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TEXAS UTILITIES GENERATING COMPANY

2001 BRYAN TOWER - DALLAS, TEXAS 75201

July 18, 1979  
TXX-3016

R. J. GARY  
EXECUTIVE VICE PRESIDENT  
AND GENERAL MANAGER

Mr. Karl V. Seyfrit, Director  
U. S. Nuclear Regulatory Commission  
Region IV  
611 Ryan Plaza Dr., Suite 1000  
Arlington, Texas 76012

Docket Nos. 50-445/Rpt. 79-15  
50-446/Rpt. 79-15

COMANCHE PEAK STEAM ELECTRIC STATION  
1981-83 2300 MW INSTALLATION  
RESPONSE TO NRC  
INSPECTION REPORT NO. 79-15  
FILE NO. 10130

Dear Mr. Seyfrit:

We have evaluated report 79-15 covering your investigation of allegations by a former employee regarding welding improprieties at Comanche Peak. Under normal circumstances we would not respond to this report because it identifies no items of noncompliance. However, since the cover letter raises the question of morale of workers at the jobsite, I find it necessary to address that question for the record.

Let me assure you that morale at Comanche Peak has been a matter of our continuing concern and attention - as it is on all of our construction projects. Conditions affecting morale have received continuing in-depth attention, from the periodic top management summit meetings right down to the individual worker on a daily basis.

We believe that the primary cause of what may appear to be a recent increase in morale problems stems from the allegations made almost entirely by ex-employees who have either quit or been discharged. The irresponsible charges they have made have received publicity that far exceeds the significance of their allegations. Although your investigations of the charges have determined no effects on the safety of the plant, the allegations, unfortunately, have adversely affected the morale of the thousands of workers at the site who work hard to achieve high standards.

To maintain the morale of these good workers, our management has taken the following additional action within the last several months:

- (1) Management awareness has been increased and greater emphasis placed on the importance of morale, on two-way communications, on recognition of workers and on working with personnel to solve their problems. For example, engineers on site now have closer

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contact with the workers in the field to help solve problems and ease the frustrations of very complex construction.

- (2) A training program has been established for foremen in order to help them improve their supervisory skills.
- (3) A labor crew audit program has been developed to improve communications with workers, to provide them with added recognition, and to identify their training needs.
- (4) The personnel department has been enlarged so that more attention can be given to recruiting, screening and hiring to help assure that the best qualified personnel available are hired. The expanded department is also better equipped to handle personnel problems.

In summary, let me emphasize that we believe the increased awareness of morale problems results principally from the allegations made by ex-employees and that this is not representative of the vast majority of the work force at the site. In addition, we have recently increased our continuing efforts to maintain and improve the morale of workers.

Sincerely,

  
R. J. Gary

JG:dla

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