employees in DNC existed.

Conclusion

The evidence indicates the issue is factually accurate and identifies a problem requiring corrective action.

4.1.5 Issue 70205 - Arbitrary and Inconsistent Discipline

The CIs contend that threats of arbitrary and inconsistent discipline for WR violations adversely affected work efficiency, safety, quality, and morale.

Discussion

While the criteria for judging this concern are somewhat subjective in nature, the findings did show that the work environment was perceived as undesirable by some workers, which adversely affected the morale of those workers.

During the time of these concerns, the findings evidence suggests that some managers were using an authoritarian style of management.

There is no direct evidence to support the concern that safety, quality, or work efficiency was adversely affected. The WR for a violation of QA procedures in DNC provides for a two-week suspension for the first offense and discharge for a second offense.

The actions taken in DNC beginning in November 1985, with changes in top management, indicated a belief that a new style of management was needed.

The six-month period of June 1985 through December 1985, showed only three cases of DNC employees reporting conditions where hardware might not be in compliance with quality requirements. The Employee Involvement Program (EIP) was initiated in January 1986 to solicit employee input. It was accompanied by assurances from the new construction superintendent that no one would be penalized for accidentally damaging QA rated hardware. Consequently, over 60 reports of possible damage were reported through the Employee Involvement Program with several Nonconforming Condition Reports (NCRs) written which initiated corrective action for identified deficiencies.

Conclusion

The evidence indicates the issue is factually accurate in regard to morale and identifies a problem requiring corrective action.

4.1.6 Issue 70206 - Arbitrary Disciplinary Action is Condoned

The issue is based primarily on past disciplinary action that was reversed on appeal or through arbitration. The CIs contend that managers take disciplinary action without considering all the facts and should themselves be subject to disciplinary action for their arbitrary decisions that are found to be incorrect.

Discussion

This perception arose from past disciplinary actions taken by management and later reversed through appeal mechanisms such as MSPB or arbitration rulings. Normally, the employees were aware of a person being "made whole," that is, brought back to work and given retroactive backpay. They believed that if the original decision to take the action was ruled incorrect, then some action should be taken against the manager.

Findings showed that management actions are normally reviewed on a case-by-case basis by higher levels of management and other TVA organizations, such as the Office of the General Counsel, the General Manager's Office, the Office of Employee Relations, and, presently, the Inspector General's Office. Any alleged incident of wrongdoing by a manager is reviewed, but the review is not normally made general information to employees.

Actions heard before an arbitrator, MSPB, or EEOC have normally been reviewed and agreed to be proper by TVA before the action is taken. Most employees do not understand this approval process because it has not been explained to them.

Interviews with employees also indicated the belief that when they presented their case to management, no one considered or really listened to what they had to say. Records kept during the time these concerns were presented show that very few actions were being resolved at the lower levels.

There were indications by several DNC managers in interviews that no matter what the circumstances were, they could not make exceptions to the WRs. They believed this necessary because of requirements of MSPB and arbitrators that discipline be consistent.

Findings indicated that in most instances, employees who believed management failed to consider all the facts were referring to oral warnings. A higher-than-usual number of oral warnings were issued just prior to Quality Technology Corporation (QTC) appearance at WBN. Employees found oral warnings particularly frustrating because such warnings cannot be appealed.

Conclusion

The issue was not verified as factual.

4.1.7 Issue 70207 - WRs Are Changed to Harass and Terminate Employees

The concerns raising this issue reflect a perception that WRs and policies are changed and misapplied by management to aid in intimidating, harassing, or terminating employees.

Discussion

This concern seems to reflect a perception by employees that WRs are used only when management desires to harass or terminate a particular employee.

There is no evidence that shows WRs being changed or adapted to fit a particular situation. On the contrary, management is reluctant to change any portion of a WR.

Conclusion

The issue was not verified as factual.

4.1.8 Issue 70208 - Disciplinary Action Too Severe for WR Violation

The concerns in this issue expressed a belief that disciplinary action for WR violations is often more severe than warranted by the violation. Some CIs also argued that oral warnings are unfair because they cannot be grieved.

Discussion

This evaluation found consistent evidence that much management emphasis was placed upon the appropriateness of penalty when managers enforced the WRs or policies. The requirements of MSPB and arbitration placed management in a position of carefully reviewing the degree of penalty when taking disciplinary action.

The perception that oral warnings cannot be appealed was traced to a basic disagreement in the use of oral warnings. The employees believed that by the General Agreement, they should be able to appeal any action they believed to be unfair. The decision to utilize oral warnings was made by the Director of Labor Relations and resulted from discussions and agreement with the Tennessee Valley Trades and Labor Council (TVT&LC). As such, the oral warning would only serve to document a first step in a disciplinary process and would be grievable only after the second step or written warning was issued.

Interviews with some of the outside utilities who used unionized modification and maintenance employees revealed that their first step was called an "Oral Reminder" rather than an "Oral Warning." Employees of the outside utilities could also appeal the oral reminder to their supervisor.

Conclusion

The issue was not verified as factual.

4.2 Content of Work Rules

4.2.1 Issue 70209 - WRs Are Ineffective and Restrict Work

The contention in this issue is that some work policies need to be reevaluated because they are ineffective, restrict work, or are open to misuse.

Discussion

Some policies have been ineffective because the content was ambiguously worded causing them to be interpreted in two or more conflicting ways. Some managers and employees did not understand or had conflicting opinions on what some WRs were intended to accomplish. The following rule was cited in several concerns as being misunderstood:

Concealing defective work or violation of Quality Assurance/Quality Control procedures (up to and including discharge for obvious or willful violation). First offense-2 weeks suspension; second offense-discharge.

This WR raised concern that an employee accidentally damaging a piece of safety-related hardware might not report it in fear of pending disciplinary action.

However, management has taken corrective action in regards to this concern as stated in section 4.1.5 of this report.

Other issues addressed more directly some policy or procedural requirements that appeared to hold up work or create unnecessary work. Here are two examples drawn from individual concerns.

1. Public Safety Officers confiscate tools during toolbox searches, causing craft to spend time acquiring new tools.
2. Some inspection procedures delay the work unnecessarily. Findings indicated a problem existed with some of the mechanics of the inspection process rather than its written procedures.

In most cases these concerns indicated a failure to communicate the reasons for the policies and procedures that seemed unnecessarily restrictive, but which could in fact be adjusted.

Misuse of a WR is a management problem and is addressed under Section 4.1, "Application of Work Rules and Policies."

Conclusion

This issue was verified as factual and requires corrective action.

4.2.2 Issue 70210 - WRs Are Unclear and Ill-defined

The CIs contend that some WRs are subject to interpretation and sometimes lead to unexplained disciplinary actions.

Discussion

This evaluation found most WRs clear and well defined when used as guidelines for discipline. Therefore, allegations that WRs were unclear or ill defined were not factually accurate; however, evidence existed that some WRs and policies were misunderstood by employees.

Interviews with the DNC employees indicated that for the most part, they understood the rules but they believed some were unnecessary.

Conclusion

The issue was not verified as factual.

5.0 COLLECTIVE SIGNIFICANCE

The large number of concerns in this subcategory (235) indicates that problems with WRs caused significant employee irritation at WBN during the period of the concerns (1985 through February 1986). When employees from different TVA organizations work side-by-side for extended periods of time as they did at WBN, inconsistent work rules are noticed and often deeply resented, particularly if line supervisors cannot or do not provide explanations for the inconsistencies. For instance, WRs and work policies can slow down work. The reasons for such slow downs are not always adequately explained, particularly to nearby workers who must work on while fellow workers seem to be standing idle.

The fact that the great majority of the concerns (205 versus 30) addressed the application of WRs, rather than their content, also points to line supervisors rather than the rules themselves as the major source of the employee irritation. Interviews with employees revealed that supervisors often either ignored questions about WR application or expressed irritation with the questioner. Either response added fuel to employee resentment, thereby weakening the teamwork needed between management and employees to accomplish the goals and objectives of TVA's nuclear program.

6.0 CAUSE

6.1 Poor Coordination of WRs Between Organizations

Although Nuclear Operations personnel and DNC personnel in the same crafts often worked in the same areas, little was done to standardize their WRs or work policies.

6.2 Inconsistent Application or Enforcement of WRs and Policies

At the time of these concerns, employees felt unsure when disciplinary action of WRs would be enforced or by whom.

6.3 Ineffective Communication by Line Supervisors

As the Collective Significance analysis pointed out, confusion over WRs during the time period of these concerns often became resentment because some supervisors could not or would not explain what seemed to be unfair WR applications.

- A. In all the organizations, efforts were made by higher levels of management to ensure that disciplinary actions taken were proper and consistent. However, these efforts examined only whether disciplinary action was consistent for the violation or offense. Upper management did not deal with the overall effect of disciplinary actions or pursue whether more positive resolutions to the problem were available to a manager.
- B. Employee perceptions that management would not listen was so strong that many employees believed that their side of a case would not be heard until their appeal was off the site. While there were sufficient appeal processes available to employees, there are indications that at the time of the concerns, few grievances were resolved at the lower levels of supervision. Thus, poor listening skills on the part of some managers fed distrust on the part of employees, causing the problem to grow worse with each repetition of this circle.
- C. The severity of the penalties for WR violations was sometimes caused by managers' fear of appearing inconsistent or of practicing favoritism. This was unfortunate since the WRs potentially allowed each manager to adjust the penalty to suit the circumstances of the case.

- D. The findings showed that WRs and policies can slow down work. The reasons for such WRs have not always been adequately explained to employees. An example would be an inspection procedure that may seem to slow down work to an employee, but is essential for ensuring a safely built nuclear plant.
- E. A lack of good communications between employees and management resulted in the meaning and intent of the WRs not being understood.

7.0 CORRECTIVE ACTION

7.1 Previously Initiated Corrective Actions

During the time that these concerns were expressed, management and employees were not communicating effectively. Inadequate understanding of WRs was a part of this communication problem.

- A. The Nuclear Performance Plan (revised July 18, 1986) calls for the development and implementation of a Nuclear Procedures System which is intended to centralize and standardize ONP procedures and hence ONP performance. Interface procedures (called Standards when they apply to all ONP sites and called Procedures when they affect only one site) will help to eliminate inconsistencies in WRs. Other components of the Nuclear Procedures System--Organization Charters, Job Descriptions, and Responsibility and Authority Profiles will hold line managers responsible for consistent interpretation of the standardized WRs.
- B. DNC is presently completing supervision training, which all personnel in supervisory and substitute supervisory positions are required to attend.
- C. The establishment of an Employee Involvement Program (EIP) in the DNC is intended to encourage better communication between line managers and employees. The exchange of information between managers and employees in weekly EIP meetings has helped improve understanding of the WRs and allow feedback to employees on their questions.
- D. The establishment of an Employee Concerns Program offers an additional outlet for employee feedback that can not be expressed through normal channels.

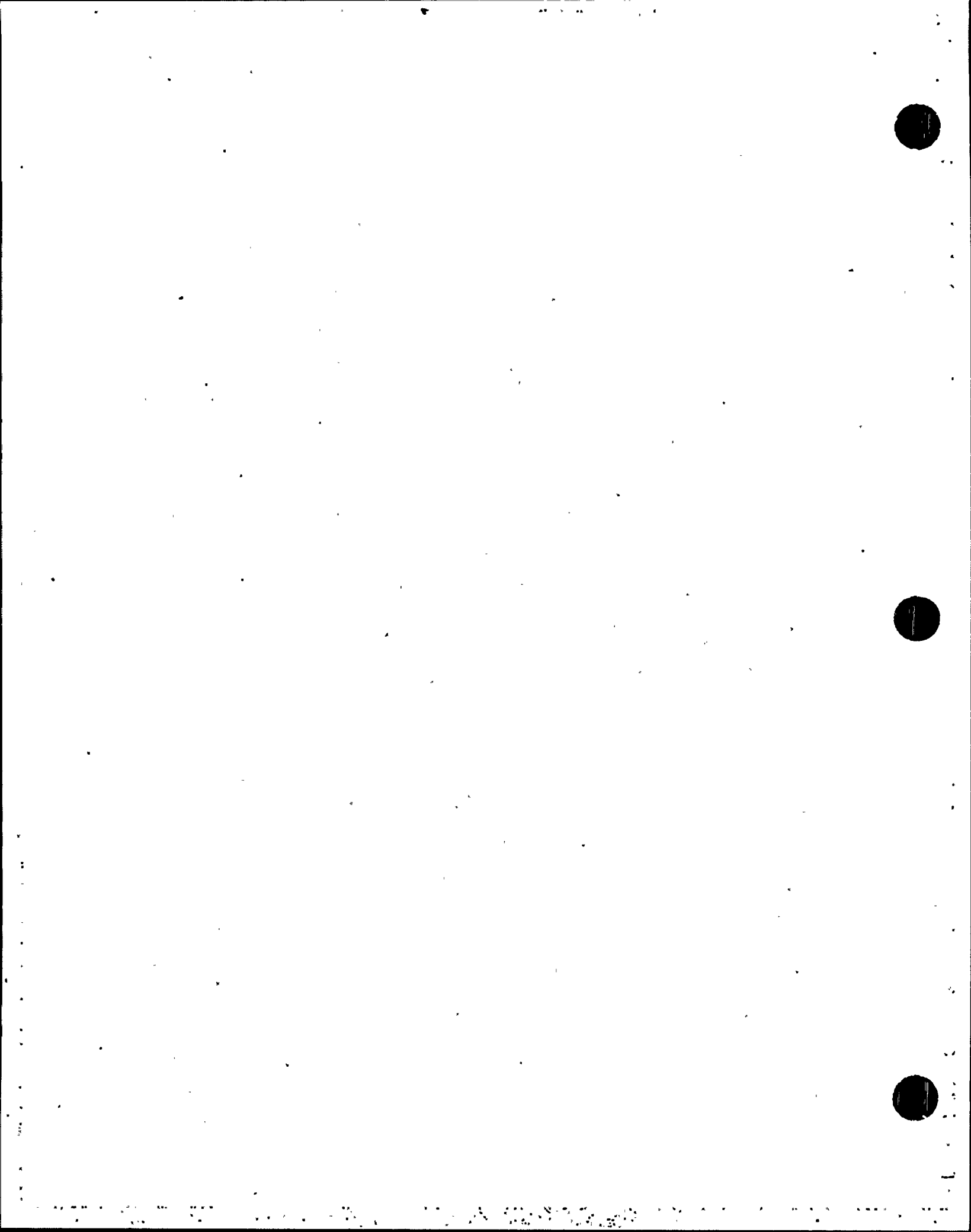
- E. Corrective actions for subcategory Report 7-08, "Morale," has called for the continuation of Employee Attitude Surveys on a regular basis. The problems revealed by the evaluation in this subcategory also require continued, reliable measures of employee attitudes. In the present case, a perception of lingering management-employee communication problems over WRs is itself a problem that must be dealt with. It is more likely to be dealt with effectively if employee perceptions are measured by frequent, statistically reliable, surveys.
- F. As noted in sections 4.1.5E and 4.2.1A of this report, management took some immediate steps to clarify the intent and application of some WRs. This increased effort at communication resulted in a corresponding increase in employee involvement.

7.2 Corrective Action As a Result of This Evaluation

To develop standardized WRs, ONP will convene a task force to review the full range of WRs in effect. The task force will consist of three high-level managers, one from plant operations, one from plant maintenance, and one from construction/modifications, and three site working-level employees, one each from plant operations, plant maintenance, and construction/modifications (SAND 702-NPS-01). The resulting recommendations from this task force will be evaluated for generic application for all ONP organizations.

8.0 ATTACHMENTS

- 8.1 Attachment A, Subcategory Summary Table
- 8.2 Attachment B, Concerns Listed by Issue
- 8.3 Attachment C, Past Disciplinary Records, Div. of NU CON



ATTACHMENT A

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: 702 ARBITRARY DISCIPLINARY ACTION IS CONDONED

PAGE - 1
 RUN TIME - 10:04:39
 RUN DATE - 03/10/87

CATEGORY: MP MGT. & PERS. ISSUES

CONCERN NUMBER	CAT	SUB CAT	S H R D	PLT LOC	1 REPORT APPL 2 SAF RELATED BF BL SQ WB	HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION	REF. SECTION CAT - MP SUBCAT - 702
EX -85-001-00201 T50113	MP	70206	N	WBN	1 N N N N 2 NA NA NA NA	EX-85-001-002	QTC	THE CI HAD AN ACCIDENT IN SEPT. 84 WHILE LOADING IN WATTS BAR WAREHOUSE DUE TO A FAULTY HYDRAULIC LIFT ON THE VEHICLE. ORAL WARNINGS WERE GIVEN BY IMMEDIATE SUPERVISOR INDICATING THE EMPLOYEE WAS A SAFETY RISK IN ADDITION TO BEING NEGLIGENT. THE CI CONSIDERED HIMSELF AS BEING SET UP FOR DISCIPLINARY ACTION AND RECEIVED WRITTEN WARNING FOR UNAPPROVED ABSENCE IN OCT. 84. CI HAS NO FURTHER INFORMATION. NO FOLLOW UP REQUIRED.	
EX -85-029-00101 T50131	MP	70210	N	WBN	1 N N N N 2 NA NA NA NA		QTC	EMPLOYEE WAS DISCIPLINED FOR VIOLATING AN INSTRUCTION WHICH COULD NOT BE LOCATED OR HAD EVER BEEN SEEN BY ANYONE. DETAILS KNOWN TO ERT, WITHHELD DUE TO CONFIDENTIALITY. CI HAS NO ADDITIONAL INFORMATION. NUC POWER CONCERN.	
EX -85-045-00101 T50162	MP	70211	N	WBN	1 N N N N 2 NA NA NA NA		QTC	LETTERS OF REPRIMAND ARE LIKE SCOLDING SCHOOL CHILDREN, WHEN YOU HAVE A PROBLEM WITH A MAN, TREAT HIM AS SUCH. CONSTRUCTION CONCERN. CI HAS NO ADDITIONAL INFORMATION. NO FOLLOWUP REQUIRED.	
EX -85-067-00101 T50178	MP	70205	N	WBN	1 N N N N 2 NA NA NA NA		QTC	CI RECEIVED A LETTER FOR "UNSATISFACTORY PERFORMANCE" EVEN THOUGH CI WAS NOT INVOLVED IN THE WORK. DETAILS KNOWN TO QTC, WITHHELD DUE TO CONFIDENTIALITY. CONSTRUCTION DEPT CONCERN. CI HAS NO ADDITIONAL INFORMATION	
EX -85-069-00101 T50183	MP	70201	N	WBN	1 N N N N 2 NA NA NA NA		QTC	TVA RULES ARE INCONSISTENT. LAYOFFS ARE NOT BY SET RULES. CONSTRUCTION DEPT. CONCERN. CI HAS NO ADDITIONAL INFORMATION.	

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

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

TENNESSEE VALLEY AUTHORITY
 OFFICE OF NUCLEAR POWER
 EMPLOYEE CONCERN PROGRAM SYSTEM (ECPS)
 EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY
 SUBCATEGORY: 702 WRS CHANGED TO HARASS AND TERMINATE EMPLOYEES

PAGE - 2
 RUN TIME - 10:04:39
 RUN DATE - 03/10/87

CATEGORY: MP MGT. & PERS. ISSUES

CONCERN NUMBER	CAT	SUB CAT	S H R D	PLT LOC	1 REPORT 2 SAF RELATED BF BL SQ WB	HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION	REF. SECTION CAT - MP SUBCAT - 702
EX -85-069-00201 T50183	MP	70207	N	WBN	1 N N N N 2 NA NA NA NA		QTC	ORAL WARNINGS ARE MISUSED AT WATTS B AR. CRAFT (KNOWN) CANNOT APPEAL ORAL WARNINGS. CONSTRUCTION DEPT. CONCERN. CI HAS NO ADDITIONAL INFORMATION.	
EX -85-072-00201 T50256	MP	70205	N	WBN	1 N N N N 2 NA NA NA NA		QTC	FOREMAN DISCRIMINATES AGAINST THE CI. FOREMAN SPENDS A GREAT DEAL OF TIME LOOKING OVER THE CI'S SHOULDER. DETAILS KNOWN TO QTC AND WITHHELD TO MAINTAIN CONFIDENTIALITY. CONSTRUCTION DEPARTMENT CONCERN. NO FURTHER INFORMATION MAY BE RELEASED. NO FOLLOW-UP REQUIRED.	
EX -85-074-00201 T50181	MP	70204	N	WBN	1 N N N N 2 NA NA NA NA		QTC	MANAGEMENT PLACES TOO MUCH EMPHASIS ON EMPLOYEE JOB RULES REGARDING BREAKS, LUNCHES, ETC, ESPECIALLY IN CERTAIN CRAFTS (KNOWN) CONST. DEPT. CONCERN. C/I HAS NO FURTHER INFORMATION.	
EX -85-078-00101 T50186	MP	70204	N	WBN	1 N N N N 2 NA NA NA NA	EX-85-078-001	QTC	SUPERVISION SPENDS MORE TIME WATCHING THEIR MEN THAN THEY DO GETTING THE IR WORK DONE. CONSTRUCTION DEPT. CONCERN. CI HAS NO ADDITIONAL INFORMATION - GENERIC CONCERN.	
EX -85-084-00201 T50181	IH	60400	S	WBN	1 2		QTC	C/I FEELS THAT C/I WAS UNJUSTLY THREATENED WITH A DISCIPLINARY LETTER. DETAILS KNOWN TO QTC, WITHHELD DUE TO CONFIDENTIALITY. CONST. DEPT. CONCERN. C/I HAS NO FURTHER INFORMATION.	
	02	MP	70205	S	WBN	1 N N N N 2 NA NA NA NA			
EX -85-094-00301 T50190	MP	70203	N	WBN	1 N N N N 2 NA NA NA NA		QTC	TVA MANAGEMENT DISPLAYS A DOUBLE STANDARD WHEN APPLYING RULES AND DISCIPLINE. CONSTRUCTION DEPT. CONCERN. CI HAS NO ADDITIONAL INFORMATION - GENERIC CONCERN.	

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

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

TENNESSEE VALLEY AUTHORITY
 OFFICE OF NUCLEAR POWER
 EMPLOYEE CONCERN PROGRAM SYSTEM (ECPS)
 EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY
 SUBCATEGORY: 702 EXCESSIVE EMPHASIS ON WR ENFORCEMENT

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

CATEGORY: MP MGT. & PERS. ISSUES

CONCERN NUMBER	CAT	SUB CAT	S R D	PLT LOC	1 REPORT APPL				HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION	REF. SECTION CAT - MP SUBCAT - 702
					2	SAF	RELATED	BF				
EX -85-133-00101 T50195	MP	70204	N	WBN	1	N	N	N	N		QTC	TOO MANY DISCIPLINARY LETTERS ARE ISSUED TO CRAFT EMPLOYEES, WITHOUT SUFFICIENT INVESTIGATION TO DETERMINE WHETHER A LETTER IS ACTUALLY WARRANTED. THIS CONDITION CAUSES LOW MORALE AMONG THE EMPLOYEES. CONSTRUCTION DEPT. CONCERN. CI HAS NO FURTHER INFORMATION.
EX -85-133-00201 T50267	MP	70206	N	WBN	1	N	N	N	N		QTC	CI STATED THAT CI RECEIVED A DISCIPLINARY LETTER WHICH WAS NOT WARRANTED. DETAILS KNOWN TO QTC, WITHHELD DUE TO CONFIDENTIALITY. CONSTRUCTION DEPT. CONCERN. CI HAS NO FURTHER INFORMATION.
EX -85-135-00101 T50202	MP	70207	N	WBN	1	N	N	N	N	EX-85-135-001	QTC	DISREGARD OF NO SMOKING SIGNS IN CLASSROOM BY INSTRUCTOR (NAME KNOWN). HEALTH HAZARD AND CAUSES DISTRACTION TO NONSMOKERS. CONSTRUCTION DEPT. CONCERN. UNIT 2. CI HAS NO FURTHER INFORMATION.
EX -85-142-00101 T50202	MP	70202	N	WBN	1	N	N	N	N		QTC	CI WAS SUSPENDED FOR A VIOLATION OF SAFETY RULES WHILE MANAGEMENT RESPONSIBLE FOR REPRIMANDING CI COMMITTED THE SAME SAFETY VIOLATION YET RECEIVED NO DISCIPLINARY ACTION. DETAILS KNOWN TO QTC WITHHELD DUE TO CONFIDENTIALITY. CONSTRUCTION DEPARTMENT CONCERN. CI HAS NO FURTHER INFORMATION.
EX -85-147-00101 T50204	MP	70205	S	WBN	1	N	N	N	N		QTC	MANAGER (KNOWN) STATED THAT CRAFT COULD BE SUSPENDED OR TERMINATED FOR ACCIDENTALLY DAMAGING ELECTRICAL CABLE. DETAILS KNOWN TO QTC, WITHHELD DUE TO CONFIDENTIALITY. CONSTRUCTION DEPT. CONCERN. CI HAS NO FURTHER INFORMATION.
	02	MP	70209	S	WBN	1	N	N	N			

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: 702 EXCESSIVE EMPHASIS ON WR ENFORCEMENT

PAGE - 4
 RUN TIME - 10:04:39
 RUN DATE - 03/10/87

CATEGORY: MP MGT. & PERS. ISSUES

CONCERN NUMBER	CAT	SUB CAT	S H R D	PLT LOC	1 REPORT 2 SAF RELATED	APPL BF BL SQ WB	HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION	REF. SECTION CAT - MP SUBCAT - 702
EX -85-157-00101 T50205	MP	70204	N	WBN	1	N N N N	EX-85-157-001	QTC	THE ONLY CONCERN SUPERVISOR (KNOWN) AND GFS HAVE IS CATCHING SOMEONE QUITTING EARLY OR TAKING A COFFEE BREAK. THE GFS AND FOREMEN STAND NEAR THE COKE MACHINES EACH DAY AT 11:28 A.M. TO TAKE NAMES. THEY COULD CARE LESS HOW HARD THE CRAFT WORKED ALL MORNING. THEIR PRIORITIES ARE OUT OF PHASE. CONSTRUCTION DEPT. CONCERN. CI HAS NO ADDITIONAL INFORMATION.	
EX -85-169-00401 T50207	IH	60400	S	WBN	1			QTC	SOME EMPLOYEES (DEPT. KNOWN) SELL CHANCE BOARDS ON GUNS AND FOOTBALL SCORES. CRAFT WORKERS GET FIRED FOR THIS, BUT OTHER EMPLOYEES AND MANAGEMENT DO IT ON THE JOB ALL THE TIME WITHOUT ANY ACTION TAKEN AGAINST THEM. CONSTRUCTION DEPT. CONCERN. CI HAS NO ADDITIONAL INFORMATION.	
	02	MP	70202	S	WBN	1	N N N N			
					2	NA NA NA NA				
EX -85-182-00201 T50225	MP	70202	N	WBN	1	N N N N		QTC	ENGINEERS NEED TO DO MORE FIELD WORK AND NOT ALLOW CRAFT TO DESIGN EQUIPMENT (SUPPORTS). WRITTEN VIOLATIONS SHOULD BE AGAINST ENGINEERING AND NOT THE CRAFTS AS IT IS PRESENTLY DONE. CONSTRUCTION DEPARTMENT CONCERN. CI HAS NO ADDITIONAL INFORMATION. NO FOLLOW UP REQUIRED.	
					2	NA NA NA NA				
EX -85-193-01001 T50246	MP	70202	N	WBN	1	N N N N		QTC	CI DOUBTS THAT TVA WILL ENFORCE DISCIPLINARY ACTION UPON A SUPERVISORY INDIVIDUAL. DETAILS KNOWN TO QTC, WITHHELD DUE TO CONFIDENTIALITY. NO FURTHER INFORMATION MAY BE RELEASED. CONSTRUCTION DEPARTMENT CONCERN. CI HAS NO FURTHER INFORMATION.	
					2	NA NA NA NA				
HI -85-079-00101 T50267	IH	60100	S	WBN	1	N N N Y		QTC	WBNP EMPLOYEE RECEIVED DISCIPLINARY ACTION FOR NOT FOLLOWING ILLEGAL DIRECTIONS ISSUED BY MANAGEMENT. DETAILS KNOWN TO QTC, WITHHELD DUE TO CONFIDENTIALITY. NUC. POWER DEPT. CONCERN. NO FURTHER INFORMATION MAY BE RELEASED.	
	02	MP	70205	S	WBN	1	N N N N			
					2	NA NA NA NA				

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

TENNESSEE VALLEY AUTHORITY
 OFFICE OF NUCLEAR POWER
 EMPLOYEE CONCERN PROGRAM SYSTEM (ECPS)
 EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY
 SUBCATEGORY: 702 WRS CHANGED TO HARASS AND TERMINATE EMPLOYEES

PAGE - 5
 RUN TIME - 10:04:39
 RUN DATE - 03/10/87

CATEGORY: MP MGT. & PERS. ISSUES

CONCERN NUMBER	CAT	SUB CAT	S H R D	PLT LOC	1 REPORT APPL 2 SAF RELATED BF BL SQ WB	HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION	REF. SECTION CAT - MP SUBCAT - 702
I-85-433-WBN	01	MP 70207	N	WBN	1 N N N N 2 NA NA NA NA		NSRS	CI CONCERNED ABOUT LACK OF DECENT SUPERVISION. THEY MAKE UP RULES AS THEY GO ALONG AND ENCOURAGE SAFETY VIOLATIONS TO SPEED PRODUCTION.	
IN -85-004-00201 T50011		MP 70209	N	WBN	1 N N N N 2 NA NA NA NA		QTC	CONTRARY TO MEMO # DOC 800728001 FROM MANAGER OF CONSTRUCTION (NAME KNOWN) DATED 7/24/80 SUBJECT: WORK SAMPLING SURVEYS AND DISCIPLINARY ACTION; WORK SAMPLING SURVEYS HAVE BEEN USED AGAINST CI AND STEAMFITTER SUPERVISORS. TVA STARTED ISSUING "LETTER" TO STEAMFITTER SUPERVISOR'S FILES BASED ON THE WORK SAMPLING SURVEYS BEGINNING IN 1982	
IN -85-015-00101 T50064		MP 70201	N	WBN	1 N N N N 2 NA NA NA NA		QTC	DIFFERENTIAL TREATMENT BETWEEN PUBLIC SAFETY (PSS), DIVISION OF POWER PRODUCTION (DPP) AND OFFICE OF CONSTRUCTION & ENGINEERING EMPLOYEES BY TVA MANAGEMENT. EXAMPLE: CPR CLASS OFFERED BY TVA, OFFICE OF CONSTRUCTION PERSONNEL TOOK ON THEIR OWN TIME, DPP PERSONNEL TOOK CPR CLASS ON COMPANY TIME; OFFICE CONDITIONS OF DPP AND PSS ARE BETTER (NICER) THAN OFFICE OF CONSTRUCTION PERSONNEL. OFFICE OF CONSTRUCTION PERSONNEL DO NOT GET "PERKS" THAT DPP OR PSS EMPLOYEES RECEIVE. C/I	
IN -85-018-00301 T50050		MP 70203	N	WBN	1 N N N N 2 NA NA NA NA		QTC	ELECTRICAL CRAFT SUPERVISION (NAMES GIVEN) ISSUES LETTERS FOR TRIVIAL ITEMS WITHOUT EQUALITY TO THE WORKERS. CI COULD NOT PROVIDE A SPECIFIC INCIDENT OR EXAMPLE.	
IN -85-021-N0701		MP 70208	N	WBN	1 N N N N 2 NA NA NA NA		NRC	NRC IDENTIFIED THE FOLLOWING CONCERN FROM REVIEW OF QTC FILE. "CI GIVEN TIME OFF FOR LETTING 90 DAY CERTIFICATION EXPIRE." NOTE: THIS WAS PREVIOUSLY DOCUMENTED ON K-FORM FOR IN-85-021-003	

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: 702 ARBITRARY AND INCONSISTENT DISCIPLINE

PAGE - 6
 RUN TIME - 10:04:39
 RUN DATE - 03/10/87

CATEGORY: MP MGT. & PERS. ISSUES

CONCERN NUMBER	CAT	SUB CAT	S H R D	PLT LOC	1 REPORT APPL 2 SAF RELATED BF BL SQ WB	HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION	REF. SECTION CAT - MP SUBCAT - 702
IN -85-022-00201 T50152	MP	70205	S	WBN	1 N N N N 2 NA NA NA NA		QTC	FOREMAN (NAME KNOWN) TOLD CRAFT PERSONNEL THAT THEY WOULD GET TIME-OFF FOR RECEIVING 2 INSPECTION REJECTION NOTICES AGAINST THEIR WORK. THIS OCCURRED DURING MAY 1985. CI STATED THAT ABOVE FOREMAN RECEIVED THIS ORDER FROM M-5 CRAFT SUPERINTENDENT (NAME KNOWN). CI COULD NOT PROVIDE ANY ADDITIONAL INFORMATION. NO FOLLOWUP REQUIRED.	
	02 MP	70209	S	WBN	1 N N N N 2 NA NA NA NA				
IN -85-046-00301 T50065	MP	70203	N	WBN	1 N N N N 2 NA NA NA NA		QTC	CONSTANT HARASSMENT BY CRAFT SUPERVISION - (NAMES KNOWN). EXAMPLE: LETTERS WERE ISSUED TO C/I & OTHER ELECTRICIANS WHO DRANK COFFEE OR ATE SNACKS IN A DESIGNATED SMOKING AREA. SMOKERS AND TOBACCO CHEWERS ALSO IN THE SAME SMOKING AREA AT THAT TIME DID NOT RECEIVE ANY LETTER OR OTHER DISCIPLINARY ACTION. NO FOLLOW-UP REQUIRED.	
IN -85-052-00201 T50064	MP	70207	N	WBN	1 N N N N 2 NA NA NA NA		QTC	INSPECTION REJECTION NOTICES (IRN) ARE BEING UTILIZED BY STEAM-FITTER CRAFT SUPERVISORS (FOREMAN AND GENERAL FOREMAN) TO TAKE DISCIPLINARY ACTION AGAINST CRAFTSMAN (WELDER/FITTER) WHO PERFORMED THE WORK. C/I STATED THIS PRACTICE IS CONDUCTED IN BOTH UNITS 1 AND 2. NO ADDITIONAL INFORMATION AVAILABLE.	
IN -85-056-00201 T50062	MP	70209	N	WBN	1 N N N N 2 NA NA NA NA	IN-85-056-002	QTC	CI FEELS THAT TOO MUCH TIME AND MONEY IS WASTED BY TVA BY HAVING STEAMFITTERS STORE THEIR TOOLS IN GANG BOXES IN LIEU OF INDIVIDUAL TOOL BOXES. CI STATED THAT EACH FITTER/WELDER TEAM SHOULD HAVE THEIR OWN TOOL BOX AND FEELS TOO MUCH TIME IS SPENT BY WALKING BACK AND FORTH TO TOOL ROOM. CI COULD NOT PROVIDE ANY SPECIFIC ADDITIONAL INFORMATION.	

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: 702 CRAFTS HELD MORE STRICTLY TO WR THAN SALARY POLICY

PAGE - 7
 RUN TIME - 10:04:39
 RUN DATE - 03/10/87

CATEGORY: MP MGT. & PERS. ISSUES

CONCERN NUMBER	CAT	SUB CAT	S R PLT D LOC	1 REPORT APPL				HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION	REF. SECTION CAT - MP SUBCAT - 702
				2	SAF	RELATED	BF				
IN -85-067-00101 T50064	MP	70202	N WBN	1	N	N	N	N	QTC	TVA TAKES NO ACTION AGAINST CRAFT SUPERVISION (NAMES KNOWN) WHO HAVE UNJUSTLY TERMINATED CRAFT PERSONNEL. EXAMPLE: AFTER BEING TERMINATED, C/I APPEALED THIS TERMINATION. AT HEARING, GENERAL FOREMAN (NAMES GIVEN) ADMITTED C/I'S TERMINATION WAS A MISTAKE. C/I WAS RE-INSTATED WITH BACK PAY BUT NO ACTION WAS TAKEN AGAINST GENERAL FOREMAN WHO CAUSED C/I'S UNJUST TERMINATION. NO FOLLOW-UP REQUIRED.	
IN -85-095-00101 T50105	MP	70205	N WBN	1	N	N	N	N	QTC	CI FEELS THAT GENERAL FOREMAN (KNOWN) TREATED CI UNFAIRLY AND HAS TRIED TO TERMINATE CI WITHOUT GOOD CAUSE. EXAMPLE: SUPERINTENDENT (NAME KNOWN) REFUSED CI THE RIGHT TO TAKE CI'S ACCUMULATED SICK LEAVE. ADDITIONAL DETAILS KNOWN TO QTC, WITHHELD DUE TO CONFIDENTIALITY. NO FOLLOW UP REQUIRED.	
IN -85-100-00101 T50074	MP	70206	N WBN	1	N	N	N	N	QTC	CERTAIN TVA MANAGEMENT PRACTICES (IE FIRING WORKERS, AFTER A COSTLY COURT BATTLE, REINSTATED THE WORKERS WITH BACK PAY) HAS AN ADVERSE EFFECT ON THE MORALE OF THE WORKERS. C/I FEELS TVA SHOULD PAY MORE ATTENTION TO THE CIRCUMSTANCES PRIOR TO TAKING ANY DISCIPLINARY ACTION AGAINST AN EMPLOYEE. SPECIFIC EXAMPLE IN FILE.	
IN -85-121-00101 T50209	MP	70204	N WBN	1	N	N	N	N	QTC	MANAGEMENT MORE CONCERNED WITH CATCHING EMPLOYEES (PARTICULARLY CRAFT) BREAKING TVA RULES THAN WITH END RESULT OF BUILDING A NUCLEAR PLANT. CI DECLINED TO PROVIDE ANY ADDITIONAL INFORMATION. CONSTRUCTION DEPT. CONCERN.	

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

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

TENNESSEE VALLEY AUTHORITY
 OFFICE OF NUCLEAR POWER
 EMPLOYEE CONCERN PROGRAM SYSTEM (ECPS)
 EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY
 SUBCATEGORY: 702 EXCESSIVE EMPHASIS ON WR ENFORCEMENT

PAGE - 8
 RUN TIME - 10:04:39
 RUN DATE - 03/10/87

CATEGORY: MP MGT. & PERS. ISSUES

CONCERN NUMBER	CAT	SUB CAT	S H R D	PLT LOC	1 REPORT APPL 2 SAF RELATED BF BL SQ WB	HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION	REF. SECTION CAT - MP SUBCAT - 702
IN -85-122-00201 T50116	MP	70204	N	WBN	1 N N N N 2 NA NA NA NA	IN-85-122-002	QTC	TVA CRAFT MANAGEMENT SPENDS TOO MUCH TIME ENFORCING PETTY RULES INSTEAD OF TRYING TO GET THE JOB DONE IN A SAFE, QUALITY, CRAFTSMENSHIP-LIKE MANNER. CI STATED THAT CI DOES NOT HAVE ANY FIRST HAND KNOWLEDGE OF THIS AND COULD NOT PROVIDE ANY SPECIFICS/DETAILS. CONSTRUCTION DEPT. CONCERN.	
IN -85-138-00201 T50235	IH	60400	S	WBN	1 2		QTC	A QC INSPECTOR (FIRST NAME AND DESCRIPTION KNOWN) WOULD SLEEP THROUGH CABLE PULLS. CRAFT WOULD WAKE INDIVIDUAL AFTER PULL WAS COMPLETED AND THE INDIVIDUAL WOULD SIGN THE PULLS OFF. CONSTRUCTION DEPARTMENT CONCERN. CI HAS NO FURTHER INFORMATION. NO FOLLOW UP REQUIRED.	
	02	MP	70203	S	WBN	1 N N N N 2 NA NA NA NA			
	03	QA	80519	S	WBN	1 N N N Y 2 NA NA NA SR			
IN -85-140-00201 T50116	MP	70210	N	WBN	1 N N N N 2 NA NA NA NA	IN-85-140-002	QTC	PLANT SAFETY PROGRAM WITH RESPECT TO PERSONNEL SAFETY IN CLIMBING LEAVES PERSONNEL IN A CATCH-22 SITUATION. WORKERS MUST CLIMB TO ACCESS SOME LOCATION, FOR OPERATIONS, CALIBRATION OR INSPECTION BUT IT IS FELT IF A WORKER FALLS, IT IS ALWAYS THE WORKER'S FAULT REGARDLESS OF THE SAFETY PRECAUTIONS TAKEN BY THE WORKER, MANAGEMENT MORE CONCERNED WITH THEIR RECORD "SAFE MAN-HOURS" THAN WITH TAKING CARE OF THE WORKERS. EXAMPLE: APPROX. 1-1 1/2 YEARS AGO, WORKER INJURED BY ROLLING DOOR IN T.S.O.B.,	
IN -85-150-00101 T50114	MP	70203	S	WBN	1 N N N N 2 NA NA NA NA		QTC	CRAFT (KNOWN) SUFFERS UNFAIR DISCIPLINARY ACTIONS, EXAMPLE: WELDERS (NAMES KNOWN) RECEIVED TWO-WEEK SUSPENSION FOR NOT UPDATING WELD CERTIFICATION CARDS WITHIN 90 DAY TIME FRAME. CI HAS NO FURTHER INFORMATION. CONSTRUCTION DEPARTMENT CONCERN.	
	02	WE	50103	S	WBN	1 N N N Y 2 NA NA NA SR			

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: 702 HRS ARE INEFFECTIVE AND RESTRICT WORK

PAGE - 9
 RUN TIME - 10:04:39
 RUN DATE - 03/10/87

CATEGORY: MP MGT. & PERS. ISSUES

CONCERN NUMBER	CAT	SUB CAT	S H R D	PLT LOC	1 REPORT 2 SAF RELATED BF BL SQ WB	HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION	REF. SECTION CAT - MP SUBCAT - 702
IN -85-150-00201 T50114	IH	60400	S	WBN	1 2		QTC	TVA WORKS WITH THE IRS BY ALLOWING INTERROGATIONS TO TAKE PLACE DURING WORKING HOURS. CI WAS CALLED TO PUBLIC SAFETY OFFICER'S OFFICE WHERE AN IRS SPECIAL AGENT WAS WAITING TO TALK TO CI ABOUT CI'S INCOME TAX LIABILITIES. DETAILS KNOWN TO QTC, WITHHELD DUE TO CONFIDENTIALITY.	
02	MP	70209	S	WBN	1 N N N N 2 NA NA NA NA				
IN -85-160-00301 T50161	MP	70204	N	WBN	1 N N N N 2 NA NA NA NA		QTC	MANAGEMENT (NO NAMES KNOWN) MORE CONCERNED OVER EMPLOYEES WEARING SAFETY GLASSES THAN OVER HOW THE JOB IS GOING. MANAGEMENT MISSES THE BIG PICTURE. CONSTRUCTION DEPT CONCERN. CI HAS NO FURTHER INFORMATION. NO FOLLOWUP REQUIRED.	
IN -85-174-X0201 T50138	MP	70208	S	WBN	1 N N N N 2 NA NA NA NA		QTC	SENIOR TVA MANAGER (KNOWN) WAS CONFRONTED WITH FACTS THAT INDICATED THAT TVA POLICY TO GIVE TWO WEEK SUSPENSIONS FOR CERTAIN QA VIOLATIONS HAS A STRONG PROBABILITY OF ENCOURAGING WORKERS TO COVER UP SUCH VIOLATIONS INSTEAD OF REPORTING THEM. THIS MANAGER TOOK NO ACTION BASED ON THESE FACTS, BUT SIDE-STEPPED THE ISSUE. DETAILS KNOWN TO QTC WITHHELD DUE TO CONFIDENTIALITY. NO FOLLOWUP REQUIRED.	
02	MP	70209	S	WBN	1 N N N N 2 NA NA NA NA				
IN -85-174-00101 T50139	MP	70202	N	WBN	1 N N N N 2 NA NA NA NA		QTC	INDIVIDUAL EXPRESSED A CONCERN REGARDING CONSTRUCTION MANAGEMENT'S SELECTIVE ENFORCEMENT OF DISCIPLINARY ACTIONS AGAINST CRAFT PERSONNEL WHO INADVERTENTLY VIOLATE QA PROCEDURE. IN THE INSTANCE RELATED, ENGINEERING AND INSPECTION PERSONNEL WHO WERE PROBABLY RESPONSIBLE FOR ASSURING APPROPRIATENESS AND ADEQUACY OF WELDED DOCUMENTATION WERE NOT DISCIPLINED, EVEN THOUGH THEY HAD MADE THE SAME ERROR AS HAD THE CRAFT PERSONNEL. INDIVIDUAL EXPRESSED A GENERIC CONCERN THAT CONSTRUCTION MANAGEMENT BY	

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: 702 WRS ARE INEFFECTIVE AND RESTRICT WORK

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

CATEGORY: MP MGT. & PERS. ISSUES

CONCERN NUMBER	CAT	SUB CAT	S H R D	PLT LOC	1 REPORT APPL 2 SAF RELATED					HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION	REF. SECTION CAT - MP SUBCAT - 702
					BF	BL	SQ	WB					
IN -85-177-00301 T50216	MP	70209	N	WBN	1	N	N	N	N	IN-85-177-003	QTC	ACTION IS BEING TAKEN (LETTERS TO PERSONNEL FILE) AGAINST INDIVIDUALS WHO ARE PERCEIVED AS GOING TO MEDICAL DEPT. TOO OFTEN. AN ATMOSPHERE EXISTS WHERE INDIVIDUALS WILL NOT GO TO MEDICAL UNLESS THEY ARE PRACTICALLY BLEEDING. NO SPECIFIC INSTANCES OR NAMES WERE PROVIDED BY CI. CONST. CONCERN. UNIT 2. NO FURTHER INFORMATION AVAILABLE.	
IN -85-181-00501 T50258	MP	70204	N	WBN	1	N	N	N	N		QTC	ALL A SPECIFIC GROUP OF SUPERVISORS (POSITIONS KNOWN) DO IS RUN AROUND AND SPY ON EMPLOYEES AND MOST OF THE TIME THESE SUPERVISORS DO NOT KNOW WHAT IS REALLY GOING ON, E.G., EMPLOYEES ARE EVALUATING/CHECKING THEIR FINISHED WORK TO VERIFY THAT ALL THE REQUIREMENTS HAVE BEEN SATISFIED AND ARE CRITICIZED FOR NOT WORKING. CONSTRUCTION DEPARTMENT CONCERN. CI HAS NO FURTHER INFORMATION.	
IN -85-181-00601 T50258	MP	70207	N	WBN	1	N	N	N	N		QTC	SUPERVISORS FREQUENTLY TAKE TVA RULES AND BEND THEM AROUND TO WHERE THEY FIT THEIR NEEDS INSTEAD OF TVA'S NEEDS. CONSTRUCTION DEPARTMENT CONCERN. CI HAS NO FURTHER INFORMATION.	
IN -85-182-00201 T50251	MP	70203	N	WBN	1	N	N	N	N		QTC	TVA (MANAGER KNOWN) DISCRIMINATES WHEN ENFORCING POLICIES, E.G., SPECIFIC EMPLOYEES ARE REQUIRED TO SHAVE THEIR BEARD BEFORE HAVING PICTURES TAKEN FOR BADGES WHILE OTHERS ARE NOT REQUIRED. CONSTRUCTION DEPARTMENT CONCERN. CI HAS NO FURTHER INFORMATION.	

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

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

TENNESSEE VALLEY AUTHORITY
 OFFICE OF NUCLEAR POWER
 EMPLOYEE CONCERN PROGRAM SYSTEM (ECPS)
 EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY
 SUBCATEGORY: 702 ARBITRARY AND INCONSISTENT DISCIPLINE

PAGE - 11
 RUN TIME - 10:04:39
 RUN DATE - 03/10/87

CATEGORY: MP MGT. & PERS. ISSUES

CONCERN NUMBER	CAT	SUB CAT	S H R D	PLT LOC	1 REPORT 2 SAF RELATED BF BL SQ WB	HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION	REF. SECTION CAT - MP SUBCAT - 702
IN -85-186-01001 T50017	CO	10900	S	WBN	1 N N N Y 2 NA NA NA SR		QTC	INDIVIDUAL (NAME KNOWN) WAS ORDERED BY FOREMAN (NAME AVAILABLE) TO INSULATE A PENETRATION (DOESN'T KNOW LOCATION) IN #2 AUX BLDG. WHICH HAD A CUT WIRE PRESENT IN THE PENETRATION, THUS MASKING A DEFECTIVE CONDITION. INDIVIDUAL FELT HE HAD NO RECOURSE EXCEPT TO COMPLY WITH THIS INSTRUCTION DUE TO THE CERTAINTY OF JOB REPRISAL ACTIONS IF HE DID NOT COMPLY.	
02	MP	70205	S	WBN	1 N N N N 2 NA NA NA NA				
IN -85-194-00101 T50221	MP	70209	N	WBN	1 N N N N 2 NA NA NA NA		QTC	MANAGEMENT HARASSES CRAFT PERSONNEL. TO MAKE THIS POINT CLEAR, CI STATED AS FOLLOWS: 1. IF AN INDIVIDUAL MAKES A MISTAKE AND TELLS SOMEONE TO GET IT CORRECTED, THE INDIVIDUAL IS GIVEN 2 WEEKS OFF FOR MAKING THE MISTAKE. 2. IF A CRAFT PERSON IS HURT ON THE JOB AND GOES TO MEDICAL, THEY RECEIVE A LETTER FOR UNSAFE WORK PRACTICES. CONSTRUCTION DEPT. CONCERN. CI HAS NO FURTHER INFORMATION.	
IN -85-199-00101 T50230	IH	60400	S	WBN	1 2		QTC	CI STATED HARASSMENT OF CRAFT PERSONNEL BY SUPERVISION WITH LETTERS WITHOUT ADEQUATE INVESTIGATION OF FACTS/CIRCUMSTANCES ARE CAUSING MORE PROBLEMS THAN ARE RESOLVED. CI ALSO STATED THAT THE LOWER MANAGEMENT IS DOING THIS FOR THE PURPOSE OF APPEASING UPPER MANAGEMENT. 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	70205	S	WBN	1 N N N N 2 NA NA NA NA				
03	MP	70206	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: 702 ARBITRARY AND INCONSISTENT DISCIPLINE

PAGE - 12
 RUN TIME - 10:04:39
 RUN DATE - 03/10/87

CATEGORY: MP MGT. & PERS. ISSUES

CONCERN NUMBER	CAT	SUB CAT	S R D	PLT LOC	1 REPORT APPL 2 SAF RELATED BF BL SQ WB	HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION	REF. SECTION CAT - MP SUBCAT - 702
IN -85-222-00101 T50008	IH	60200	S	WBN	1 N N N Y 2 NA NA NA NO	IN-85-222-001	QTC	DISCRIMINATION AGAINST INDIVIDUALS WHO GO TO MEDICAL; CRAFTS WILL NOT GO TO MEDICAL EVEN IF THEY HAVE AN INJURY FOR FEAR OF RECEIVING A LETTER OF REPRIMAND OR IF THEY DO REPORT AN INJURY THEY RECEIVE A LETTER. (CI WOULD NOT DISCLOSE SPECIFIC INFORMATION)	
02	MP	70205	S	WBN	1 N N N N 2 NA NA NA NA				
03	MP	70209	S	WBN	1 N N N N 2 NA NA NA NA				
IN -85-227-00101 T50009	MP	70208	S	WBN	1 N N N N 2 NA NA NA NA		QTC	AN ELECTRICIAN REPORTED ACCIDENTAL DAMAGE CAUSED TO AN ELECTRICAL CABLE. THE DAMAGE AREA WAS LOCATED SUCH THAT IT MOST PROBABLY WOULD NOT HAVE BEEN NOTED HAD THE INDIVIDUAL NOT REPORTED THE DAMAGE. THE INDIVIDUAL RECEIVED A LETTER OF REPRIMAND FROM HIS FOREMAN FOR UNINTENTIONALLY DAMAGING THE CABLE. THIS ENCOURAGES CRAFT TO NOT REPORT PROBLEMS	
02	MP	70209	S	WBN	1 N N N N 2 NA NA NA NA				
IN -85-230-00101 T50009	MP	70204	N	WBN	1 N N N N 2 NA NA NA NA		QTC	TVA MGMT MORE CONCERNED WITH HARASSMENT PROGRAMS THAN GETTING THE JOB DONE CORRECTLY. CI GAVE THE FOLLOWING EXAMPLES: SAFETY GEAR MANDATORY, ONLY LASTS FOR 3-4 MONTHS; TOOL BOX SEARCHES (FOR TOOLS NOT ASSIGNED TO INDIVIDUALS); MAKING CRAFT TAKE EXCESSIVELY LONG ROUTES TO GATES TO DELAY EXIT AT THE END OF SHIFT; CONSTANT BIRD-DOGGING OF CRAFT; CRAFT SUPERVISION DOES NOT KNOW THEIR JOB. ONE CRAFT DISCIPLINE SUPERVISES ANOTHER CRAFT DISCIPLINE EG. IRON WORKER OVER STEAMFITTERS. SPECIFIC NAMES	
IN -85-233-00501 T50009	MP	70202	S	WBN	1 N N N N 2 NA NA NA NA	IN-85-233-005	QTC	SAFETY/JOB RULES ARE DISCRIMINATORILY ENFORCED BETWEEN DIFFERENT BRANCHES OF CRAFT BY GENERAL FOREMEN AND "HEAD CHECKERS" (CI HAD NO FURTHER INFORMATION TO SUPPLY)	
02	SF	90110	S	WBN	1 Y N Y Y 2 NO NA NO NO				

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

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

TENNESSEE VALLEY AUTHORITY
 OFFICE OF NUCLEAR POWER
 EMPLOYEE CONCERN PROGRAM SYSTEM (ECPS)
 EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY
 SUBCATEGORY: 702 CRAFTS HELD MORE STRICTLY TO WR THAN SALARY POLICY

PAGE - 13
 RUN TIME - 10:04:39
 RUN DATE - 03/10/87

CATEGORY: MP MGT. & PERS. ISSUES

CONCERN NUMBER	CAT	SUB CAT	S H R D	PLT LOC	1 REPORT APPL 2 SAF RELATED BF BL SQ WB	HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION	REF. SECTION CAT - MP SUBCAT - 702
IN -85-235-00601 T50010	MP	70202	N	WBN	1 N N N N 2 NA NA NA NA		QTC	CRAFT SUPERVISION - (NAMES GIVEN OF 3 INDIVIDUALS) - HAVE COMMITTED SERIOUS QUALITY VIOLATIONS AND HAVE RECEIVED "QCI" LETTERS YET REMAIN IN THE IR RESPECTIVE SUPERVISORY POSITIONS	
IN -85-248-00101 T50025	MP	70206	N	HBN	1 N N N N 2 NA NA NA NA		QTC	GUARD WAS NOT AT PLACE OF DUTY AND WHEN EMPLOYEE DROVE AROUND, THE GUARD TOOK HIM TO PUBLIC SAFETY. EMPLOYEE WAS SCHEDULED TO BE FIRED NEXT DAY WHEN GUARD ADMITTED BEING OUT OF PLACE OF DUTY. CASE DISMISSED BUT EMPLOYEE'S RECORD STILL NOTES TARDINES S WHICH WAS DUE TO BEING TAKEN TO PS, AND COULD CAUSE EMPLOYEE TO BE LOST FOR RE-HIRE. (DATE OF INCIDENT AND NAME KNOWN)	
IN -85-252-00301 T50051	MP	70205	N	WBN	1 N N N N 2 NA NA NA NA		QTC	VERIFICATION OF EXCUSED ABSENCES (DOCTOR'S SLIP OR DEATH IN FAMILY) ARE REQUIRED, BUT THOSE ABSENCES ARE HELD AGAINST AN EMPLOYEE (NAMES GIVEN) WHEN CONSIDERED FOR REHIRE.	
IN -85-265-00101 T50042	MP	70203	N	HBN	1 N N N N 2 NA NA NA NA		QTC	SIGNIFICANT DISCRIMINATION IN ENFORCEMENT OF JOBS RULES BETWEEN DIFFERENT CRAFTS AND BETWEEN DIFFERENT SHIFTS OF THE SAME CRAFT. RESULT IS CREATION OF CONFUSION, LOSS OF MORALE AND FOSTERING OF ANIMOSITY AMONG CRAFT PERSONNEL. CRAFT PERSONNEL ASSIGNED TO CONSTRUCTION ARE NOT ALLOWED BREAKS PERIODS, WHILE CRAFT ASSIGNED TO POWER ARE ALLOWED TWO BREAKS PER SHIFT.	

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: 702 WR ENFORCEMENT IS INCONSISTENT

PAGE - 14
 RUN TIME - 10:04:39
 RUN DATE - 03/10/87

CATEGORY: MP MGT. & PERS. ISSUES

CONCERN NUMBER	CAT	SUB CAT	S H R D	PLT LOC	1 REPORT APPL				HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION	REF. SECTION CAT - MP SUBCAT - 702
					2	SAF	RELATED	BF				
IN -85-280-00301 T50209	MP	70203	N	WBN	1	N	N	N	N	QTC	CRAFT SUPERVISORS TREAT SOME WORKERS PREFERENTIALLY. EXAMPLE: CI GOT TIME OFF FOR FAILING TO UPDATE WELDER CERT. CARD, BUT OTHER WELDERS (KNOWN) GOT LESSER REPRIMANDS. SOME WELDERS (ONE KNOWN) WERE NOT REPRIMANDED AT ALL, BUT WERE ALLOWED TO CUT BACK TO A DIFFERENT CLASSIFICATION. CI HAS NO FURTHER INFORMATION. CONSTRUCTION DEPT. CONCERN.	
IN -85-283-00101 T50178	MP	70209	N	WBN	1	N	N	N	N	QTC	CI FEELS DISCRIMINATED AGAINST DUE TO HAVING LOST WORK AS A RESULT OF HAVING TO REQUEST AN EARLY PAY CHECK. DETAILS KNOWN TO QTC, WITHHELD DUE TO CONFIDENTIALITY. CONSTRUCTION DEPARTMENT CONCERN. CI HAS NO FURTHER INFORMATION.	
IN -85-284-00601 T50166	MP	70203	N	WBN	1	N	N	N	N	QTC	EMPLOYEE WAS GIVEN TIME OFF FOR NOT RETURNING BACK TO CREW SHACK AT SHIFT END. WHEREAS OTHER WORKERS (NAMES KNOWN) IN THE CREW WHO DID THE SAME, WERE NOT GIVEN TIME OFF. ANY FURTHER INFORMATION WOULD COMPROMISE CONFIDENTIALITY. CONSTRUCTION DEPT. CONCERN. NO FOLLOW-UP NOT REQUIRED	
IN -85-284-00701 T50166	MP	70205	N	WBN	1	N	N	N	N	QTC	TWO EMPLOYEES WHO WERE CAUGHT SLEEPING ON THE JOB WERE NOT REPRIMANDED. THESE EMPLOYEES WERE WORKING IN REACTOR BUILDING. THIS INCIDENT OCCURRED IN 1985. ANY FURTHER INFORMATION WOULD COMPROMISE CONFIDENTIALITY. CONSTRUCTION DEPT. CONCERN. NO FOLLOW-UP REQ'D	

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

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

TENNESSEE VALLEY AUTHORITY
 OFFICE OF NUCLEAR POWER
 EMPLOYEE CONCERN PROGRAM SYSTEM (ECPS)
 EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY
 SUBCATEGORY: 702 EXCESSIVE EMPHASIS ON WR ENFORCEMENT

PAGE -- 15
 RUN TIME - 10:04:39
 RUN DATE - 03/10/87

CATEGORY: MP MGT. & PERS. ISSUES

CONCERN NUMBER	CAT	SUB CAT	S H R D	PLT LOC	1 REPORT APPL 2 SAF RELATED BF BL SQ WB	HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION	REF. SECTION CAT - MP SUBCAT - 702
IN -85-289-00501 T50167	MP	70204	N	HBN	1 N N N N 2 NA NA NA NA		QTC	MANAGEMENT (NAMES KNOWN) FREQUENTLY POSITIONS THEMSELVES ON TOP OF BUILDING ON PAY DAYS TO CATCH EMPLOYEES RUNNING OR LEAVING EARLY. THIS TYPE OF SURVEILLANCE IS DEMORALIZING AND UNPROFESSIONAL. THIS CONCERN HAS BEEN PRACTICED SINCE '77. CONSTRUCTION DEPT CONCERN ANY FURTHER INFORMATION WOULD COMPROMISE CONFIDENTIALITY.	
IN -85-289-00701 T50167	MP	70209	N	HBN	1 N N N N 2 NA NA NA NA		QTC	MANAGEMENT'S RULES AND PROCEDURES ARE SO RESTRICTIVE THAT IN MANY CASES THEY ARE RESTRAINTS IN GETTING THE JOB DONE. COMPANY RULES NEED TO BE RE-EVALUATED. GENERIC CONCERN. CONSTRUCTION DEPT CONCERN. CI HAS NO MORE INFORMATION.	
IN -85-292-00101 T50188	MP	70203	N	HBN	1 N N N N 2 NA NA NA NA		QTC	SUPPORT CRAFTS (KNOWN) HAVE WORK RULES MORE STRICTLY ENFORCED THAN DO OTHER CRAFTS (KNOWN). FOR EXAMPLE, "HEAD CHECKS", AND MANAGEMENT ENFORCEMENT OF NO "EARLY QUIT" FOR LUNCH OR END OF SHIFT ARE APPLIED MORE OFTEN TO MINOR CRAFTS. CONSTRUCTION DEPT CONCERN. CI HAS NO FURTHER INFORMATION.	
IN -85-293-02501 T50267	MP	70201	N	HBN	1 N N N N 2 NA NA NA NA		QTC	TVA DOES NOT ENFORCE THE RULES EQUALLY TO ALL EMPLOYEES. NAMES/DETAILS KNOWN TO QTC, WITHHELD TO MAINTAIN CONFIDENTIALITY. NO FURTHER INFORMATION MAY BE RELEASED. CONSTRUCTION DEPARTMENT CONCERN. CI HAS NO FURTHER INFORMATION.	

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: 702 WR ENFORCEMENT IS INCONSISTENT

PAGE - 16
 RUN TIME - 10:04:39
 RUN DATE - 03/10/87

CATEGORY: MP MGT. & PEKS. ISSUES

CONCERN NUMBER	CAT	SUB CAT	S R D	PLT LOC	1 REPORT APPL				HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION	REF. SECTION CAT - MP SUBCAT - 702
					2	SAF	BL	SQ				
IN -85-298-00101 T50241	MP	70203	N	WBN	1	N	N	N	N	QTC	WELDERS AND/OR FOREMEN ARE GIVEN TWO WEEKS OFF IF AN ERROR IN THE WELD CARDS IS DISCOVERED AFTER WELD IS COMPLETE. IF A WELDER/FOREMAN DISCOVERS AN ERROR PRIOR TO WELDING, WELD CARD IS CORRECTED BY AUTHORIZED INDIVIDUAL WITH NO JOB ACTION TAKEN AGAINST INDIVIDUAL WHO MADE MISTAKE. CI DECLINED TO PROVIDE FURTHER INFORMATION. CONSTRUCTION DEPARTMENT CONCERN	
IN -85-300-00301	MP	70204	N	WBN	1	N	N	N	N	QTC	EMPLOYEES RECEIVE DISCIPLINARY ACTION FOR INADVERTENT DAMAGE TO EQUIPMENT OR VIOLATION OF PROCEDURE; THIS DISCOURAGES REPORTING	
IN -85-310-00301 T50210	MP	70206	N	WBN	1	N	N	N	N	QTC	ABSENTEE "LETTERS" (TVA DISCIPLINARY) ARE NOT ALWAYS VALID. MANAGEMENT NEEDS TO CHECK THE CIRCUMSTANCES MORE CLOSELY BEFORE ISSUING ONE. (DETAILS KNOWN TO QTC, BUT WITHHELD FOR CONFIDENTIALITY). WBNP BOTH UNITS. CONSTRUCTION DEPT. CONCERN. CI HAS NO FURTHER INFORMATION.	
IN -85-315-00101 T50199	MP	70203	N	WBN	1	N	N	N	N	QTC	CONSTRUCTION SUPERINTENDENT DISCRIMINATES IN THE ESTABLISHMENT AND ENFORCEMENT OF WORK RULES BETWEEN CRAFTS, OR BETWEEN SUB-DIVISIONS OF THE SAME CRAFT (KNOWN). THE RESULT IS A NEGATIVE IMPACT ON GENERAL EMPLOYEE MORALE AND A REDUCTION IN THE ATTITUDE TOWARD PRODUCING QUALITY WORK. CONSTRUCTION DEPT. CONCERN. CI HAS NO FURTHER INFORMATION. UNIT 2.	

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: 702 WRS ARE INEFFECTIVE AND RESTRICT WORK

PAGE - 17
 RUN TIME - 10:04:39
 RUN DATE - 03/10/87

CATEGORY: MP MGT. & PERS. ISSUES

CONCERN NUMBER	CAT	SUB CAT	S H R D	PLT LOC	1 REPORT APPL 2 SAF RELATED BF BL SQ WB	HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION	REF. SECTION CAT - MP SUBCAT - 702
IN -85-315-00201 T50052	MP	70209	N	WBN	1 N N N N 2 NA NA NA NA	IN-85-315-002	QTC	CONSTRUCTION SUPERINTENDENT ORDERS M EN AND EQUIPMENT MOVED TO NEXT WORK LOCATION IF TIME WAITING FOR INSPECT ION OR ENGINEERING EXCEEDS ONE HOUR. THERE ARE NO EXCEPTIONS TO THIS RU LE. IN AN INCIDENT RELATED, A CREW WAS FORCED TO MOVE FROM THE REACTOR BUILDING TO THE AUX BUILDING AND BACK TO THE REACTOR BUILDING IN AN 8 HOU R SHIFT. NET RESULT WAS TWO HOURS O F PRODUCTION AND SIX HOURS MOVING. NO FURTHER DETAILS AVAILABLE.	
IN -85-318-00401 T50189	MP	70204	N	WBN	1 N N N N 2 NA NA NA NA	IN-85-318-004	QTC	MANAGEMENT IS MORE CONCERNED WITH PE RSONNEL DRINKING A COKE/COFFEE INSTE AD OF SPENDING TIME HELPING/SUPPORTI NG EMPLOYEES. GENERAL FOREMAN AND A BOVE. NO SPECIFIC NAMES GIVEN BY CI . CONSTRUCTION CONCERN. UNIT 2. C I HAS NO FURTHER INFORMATION.	
IN -85-325-00701 T50052	MP	70204	N	WBN	1 N N N N 2 NA NA NA NA		QTC	A GENERIC CONCERN WAS EXPRESSED THAT CONSTRUCTION SUPERVISION IS MORE IN TERESTED IN "MILITARISTIC" ENFORCEME NT OF JOB RULES THAN ATTEMPTING TO C REATE A WORK ATMOSPHERE WHICH IS CON DUCIVE TO QUALITY PRODUCTION. NO SP ECIFIC DETAILS WERE PROVIDED OR AVAI LABLE.	
IN -85-330-00101 T50030	MP	70203	N	WBN	1 N N N N 2 NA NA NA NA		QTC	DURING THE FIRST PART ON MAY 1985, M ANAGEMENT POSITIONED THEMSELVES ON T OP OF A BLDG TO OBSERVE 50-60 CRAFTS MEN DURING LUNCH. THE ELECTRICAL SU PERINTENDENT WAS CALLED IN AND TOLD THAT THE ELECTRICIANS WERE TO KEEP T HEIR HARD HATS ON DURING LUNCH HOWE R; THE OTHER CRAFTS WERE NOT TOLD T HE SAME THING AND THEY CONTINUE TO R EMOVE THEIR HATS. (NAMES KNOWN TO E RT)	

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: 702 HR ENFORCEMENT IS INCONSISTENT

PAGE - 18
 RUN TIME - 10:04:39
 RUN DATE - 03/10/87

CATEGORY: MP MGT. & PERS. ISSUES

CONCERN NUMBER	CAT	SUB CAT	S H R D	PLT LOC	1 REPORT APPL 2 SAF RELATED				HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION	REF. SECTION CAT - MP SUBCAT - 702	
					BF	BL	SQ	WB					
IN -85-330-00201 T50024	IH	60400	S	WBN	1					QTC	EMPLOYEE FIRED FOR TAKING AN AUTHORIZED COFFEE BREAK. EMPLOYEE HAS REINSTATED AND NOW ALLOWED AUTHORIZED COFFEE BREAKS, BUT OTHER EMPLOYEES ARE BEING HARASSED. (NAMES ARE KNOWN TO ERT)		
02	MP	70203	S	WBN	1	N	N	N	N	2		NA	NA
IN -85-370-00301 T50107	MP	70205	N	WBN	1	N	N	N	N	IN-85-370-003	QTC	CI BELIEVES THAT HE AND OTHER ELECTRICAL CRAFT TRAVELERS WILL BE HARASSED AND WRONGLY FIRED ON TRUMPED-UP CHARGES SOMETIME IN THE NEAR FUTURE. CI RECEIVED A "LETTER" FOR LEAVING EARLY. A SHORT TIME LATER THE FOREMAN THAT WROTE THE CI'S "LETTER" WAS OBSERVED LEAVING EARLY. CI HAD OTHER UNEQUAL TREATMENT EXAPLES BUT WOULD NOT RELAY THEM. CI HAS NO OTHER INFORMATION AVAILABLE.	
					2	NA	NA	NA	NA				
IN -85-378-00201 T50019	MP	70205	N	WBN	1	N	N	N	N		QTC	SUPERVISOR TOLD EMPLOYEE TO PUT TOOLS AWAY EARLY AND THEN GAVE HIM A LETTER FOR "EARLY QUIT". EMPLOYEE FELT HARASSED AND DISCRIMINATED AGAINST. (NAMES KNOWN TO QTC)	
					2	NA	NA	NA	NA				
IN -85-382-00201 T50012	MP	70204	N	WBN	1	N	N	N	N	IN-85-382-002	QTC	CRAFT SUPERVISION, GENERAL CONST. SUPERINTENDENT AND ASSISTANT GENERAL CONST. SUPERINTENDENTS, ARE MORE CONCERNED WITH CATCHING CRAFT SCREWING OFF THAN GETTING JOB DONE RIGHT. NAME OF SUPERVISORS GIVEN	
					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: 702 EXCESSIVE EMPHASIS ON HR ENFORCEMENT

PAGE - 19
 RUN TIME - 10:04:39
 RUN DATE - 03/10/87

CATEGORY: MP MGT. & PERS. ISSUES

CONCERN NUMBER	CAT	SUB CAT	S H R D	PLT LOC	1 REPORT APPL 2 SAF RELATED BF BL SQ WB	HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION	REF. SECTION CAT - MP SUBCAT - 702
IN -85-384-00101 T50110	MP	70204	N	WBN	1 N N N N 2 NA NA NA NA		QTC	SENIOR SUPERVISORS/MANAGERS SPEND TH EIR TIME TRYING TO CATCH CRAFT RUNNI NG OR IN HORSEPLAY, STANDING OR EATI NG. BUT IGNORES MAJOR WASTE, EG: (A) AWARDING CONTRACTS TO FOREIGN CONT RACTORS WHO END UP WITH MAJOR COST O VERRUNS, (B) MASS MATERIAL PURCHASES FOLLOWED BY RESELLING "SURPLUS" AT LOSS AND ACTING AS AS STORAGE FACILI TY FOR MATERIAL BUYER MIDDLEMAN UNTI L THEY CAN RE-SELL THE MATERIAL (C) , STARTING ALL PLANTS (WBNP, SEQUOYAH , PHIPPS BEND, ETC., INSTEAD OF STAG GERING THEIR PEOPLE SO THAT EQUI	
IN -85-384-00501 T50102	MP	70207	N	WBN	1 N N N N 2 NA NA NA NA		QTC	TVA DODGES THEIR OWN PRECEDURES WHEN EVER IT BENEFITS MANAGEMENT--EG (A)A "FAVORITES" JOB CLASSIFICATION IS C HANGED TO PREVENT LAYOFF; (B) SUPER VISORS VIOLATE SAFETY BARRICADES, (C) PEOPLE COERCED INTO WORKING IN CONF INED SPACES WITH HAZARDOUS FUMES (D) VETERANS ARE SUPPOSED TO GET PREFER ENCE, BUT SOME WHO SERVED IN MILITAR Y (EG RESERVES) DO NOT COUNT AS VETS . CI HAS NO MORE INFORMATION. NO F URTHER FOLLOW UP REQUIRED.	
IN -85-397-00201 T50104	MP	70201	S	WBN	1 N N N N 2 NA NA NA NA	IN-85-397-002	QTC	TVA ENFORCES WORK RULES DIFFERENTLY FOR CONSTRUCTION PERSONNEL THAN FOR OTHERS EVEN THOUGH BOTH CONSTRUCTION AND M&A OFFICE WORKERS ON POWER PER SONNEL MUST GO TO THE SAME HAZARDOUS AREAS. RECENTLY TVA ISSUED A MEMO (ABOUT JULY 1) THAT PERMITS ALL ANNU AL PEOPLE TO GO ANYWHERE WITHOUT SAF ETY GLASSES. ONE INDIVIDUAL (NAME N OT KNOWN) WAS OFTEN SEEN IN THE PLAN T WITHOUT SAFETY GLASSES OR HARD HAT EVEN BEFORE THIS LETTER CAME OUT, B UT WAS NEVER GIVEN A SAFETY LETTER. CI HAS NO MORE INFORMATION. NO	
	02	SF 90110	S	WBN	1 Y N Y Y 2 NO NA NO NO				

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

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

TENNESSEE VALLEY AUTHORITY
 OFFICE OF NUCLEAR POWER
 EMPLOYEE CONCERN PROGRAM SYSTEM (ECPS)
 EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY
 SUBCATEGORY: 702 CONSTRUCTION APPLIES WRS DIFFERENTLY

PAGE - 20
 RUN TIME - 10:04:39
 RUN DATE - 03/10/87

CATEGORY: MP MGT. & PERS. ISSUES

CONCERN NUMBER	CAT	SUB CAT	S H R D	PLT LOC	1 REPORT APPL				HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION	REF. SECTION CAT - MP SUBCAT - 702	
					2	SAF	BL	SQ					WB
IN -85-399-00101 T50013	MP	70201	N	WBN	1	N	N	N	N	QTC	CRAFT PERSONNEL WERE NOT, AND ARE NOT ALLOWED USE OF THE POWER DIVISION BREAK ROOM. HOWEVER, ALL SITE PERSONNEL ARE ALLOWED USE OF THE RECENTLY CONSTRUCTED CONSTRUCTION BREAK ROOM. THE INDIVIDUAL CONSIDERS THIS PRACTICE DISCRIMINATORY TO CRAFT. NO SPECIFICS/DETAILS AVAILABLE		
IN -85-411-00401 T50018	IH	60400	S	WBN	1					QTC	FAVORITIS WITH MANagements OWN PERSONAL SELECTED PEOPLE. THE INDIVIDUAL WAS FORCED TO TAKE TWO WEEKS OFF (WITHOUT PAY) FOR USING A MOTOR DRILL DURING DINNER TIME. THIS WAS SOMETHING HE WAS DOING PERSONALLY. OTHER SELECTED PEOPLE CAN DO ANYTHING THEY WANT. (NAME IS KNOWN TO QTC).		
	02	MP	70203	S	WBN	1	N	N	N				
	03	MP	70205	S	WBN	1	N	N	N				
IN -85-411-00501 T50018	MP	70205	N	WBN	1	N	N	N	N	IN-85-411-005	QTC	THE INDIVIDUAL WAS GIVEN AN ORAL WARNING FOR GETTING MEDICAL TREATMENT (EMERGENCY) FOR SOMETHING IN HIS EYES. IF HE DID THE SAME THING AGAIN HE WOULD BE GIVEN ONE WEEK OFF (WITHOUT PAY) (NAME KNOWN TO QTC).	
IN -85-417-00101 T50098	MP	70204	N	WBN	1	N	N	N	N	QTC	MANAGERS CAUSE LOW MORALE BY OVERLOOKING WORKERS' GENUINE ACCOMPLISHMENTS AND INSTEAD OF REWARDING THEM, LOOK FOR INSTANCES WHERE MINOR JOB RULES ARE OR APPEAR TO BE BROKEN. EXAMPLE 1: MANAGER WRONGLY GAVE WORKER ORAL WARNING FOR WIPING SWEAT FROM HIS EYES. EXAMPLE 2: FOREMAN (KNOWN) GAVE ORAL WARNING FOR NOT MEETING WEEKLY HANGER QUOTA ALTHOUGH HIS CREW WAS OVERWORKED ON ONE MAJOR HANGER WHICH REQUIRED MORE THAN A WEEK TO COMPLETE. CI HAS NO MORE INFORMATION.		

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

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

TENNESSEE VALLEY AUTHORITY
 OFFICE OF NUCLEAR POWER
 EMPLOYEE CONCERN PROGRAM SYSTEM (ECPS)
 EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY
 SUBCATEGORY: 702 ARBITRARY AND INCONSISTENT DISCIPLINE

PAGE - 21
 RUN TIME - 10:04:39
 RUN DATE - 03/10/87

CATEGORY: MP MGT. & PERS. ISSUES

CONCERN NUMBER	CAT	SUB CAT	S H R D	PLT LOC	1 REPORT APPL 2 SAF RELATED				HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION	REF. SECTION CAT - MP SUBCAT - 702
					BF	BL	SQ	WB				
IN -85-424-01401 T50133	MP	70205	N	WBN	1 N	N	N	N	IN-85-424-014	QTC	CI EXPRESSED CONCERN THAT THE RUMORE D CORRECTIVE ACTION PLAN FOR THE RECENTLY IDENTIFIED INADEQUATE WELDER RE-CERTIFICATION PROCESS MAY, IF IMPLEMENTED, CAUSE WELDERS TO BE TERMINATED DUE TO TVA'S AUTHORIZATION AND IMPLEMENTATION OF A PROGRAM THAT DID NOT PERMIT WELDERS (WHO WERE NOT WELDING, IE FOREMEN) TO WELD AND KEEP THEIR SKILLS INTACT AND THEREFORE MAY NOT PASS THE QUALIFICATION TEST THE FIRST TIME. CONSTRUCTION DEPT CONCERN. CFI HAS NO FURTHER INFORMATION.	
IN -85-426-00301 T50065	MP	70204	N	WBN	1 N	N	N	N		QTC	GENERAL FOREMEN SPEND MOST OF THEIR TIME TRYING TO CATCH THE CRAFT VIOLATING SOME PERSONNEL POLICY RATHER THAN ASSISTING THEM TO BE ABLE TO PERFORM THEIR ASSIGNMENT WELL AND ON TIME. NO FOLLOW-UP.	
IN -85-434-00101 T50167	MP	70208	N	WBN	1 N	N	N	N		QTC	MANAGEMENT OPPRESSES CRAFT WORKERS THROUGH INAPPROPRIATE REPRIMANDS, UNFAIR AND INCONSIDERATE TREATMENT, AND REWARDS FOR "GOING THROUGH THE MOTIONS", RATHER THAN FOR GOOD PRODUCTIVITY. CONSTRUCTION DEPT CONCERN. MINOR ADDITIONAL GENERIC DETAILS ARE AVAILABLE. CI HAS NO SPECIFIC INFORMATION.	

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

REFERENCE - ECPS12J-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: 702 WRS ARE INEFFECTIVE AND RESTRICT WORK

PAGE - 22
 RUN TIME - 10:04:39
 RUN DATE - 03/10/87

CATEGORY: MP MGT. & PERS. ISSUES

CONCERN NUMBER	CAT	SUB CAT	S H R D	PLT LOC	1 REPORT APPL 2 SAF RELATED BF BL SQ WB	HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION	REF. SECTION CAT - MP SUBCAT - 702
IN -85-435-00301 T50099	MP	70209	S	WBN	1 N N N N 2 NA NA NA NA		QTC	TVA'S PRACTICE OF GIVING PERSONAL TIME-OFF DISCOURAGES PEOPLE FROM REPORTING PROBLEMS, AND ACTUALLY ENCOURAGES WORKERS TO RE-WORK HARDWARE WITHOUT APPROVAL. EG: IF AN INSPECTOR COMES BY AND INSPECTS FIT-UP BUT DOESN'T SIGNPAPER WORK, WELDOR CAN GET THO WEEKS OFF FOR FAILING TO NOTICE THIS AND STARTING TO WELD. TO AVOID THE TIME OFF, WELDORS HAVE CUT OUT ENTIRE ROOT PASS, REPAIRED PIPE, MADE FIT-UP AND CALLED DIFFERENT INSPECTOR FOR "NEW" FIT UP INSPECTOR. THIS AFFECTS THE HARDWARE QUALITY	
02	WE	50914	S	WBN	1 N N N Y 2 NA NA NA SR				
IN -85-436-00201 T50011	MP	70204	N	WBN	1 N N N N 2 NA NA NA NA		QTC	MANAGEMENT ON ALL LEVELS ARE MORE CONCERNED WITH CATCHING AN EMPLOYEE VIOLATING A POLICY INSTEAD OF PROVIDING SUPPORT TO EMPLOYEES TO DO THEIR ASSIGNMENTS WELL AND ON TIME	
IN -85-437-00101 T50041	MP	70205	N	WBN	1 N N N N 2 NA NA NA NA		QTC	INDIVIDUAL RECEIVED A LETTER FOR NOT WEARING SAFETY GLASSES. A MEMO DATED -JANUARY 1985 STATES THAT SAFETY GLASSES ARE NOT REQUIRED WHEN TRAVELING BETWEEN "SHACK" AND WORK AREA. INDIVIDUAL WAS NOT IN WORK AREA WHEN LETTER WAS GIVEN. (DETAILS KNOWN TO QTC) (ADDITIONAL INFORMATION AVAILABLE)	
IN -85-439-00401 T50105	MP	70204	N	WBN	1 N N N N 2 NA NA NA NA		QTC	MANAGERS AND SUPERVISORS (KNOWN) SPEND MORE TIME WATCHING THEIR CO-WORKERS SUBORDINATES THAN THEY DO SUPERVISING THEIR CREWS. SOME DO NOTHING BUT RIDE AROUND IN PICKUP TRUCKS SPYING ON WORKERS, AND SOME WILL ALWAYS BE WATCHING TO SEE WHO'S LEAVING EARLY FOR LUNCH OR TO GO HOME, BUT ALMOST NEVER ARE SEEN OVERSEEING THE WORK TO MAKE SURE IT IS DONE PROPERLY. CI HAS NO MORE INFORMATION. NO FOLLOW UP REQUIRED.	

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: 702 EXCESSIVE EMPHASIS ON WR ENFORCEMENT

PAGE - 23
 RUN TIME - 10:04:39
 RUN DATE - 03/10/87

CATEGORY: MP MGT. & PERS. ISSUES

CONCERN NUMBER	CAT	SUB CAT	S H R D	PLT LOC	1 REPORT APPL 2 SAF RELATED BF BL SQ WB	HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION	REF. SECTION CAT - MP SUBCAT - 702
IN -85-466-00101 T50099	MP	70204	N	WBN	1 N N N N 2 NA NA NA NA		QTC	CONSTRUCTION MANAGEMENT HAS MISPLACED PRIORITIES; THEY WATCH FOR CRAFT LEAVING EARLY FOR LUNCH AND TO GO HOME, BUT CANNOT PROVIDE ENOUGH MATERIAL TO ENSURE THAT WORK KEEPS GOING AS PLANNED. EG: CREW (KNOWN) WAS WORKING ON URGENT JOB OF WIRING COOLING PUMPS, AND RAN OUT OF 5" DIA. FLEX CONDUIT. ELECTRICAL JOB SHOP AND MAIN WAREHOUSE HAD MORE, BUT THIS IS A COMMONLY USED ITEM AND IS OPPOSED TO BE STOCKED ON SITE. IMPORTANT JOB WAS THEREFORE NEEDLESSLY DELAYED. CI HAS NO MORE INFORMATION. NO	
IN -85-487-00101 T50029	MP	70209	N	WBN	1 N N N N 2 NA NA NA NA	IN-85-487-001	QTC	CRAFT JOB MORALE SIGNIFICANTLY REDUCED DUE TO "ARMY CAMP" MANAGEMENT PRACTICES INSTITUTED BY CONSTRUCTION SUPERVISION PERSONNEL (NAMES KNOWN) WHO WERE TRANSFERRED TO WBNP FROM SE QUOYAH AND OTHER TVA SITES APPROX 1977-78. CI STATED THAT THIS RESULTED IN DECREASED PRODUCTION, CRAFT PERSONNEL CONSTANTLY AGITATED BY SUPERVISION, AND THE POTENTIAL TO CREATE POOR QUALITY WORKMANSHIP	
IN -85-492-00601 T50028	MP	70203	N	WBN	1 N N N N 2 NA NA NA NA	IN-85-492-006	QTC	SOME CRAFT TRAVELERS ARE NOT ALLOWED TO LEAVE EARLY SO THEY CAN CASH THEIR FIRST CHECKS RECEIVED AT WATTS BAR, SO THEY CAN GET SOME MONEY TO THE IR FAMILIES. OTHERS FREQUENTLY LEAVE EARLY TO CASH THEIR CHECKS. (NAME S/DETAILS KNOWN TO QTC).	
IN -85-492-00901 T50029	MP	70202	N	WBN	1 N N N N 2 NA NA NA NA	IN-85-492-009	QTC	UPPER MANAGEMENT FREQUENTLY CRITICIZES EMPLOYEES FOR A SAFETY VIOLATION THAT THEY (UPPER MGMT) ARE VIOLATING AT THE SAME TIME. (NAMES/DETAILS KNOWN TO QTC)	

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: 702 HR ENFORCEMENT IS INCONSISTENT

PAGE - 24
 RUN TIME - 10:04:39
 RUN DATE - 03/10/87

CATEGORY: MP MGT. & PERS. ISSUES

CONCERN NUMBER	CAT	SUB CAT	S R D	PLT LOC	1 REPORT APPL				HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION	REF. SECTION CAT - MP SUBCAT - 702
					2	SAF	RELATED	BF				
IN -85-492-01101 T50096	MP	70203	N	WBN	1	N	N	N	N		QTC	CI CLAIMS THAT DIFFERENTIAL TREATMENT BETWEEN EMPLOYEES IS HAPPENING. CI STATES THAT OTHERS HAVE BEEN CAUGHT AND NEVER LOST THEIR JOBS. CI IS BEING TERMINATED BECAUSE OF THIS VIOLATION. DETAIL OF VIOLATIONS KNOWN BUT WOULD COMPROMISE CONFIDENTIALITY IF REVEALED.
IN -85-493-00101 T50027	MP	70204	N	WBN	1	N	N	N	N		QTC	EMPLOYEES DISCIPLINED WITH TIME OFF WHEN THEY ARE HONEST AND REPORT ANY ACCIDENTAL DAMAGE THAT OCCURRED WHILE THEY WERE WORKING.
IN -85-503-00101 T50043	MP	70203	S	WBN	1	N	N	N	N	IN-85-352-001	QTC	INDIVIDUAL (NAME KNOWN) IN CONCERNED INDIVIDUAL'S (HEREAFTER CI) CREW WAS GIVEN 2 WEEKS OFF FOR FAILING TO HAVE WELDING CARD UPDATED BY WELD ENGINEERING. INDIVIDUAL HAD PERFORMED REQUIRED WELDS BUT WAS OUT SICK ON THE DAY UPDATE WAS REQUIRED. OTHER INDIVIDUALS IN CI'S CREW WHO HAD FAILED TO GET THEIR CARDS UPDATED RECEIVED NO DISCIPLINARY ACTION OR HAD RECEIVED ONLY AN ORAL WARNING. (ADDITIONAL INFORMATION AVAILABLE) (SQN ISSUES ADDRESSED IN RPT WP-19-SQN R1)
	02	WE 50119	S	NBN	1	N	N	Y	N			
			2		NA	NA	NO	NA				
IN -85-515-00101 T50051	MP	70205	N	WBN	1	N	N	N	N		QTC	EMPLOYEE WAS UNFAIRLY REPRIMANDED BY FOREMAN (NAME GIVEN) LATER WAS INFORMED THAT ORAL REPRIMAND WAS REMOVED FROM RECORD, BUT WAS INSTRUCTED NOT TO TELL ANYONE. EMPLOYEE THOUGHT THE MATTER CLOSED UNTIL HE WAS TRANSFERRED TO ANOTHER CREW, WHICH MADE HIM "LAST MAN" ON THE CREW AND BEING THE LAST MAN ON A CREW, HE WAS FIRST TO BE TRANSFERRED TO 2ND SHIFT. EMPLOYEE WAS REPLACED WITH NEW HIRE (NAME GIVEN) IN HIS ORIGINAL CREW. EMPLOYEE DID NOT WANT TO GO ON 2ND SHIFT. EMPLOYEE IS STILL ON 2ND SHIFT.
			2		NA	NA	NA	NA				

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

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

TENNESSEE VALLEY AUTHORITY
 OFFICE OF NUCLEAR POWER
 EMPLOYEE CONCERN PROGRAM SYSTEM (ECPS)
 EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY
 SUBCATEGORY: 702 ARBITRARY DISCIPLINARY ACTION IS CONDONED

PAGE - 25
 RUN TIME - 10:04:39
 RUN DATE - 03/10/87

CATEGORY: MP MGT. & PERS. ISSUES

CONCERN NUMBER	CAT	SUB CAT	S R D	PLT LOC	1 REPORT APPL				HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION	REF. SECTION CAT - MP SUBCAT - 702
					2	SAF	BL	SQ				
IN -85-515-00301 T50108	MP	70206	N	WBN	1	N	N	N	N	QTC	MANAGEMENT (KNOWN) UNDULY PUNISHED WORKERS (CRAFT KNOWN) ON THE BASIS OF A FALSE ACCUSATION. CI IS WORRIED THAT WORKERS MIGHT DO BAD WORK ON PURPOSE TO "GET BACK". CI HAS NO MORE INFORMATION. NO FOLLOW UP REQUIRED	
IN -85-520-00501 T50033	MP	70210	N	WBN	1	N	N	N	N	QTC	CRAFTS ARE NOT ALLOWED ON AUTHORIZED BREAK PER THEIR CONTRACT. THIS BREAK IS NEEDED AND WOULD HELP THE MORALE AND INCREASE PRODUCTIVITY.	
IN -85-537-00101 T50042	MP	70208	N	WBN	1	N	N	N	N	QTC	UNWARRANTED DISCIPLINARY ACTION BY MANAGEMENT RELATIVE TO SEVERITY OF JOB RULE INFRACTION AND DIFFERING DISCIPLINARY ACTIONS FOR INDIVIDUALS COMMITTING THE SAME INFRACTION. NO SPECIFIC EXAMPLES PROVIDED.	
IN -85-542-00601 T50219	MP	70208	N	WBN	1	N	N	N	N	QTC	WHEN FOREMEN RECEIVE AN IRN THEY ARE CALLED IN AND THREATENED WITH LAYOFF/FIRING IF THIS HAPPENS AGAIN. CI DECLINED TO PROVIDE FURTHER INFORMATION. CONSTRUCTION DEPARTMENT CONCERN.	
IN -85-555-00301 T50049	MP	70203	S	WBN	1	N	N	N	N	QTC	TVA JOB RULES ARE UNNECESSARILY RESTRICTIVE; SELECTIVELY ENFORCED BY MANAGEMENT/SUPERVISION, AND ARE A DIRECT DEGRADATION TO CRAFT PERSONNEL MORALE. CI STATED THAT TVA CONSTRUCTION SUPERVISION MAKES NO ATTEMPT TO REWARD, OR EVEN EXPRESS GRATITUDE TO CRAFT PERSONNEL WHO ARE ABOVE AVERAGE WORKERS. THEREFORE, AN EMPLOYEE HAS NO INCENTIVE OR MOTIVATION TO PERFORM IN AN OTHER THAN AVERAGE MANNER.	
	02	MP		70209	S	N	N	N	N			

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: 702 WRS CHANGED TO HARASS AND TERMINATE EMPLOYEES

PAGE - 26
 RUN TIME - 10:04:39
 RUN DATE - 03/10/87

CATEGORY: MP MGT. & PERS. ISSUES

CONCERN NUMBER	CAT	SUB CAT	S H R D	PLT LOC	1 REPORT APPL 2 SAF RELATED BF BL SQ WB	HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION	REF. SECTION CAT - MP SUBCAT - 702
IN -85-561-00301 T50048	MP	70207	N	WBN	1 N N N N 2 NA NA NA NA		QTC	THE SITE RULES NEED TO BE EVALUATED AND PETTY, UNNECESSARY RULES THAT ALLOW FOR MISUSE AND ABUSE BY MANAGEMENT BE ELIMINATED OR RE-WRITTEN. NECESSARY SITE RULES SHOULD BE PUBLISHED AND DISTRIBUTED TO ALL EMPLOYEES AND ENFORCED EQUALLY WITH NO EXCEPTIONS.	
IN -85-561-00401 T50048	MP	70210	N	WBN	1 N N N N 2 NA NA NA NA		QTC	MANAGEMENT CURRENTLY USES THE LOOSELY DEFINED NUMEROUS SITE RULES TO LEGALLY HARASS CERTAIN EMPLOYEES.	
IN -85-573-00101 T50051	MP	70205	N	WBN	1 N N N N 2 NA NA NA NA		QTC	MANAGEMENT ISSUING LETTERS & VERBAL WARNINGS TO EMPLOYEES GOING FROM ONE JOB TO ANOTHER. THIS OCCURRED IN MAY 1985 IN THE TURBINE BUILDING ELEV. 729'. (MANAGEMENT'S NAME IS KNOWN TO QTC)	
IN -85-585-00201 T50277	MP	70204	N	WBN	1 N N N N 2 NA NA NA NA		QTC	WORKERS REPORTING HONEST MISTAKES ARE SUBJECT TO SUSPENSION. E.G., LISTING THE WRONG WELDING PROCEDURE ON A ROD CHIT, OR USING A ROD CHIT WITH THE WRONG PROCEDURE, EVEN THOUGH THE TWO PROCEDURES (SUCH AS HANGER WELDING SMP-1 AND SMU-1) ARE IDENTICAL WITH REGARD TO PROCESS, ELECTRODE, TECHNIQUE, HEAT AND AMPERAGE. SPECIFIC INCIDENT KNOWN TO QTC, WITHHELD DUE TO CONFIDENTIALITY. NO FURTHER INFORMATION MAY BE RELEASED. CONSTRUCTION DEPARTMENT CONCERN.	
IN -85-596-00501 T50057	MP	70205	N	WBN	1 N N N N 2 NA NA NA NA	IN-85-596-005	QTC	LETTERS ISSUED TO LOWER MANAGEMENT BECAUSE CREWS RECEIVE AN IRN AND EMPLOYEES FEEL THIS ISSUANCE OF A LETTER THREATENING. (NAMES/DETAILS KNOWN TO QTC)	
IN -85-600-00701 T50067	MP	70202	N	WBN	1 N N N N 2 NA NA NA NA		QTC	CI THINKS IT IS DISCRIMINATORY FOR TVA TO SUPPLY THE ANNUAL PERSONNEL WITH SAFETY GLASSES AND NOT THE CRAFT, THEY HAVE TO PAY FOR THEIRS.	

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

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

TENNESSEE VALLEY AUTHORITY
 OFFICE OF NUCLEAR POWER
 EMPLOYEE CONCERN PROGRAM SYSTEM (ECPS)
 EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY
 SUBCATEGORY: 702 HRS ARE UNCLEAR AND ILL-DEFINED

PAGE - 27
 RUN TIME - 10:04:39
 RUN DATE - 03/10/87

CATEGORY: MP MGT. & PERS. ISSUES

CONCERN NUMBER	CAT	SUB CAT	S R D	PLT LOC	1 REPORT APPL 2 SAF RELATED BF BL SQ WB	HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION	REF. SECTION CAT - MP SUBCAT - 702
IN -85-610-00101 T50058	MP	70210	N	WBN	1 N N N N 2 NA NA NA NA		QTC	PERMIT EMPLOYEES ADDITIONAL TIME (10 MIN) TO RETURN TOOLS/EQUIPMENT TO A SECURED AREA AT THE END OF THEIR RESPECTIVE SHIFT.	
IN -85-612-00501 T50058	MP	70207	N	WBN	1 N N N N 2 NA NA NA NA		QTC	SITE RULES CHANGE AND WHAT WAS A VIOLATION ONE DAY CAN BECOME THE RULE THE NEXT DAY YET LETTERS RECEIVED WHILE IT WAS A VIOLATION ARE NOT REMOVED FROM THE PERSONNEL FILE. (NAMES/DETAILS KNOWN TO QTC)	
IN -85-618-00301 T50059	MP	70202	N	WBN	1 N N N N 2 NA NA NA NA		QTC	CI RECEIVED DISCIPLINARY ACTION FOR AN INADVERTENT QUALITY ASSURANCE VIOLATION, WHILE ENGINEERS AND INSPECTORS WHO REVIEWED AND APPROVED THE DISCREPANT PAPERWORK RECEIVED NO DISCIPLINARY ACTION. (DETAILS KNOWN BY QTC)	
IN -85-619-00401 T50059	IH	60300	S	WBN	1 2		QTC	CI RELATED AN INCIDENT WHERE NO DISCIPLINARY ACTION WAS TAKEN AGAINST SENIOR MANAGEMENT FOR POSSESSION OF CONTROLLED SUBSTANCE ON TVA PROPERTY AS BEING INDICATIVE OF WHY TVA EMPLOYEES ARE HESITANT TO REPORT SAFETY/QUALITY CONCERNS. DETAILS KNOWN TO QTC.	
	02	MP	70202	S	WBN	1 N N N N 2 NA NA NA NA			
IN -85-624-00101 T50060	MP	70206	N	WBN	1 N N N N 2 NA NA NA NA	IN-85-624-001	QTC	FOREMAN TOLD EMPLOYEE AT 3:10PM TO FINISH HIS PRESENT JOB AND GO BACK TO HIS OWN AREA. EMPLOYEE FINISHED AT 3:30PM AND RETURNED TO SHACK AT 3:40PM. UPPER MANAGEMENT ASKED HIM WHY HE QUIT EARLY AND HE EXPLAINED THE SITUATION YET UPPER MANAGEMENT REPORTED HIM AS QUITTING EARLY. (NAMES/DETAILS KNOWN TO QTC)	

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: 702 EXCESSIVE EMPHASIS ON WR ENFORCEMENT

PAGE - 28
 RUN TIME - 10:04:39
 RUN DATE - 03/10/87

CATEGORY: MP MGT. & PERS. ISSUES

CONCERN NUMBER	CAT	SUB CAT	S H R D	PLT LOC	1 REPORT APPL 2 SAF RELATED BF BL SQ WB	HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION	REF. SECTION CAT - MP SUBCAT - 702
IN -85-627-03801 T50220	MP	70204	N	WBN	1 N N N N 2 NA NA NA NA	IN-85-627-038	QTC	MANAGEMENT KNOWN IS MORE CONCERNED WITH CATCHING CRAFT GO TO THE COKE MACHINE FIVE MINUTES EARLY RATHER THAN SEEING THAT THE CRAFT HAVE THE REQUIRED MATERIALS ON TIME TO PERFORM THEIR ASSIGNMENT. CONSTRUCTION DEPT. CONCERN. CI HAS NO FURTHER INFORMATION.	
IN -85-632-00501 T50242	MP	70203	N	WBN	1 N N N N 2 NA NA NA NA		QTC	TVA JOB RULES DO NOT DISALLOW UNFAIR DISCRIMINATION AGAINST CRAFT WORKERS WHO ARE NOT MEMBERS OF A FAVORED LOCAL UNION (KNOWN). DETAILS KNOWN TO QTC, WITHHELD DUE TO CONFIDENTIALITY. NO FURTHER INFORMATION MAY BE RELEASED. CI HAS NO FURTHER INFORMATION. CONSTRUCTION DEPARTMENT CONCERN.	
IN -85-635-00101 T50060	MP	70209	N	WBN	1 N N N N 2 NA NA NA NA		QTC	PAY DOCKED FOR REPORTING TO SICKBAY FOR NON-JOB RELATED SICKNESS.	
IN -85-637-00101 T50061	MP	70208	N	WBN	1 N N N N 2 NA NA NA NA	IN-85-637-001	QTC	SR. LEVEL CONSTRUCTION MANAGEMENT TREATS THE EMPLOYEES LIKE THEY ARE ON A CHAIN GANG. MANAGEMENT BRAGS ABOUT HOW MANY DISCIPLINARY LETTERS THEY CAN GIVE OUT.	
IN -85-641-00101 T50062	MP	70202	N	WBN	1 N N N N 2 NA NA NA NA		QTC	CRAFTS ARE REQUIRED TO PAY FOR PRESCRIPTION SAFETY GLASSES, BUT ANNUAL EMPLOYEES ARE NOT.	

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: 702 EXCESSIVE EMPHASIS ON WR ENFORCEMENT

PAGE - 29
 RUN TIME - 10:04:39
 RUN DATE - 03/10/87

CATEGORY: MP MGT. & PERS. ISSUES

CONCERN NUMBER	CAT	SUB CAT	S H R D	PLT LOC	1 REPORT APPL 2 SAF RELATED BF BL SQ WB	HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION	REF. SECTION CAT - MP SUBCAT - 702
IN -85-641-00401 T50131	MP	70204	N	WBN	1 N N N N 2 NA NA NA NA	IN-85-641-004	QTC	MANAGEMENT IS MORE CONCERNED ABOUT CRAFTS QUITTING EARLY OR RUNNING TO BRASS ALLEY THAN THEY ARE ABOUT GETTING WORK DONE. "WHITE HATS" ARE ONLY SEEN AT LUNCH OR QUITTING TIME. AN EMPLOYEE CAN DO NOTHING FOR EIGHT HOURS AS LONG AS HE/SHE DOES NOT BREAK FOR LUNCH OR HEAD FOR BRASS ALLEY FIVE MINUTES EARLY. TRANSMITTING ANY FURTHER INFORMATION WOULD COMPROMISE CONFIDENTIALITY. CONSTRUCTION DEPT CONCERN.	
IN -85-648-00101 T50133	MP	70205	N	WBN	1 N N N N 2 NA NA NA NA		QTC	LACK OF MORALE CAUSED BY SUPERVISION. TOO MANY LETTERS ARE WRITTEN ABOUT PETTY THINGS. THESE LETTERS ARE SENT TO PERSONNEL FILES AND ARE DOCUMENTED FORMS OF REPRIMANDS. CI CONSIDERED "LEAVING THE WORK AREA FOR A MINUTE OR TWO" AS A PETTY THING. CONSTRUCTION DEPT CONCERN. CI HAS NO FURTHER INFORMATION.	
IN -85-653-00101 T50099	MP	70201	N	WBN	1 N N N N 2 NA NA NA NA		QTC	THERE ARE NUMEROUS INCONSISTENCIES IN THE ENFORCEMENT OF THE POLICY THAT GOVERNS THE TYPE OF DISCIPLINARY ACTION TO BE ADMINISTERED WHEN DRUG USE, POSSESSION OF DRUGS, OR THEFT OF TVA PROPERTY HAS BEEN IDENTIFIED AND PROVEN. (NAMES/DETAILS AVAILABLE) CI HAS NO FURTHER INFORMATION. NO FOLLOW UP REQUIRED.	
IN -85-655-00101 T50061	MP	70207	N	WBN	1 N N N N 2 NA NA NA NA		QTC	INDIVIDUAL HAD EX-HUSBAND COME INTO OFFICE MAKING THREATS AND BEING GENERALLY ABUSIVE. WHEN SHE REQUESTED HE BE KEPT IN HIS WORK AREA AND AWAY FROM HER, SHE WAS TOLD "IT'S A PRIVATE PROBLEM" AND SHOULD IT HAPPEN AGAIN, BOTH WOULD BE FIRED. (NAMES KNOWN TO QTC)	

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: 702 WRS CHANGED TO HARASS AND TERMINATE EMPLOYEES

PAGE - 30
 RUN TIME - 10:04:39
 RUN DATE - 03/10/87

CATEGORY: MP MGT. & PERS. ISSUES

CONCERN NUMBER	CAT	SUB CAT	S H R D	PLT LOC	1 REPORT APPL				HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION	REF. SECTION CAT - MP SUBCAT - 702
					2	SAF	RELATED	BF				
IN -85-655-00201 T50061	IH	60200	S	WBN	1	N	N	N	Y		QTC	A GENERAL FOREMAN ATTEMPTED TO PURCHASE A FIREARM FROM A CRAFTSMAN. WHEN THE CRAFTSMAN REFUSED TO SELL, HE WAS TRANSFERRED TO THE GF'S GROUP AND WITHIN 2 (TWO) WEEKS WAS GIVEN A WEEK OFF (WITHOUT PAY) FOR A COUPLE OF MINOR VIOLATIONS. (NAMES KNOWN TO QTC)
	02	MP	70207	S	WBN	2	NA	NA	NA	NA		
IN -85-658-00101 T50061	MP	70209	N	WBN	1	N	N	N	N	IN-85-658-001	QTC	"HEAD CHECKS" OCCUR ABOUT EVERY 2 MONTHS, DELAYS WORK, AND HARASSES THE WORKERS. ADVANCE NOTICE IS GIVEN SO EVERYONE CAN "LOOK BUSY". THIS CHECK COULD BE USED FOR DISCIPLINARY REASONS
					2	NA	NA	NA	NA			
IN -85-665-00301 T50067	MP	70207	N	WBN	1	N	N	N	N		QTC	"WHITE HATS" (SUPERINTENDENTS) RUN THE JOB ACCORDING TO THEIR TASTES, NOT NECESSARILY IN ACCORDANCE WITH SITE RULES (SPECIFICS KNOWN TO ERT).
					2	NA	NA	NA	NA			
IN -85-666-00101 T50067	MP	70206	S	WBN	1	N	N	N	N		QTC	CI WAS REPORTING TO THE STFTTR SHACK IN OCT. 1984 WHEN HE WAS STOPPED AND WAS ASKED HIS BRASS #. THIS RESULTED IN THE CI BEING LATE FOR DUTY. HE RECEIVED A LETTER IN ADDITION TO HAVING PAY DOCKED 1/2 HOUR. PERSONS RESPONSIBLE FOR THIS ARE KNOWN TO QTC.
	02	MP	70208	S	WBN	2	NA	NA	NA	NA		
IN -85-668-00101 T50067	MP	70204	N	WBN	1	N	N	N	N	IN-85-668-001	QTC	SUPT. OF CONSTRUCTION AND CRAFT ARE NOT INTERESTED IN WORK BUT MORE INTERESTED IN DISCIPLINARY MEASURES. A "CLIQUE" IS HERE AND ALL CRAFT PERSONS ARE NOT TREATED EQUALLY. EXAMPLE: READ THE MEMO FILE FROM CRAFT SUPT. -CONSTANT THREAT OF TERMINATION.
					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: 702 CRAFTS HELD MORE STRICTLY TO HR THAN SALARY POLICY

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

CATEGORY: MP MGT. & PERS. ISSUES

CONCERN NUMBER	CAT	SUB CAT	S H R D	PLT LOC	1 REPORT 2 SAF RELATED	APPL BF BL SQ WB	HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION	REF. SECTION CAT - MP SUBCAT - 702
IN -85-672-00301 T50207	MP	70202	S	WBN	1 N N N N 2 NA NA NA NA			QTC	AT SHIFT END, WELD ROD SLIPS ARE TURNED IN. THE SLIPS ARE CHECKED THEN THROWN AWAY. IF THE ISSUE ROOM DETE RMINES AT A LATER DATE THAT A WELDER DID NOT CONFORM TO "TURN IN" PROCED URES, IT IS HIS WORD AGAINST THEIRS AND HE GETS THE WARNING LETTER. THESE LETTERS HAVE BEEN ISSUED WITHOUT PROOF OF WRONGDOING. CONSTRUCTION DEPT. CONCERN. (SQN ISSUES ADDRESSED IN RPT WP-01-SQN R3)	
02	WE	50301	S	WBN	1 Y Y Y Y 2 SR SR SR SR					
IN -85-690-00101 T50077	MP	70208	N	WBN	1 N N N N 2 NA NA NA NA			QTC	CI FAILED TO TURN BRASS IN BY MAISTAKE. HE WAS GIVEN AN OFFICIAL LETTER AND INFORMED IF IT HAPPENED AGAIN, HE WOULD BE FORCED TO TAKE 5 DAYS OF F WITHOUT PAY. CI STATED THE MAJORITY OF THE MANAGEMENT TREATS THE EMPLOYEES LIKE CHILDREN. NO SPECIFIC DETAILS AVAILABLE.	
IN -85-693-00201 T50122	MP	70206	N	WBN	1 N N N N 2 NA NA NA NA			QTC	MANAGER (KNOWN) DENIED CI THE RIGHT TO APPEAL UNFAIR DECISION TO HIGHER AUTHORITY ONSITE AT WBNP. MANAGER ALLOWED OTHERS (KNOWN) TO DO WHAT HE REPRIMANDED CI FOR, ALSO LET ANOTHER EMPLOYEE (KNOWN) APPEAL OTHER, SIMILAR DECISIONS. DETAILS KNOWN TO QTC-WITHHELD TO MAINTAIN CONFIDENTIALITY. CONSTRUCTION DEPARTMENT CONCERN.	
IN -85-693-00501 T50251	MP	70202	N	WBN	1 N N N N 2 NA NA NA NA			QTC	LOWER MANAGEMENT IS "EXCUSED" FOR THEIR MISTAKES, BUT CRAFT ARE GIVEN TIME OFF WITHOUT PAY FOR THEIR MISTAKES, E.G., LOWER MANAGEMENT ORDERED WORK WITHOUT THE PROPER PERMIT AND CRAFTSMAN WITH A VISION PROBLEM HAD A HAIR LINE CRACK IN THE GROUT UNDER A BASE PLATE. DETAILS KNOWN TO QTC, WITHHELD DUE TO CONFIDENTIALITY. NO FURTHER INFORMATION MAY BE RELEASED. CONSTRUCTION DEPARTMENT CONCERN. CI HAS NO FURTHER INFORMATION.	

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: 702 ARBITRARY AND INCONSISTENT DISCIPLINE

PAGE - 32
 RUN TIME - 10:04:39
 RUN DATE - 03/10/87

CATEGORY: MP MGT. & PERS. ISSUES

CONCERN NUMBER	CAT	SUB CAT	S H R D	PLT LOC	1 REPORT APPL 2 SAF RELATED BF BL SQ WB	HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION	REF. SECTION CAT - MP SUBCAT - 702
IN -85-694-00101 T50073	IH	60400	S	WBN	1 2		QTC	EMPLOYEE WAS SET-UP TO RECEIVE A LETTER WHICH WOULD CAUSE HIS TERMINATION AS MANAGEMENT DID NOT WANT A NON-UNION PERSON WORKING FOR THEM. (NAME /DETAILS KNOWN TO QTC) NO FOLLOW-UP	
02	MP	70205	S	WBN	1 N N N N 2 NA NA NA NA				
IN -85-694-00301 T50116	MP	70203	N	WBN	1 N N N N 2 NA NA NA NA		QTC	MANAGEMENT PERMITS SELECTED CRAFT EMPLOYEES TO LEAVE SITE FROM WORK AREAS RATHER THAN GANG SHACKS AS EVERYONE ELSE HAS TO DO. LOCALS ARE TREATED BETTER THAN TRAVELLERS. CI HAS NO FURTHER INFORMATION. CONSTRUCTION.	
IN -85-700-00401 T50081	MP	70202	N	WBN	1 N N N N 2 NA NA NA NA		QTC	THERE IS NO DISCIPLINARY ACTION TAKEN AGAINST SUPERVISORY PERSONNEL WHO CONTINUALLY BRING EMPLOYEES "UP ON CHARGES" THAT ARE DROPPED AS UNFOUNDED. C/I HAS NO MORE DETAILS.	
IN -85-708-00401 T50080	MP	70209	N	WBN	1 N N N N 2 NA NA NA NA		QTC	AN INDIVIDUAL (NAME KNOWN) WAS ALLEGED TO HAVE COMMITTED A SECURITY VIOLATION, YET HAS RECEIVED NO APPROPRIATE DISCIPLINARY ACTION. CI WOULD LIKE TO KNOW WHY NO ACTION HAS BEEN TAKEN. DETAILS KNOWN TO QTC.	
IN -85-715-00101 T50072	MP	70205	N	WBN	1 N N N N 2 NA NA NA NA		QTC	SUPERVISOR (NAME KNOWN) DOES NOT TREAT EMPLOYEES FAIRLY IN THAT: (1) IS SELDOM IN THE OFFICE (2) DOES NOT COMMUNICATE WITH EMPLOYEES (3) SENDS "LETTERS" TO PEOPLE WHO DO NOT DESERVE THEM AND NOT TO THOSE WHO DO.	
IN -85-721-00101 T50069	MP	70202	N	WBN	1 N N N N 2 NA NA NA NA		QTC	LOWER MANAGEMENT GIVEN AN ORAL WARNING FOR PREPARING ADMINISTRATIVE DOCUMENTS IN THE SAME MANNER AS OTHER LOWER MANAGEMENT PERSONNEL, YET THEY DID NOT RECEIVE AN ORAL WARNING. (NAMES/DETAILS KNOWN TO QTC AND RELEASE OF ADDITIONAL INFORMATION WOULD JEOPARDIZE C/I'S CONFIDENTIALITY). NO FOLLOW-UP.	

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: 702 ARBITRARY DISCIPLINARY ACTION IS CONDONED

PAGE - 33
 RUN TIME - 10:04:39
 RUN DATE - 03/10/87

CATEGORY: MP MGT. & PERS. ISSUES

CONCERN NUMBER	CAT	SUB CAT	S H R D	PLT LOC	1 REPORT APPL				HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION	REF. SECTION CAT - MP SUBCAT - 702
					2	SAF	RELATED	BF				
IN -85-725-00201 T50159	MP	70206	N	WBN	1	N	N	N	N	QTC	TVA MANAGERS (KNOWN) AND PUBLIC SAFE TY WRONGLY CONFISCATED CI'S PERSONAL PROPERTY, AND SUSPENDED CI IN A MANNER NOT ACCORDING TO TVA'S WRITTEN REGULATIONS. DETAILS KNOWN TO QTC BUT WITHHELD TO MAINTAIN CONFIDENTIALITY. (CONSTRUCTION DEPT CONCERN). CI HAS NO FURTHER INFORMATION. NO FOLLOWUP REQUIRED.	
IN -85-725-00301 T50159	MP	70206	N	WBN	1	N	N	N	N	QTC	TVA WRONGFULLY SEARCHED CI'S TOOL BOX AND POSSESSIONS, CONFISCATED AND HELD CI'S PERSONAL PROPERTY SUSPENDED CI, AND ATTEMPTED TO TERMINATE CI UNDER CONDITIONS SPECIFICALLY DISALLOWED BY TVA PERSONNEL POLICY. DETAILS KNOWN TO ERT-WITHHELD TO MAINTAIN CONFIDENTIALITY. CONSTRUCTION DEPT CONCERN. CI HAS NO FURTHER INFORMATION. NO FOLLOWUP REQUIRED.	
IN -85-725-00501 T50159	MP	70202	N	WBN	1	N	N	N	N	QTC	TVA MANAGEMENT MAKES RULES FOR OTHERS, BUT THEY EXPECT MANAGERS TO BE EXEMPT FROM FOLLOWING THEM. DETAILS KNOWN TO QTC, WITHHELD DUE TO CONFIDENTIALITY. CONST DEPT CONCERN. CI HAS NO FURTHER INFORMATION. NO FOLLOWUP REQUIRED.	
IN -85-725-00801 T50159	MP	70205	N	WBN	1	N	N	N	N	QTC	CI WAS WRONGLY REPRIMANDED FOR POOR WORK; QC INSPECTOR (KNOWN) REJECTED WRONG HANGERS, AND SUPERINTENDENT AND FOREMAN (BOTH KNOWN) ISSUED LETTER TO CI AFTER BEING OVERHEARD SAYING "THAT THEY WOULD "DO SOMETHING ABOUT" THE CI. THE CI WAS NOT EVEN IN TOWN. CONSTRUCTION DEPT CONCERN. CI HAS NO FURTHER INFORMATION. NO FOLLOWUP REQUIRED.	

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

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

TENNESSEE VALLEY AUTHORITY
 OFFICE OF NUCLEAR POWER
 EMPLOYEE CONCERN PROGRAM SYSTEM (ECPS)
 EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY
 SUBCATEGORY: 702 HR ENFORCEMENT IS INCONSISTENT

PAGE - 34
 RUN TIME - 10:04:39
 RUN DATE - 03/10/87

CATEGORY: MP MGT. & PERS. ISSUES

CONCERN NUMBER	CAT	SUB CAT	S R D	PLT LOC	1 REPORT APPL				HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION	REF. SECTION CAT - MP SUBCAT - 702
					2	SAF	RELATED	BF				
IN -85-727-00101 T50069	MP	70203	N	WBN	1	N	N	N	N	IN-85-727-001	QTC	MANAGEMENT MAKES RULES, BUT ENFORCES THEM UNEVENLY. MANAGEMENT IS PARTICULARLY STRICT ON LABORERS; OTHER CRAFTS DO WHATEVER THEY WANT. NO FOLLOW-UP REQUIRED.
IN -85-728-00201 T50070	MP	70206	N	WBN	1	N	N	N	N	IN-85-728-002	QTC	ELECTRICAL WORK ON 782' ELEV. MUST BE DONE WITHOUT ADEQUATE TOOLS/MATERIAL IN AREA, BUT CRAFT ARE GIVEN REPRIMAND LETTERS FOR WALKING TO SHOPS/WAREHOUSES FOR TOOLS/MATERIALS (E.G. BENDERS, CONDUIT). C/I HAD NO MORE SPECIFICS. NO FOLLOW-UP REQUIRED.
IN -85-738-00101 T50077	MP	70204	N	WBN	1	N	N	N	N	IN-85-738-001	QTC	TVA MANAGEMENT IS SO CONCERNED ABOUT GIVING "WARNINGS" THAT CRAFT WORKERS DON'T CARE ABOUT GETTING THE JOB DONE. CI HAS NO MORE SPECIFICS ON THIS IS GENERAL CONCERN.
IN -85-738-00401 T50099	MP	70203	S	WBN	1	N	N	N	N		QTC	WELDON (NAME KNOWN) GIVEN TIME OFF FOR FAILING TO GET CERT. CAR UPDATED ALTHOUGH WELDOR HAD MADE CODE WELDS IN PRECEDING 90 DAYS. OTHER WELDORS WHO HAD SIMILARLY LAPSED CERTS. HE WAS NOT GIVEN TIME OFF. (NAMES KNOWN TO ERT) FOLLOW UP NOT REQUIRED.
	02	WE		50103	S	N	N	N	Y			
					2	NA	NA	NA	SR			
IN -85-738-00601 T50074	MP	70206	N	WBN	1	N	N	N	N		QTC	INDIVIDUAL REPRIMANDED FOR REFUSING TO WRITE UNJUSTIFIED DISCIPLINARY LETTERS TO SUBORDINATES. DETAILS KNOWN, WITHHELD DUE TO CONFIDENTIALITY REQUIREMENTS. NO FOLLOW-UP REQUIRED.
IN -85-738-00701 T50099	MP	70206	N	WBN	1	N	N	N	N		QTC	CI RAN OUT OF WORK, WAS WAITING FOR MATERIAL AND WENT DOWN TO OLD CREW'S HACK. SUPERINTENDENT GAVE CI A LETTER FOR LEAVING WORK AREA. ADDITIONAL INFORMATION WILL COMPROMISE CONFIDENTIALITY REQUIREMENTS. FOLLOW UP NOT REQUIRED.

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: 702 HR ENFORCEMENT IS INCONSISTENT

PAGE - 35
 RUN TIME - 10:04:39
 RUN DATE - 03/10/87

CATEGORY: MP MGT. & PERS. ISSUES

CONCERN NUMBER	CAT	SUB CAT	S H R D	PLT LOC	1 REPORT APPL 2 SAF RELATED BF BL SQ WB	HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION	REF. SECTION CAT - MP SUBCAT - 702
IN -85-739-00101 T50238	MP	70203	N	WBN	1 N N N N 2 NA NA NA NA		QTC	TVA MANAGERS (KNOWN) TREAT CRAFT WORKERS (KNOWN) UNFAIRLY BY DENYING THE M ADEQUATE TIME TO TURN IN TOOLS AT SHIFT'S END. OTHER CRAFTS GET 15 MINUTES TO TURN IN TOOLS, BUT THIS CRAFT ONLY GETS 5 MINUTES. ON FRIDAYS, OTHER CRAFTS ARE ALREADY AT BRASS ALLEY WHILE THIS CRAFT IS STILL TAKING TOOLS TO TOOL ROOM. CI HAS NO FURTHER INFORMATION. CONSTRUCTION DEPARTMENT CONCERN. NO FOLLOW UP REQUIRED.	
IN -85-741-00101 T50070	MP	70203	N	WBN	1 N N N N 2 NA NA NA NA		QTC	HARASSMENT OF CRAFTS BY UPPER LEVEL CRAFT MANAGEMENT. CERTAIN CRAFT (DISCIPLINE KNOWN) ARE IDENTIFIED TO RECEIVE DISCIPLINE LETTERS WHEN OTHER CRAFTS ARE DOING THE SAME THING AND RECEIVE NO ACTION. NO FOLLOW-UP REQUIRED. NO ADDITIONAL INFORMATION AVAILABLE.	
IN -85-743-00401 T50076	MP	70207	N	WBN	1 N N N N 2 NA NA NA NA		QTC	SAFETY RULES ARE PRIMARILY USED BY CONSTRUCTION MANAGEMENT TO HARASS AN EMPLOYEE THAT THEY "HAVE IT IN FOR." OTHERWISE, SAFETY RULES ARE PAID LITTLE ATTENTION TO. NO FURTHER DETAILS AVAILABLE.	
IN -85-753-00201 T50075	MP	70205	N	WBN	1 N N N N 2 NA NA NA NA		QTC	CI ADVISED TO WATCH LEAVE TIME WHEN CI INFORMED PERSONNEL OF A MEDICAL CONDITION. CI HAS NEVER ABUSED LEAVE TIME PRIVILEGE AND FELT THIS ADVICE WAS SUBTLE HARASSMENT. (NAMES/DETAILS KNOWN BY QTC)	
IN -85-761-00101 T50077	MP	70203	N	WBN	1 N N N N 2 NA NA NA NA		QTC	TVA HAS TWO SETS OF RULES FOR EVERYTHING, EG, SOME CRAFT DISCIPLINES ARE NOT REQUIRED TO FOLLOW THE "LETTER OF THE LAW" ON WORK RULES, BUT OTHER CRAFTS, ARE GIVEN A "HARD TIME" FOR MINOR INFRACTIONS.	

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: 702 ARBITRARY AND INCONSISTENT DISCIPLINE

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

CATEGORY: MP MGT. & PERS. ISSUES

CONCERN NUMBER	CAT	SUB CAT	S R D	PLT LOC	1 REPORT 2 SAF RELATED	APPL BF BL SQ WB	HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION	REF. SECTION CAT - MP SUBCAT - 702
IN -85-770-00101 T50115	MP	70205	S	WBN	1	N N N N		QTC	CI WAS UNFAIRLY DISCIPLINED FOR FAIL URE TO OBTAIN WELDING RECERTIFICATIO N WITHIN THE ALLOTTED TIME PERIOD. DETAILS KNOWN TO QTC, WITHHELD DUE T O CONFIDENTIALITY. CONSTRUCTION DEP ARTMENT CONCERN. NO FOLLOW UP REQUI RED.	
02	MP	70208	S	WBN	2	NA NA NA NA				
IN -85-777-00101 T50080	MP	70205	N	WBN	1	N N N N		QTC	"WHITE HATS" ARE MORE CONCERNED WITH HARASSING WORKERS AND PUSHING A JOB THAN THEY ARE WITH SAFETY AND QUALI TY. NO SPECIFICS GIVEN.	
IN -85-781-00201 T50081	MP	70202	N	WBN	1	N N N N		QTC	SUPERVISORY INDIVIDUALS (NAMES KNOWN) ARE ONLY GIVEN LETTERS FOR KNOWING LY VIOLATING QC PROCEDURES OR VIOLAT ING FEDERAL LAW WHILE CRAFT (GENERIC) ARE GIVEN LETTERS FOR DRINKING A C UP OF COFFEE. NO ADDITIONAL INFORMA TION AVAILABLE.	
IN -85-789-00201 T50081	MP	70204	S	WBN	1	N N N N		QTC	UPPER SITE MANAGEMENT STANDS AROUND WATCHING THE CRAFTS GO HOME, BUT CA N'T SEEM TO KEEP THE JOB IN MATERIAL . NO FURTHER DETAILS AVAILABLE.	
02	MP	70209	S	WBN	2	NA NA NA NA				
IN -85-793-01001 T50261	MP	70206	N	WBN	1	N N N N		QTC	LOWER MANAGEMENT ISSUED DISCIPLINARY ACTION TO AN EMPLOYEE WHO WAS FOLLO WING THE DIRECT ORDERS OF UPPER MANA GEMENT. (NAMES/DETAILS KNOWN TO QTC , WITHHELD TO MAINTAIN CONFIDENTIALI TY). NO FURTHER INFORMATION MAY BE RELEASED. CONSTRUCTION DEPARTMENT C ONCERN. CI HAS NO FURTHER INFORMATI ON.	
IN -85-796-00101 T50082	MP	70206	N	WBN	1	N N N N		QTC	C/I GIVEN ORAL WARNING FOR REPORTING AN OCCUPATIONAL INJURY TO TVA MEDIC AL. DETAILS KNOWN TO QTC, WITHHELD DUE TO CONFIDENTIALITY. NO FURTHER DETAILS AVAILABLE.	

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: 702 ARBITRARY DISCIPLINARY ACTION IS CONDONED

PAGE - 37
 RUN TIME - 10:04:39
 RUN DATE - 03/10/87

CATEGORY: MP MGT. & PERS. ISSUES

CONCERN NUMBER	CAT	SUB CAT	S H R D	PLT LOC	1 REPORT APPL 2 SAF RELATED BF BL SQ WB	HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION	REF. SECTION CAT - MP SUBCAT - 702
IN -85-798-00601 T50151	MP	70206	N	WBN	1 N N N N 2 NA NA NA NA	IN-85-798-006	QTC	"HEAD COUNTS" ARE PERFORMED TO DETERMINE THE CRAFT EFFICIENCY (% OF CRAFTS WORKING), BUT DO NOT REALISTICALLY MEASURE "WORK". FOR EXAMPLE, IF A WELDER AND FITTER ARE WORKING TOGETHER, AND THE WELDER IS WAITING ON THE FITTER TO FINISH SOMETHING, THE WELDER IS CONSIDERED LOAFING AND WASTING TIME. IF TWO CRAFT ARE CARRYING A PIECE OF MATERIAL (REGARDLESS OF SIZE OR WEIGHT), IT IS NOT CONSIDERED "DIRECT WORK". CONSTRUCTION DEPT CONCERN. CI HAS NO FURTHER INFORMATION. NO FOLLOW-UP REQUIRED.	
IN -85-808-00101 T50082	IH	60200	S	WBN	1 N N N Y 2 NA NA NA NO		QTC	C/I THREATENED WITH DISCIPLINARY ACTION FOR SLOW WORK PROGRESS. WHEN DELAYS IN WORK HAVE BEEN DUE TO ENGINEERING AND INSPECTION PERSONNEL. DETAILS KNOWN TO QTC - WITHHELD DUE TO CONFIDENTIALITY. NO FURTHER DETAILS AVAILABLE.	
02	MP	70202	S	WBN	1 N N N N 2 NA NA NA NA				
IN -85-809-00201 T50078	MP	70209	N	WBN	1 N N N N 2 NA NA NA NA	IN-85-809-002	QTC	ALL EMPLOYEES ARE TOLD TO REPORT AN INJURY, NO MATTER HOW SMALL. HOWEVER, INDIVIDUALS (GENERIC) REPORTING TO MEDICAL ARE GIVEN LETTERS. TWO LETTERS AND AN INDIVIDUAL GETS TWO WEEKS OFF. THIS POLICY HAS KEPT EMPLOYEES (NO NAMES GIVEN) FROM SEEKING PROPER MEDICAL ATTENTION FOR JOB RELATED INJURIES. NO FURTHER DETAILS AVAILABLE.	
IN -85-820-00201 T50083	MP	70205	N	WBN	1 N N N N 2 NA NA NA NA		QTC	FOREMEN HAVE TOO MUCH STRESS IN THAT: (1) THERE IS NOT ENOUGH TIME TO ACCOMPLISH ALL THE TASKS ASSIGNED. (2) THE CONSTANT THREATS OF HAVING A "LETTER" INSERTED IN YOUR PERSONNEL FILE. NO FURTHER DETAILS AVAILABLE.	

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

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

TENNESSEE VALLEY AUTHORITY
 OFFICE OF NUCLEAR POWER
 EMPLOYEE CONCERN PROGRAM SYSTEM (ECP)
 EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY
 SUBCATEGORY: 702 WR ENFORCEMENT IS INCONSISTENT

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

CATEGORY: MP MGT. & PERS. ISSUES

CONCERN NUMBER	CAT	SUB CAT	S H R D	PLT LOC	1 REPORT APPL 2 SAF RELATED BF BL SQ WB	HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION	REF. SECTION CAT - MP SUBCAT - 702
IN -85-821-00401 T50199	IH	60400	S	WBN	1 2		QTC	TVA MANAGEMENT DISCRIMINATES WHEN TAKING DISCIPLINARY ACTION AGAINST EMPLOYEES. A GROUP OF WORKERS WERE CAUGHT VIOLATING A TVA RULE. THEY WERE ALL TERMINATED. AN OTHER GROUP OF WORKERS WERE CAUGHT VIOLATING THE SAME RULE, BUT THEY WERE NOT FIRED. CONSTRUCTION DEPT. CONCERN. CI HAS NO ADDITIONAL INFORMATION. (NAMES AND DETAILS ARE KNOWN TO QTC AND ARE WITHHELD TO MAINTAIN CONFIDENTIALITY.	
02	MP	70203	S	WBN	1 N N N N 2 NA NA NA NA				
IN -85-824-00301 T50071	MP	70204	N	WBN	1 N N N N 2 NA NA NA NA		QTC	SUPERVISION IS MORE CONCERNED ABOUT PUNISHING CRAFTS (GENERIC) THAN INSURING QUALITY WORKMANSHIP (NO SPECIFICS GIVEN). NO ADDITIONAL INFORMATION AVAILABLE.	
IN -85-831-00201 T50086	MP	70209	N	WBN	1 N N N N 2 NA NA NA NA	IN-85-831-002	QTC	CRAFTS (GENERIC) RECEIVE LETTERS FOR GOING TO MEDICAL. THIS PRACTICE HAS RESULTED IN EMPLOYEES NOT REPORTING OR SEEKING MEDICAL ATTENTION FOR JOBS RELATED INJURIES.	
IN -85-834-00101 T50084	MP	70201	N	WBN	1 N N N N 2 NA NA NA NA	IN-85-834-001	QTC	PERSONNEL (DEPARTMENT KNOWN) LEAVE THE SITE APPROX. 15 MIN. EARLY EVERY DAY. THE REASON GIVEN IS THAT THEY COME EARLY AND THEREFORE LEAVE EARLY. THIS IS NOT TRUE IN THAT THEY DON'T ALL GET HERE EARLY. WHY DOES TVA HAVE TWO SETS OF RULES?	
IN -85-835-00101 T50084	MP	70203	N	WBN	1 N N N N 2 NA NA NA NA		QTC	DIFFERENTIAL TREATMENT OF EMPLOYEES. SOME HAVE BEEN FIRED WHEN THEY WERE CAUGHT SLEEPING AND OTHERS WERE NOT. FRIENDS OF PEOPLE IN CHARGE ARE NOT LAID OFF WHEN THEIR CO-WORKERS ARE. FRIENDS GET RE-CLASSIFIED AND ASSIGNED IN OTHER AREAS ON SITE.	

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

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

TENNESSEE VALLEY AUTHORITY
 OFFICE OF NUCLEAR POWER
 EMPLOYEE CONCERN PROGRAM SYSTEM (ECPS)
 EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY
 SUBCATEGORY: 702 ARBITRARY AND INCONSISTENT DISCIPLINE

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

CATEGORY: MP MGT. & PERS. ISSUES

CONCERN NUMBER	CAT	SUB CAT	S H R D	PLT LOC	1 REPORT APPL 2 SAF RELATED BF BL SQ WB	HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION	REF. SECTION CAT - MP SUBCAT - 702
IN -85-836-00101 T50089	MP	70205	N	WBN	1 N N N N 2 NA NA NA NA		QTC	AN EMPLOYEE SHOULD NOT BE THREATENED TO "BE FIRED AND NEVER AGAIN BE REH IRED", IF THE EMPLOYEE RECEIVES TWO LETTERS FOR SAFETY VIOLATIONS. THE CONCEPT OF "THREATS" INCREASES THE POSSIBILITY OF A SAFETY RELATED ACCIDENT.	
IN -85-852-00301 T50086	MP	70209	S	WBN	1 N N N N 2 NA NA NA NA		QTC	WELDING CERTIFICATIONS ARE PULLED FOR BEING ONE DAY DELINQUENT ON RENEWAL. TIME FRAME MID-1983. WELDING PROCESSES SMAW/TIG ON CARBON AND STAINLESS STEEL.	
	02	WE		50103	S WBN	1 N N N Y 2 NA NA NA SR			
IN -85-856-00101 T50254	MP	70203	N	WBN	1 N N N N 2 NA NA NA NA		QTC	MANAGEMENT DOES NOT ENFORCE RULES AND POLICIES EQUALLY. CONSTRUCTION DEPARTMENT CONCERN. (NAMES/DETAILS KNOWN TO QTC AND RELEASE OF INFORMATION WOULD JEOPARDIZE CI'S CONFIDENTIALITY.) NO ADDITIONAL INFORMATION MAY BE RELEASED. NO FOLLOW-UP REQUIRED	
IN -85-856-00201 T50094	MP	70205	N	WBN	1 N N N N 2 NA NA NA NA		QTC	CI WAS GIVEN TIME OFF UNFAIRLY WHEN TRYING TO ARRANGE TO MEET THE NEEDS OF THE CREWS HE SUPPORTS. (NAMES/DETAILS KNOWN TO QTC AND RELEASE OF THIS INFORMATION WOULD JEOPARDIZE CI'S CONFIDENTIALITY) NO MORE INFORMATION AVAILABLE. NO FOLLOW-UP REQUIRED.	
IN -85-857-00101 T50090	MP	70209	N	WBN	1 N N N N 2 NA NA NA NA		QTC	EMPLOYEES AVOID GOING TO MEDICAL FOR TREATMENT FOR A JOB RELATED INJURY DUE TO THE POSSIBILITY OF RECEIVING A DISCIPLINARY LETTER.	

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: 702 ARBITRARY DISCIPLINARY ACTION IS CONDONED

PAGE - 40
 RUN TIME - 10:04:39
 RUN DATE - 03/10/87

CATEGORY: MP MGT. & PERS. ISSUES

CONCERN NUMBER	CAT	SUB CAT	S R D	PLT LOC	1 REPORT APPL				HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION	REF. SECTION CAT - MP SUBCAT - 702
					2	SAF	BL	SQ				
IN -85-865-00101 T50154	IH	60400	S	WBN	1					QTC	ON SEVERAL OCCASIONS, PUBLIC SAFETY HAS CAUGHT EMPLOYEES ON SITE DRUNK WITH ALCOHOL AND WITH POSSESSION OF DRUGS. THESE ACTIONS WERE DOCUMENTED AND TURNED OVER CMA OFFICE FOR ACTION. DUE TO MISHANDLING OF THE CASES BY CMA, SEVERAL OF THESE EMPLOYEES ARE STILL ON SITE. CI HAS NO FURTHER INFORMATION. CONSTR. DEPT. CONCERN. FOLLOWUP NOT REQUIRED.	
	02	MP 70206	S	WBN	1	N	N	N	N			
					2	NA	NA	NA	NA			
IN -85-891-00101 T50094	MP	70209	N	WBN	1	N	N	N	N	QTC	PERSONNEL SAFETY POLICY IS INCONSISTENTLY APPLIED BY MANAGEMENT. EMPLOYEES ARE URGED TO GO TO TVA MEDICAL WHENEVER THEY ARE INJURED, THEN ARE "CALLED ON THE CARPET" BY MANAGEMENT FOR DOING SO AND FOR BEING INJURED IN THE FIRST PLACE. DETAILS KNOWN TO QTC, WITHHELD DUE TO CONFIDENTIALITY. NO FURTHER DETAILS AVAILABLE. NO FOLLOW UP REQUIRED.	
					2	NA	NA	NA	NA			
IN -85-918-00201 T50136	IH	60400	S	WBN	1					QTC	THERE ARE TOO MANY MANAGERS ON SITE TO BE EFFECTIVE. TVA POLICY IS BEING ENFORCED DIFFERENTLY ON SOME PEOPLE, DEPENDING ON WHO THEY KNOW. EXAMPLE: AN EMPLOYEE DID NOT GET FIRED WHEN CAUGHT WIRETAPPING. CI HAS NO FURTHER INFORMATION. CONSTRUCTION DEPT CONCERN.	
	02	MP 70205	S	WBN	1	N	N	N	N			
					2	NA	NA	NA	NA			
IN -85-936-00101 T50095	MP	70208	N	WBN	1	N	N	N	N	QTC	PERSONNEL (KNOWN) GIVEN ORAL REPRIMAND BY MANAGER (KNOWN) FOR MINOR DOCUMENTATION INFRACTION. INFRACTION DID NOT AFFECT QUALITY, AND PERSONNEL ARE NOT HABITUAL OFFENDERS. IT HURTS MORAL WHEN GOOD WORKERS ARE UNDULY REPRIMANDED. CI HAS NO FURTHER INFORMATION. NO FOLLOW UP REQUIRED.	
					2	NA	NA	NA	NA			

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

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

TENNESSEE VALLEY AUTHORITY
 OFFICE OF NUCLEAR POWER
 EMPLOYEE CONCERN PROGRAM SYSTEM (ECP)
 EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY
 SUBCATEGORY: 702 CRAFTS HELD MORE STRICTLY TO WR THAN SALARY POLICY

PAGE - 41
 RUN TIME - 10:04:39
 RUN DATE - 03/10/87

CATEGORY: MP MGT. & PERS. ISSUES

CONCERN NUMBER	CAT	SUB CAT	S H R D	PLT LOC	1 REPORT 2 SAF RELATED	APPL BF BL SQ WB	HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION	REF. SECTION CAT - MP SUBCAT - 702
IN -85-958-00301 T50113	MP	70202	N	WBN	1 N N N N 2 NA NA NA NA			QTC	DOUBLE STANDARD BETWEEN CRAFT AND ANNUAL PERSONNEL. AS AN EXAMPLE, IF WELDERS/FITTERS MAKE A MISTAKE THAT RESULTS IN AN NCR, THEY GET TWO WEEKS SUSPENSION WITHOUT PAY. WHERE AS IF INSPECTORS MAKE THE SAME OR SIMILAR MISTAKE THEY WILL NOT. NAMES KNOWN TO ERT. CI HAS NO ADDITIONAL INFORMATION.	
IN -85-976-00101 T50111	MP	70204	N	WBN	1 N N N N 2 NA NA NA NA			QTC	CI STATES THAT BECAUSE OF PUNISHMENT THE NUCLEAR WORKER MIGHT RECEIVE (2 WEEKS OFF) THE POTENTIAL EXISTS FOR A MISTAKE TO GO UNREPORTED. CI FEELS THAT GOOD LEADERSHIP IS BETTER THAN "CRACKING THE WHIP". CI HAS NO ADDITIONAL INFORMATION. NO FURTHER FOLLOW UP REQUIRED.	
IN -85-979-00101 T50112	MP	70201	S	WBN	1 N N N N 2 NA NA NA NA		IN-85-979-001	QTC	DOUBLE SAFETY STANDARD FOR DIFFERENT DIVISIONS. SOME EMPLOYEES MUST WEAR HELMET AND GLASSES WHILE EATING LUNCH, OTHERS WEAR JOGGING CLOTHES. CI HAS NO ADDITIONAL INFORMATION. NO FOLLOW UP REQUIRED.	
	02	SF	90110	S	WBN	1 Y N Y Y 2 NO NA NO NO				
IN -85-998-00101 T50100	MP	70201	N	WBN	1 N N N N 2 NA NA NA NA			QTC	CONSTRUCTION SHOULD NOT BE ALLOWED TO HAVE RADIOS ON SITE, BECAUSE THEY ARE PLAYED TO LOUD AND THE CRAFT LISTENS TO THEM WHEN THEY SHOULD BE WORKING. CI HAS NO ADDITIONAL INFORMATION. FOLLOW UP REQUIRED.	
IN -86-026-00101 T50248	MP	70208	N	WBN	1 N N N N 2 NA NA NA NA			QTC	PERSONNEL INCIDENT RESULTING IN LOSS OF EMPLOYMENT. DETAILS KNOWN TO QTC, WITHHELD DUE TO CONFIDENTIALITY. NO FURTHER INFORMATION MAY BE RELEASED. NO FURTHER INFORMATION AVAILABLE IN FILE. CONSTRUCTION DEPARTMENT CONCERN. NO FOLLOW UP REQUIRED.	

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 (ECP)
 EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY
 SUBCATEGORY: 702 EXCESSIVE EMPHASIS ON WR ENFORCEMENT

PAGE - 42
 RUN TIME - 10:04:39
 RUN DATE - 03/10/87

CATEGORY: MP MGT. & PERS. ISSUES

CONCERN NUMBER	CAT	SUB CAT	S H R D	PLT LOC	1 REPORT APPL 2 SAF RELATED BF BL SQ WB	HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION	REF. SECTION CAT - MP SUBCAT - 702
IN -86-031-00201 T50113	MP	70204	N	WBN	1 N N N N 2 NA NA NA NA		QTC	"WHITE HATS" SHOULD BE MORE CONCERNED WITH QUALITY AND PRODUCTION THAN WHETHER A MAN QUILTS FIVE TO TEN MINUTES EARLY FOR LUNCH OR AT QUITTING TIME. CI HAS NO ADDITIONAL INFORMATION.	
IN -86-033-00201 T50110	MP	70203	N	WBN	1 N N N N 2 NA NA NA NA		QTC	"DOUBLE STANDARD" IN ENFORCEMENT OF JOB RULES. FOR INFRACTIONS WHICH ARE TERMINATEABLE, SOME EMPLOYEES ARE NOT DISCIPLINED AT ALL. (INCIDENT DETAILS KNOWN). CI HAS NO FURTHER INFORMATION.	
IN -86-039-00101 T50110	MP	70210	S	WBN	1 N N N N 2 NA NA NA NA		QTC	IF IT IS IMPORTANT ENOUGH TO ISSUE AN ORAL WARNING (TWO ORAL WARNINGS DETERMINE 5 DAYS OFF) WHEN A WELDER DOES NOT RETURN THE WELD RODS/STUBS THEN A BETTER SYSTEM NEEDS TO BE IMPLEMENTED THAT VERIFYS WHEN A WELDER DOES RETURN THE WELD RODS/STUBS. CI HAS NO MORE INFORMATION.	
02	WE	50301	S	WBN	1 N N N Y 2 NA NA NA SR				
IN -86-042-00101 T50112	MP	70205	N	WBN	1 N N N N 2 NA NA NA NA		QTC	CI WAS ISSUED AN UNJUSTIFIED QA LETTER (NAMES/DETAILS KNOWN TO QTC AND RELEASE OF THIS INFORMATION WOULD JEOPARDIZE CI'S CONFIDENTIALITY). CI HAS NO MORE INFORMATION. NO FOLLOW UP REQUIRED.	
IN -86-042-00201 T50112	MP	70207	N	WBN	1 N N N N 2 NA NA NA NA		QTC	CI FEELS HIS GROUP IS BEING SET UP FOR ADVERSE ACTION (NAMES/DETAILS KNOWN TO QTC AND RELEASE OF THIS INFORMATION WOULD JEOPARDIZE CI'S CONFIDENTIALITY). CI HAS NO MORE INFORMATION. FOLLOW UP REQUIRED.	

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

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

TENNESSEE VALLEY AUTHORITY
 OFFICE OF NUCLEAR POWER
 EMPLOYEE CONCERN PROGRAM SYSTEM (ECPS)
 EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY
 SUBCATEGORY: 702 DISCIPLINARY ACTION TOO SEVERE FOR WR VIOLATION

PAGE - 43
 RUN TIME - 10:04:39
 RUN DATE - 03/10/87

CATEGORY: MP MGT. & PERS. ISSUES

CONCERN NUMBER	CAT	SUB CAT	S H R D	PLT LOC	1 REPORT APPL 2 SAF RELATED BF BL SQ WB	HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION	REF. SECTION CAT - MP SUBCAT - 702
IN -86-046-00201 T50189	MP	70208	N	WBN	1 N N N N 2 NA NA NA NA		QTC	CI WAS GIVEN A QA VIOLATION LETTER F OR IMPROPER WELDING. CI WAS WAS FOL LOWING THE FOREMAN'S DIRECTION WHEN THE VIOLATION OCCURRED. DETAILS KNH WN TO QTC, WITHHELD DUE TO CONFIDENT IALITY. CI WOULD NOT PROVIDE ADDITI ONAL INFORMATION. CONSTRUCTION DEPT CONCERN. UNIT 1.	
IN -86-051-00101 T50114	MP	70202	N	WBN	1 N N N N 2 NA NA NA NA		QTC	MANAGEMENT ANNUAL EMPLOYEES AND CRAF T HAVE DUAL STANDARDS. THE EATING F ACILITY FOR CRAFT IS SUBSTANDARD. TH ERE IS ONE MICROWAVE FOR MANY CRAFT AND 5 OR 6 MICROWAVES FOR VERY FEW " WHITE HATS". THERE ARE DIFFERENT PR ICES IN VENDING MACHINES FOR CRAFT A ND NUC. POWER (CRAFT PRICES ARE HIGH ER). ANNUAL EMPLOYEES CAN LEAVE EAR LY AND HAVE PREFERENTIAL PARKING. C I HAS NO FURTHER INFORMATION. CONST RUCTION CONCERN	
IN -86-079-00401 T50117	MP	70206	N	WBN	1 N N N N 2 NA NA NA NA	IN-86-079-004	QTC	CI UNFAIRLY PASSED OVER FOR PROMOTIO N DUE TO ALLEGED INCIDENT OF WASTING TIME. DETAILS KNOWN TO QTC, WITHHE LD DUE TO CONFIDENTIALITY. NUCLEAR POWER CONCERN. CI HAS NO FURTHER IN FORMATION NO FOLLOW UP REQUIRED.	
IN -86-126-00101 T50131	MP	70204	N	WBN	1 N N N N 2 NA NA NA NA	IN-86-126-001	QTC	UPPER LEVEL CONST MANAGEMENT IS MORE CONCERNED ON CATCHING AN EMPLOYEE B REAKING A JOB RULE THAN THEY ARE IF THE JOB IS DONE RIGHT. CI HAS NO AD DITIONAL INFORMATION. CONST CONCERN	

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: 702 EXCESSIVE EMPHASIS ON WR ENFORCEMENT

PAGE - 44
 RUN TIME - 10:04:39
 RUN DATE - 03/10/87

CATEGORY: MP MGT. & PERS. ISSUES

CONCERN NUMBER	CAT	SUB CAT	S H R D	PLT LOC	1 REPORT APPL 2 SAF RELATED BF BL SQ WB	HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION	REF. SECTION CAT - MP SUBCAT - 702
IN -86-128-00101 T50128	MP	70204	N	WBN	1 N N N N 2 NA NA NA NA		QTC	UPPER MANAGEMENT PERFORMS FOREMEN SUPERVISORY FUNCTIONS BY STANDING AROUND THE COKE MACHINE OR BY THE EXIT GATE, ATTEMPTING TO FIND EMPLOYEES ENGAGED IN WRONGDOING. CI HAS NO ADDITIONAL INFORMATION. CI FEELS THIS IS A WASTE OF UPPER MANAGEMENT'S TIME. CONST CONCERN/INVOLVED CRAFT-ALL/ON-GOING SITUATION.	
IN -86-134-00301 T50124	MP	70209	N	WBN	1 N N N N 2 NA NA NA NA	IN-86-134-003	QTC	THE MORALE OF EMPLOYEES IS LOW DUE TO MANAGEMENT PUSHING FOR HIGH PRODUCTION YET NOT ASSISTING CRAFT FOR RELIEF FROM THEIR INSTALLATION RESTRAINTS, IE. CONTROLLED WORK PROCEDURES. QC INSTRUCTIONS, DRAWINGS, ETC, ARE NOT AVAILABLE. QC TRAINING, UNFAIR DISCIPLINARY ACTION DUE TO IRN'S RECEIVED AND INSENSITIVITY TO CRAFT DOWN TIME WAITING ON INSPECTIONS, ENGINEERS, MATERIALS, AND YET INSISTING ON HIGH PRODUCTION QUOTA OF HANGERS PER WEEK. CI HAS NO FURTHER INFORMATION. CONST. DEPT. CONCERN.	
IN -86-142-00201 T50131	MP	70204	N	WBN	1 N N N N 2 NA NA NA NA		QTC	CRAFT SUPERVISION (NAMES KNOWN) SPEND TOO MUCH TIME "SNEAKING AROUND" TRYING TO CATCH SOMEONE SLEEPING, OUT OF THEIR WORK AREA, OR SOMETIMES JUST HARASSING CRAFT BECAUSE THEY (SUPERVISION) DON'T HAVE ANYTHING BETTER TO DO. CONSTRUCTION CONCERN.	
IN -86-146-00201 T50235	MP	70208	N	WBN	1 N N N N 2 NA NA NA NA		QTC	CRAFT ARE THREATENED WITH DISCIPLINARY LETTERS FOR POOR CRAFTSMANSHIP IF ONE ARC STRIKE IS FOUND ON A HANGER INSPECTION. CONSTRUCTION DEPARTMENT CONCERN. CI HAS NO FURTHER INFORMATION. NO FOLLOW UP REQUIRED.	

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: 702 WRS ARE UNCLEAR AND ILL-DEFINED

PAGE - 45
 RUN TIME - 10:04:39
 RUN DATE - 03/10/87

CATEGORY: MP MGT. & PERS. ISSUES

CONCERN NUMBER	CAT	SUB CAT	S H R D	PLT LOC	1 REPORT APPL 2 SAF RELATED BF BL SQ WB	HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION	REF. SECTION CAT - MP SUBCAT - 702
IN -86-147-00301 T50249	MP	70210	N	WBN	1 N N N N 2 NA NA NA NA		QTC	THE POLICY FOR DETERMINING EXCUSED/UNEXCUSED ABSENCES IS UP TO THE GENERAL FOREMAN. SOMETIMES THE FOREMEN ARE NOT AWARE OF THE GF'S INTERPRETATION. THIS POLICY SHOULD BE A KNOWN STANDARD. CONSTRUCTION DEPARTMENT CONCERN. NO ADDITIONAL INFORMATION AVAILABLE IN FILE. NO FOLLOW UP REQUIRED.	
IN -86-154-00201 T50249	MP	70201	N	WBN	1 N N N N 2 NA NA NA NA		QTC	TVA DOES NOT TREAT ALL EMPLOYEES EQUALLY WHO VIOLATE REGULATIONS. THOSE EMPLOYEES WHO ARE IN THE "CLIQUE" CAN GET AWAY WITH ANYTHING WHILE OTHERS ARE PUNISHED. CONSTRUCTION DEPARTMENT CONCERN. NO ADDITIONAL INFORMATION AVAILABLE IN FILE. NO FOLLOW UP REQUIRED.	
IN -86-174-00101 T50124	MP	70202	N	WBN	1 N N N N 2 NA NA NA NA		QTC	CRAFT WORKERS DO NOT HAVE EQUAL BENEFITS WITH SUPERVISION PERSONNEL AND ENGINEERS. EXAMPLE-1 MICROWAVE IN LUNCH ROOM FOR 3000 CRAFT-6 MICROWAVES FOR WHITE HATS, NO REFRIGERATOR OR COFFEE POT FOR CRAFT. CI HAS NO FURTHER INFORMATION. CONST. DEPT. CONCERN. FOLLOW UP REQUIRED.	
IN -86-181-00201 T50125	MP	70203	N	WBN	1 N N N N 2 NA NA NA NA		QTC	CRAFT SUPERVISION (NAMES KNOWN) DOES NOT ADMINISTER THE ABSENTEEISM POLICY INDISCRIMINATELY TO THE CRAFT (KNOW) UNDER THEIR SUPERVISION. ADDITIONAL DETAILS KNOWN TO QTC, WITHHELD DUE TO CONFIDENTIALITY. CONST. DEPT CONCERN. CI HAS NO FURTHER INFORMATION. NO FOLLOW UP REQUIRED.	

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: 702 WRS ARE UNCLEAR AND ILL-DEFINED

PAGE - 46
 RUN TIME - 10:04:39
 RUN DATE - 03/10/87

CATEGORY: MP MGT. & PERS. ISSUES

CONCERN NUMBER	CAT	SUB CAT	S H R D	PLT LOC	1 REPORT APPL 2 SAF RELATED BF BL SQ WB	HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION	REF. SECTION CAT - MP SUBCAT - 702
IN -86-204-00201 T50219	MP	70210	N	WBN	1 N N N N 2 NA NA NA NA		QTC	DISCIPLINARY LETTERS ARE BEING ISSUE D TO CRAFT FOREMEN/CREWS AS A RESULT OF IRN'S, (INSPECTION REJECTION NOT ICE) BEING ISSUED AGAINST THEIR WORK . NO WRITTEN GUIDELINES HAVE BEEN ESTABLISHED BY MANAGEMENT AS TO THE NUMBER OF IRN'S A FOREMAN/CREW CAN RECEIVE BEFORE A DISCIPLINARY LETTER IS ISSUED. MANAGEMENT (KNOWN) DOES NOT REVIEW AND EVALUATE THE REASON FOR THE IRN, NOR DO THEY DISCUSS THE JUSTIFICATION OF THE IRN WITH THE FOREMAN. TOO MANY DISCIPLINARY LETTERS WITHIN A SIX MONTH PERIOD WILL	
IN -86-205-00401 T50148	MP	70205	N	WBN	1 N N N N 2 NA NA NA NA		QTC	CRAFT'S MAIN GRIPE WITH MANAGEMENT IS JOB RULES, E.G. CRAFT RISK LETTER WHILE WAITING FOR ENGINEERING DECISION OR DC INSPECTION. ALSO, SUPERVISORS (KNOWN) AREN'T QUALIFIED. THEY CAN'T READ PRINTS AND CAN'T RESOLVE DISPUTES BETWEEN CRAFT AND ENGINEERING. CONSTR. DEPT. CONCERN. CI HAS NO FURTHER INFORMATION. NO FOLLOWUP REQUIRED.	
IN -86-206-00201 T50228	MP	70205	N	WBN	1 N N N N 2 NA NA NA NA		QTC	CI RECEIVED AN UNFAIR WRITTEN WARNING. DETAILS KNOWN TO QTC WITHHELD DUE TO CONFIDENTIALITY. NO FURTHER INFORMATION MAY BE RELEASED. CONSTRUCTION DEPT. CONCERN. CI HAS NO FURTHER INFORMATION. NO FOLLOW-UP REQUIRED.	
IN -86-233-00101 T50141	MP	70201	N	WBN	1 N N N N 2 NA NA NA NA	IN-86-233-001	QTC	PROJECT RULES AND REGULATIONS FOR ALL PERSONNEL AT WBNP (CONSTR. AND POWER) SHOULD BE EXACTLY THE SAME RULES . CURRENTLY, DIFFERENCES EXISTS BETWEEN THE TWO DIVISIONS IN AREAS SUCH AS PERSONNEL DISCIPLINE, TRAFFIC REGULATIONS, ETC. CI HAS NO FURTHER INFORMATION. CONSTRUCTION DEPT. CONCERN.	

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: 702 WRS ARE INEFFECTIVE AND RESTRICT WORK

PAGE - 47
 RUN TIME - 10:04:39
 RUN DATE - 03/10/87

CATEGORY: MP MGT. & PERS. ISSUES

CONCERN NUMBER	CAT	SUB CAT	S H R D	PLT LOC	1 REPORT APPL 2 SAF RELATED BF BL SQ WB	HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION	REF. SECTION CAT - MP SUBCAT - 702
IN -86-234-00201 T50155	IH	60400	S	WBN	1 2		QTC	TVA EMPLOYEES WASTE TIME BY GOOFING OFF, TALKING, SHOOTING RUBBER BANDS, SITTING AND DISCUSSING BASEBALL, SELLING A.L. WILLIAMS INSURANCE, DOING NON-TVA SCHOOL WORK, OR EVEN DOING NOTHING. SOME PEOPLE DO THESE THINGS ALL DAY LONG. THIS GOES ON IN STARTUP/COORDINATION, M&M AND ENGINEERING, AS WELL AS ADMINISTRATIVE UNITS. CI HAS NO MORE SPECIFIC INFORMATION. CONSTR. DEPT. CONCERN. NO FOLLOW UP REQUIRED.	
02	MP	70209	S	WBN	1 N N N N 2 NA NA NA NA				
IN -86-246-00301 T50142	IH	60200	S	WBN	1 N N N Y 2 NA NA NA NO		QTC	CI RECEIVED A DISCIPLINARY LETTER WHICH HE DID NOT DESERVE AND WAS NOT GIVEN AN OPPORTUNITY TO PRESENT HIS CASE (INCLUDING FIVE WITNESSES). NUCLEAR POWER CONCERN. CI HAS NO FURTHER INFORMATION.	
02	MP	70206	S	WBN	1 N N N N 2 NA NA NA NA				
IN -86-253-00101 T50145	MP	70202	N	WBN	1 N N N N 2 NA NA NA NA		QTC	DIFFERENTIAL TREATMENT AND HARRASSMENT OF THE WORKERS BY MANAGEMENT. THE LETTER OF REPRIMAND POLICY IS USED TOO MUCH AND LOWERS THE MORALE OF THE WORKER. MANAGEMENT IS ALLOWED COFFEE BREAKS, AND THE CRAFT ARE NOT. CI DOES NOT FEEL THIS IS PROPER. CONSTRUCTION DEPT. CONCERN. CI HAS NO FURTHER INFORMATION. NO FOLLOW UP REQUIRED.	
IN -86-253-00201 T50145	MP	70204	N	WBN	1 N N N N 2 NA NA NA NA		QTC	MANAGEMENT CONSTANTLY OBSERVING THE CRAFT IN THE FIELD LOWERS THE MORALE OF THE WORKERS. CI FEELS THE FOREMAN IS RESPONSIBLE FOR THE ACTIONS AND DIRECTION GIVEN TO A CREW. MANAGEMENT HAS BEEN WRITING LETTERS REPRIMANDING CRAFT, AND QUALITY AND PRODUCTION SUFFERS. CONSTRUCTION DEPT. CONCERN. CI HAS NO ADDITIONAL INFORMATION. NO FOLLOW UP REQUIRED.	

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

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

TENNESSEE VALLEY AUTHORITY
 OFFICE OF NUCLEAR POWER
 EMPLOYEE CONCERN PROGRAM SYSTEM (ECPS)
 EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY
 SUBCATEGORY: 702 CRAFTS HELD MORE STRICTLY TO WR THAN SALARY POLICY

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

CATEGORY: MP MGT. & PERS. ISSUES

CONCERN NUMBER	CAT	SUB CAT	S H R D	PLT LOC	1 REPORT APPL 2 SAF RELATED BF BL SQ WB	HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION	REF. SECTION CAT - MP SUBCAT - 702
IN -86-257-00101 T50144	MP	70202	N	WBN	1 N N N N 2 NA NA NA NA		QTC	CI AND OTHERS WERE DISCIPLINED FOR A JOB RULE VIOLATION, WHILE SPECIFIC MANAGEMENT DID NOT RECEIVE ANY DISCIPLINE FOR THE SAME RULE VIOLATION. CI FEELS THIS WAS DISCRIMINATION. (NAMES/DETAILS TO THE SPECIFIC CASE ARE KNOWN TO QTC AND WITHHELD TO MAINTAIN CONFIDENTIALITY). CONSTRUCTION DEPT. CONCERN. CI HAS NO FURTHER INFORMATION. NO FOLLOW UP REQUIRED.	
IN -86-259-01201 T50149	MP	70206	N	WBN	1 N N N N 2 NA NA NA NA		QTC	A GENERAL FOREMAN GAVE AN EMPLOYEE A QA LETTER. A WITNESS TESTIFIED THE EMPLOYEE DID NOT PERFORM THE ACT FOR WHICH THE LETTER WAS GIVEN. CONSTRUCTION DEPT. CONCERN. CI HAS ADDITIONAL INFORMATION. (NAMES AND DETAILS OF THIS SPECIFIC CASE ARE KNOWN TO QTC AND WITHHELD TO MAINTAIN CONFIDENTIALITY). NO FOLLOW-UP REQUIRED.	
IN -86-261-00101 T50230	MP	70205	N	WBN	1 N N N N 2 NA NA NA NA		QTC	CONSTRUCTION SUPERVISION (KNOWN) CREATES CONFUSION AND APPREHENSION WITHIN THE CRAFTS DUE TO INCONSISTENT ENFORCEMENT OF COFFEE DRINKING RULES. CRAFTS NEVER KNOW IF THEY ARE GOING TO RECEIVE A WARNING LETTER FOR LOAFING AND WASTING TIME WHEN THEY STOP FOR COFFEE ON THE JOB. CI HAS NO ADDITIONAL DETAILS. CONSTRUCTION DEPARTMENT CONCERN. NO FOLLOW UP REQUIRED.	
IN -86-308-00401 T50160	MP	70210	N	WBN	1 N N N N 2 NA NA NA NA	IN-86-308-004	QTC	IF A PERSON'S BADGE OR SOCIAL SECURITY NUMBER IS ENTERED INCORRECTLY INTO THE COMPUTER, THE PERSON IS REQUIRED TO BE RETRAINED AND RETESTED REGARDLESS IF THAT PERSON WAS TOLD HE PASSED THE TEST. CONSTRUCTION DEPT CONCERN. (DETAILS OF THIS SPECIFIC CASE ARE KNOWN TO QTC AND WITHHELD TO MAINTAIN CONFIDENTIALITY) CI HAS NO ADDITIONAL INFORMATION. NO FOLLOWUP REQUIRED.	

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

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

TENNESSEE VALLEY AUTHORITY
 OFFICE OF NUCLEAR POWER
 EMPLOYEE CONCERN PROGRAM SYSTEM (ECPS)
 EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY
 SUBCATEGORY: 702 WRS ARE INEFFECTIVE AND RESTRICT WORK

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

CATEGORY: MP MGT. & PERS. ISSUES

CONCERN NUMBER	CAT	SUB CAT	S H R D	PLT LOC	1 REPORT APPL 2 SAF RELATED BF BL SQ WB	HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION	REF. SECTION CAT - MP SUBCAT - 702
IN -86-311-00401 T50256	MP	70209	N	WBN	1 N N N N 2 NA NA NA NA		QTC	IF A PERSON GETS HURT ON THE JOB AND GOES TO MEDICAL, THAT PERSON WILL GET AN ORAL WARNING FROM SUPERVISION. NAMES AND DETAILS KNOWN TO QTC BUT WITHHELD TO MAINTAIN CONFIDENTIALITY. NO ADDITIONAL INFORMATION MAY BE RELEASED. CONSTRUCTION DEPARTMENT CONCERN. NO FOLLOW-UP REQUIRED.	
IN -86-313-00201 T50163	MP	70206	N	WBN	1 N N N N 2 NA NA NA NA		QTC	TVA SUPERVISION IS POOR. CI RECEIVED A LETTER FOR A SAFETY VIOLATION WHICH WAS INCORRECT. WHEN THE CI ATTEMPTED TO PROTEST THE LETTER SUPERVISION BRIBED THE CI WITH A PREVIOUSLY REQUESTED TRANSFER APPROVAL. DETAILS KNOWN TO QTC, WITHHELD DUE TO CONFIDENTIALITY. CONSTRUCTION DEPT CONCERN. CI HAS NO FURTHER INFORMATION. NO FOLLOWUP REQUIRED.	
OO -85-001-00301 T50075	MP	70202	N	WBN	1 N N N N 2 NA NA NA NA	00-85-001-003	QTC	ANNUAL PERSONNEL CAN IGNORE SAFETY RULES, HOURLY PERSONNEL ARE DISCIPLINED FOR THE SAME TYPE OF SAFETY RULE VIOLATIONS. HOURLY PERSONNEL WERE TOLD IT WAS NONE OF THEIR BUSINESS WHEN THEY POINTED OUT SAFETY VIOLATIONS BY ANNUAL EMPLOYEES. (KENTUCKY DAM HYDRO PLANT) NAMES OF FOREMAN AND EMPLOYEES KNOWN; SAFETY RULE VIOLATIONS EXAMPLE: SMOKING IN NON-SMOKING AREAS, SUCH AS HIGHLY FLAMMABLE PAINT THINNER STORAGE AREA.	
PH -85-002-01401 T50166	MP	70211	N	WBN	1 N N N N 2 NA NA NA NA		QTC	EMPLOYEE TRANSFERRED AFTER OBSERVING ANOTHER EMPLOYEE VIOLATING A TVA POLICY. NAMES/DETAILS KNOWN TO QTC WITHHELD DUE TO CONFIDENTIALITY NO FOLLOW-UP REQUIRED.	

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

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

TENNESSEE VALLEY AUTHORITY
 OFFICE OF NUCLEAR POWER
 EMPLOYEE CONCERN PROGRAM SYSTEM (ECPS)
 EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY
 SUBCATEGORY: 702 WRS CHANGED TO HARASS AND TERMINATE EMPLOYEES

PAGE - 50
 RUN TIME - 10:04:39
 RUN DATE - 03/10/87

CATEGORY: MP MOT. & 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 - 702
					2	SAF	RELATED	BF				
PH -85-007-00101 T50028	MP	70207	N	WBN	1	N	N	N	N	QTC	TVA SUPERVISORY PERSONNEL WHO WRONGFULLY TERMINATE AN INDIVIDUAL, WHERE THE TERMINATION IS APPEALED AND OVERTURNED, RECEIVE NO DISCIPLINARY ACTION FOR CAUSING THE TERMINATION. THERE ARE ALLEGED TO BE INDIVIDUALS AT WBNP WHO HAVE A DOCUMENTED HISTORY OF WRONGFULLY TERMINATING INDIVIDUALS, WITH A RESULTANT COST TO TAXPAYERS IN BACK WAGES, WITH NO DISCIPLINARY ACTION TAKEN BY TVA.	
PH -85-010-00101 T50032	MP	70209	N	WBN	1	N	N	N	N	QTC	UNDULY RESTRICTIVE WORK RULES IMPACT EMPLOYEE MORALE TO THE POINT WHERE QUALITY WORK IS DIFFICULT TO OBTAIN.	
PH -85-019-00101 T50014	MP	70208	N	WBN	1	N	N	N	N	QTC	CI STATED THAT UPPER LEVEL MANAGEMENT TREATS THE EMPLOYEES LIKE "SCHOOL CHILDREN". CI STATED HE WAS 3 MINUTES EARLY WALKING TOWARDS THE EXIT GATE AND RECEIVED A LETTER OF CAUTION FROM A SUPERVISOR HE DIDN'T KNOW. CI STATED "IF YOU'RE IN THE CLINQUE IT IS A COMPLETELY DIFFERENT BALL GAME"	
SQM-86-004-00501 T50263	MP	70206	N	SQN	1	N	N	N	N	QTC	MANAGEMENT (KNOWN) ISSUED DISCIPLINARY ACTION BASED ON "HEARSAY" RATHER THAN FACTS. (NAMES/DETAILS KNOWN TO QTC, WITHHELD TO MAINTAIN CONFIDENTIALITY). NO FURTHER INFORMATION MAY BE RELEASED. NUCLEAR POWER CONCERN. CI HAS NO FURTHER INFORMATION.	
SQM-86-004-01601 T50264	IH	60400	S	SQN	1					QTC	A SPECIFIC SUPERVISOR WAS UNINTERESTED AND TOOK NO ACTION WHEN AN EMPLOYEE REPORTED THE SMOKING OF "POT" ON THE JOB BY SPECIFIC PERSONS (DEPARTMENT KNOWN). NAMES/DETAILS KNOWN TO QTC, WITHHELD TO MAINTAIN CONFIDENTIALITY. NO FURTHER INFORMATION MAY BE RELEASED. NUCLEAR POWER CONCERN. CI HAS NO FURTHER INFORMATION.	
	02	MP	70205	S	SQN	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 - RHM

TENNESSEE VALLEY AUTHORITY
 OFFICE OF NUCLEAR POWER
 EMPLOYEE CONCERN PROGRAM SYSTEM (ECPS)
 EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY
 SUBCATEGORY: 702 CONCERNS WITH INSUFFICIENT INFORMATION TO EVALUATE

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

CATEGORY: MP MGT. & PERS. ISSUES

CONCERN NUMBER	CAT	SUB CAT	S H R D	PLT LOC	1 REPORT APPL 2 SAF RELATED BF BL SQ WB	HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION	REF. SECTION CAT - MP SUBCAT - 702
WBN-86-052-00301	MP	70211	N	WBN	1 N N N N 2 NA NA NA NA		NSRS	DURING THE EXIT INTERVIEW THE CI TOLD OF A HORSEPLAYING INSTANCE (APPROXIMATELY JANUARY 27, 1986) WHERE AN INDIVIDUAL THREW A KNIFE THAT ALMOST HIT SOMEONE.	
WBP-85-011-00101 T50227	MP	70205	N	WBN	1 N N N N 2 NA NA NA NA		QTC	CI WAS GIVEN AN IMPROPER ORAL WARNING. DETAILS KNOWN TO QTC, WITHHELD DUE TO CONFIDENTIALITY. NO FURTHER INFORMATION MAY BE RELEASED. CONST. DEPT. CONCERN. CI HAS NO FURTHER INFORMATION.	
WBP-86-003-00801 T50244	MP	70203	N	WBN	1 N N N N 2 NA NA NA NA		QTC	SOME EMPLOYEES ARE DISCIPLINED FOR EXCESSIVE ABSENTEEISM WHILE OTHERS WITH MORE DAYS ABSENT ARE NOT DISCIPLINED. (NAMES/DETAILS KNOWN TO QTC AND WITHHELD TO MAINTAIN CONFIDENTIALITY.) NO FURTHER INFORMATION MAY BE RELEASED. CONSTRUCTION DEPARTMENT CONCERN. CI HAS NO FURTHER INFORMATION.	
WBP-86-005-00501 T50257	MP	70208	N	WBN	1 N N N N 2 NA NA NA NA		QTC	RULES AND REGULATIONS GOVERNING THE PROJECT ARE MORE IN LINE OR LIKENESS TO A PENAL INSTITUTION RATHER THAN A NUCLEAR PLANT. CONSTRUCTION DEPARTMENT CONCERN. NO ADDITIONAL INFORMATION AVAILABLE.	
WBP-86-010-00301 T50243	MP	70206	N	WBN	1 N N N N 2 NA NA NA NA		QTC	CI FEELS THAT A NEW SUPERVISOR SHOULD NOT BE ALLOWED TO ISSUE DISCIPLINE BASED ON A SITUATION THAT OCCURRED OVER A MONTH EARLIER UNDER A DIFFERENT SUPERVISOR THAT HAD EVALUATED THE SITUATION AND ALL DETAILS HAD BEEN RESOLVED SATISFACTORILY. (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	

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: 702 ARBITRARY DISCIPLINARY ACTION IS CONDONED

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

CATEGORY: MP MGT. & PERS. ISSUES

CONCERN NUMBER	CAT	SUB CAT	S R D	PLT LOC	1 REPORT APPL				HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION	REF. SECTION CAT - MP SUBCAT - 702			
					2	SAF	BL	SQ					WB		
WBP-86-027-00101 T50279	MP	70206	N	WBN	1	N	N	N	N	2	NA	NA	NA	QTC	CI STATED THAT MANY EMPLOYEES WERE P UNISHED BY THE GENERAL WORKING AGREE MENT OR CONTRACT, WHICH IS NOTHING M ORE THAN TVA'S POLICY. MANAGEMENT C OMMITTED A CRIME BY USING THIS GENER AL WORKING AGREEMENT AS A TOOL AND W ERE AIDED BY INTERNATIONAL LABOR BOA RD CRIMINAL ACTS AGAINST EMPLOYEES. MANAGEMENT PLAINLY STATED THAT THER E IS NOTHING ANY EMPLOYEE CAN DO ABO UT IT. BY THIS ACTION THE MANAGEMEN T STOPPED OTHER EMPLOYEES VOICING TH EIR CONCERNS. CONSTRUCTION DEPARTE MT CONCERN. C/I HAS NO FURTHER
WI -85-027-00101 T50059	MP	70206	N	WBN	1	N	N	N	N	2	NA	NA	NA	WI-85-027-001 QTC	EMPLOYEE RECEIVED REPRIMAND FOR REFU SING TO PERFORM WORK REQUESTED ANOTH ER ENGINEER (NAME KNOWN) AND FOR REC ORDING REQUESTS MADE BY SAID ENGINEE R IN A FORMAT DISTASTEFUL TO HIS SUP ERVISOR (NAME KNOWN). THIS EPISODE IS AN EXAMPLE OF HOW MANAGEMENT CAUS ES BAD MORALE BY POOR MANAGEMENT.
WI -85-035-00601 T50095	MP	70210	N	WBN	1	N	N	N	N	2	NA	NA	NA	WI-85-035-006 QTC	ENGINEERING AIDES AND DC INSPECTORS (NAME KNOWN) WATCH TELEVISION, CARRY RADIOS, AND READ ON THE JOB. CI HA S NO FURTHER INFORMATION. NO FOLLOWU P REQUIRED.
WI -85-037-00601 T50084	MP	70205	N	WBN	1	N	N	N	N	2	NA	NA	NA	QTC	MANAGEMENT SELECTIVELY ENFORCES THE SITE (TVA) RULES AND POLICIES TO THO SE PERSONS THEY WANT TO HARASS AND T HEIR FAVORITES ARE EXEMPT FROM THE R ULES. (DEPARTMENT/POSITIONS KNOWN T O QTC).
WI -85-041-00701 T50193	MP	70207	N	WBN	1	N	N	N	N	2	NA	NA	NA	QTC	MANAGEMENT INDIVIDUAL (KNOWN) STATED AT A DEPARTMENTAL MEETING IN MID-19 82 THAT HE WOULD "FIRE" THOSE INSPEC TORS WHO ADMITTED THAT THEY INSPECTE D WELDS THROUGH PAINT (CARBO-ZINC PR IMER). CI HAS NO ADDITIONAL INFORMA TION. NUC. POWER DEPT. CONCERN.

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

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

TENNESSEE VALLEY AUTHORITY
 OFFICE OF NUCLEAR POWER
 EMPLOYEE CONCERN PROGRAM SYSTEM (ECP)
 EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY
 SUBCATEGORY: 702 WR ENFORCEMENT IS INCONSISTENT

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

CATEGORY: MP MGT. & PERS. ISSUES

CONCERN NUMBER	CAT	SUB CAT	S R D	PLT LOC	1 REPORT APPL 2 SAF RELATED BF BL SQ WB	HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION	REF. SECTION CAT - MP SUBCAT - 702
WI -85-046-00701 T50141	MP	70203	N	WBN	1 N N N N 2 NA NA NA NA		QTC	PREFERENTIAL AND UNFAIR/UNEQUAL TREATMENT OF EMPLOYEES DEPARTMENT (KNOWN). CI GAVE EXAMPLE OF AN EMPLOYEE (NAME KNOWN) WHO WAS PROMOTED AFTER BEING ARRESTED FOR GROWING MARIJUANA AT HIS HOUSE 1 1/2 YEARS AGO. ANOTHER EMPLOYEE (NAME KNOWN) WAS ASKED BY O.G.C. TO RESIGN IN THE FALL OF 1982 AFTER FAILING HIS URINANALYSIS TEST DUE TO TRACES OF THC IN HIS URINE. BOTH EMPLOYEES WORKED FOR THE SAME SUPERVISOR (NAME KNOWN), NUCLEAR POWER DEPT. CONCERN. CI COULD NOT PROVIDE ANY ADDITIONAL INFORMATION	
WI -85-067-00101 T50161	MP	70208	N	WBN	1 N N N N 2 NA NA NA NA		QTC	CI REPORTED THAT AN EMPLOYEE WAS SUSPENDED FOR AN INADVERTENT QUALITY VIOLATION. DETAILS KNOWN TO QTC, WITH HELD DUE TO CONFIDENTIALITY. CONSTRUCTION DEPT CONCERN. CI HAS NO FURTHER INFORMATION. NO FOLLOWUP REQUIRED.	
XX -85-074-00201 T50144	MP	70208	N	BFN	1 N N N N 2 NA NA NA NA	XX-85-074-002	QTC	BROWNS FERRY; MANAGEMENT (KNOWN) CONSTANTLY THREATENS EMPLOYEES WITH SEVERE DISCIPLINE VIA MEMOS. THIS IS DEPRESSING AND INTIMIDATING TO THE EMPLOYEE. NUCLEAR POWER CONCERN; C/I HAS NO FURTHER INFORMATION. NO FOLLOWUP REQUIRED.	
XX -85-112-00101 T50187	MP	70209	N	BLN	1 N N N N 2 NA NA NA NA		QTC	CI REQUESTED A TRANSFER WITHIN TVA DUE TO A MEDICAL PROBLEM IN HIS FAMILY AND WAS FORCED TO TAKE ONE DAY OFF CREATING A BREAK IN SERVICE AND CAUSING CI TO LOSE ALL SENIORITY. (NAMES/DETAILS TO THE SPECIFIC CASE ARE KNOWN TO QTC AND WITHHELD TO MAINTAIN CONFIDENTIALITY). CONSTRUCTION DEPT CONCERN. CI HAS NO FURTHER INFORMATION.	

235 CONCERNS FOR CATEGORY MP SUBCATEGORY 702

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER

ATTACHMENT B

WORK RULES

List of Concerns by Element/Issue

The Work Rule Subcategory (70200) is comprised of 235 concerns broken down into two elements addressing a total of eleven issues.

Application of Work Rules and Policies

70201 - Construction Applies WRs Differently

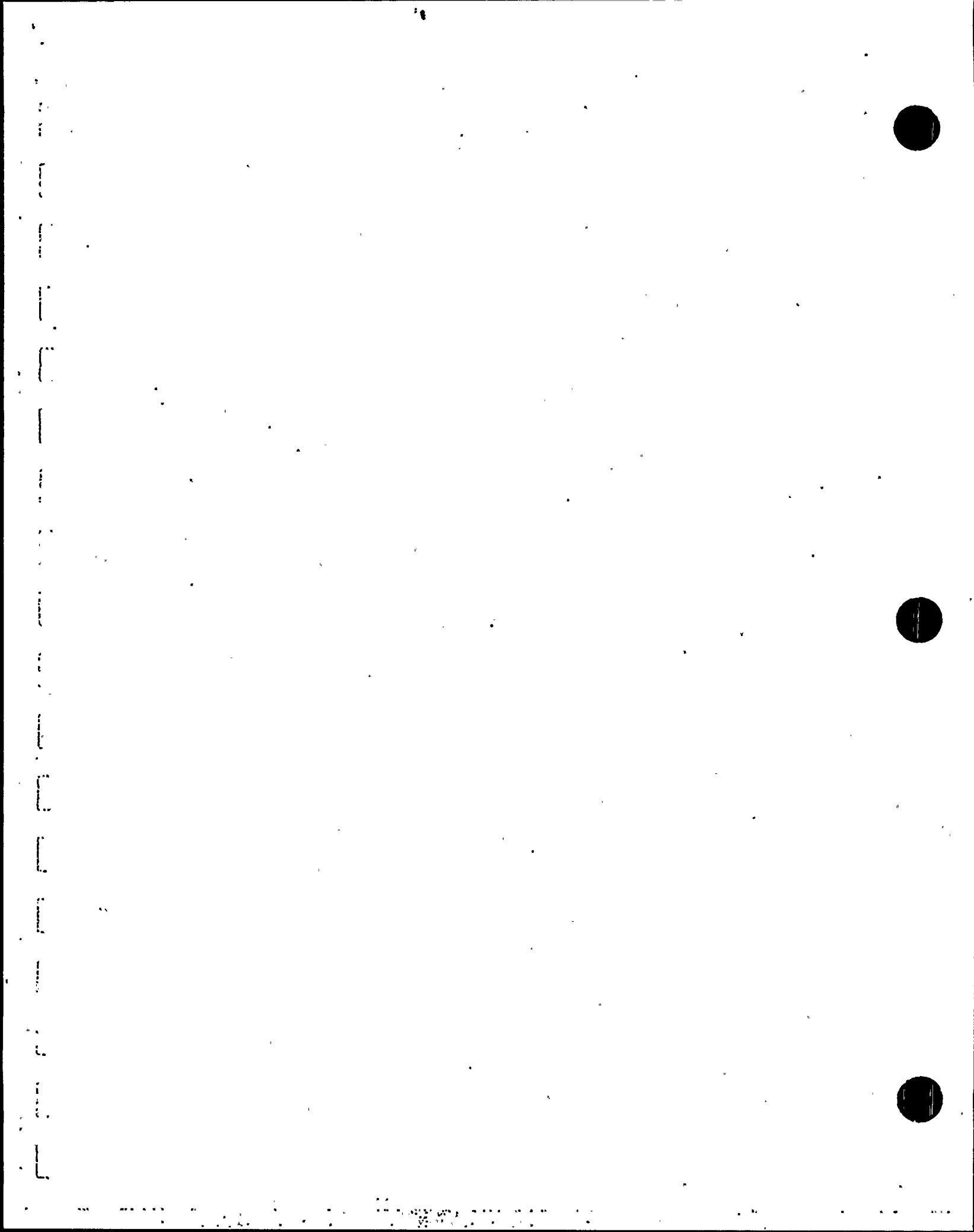
EX-85-069-001	IN-85-834-001
IN-85-015-001	IN-85-979-001
IN-85-293-025	IN-85-998-001
IN-85-397-002	IN-86-154-002
IN-85-399-001	IN-86-233-001
IN-85-653-001	

70202 - Crafts Are Held More Strictly to WRs Than Salary Policy Employees

EX-85-142-001	IN-85-235-006	IN-85-693-005	IN-86-051-001
EX-85-169-004	IN-85-492-009	IN-85-700-004	IN-86-174-001
EX-85-182-002	IN-85-600-007	IN-85-721-001	IN-86-253-001
EX-85-193-010	IN-85-618-003	IN-85-725-005	IN-86-257-001
IN-85-067-001	IN-85-619-004	IN-85-781-002	00-85-001-003
IN-85-174-001	IN-85-641-001	IN-85-808-001	
IN-85-233-005	IN-85-672-003	IN-85-958-003	

70203 - WR Enforcement is Inconsistent

EX-85-094-003	IN-85-292-001	IN-85-555-003*	IN-85-835-001
IN-85-018-003	IN-85-298-001	IN-85-632-005	IN-85-856-001
IN-85-046-003	IN-85-315-001	IN-85-694-003	IN-86-033-002
IN-85-138-002	IN-85-330-001	IN-85-727-001	IN-86-181-002
IN-85-150-001	IN-85-330-002	IN-85-738-004	WBP-86-003-008
IN-85-182-002	IN-85-411-004*	IN-85-739-001	WI-85-046-007
IN-85-265-001	IN-85-492-006	IN-85-741-001	
IN-85-280-003	IN-85-492-011	IN-85-761-001	
IN-85-284-006	IN-85-503-001	IN-85-821-004	



ATTACHMENT B (cont'd)

70204 - Excessive Emphasis on WR Enforcement

EX-85-074-002	IN-85-289-005	IN-85-439-004	IN-85-789-002*
EX-85-078-001	IN-85-300-003	IN-85-466-001	IN-85-824-003
EX-85-133-001	IN-85-318-004	IN-85-493-001	IN-85-976-001
EX-85-157-001	IN-85-325-007	IN-85-585-002	IN-86-031-002
IN-85-121-001	IN-85-382-002	IN-85-627-038	IN-86-126-001
IN-85-122-002	IN-85-384-001	IN-85-641-004	IN-86-128-001
IN-85-160-003	IN-85-417-001	IN-85-668-001	IN-86-142-002
IN-85-181-005	IN-85-426-003	IN-85-738-001	IN-86-253-002
IN-85-230-001	IN-85-436-002		

70205 - Arbitrary and Inconsistent Discipline

EX-85-067-001	IN-85-095-001	IN-85-370-003	IN-85-515-001
EX-85-072-002	IN-85-186-010	IN-85-378-002	IN-85-573-001
EX-85-084-002	IN-85-199-001*	IN-85-411-004*	IN-85-596-005
EX-85-147-001*	IN-85-222-001*	IN-85-411-005	IN-85-648-001
HI-85-079-001	IN-85-252-003	IN-85-424-014	IN-85-694-001
IN-85-022-002*	IN-85-284-007	IN-85-437-001	
IN-85-715-001	IN-85-836-001	IN-86-261-001	
IN-85-725-008	IN-85-856-002	SQM-86-004-016	
IN-85-753-002	IN-85-918-002	WBP-85-011-001	
IN-85-770-001*	IN-86-042-001	WI-85-037-006	
IN-85-777-001	IN-86-205-004		
IN-85-820-002	IN-86-206-002		

70206 - Arbitrary Disciplinary Action is Condoned

EX-85-001-002	IN-85-624-001	IN-85-738-007	IN-86-259-012
EX-85-133-002	IN-85-666-001*	IN-85-793-010	IN-86-313-002
IN-85-100-001	IN-85-693-002	IN-85-796-001	SQM-86-004-005
IN-85-199-001*	IN-85-725-002	IN-85-798-006	WBP-86-010-003
IN-85-248-001	IN-85-725-003	IN-85-865-001	WBP-86-027-001
IN-85-310-003	IN-85-728-002	IN-86-079-004	WI-85-027-001
IN-85-515-003	IN-85-738-006	IN-86-246-003	

70207 - WRs Are Changed to Harass and Terminate Employees

EX-85-069-002	IN-85-655-001		
EX-85-135-001	IN-85-655-002		
I-85-433-WBN	IN-85-665-003		
IN-85-052-002	IN-85-743-004		
IN-85-181-006	IN-86-042-002		
IN-85-384-005	PH-85-007-001		
IN-85-561-003	WI-85-041-007		
IN-85-612-005			

ATTACHMENT B (cont'd)

70208 - Disciplinary Action Too Severe for WR Violation

IN-85-021-N07	IN-85-542-006	IN-85-936-001	WBP-86-005-005
IN-85-174-X02*	IN-85-637-001	IN-86-026-001	WI-85-067-001
IN-85-227-001*	IN-85-666-001*	IN-86-046-002	XX-85-074-002
IN-85-434-001	IN-85-690-001	IN-86-146-002	
IN-85-537-001	IN-85-770-001*	PH-85-019-001	

Content of Work Rules

70209 - WRs are Ineffective and Restrict Work

EX-85-147-001*	IN-85-177-003	IN-85-315-002	IN-85-708-004
IN-85-004-002	IN-85-194-001	IN-85-435-003	IN-85-789-002*
IN-85-022-002*	IN-85-222-001*	IN-85-487-001	IN-85-809-002
IN-85-056-002	IN-85-227-001*	IN-85-555-003*	IN-85-831-002
IN-85-150-002	IN-85-283-001	IN-85-635-001	IN-85-852-003
IN-85-174-X02*	IN-85-289-007	IN-85-658-001	IN-85-857-001

IN-85-891-001
IN-86-134-003
IN-86-234-002
IN-86-311-004
PH-85-010-001
XX-85-112-001

70210 - WRs are Unclear and Ill-defined

EX-85-029-001	IN-86-039-001
IN-85-140-002	IN-86-147-003
IN-85-520-005	IN-86-204-002
IN-85-561-004	IN-86-308-004
IN-85-610-001	WI-85-035-006

70211 - Concerns with Insufficient Information to Evaluate

EX-85-045-001
PH-85-002-014
WBN-86-052-003

*Concern addressed in more than one issue.

ATTACHMENT C, PAST DISCIPLINARY RECORDS, DIVISION OF NUCLEAR CONSTRUCTION

Since the majority of the concerns came from the construction trades and (T&L) employees, an analysis was done of the disciplinary actions for those employees and the number of grievances filed was trended for the periods of 1984 - 1985. The figures listed show the average manpower for T&L during six periods and the corresponding number of disciplinary actions and appeals made by those employees. These figures were compiled from the bimonthly Division of Construction, Employee Force Reports. Appeals relating to overtime, "dog offs," or reductions in force are not included in this comparison.

1984	January through June	July through December
Oral Warnings	89	235
Warning Letters	127	64
Suspensions	48	44
Terminations	<u>31</u>	<u>5</u>
TOTAL ACTIONS	295	348
Ave. Manpower	2256	1866
% of Incidence	13%	18%
Appeals Filed	70	50

1985	January through June	July through December
Oral Warnings	427	187
Warning Letters	73	30
Suspensions	37	21
Terminations	<u>14</u>	<u>17</u>
TOTAL ACTIONS	551	255
Ave. Manpower	2107	1706
% of Incidence	26%	14%
Appeals Filed	61	51

The information listed above indicates that the number of actions taken in 1984 was 13% of the average work force of 2256. Using the same comparison, actions increased to 18% for June through December of 1984. In January through June of 1985 the number of disciplinary actions jumped to a 26% incidence. By the time employee interviews were being conducted by Quality Technology Corporation (QTC) in June 1985, the number of disciplinary actions dropped significantly back to 14%. The figures given on number of appeals for each period remained fairly constant. No records were kept showing how many of the appeals were denied or upheld.

