

9 Twin Orchard Drive  
Oswego, NY 13126  
April 7, 2018

Mr. Thomas A. Fanning  
Chairman, President, and CEO  
Southern Company  
30 Ivan Allen Jr. Blvd. NW  
Atlanta, GA 30308

Dear Mr. Thomas A. Fanning:

I recently read somebody's claim that one of the new Vogtle plants might be able to be built a year ahead of the current schedule. That would be real nice.

But I am not writing about the Vogtle construction effort today. It seems that things in the operating part of the nuclear industry are going downhill fast. Here are some of those things.

Probably the first is the Southern/Vogtle operators caught by the NRC not doing their assigned rounds. I hope this will be a continuing effort on the part of the NRC because I have a strong suspicion that this is a carryover from today's general watch standing practice in the U.S. Navy's Pacific surface warfare fleet. That means it will be spread everywhere. If I were you, I would pay the \$130,000 and make sure that each of those who intended to take full pay for not doing their assigned work has to experience a personal cost. (For example, loss of a day's pay for each day they did not do their complete job.)

Now I know that is not the Entergy practice. As I see it, they got caught with the same problem at their Grand Gulf plant but, since they opted for ADR, (alternate dispute resolution), they effectively got away with negotiating their own penalty which, it turns out, appears to be just a common (these days) culture survey. So, at an Entergy plant, a mis-performing employee can expect to get full pay for NOT doing their job. Does it seem to you that their employees' performance will ever change?

(Actually, I believe their case is worse than ours at Southern/Vogtle because their people lied about it, I think. Can you just imagine the confidence Entergy on-site management and supervision must have in employees who not only don't do their job but lie about it as well in accident situations, for instance?)

Now let me mention FirstEnergy. Would you have expected that a U.S. NRC-regulated owner of nuclear powerplants would simply transfer them to a subsidiary so that it, (and they), could all enter bankruptcy together? I can't believe it. Does this show any sense of responsibility or, maybe, integrity? And what do you think the United States general public opinion will be of the entire U.S. nuclear power industry when they realize that this has happened?

Well, you are probably saying to yourself, do you, (I), have any solutions? It turns out that I do.

You and other (concerned) industry leaders need to get the U.S. NRC to go back to being an enforcer, not a recommender of ADR. That means that non-performance, (when caught), will cost the non-performer considerably more (in U.S. dollars), than the initial savings from non-performance. And realize that NEI probably has no power at all over those U.S. nuclear plant owners who have quit the Nuclear Energy Institute. The NRC, in my opinion, is the only organization that could straighten out this mess, (but it must have the necessary support).

Yours truly,

Tom Gurdziel

Just a few more comments on watch standing. You don't need the NRC to tell you that your plant operators are not doing their rounds. Check the dose they get each week. The plant-knowledgeable ones will be just below the allowed 100 mR each week. The ones you don't want on shift will be close to zero and, also, quick to tell you how they are making you look good by keeping dose "as low as reasonably achievable". My thought is that, "if you take the dollars, take the dose".

And a comment on calculating a day's pay. An employee's pay for one day is both his or her daily wages AND his or her cost of health care, figured on a per workday basis. I worked for one employer who ended up docking one or more workers three day's pay. The deducted amount was 3 times the daily wage AND 3 workday's worth of the year's health care cost. Next paycheck, the amount was seriously less than expected. By the next day, everybody there appreciated the employer's cost of healthcare.

## CHAIRMAN Resource

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**From:** Tom Gurdziel <tgurdziel@twcny.rr.com>  
**Sent:** Saturday, April 07, 2018 10:08 PM  
**To:** Transformation Resource  
**Cc:** 'Ed Stronski'; Bridget Frymire; Baval, Rochelle; CHAIRMAN Resource  
**Subject:** [External\_Sender] NRC 2018 Transformation Thoughts #9  
**Attachments:** T. Fanning #29.docx

Good morning,

The thoughts are in the last paragraph.

Thank you,

Tom Gurdziel



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