

# Florida Power

CORPORATION  
Crystal River Unit 3  
Docket No. 90-302

June 7, 1993  
3F0693-05

U. S. Nuclear Regulatory Commission  
Attn: Document Control Desk  
Washington, D. C. 20555

Subject: Improper Discharge of Former Employee of Burns International  
Security Services

Reference: FPC to NRC letter, 3F0293-13, dated February 26, 1993

Dear Sir:

Florida Power Corporation (FPC), in the referenced letter, informed the NRC of the complaints from two Security Officers formerly employed by Burns International Security Services at Crystal River Unit 3 (CR-3). FPC's investigation revealed that one of the complaints concerned a possible nuclear security issue and therefore, constituted protected activity under Section 211 of the Energy Reorganization Act and 10 CFR Section 50.7. FPC committed to report pertinent information to the NRC as it becomes available. Accordingly, the following is provided:

- 1) Burns has conducted a complete review of their policies and procedures at CR-3 for conflict with Section 210 and 211 of the Energy Reorganization Act (and as amended) and 10 CFR 50.7. As of March 15, 1993, Burns revised its policy to include specific reference to the provisions of the Energy Reorganization Act and 10 CFR 50.7.
- 2) Burns has conducted a complete review of all training programs for its supervisors at CR-3 pertaining to relevant sections of the Energy Reorganization Act and 10 CFR 50.7.

All Burns supervisors have and will continue to receive annual training in this area through FPC's general employee training program.

Additionally, Burns directed its nuclear security training staff at CR-3 to develop a lesson plan which reviews the specifics of the Energy Reorganization Act, 10 CFR 50.7 and FPC's Nuclear Safety Concerns program,

15009  
GENERAL OFFICE: 3201 Thirty-fourth Street South • P.O. Box 14042 • St. Petersburg, Florida 33733 • (813) 866-5151  
A Florida Progress Company

9306170077 930607  
PDR ADDCK 05000302  
F PDR

ADD: NRC/DEIL LEE, J.

4r.  
1

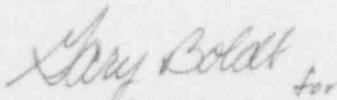
5003, 1/0

and describes the supervisors' role and responsibilities. This lesson plan was completed in March 1993 and presented to all Burns supervisors (and employees) at CR-3 during the post-outage utility training sessions, April 26 thru May 28, 1993. It will also be presented annually during their utility training week. This training will be documented in the individual's training record.

- 3) Burns has reviewed supervisor actions which could be construed as intimidating and inhibiting employees from making reports of nuclear security or safety concerns. Burns has developed a specific procedure requiring the Burns CR-3 project manager to conduct a monitored interview with any security officer who authors a written statement during the conduct of an investigation which appears vague and does not provide specific descriptions of behaviors and observations.
- 4) Burns has reinstated the security officer with full back pay (less unemployment), full seniority and benefits, and agreed that all references to the incident(s) which resulted in his termination would be expunged from his employment records. However, a full settlement of all of the officer's claims has apparently not yet been reached.

If additional information related to this issue develops, we will provide you with an update.

Sincerely,



P. M. Beard, Jr.  
Senior Vice President  
Nuclear Operations

PMB/GMF:ff

xc: Regional Administrator, Region II  
Senior Resident Inspector  
NRR Project Manager