



UNITED STATES  
NUCLEAR REGULATORY COMMISSION  
WASHINGTON, D.C. 20555

OFFICE OF THE  
CHAIRMAN

September 3, 1982

The Honorable Morris K. Udall, Chairman  
Committee on Interior and Insular Affairs  
United States House of Representatives  
Washington, D.C. 20515

Dear Mr. Chairman:

Your letter of August 3, 1982 asked to be informed of the NRC's actions concerning alleged harassment and intimidation of QA/QC personnel by their supervisors at Zimmer. The following information is provided in response to your request.

By way of background, we believe you are aware that several examples of harassment/intimidation of quality control inspectors were identified during Phase I of the Zimmer investigation. Enforcement action in the form of a civil penalty was taken in November 1981. On May 27, 1982, an incident involving water dousing of quality control inspectors occurred, resulting in a Cincinnati Gas and Electric Company sponsored investigation of the incident by a private investigator. In addition, each employee was required to acknowledge in writing an understanding of the federal statute prohibiting intimidation and harassment of quality control inspectors.

Despite the above actions by Cincinnati Gas and Electric Company, the NRC continued to receive general allegations that acts of harassment/intimidation of QC inspectors were continuing. These allegations prompted the Regional Administrator, Mr. Keppler, to travel to the Zimmer site on June 29, 1982, to present a prepared statement to about 600 selected personnel including quality assurance and quality control employees, union stewards, and construction supervisors. Mr. Keppler's statement is included as Enclosure 1.

Partly in order to gather information, and partly to emphasize our concern over the harassment issue, during the period June 30 to July 2, 1982, Region III conducted an informal inquiry into the harassment/intimidation of quality control inspectors. Two teams, each consisting of one investigator and one inspector, interviewed 46 quality control inspectors who work for Kaiser or Cincinnati Gas and Electric. Preselected questions, included as Enclosure 2, were asked of each individual and additional questions were asked if any concerns or problems were identified. The average interview lasted approximately 45 minutes. Statements were not taken; however, notes were taken of all problems and concerns discussed.

Those interviewed expressed the following general thoughts, feelings, or concerns:

1. There were no indications of harassment by craft personnel.

8206270061

DESIGNATED ORIGINAL

Certified By N. Brown

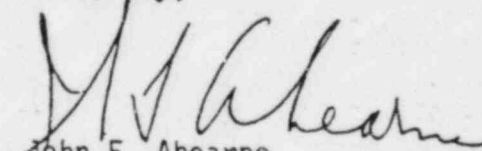
2. Instances of personality clashes or disagreements with supervisors were mentioned. These appeared to be isolated incidents.
3. Programmatic issues were discussed. Most frequently discussed were In-Process Inspection Deficiency Reports (IIDR's). Some inspectors praised the system; others were critical of IIDR's.
4. Some specific concerns relative to either programs or equipment were received. One individual expressed concerns relative to documentation of welder qualifications.

Because of their involvement in other high priority work, the teams have not yet documented the results of these interviews. However, the licensee was informed of the results verbally at the conclusion of the interviews.

This inquiry was not intended to be definitive or produce a formal finding, nor does it conclude NRC's interest in this matter. The NRC Office of Investigation has initiated an investigation into all aspects of the harassment/intimidation issue and is currently interviewing allegeders in this regard.

If we can provide further information or be of help in any way, please contact us.

Sincerely,



John F. Ahearne  
Acting Chairman

Enclosures:  
As stated

cc: The Hon. Manuel Lujan