



UNITED STATES
NUCLEAR REGULATORY COMMISSION
REGION I
475 ALLENDALE ROAD
KING OF PRUSSIA, PENNSYLVANIA 19406-1415

22 NOV 1991

Docket No. 50-336
License No. DPR-65

Dear [REDACTED]

Subject: Concerns you raised regarding Millstone Station

This refers to an article in the New London Day on November 12, 1991, in which you expressed concern that you had been discharged from your employment at Northeast Utilities' Millstone Station for raising safety concerns both within the company and to outside agencies.

The NRC was established to regulate safety issues in the nuclear industry. Regarding the termination of your employment, the Department of Labor (DOL) has the authority to order backpay, reinstatement or compensatory damages. In order to protect your rights, you must file a written complaint with DOL within 30 days of the occurrence of the discrimination. Any such complaint can be filed with your local DOL office or:

The Office of Administration
Wage and Hour Division
Employment Standards Administration
U.S. Dept. of Labor, Room 53502
200 Constitution Avenue, N.W.
Washington, D. C. 20210

Your complaint must describe the firing or discrimination you feel occurred. A copy of the DOL's "Procedures for Handling of Discrimination Complaints Under Federal Employee Protection Statutes" is enclosed for your attention.

CERTIFIED MAIL
RETURN RECEIPT REQUESTED

Information in this record was deleted
in accordance with the Freedom of Information
Act, exemptions 7C
FOIA- 92-162

9503030185 940809
PDR FOIA
HUBBARD92-162 PDR

T/203

Should you have any additional questions, or if the NRC can be of further assistance in this matter, please call me collect at (215) 337-5222.

Roy L. Fuhrmeister

Roy L. Fuhrmeister
Senior Allegation Coordinator

Enclosure: As stated

RECORD OF ALLEGATION PANEL DECISIONS

SITE: MILLSTONE 2 PANEL ATTENDEES:
ALLEGATION NO.: RI-91-A-0304 Chairman - WIGGINS
DATE: 12-4-91 (Panel No. 3 4 5) Branch Chief -
PRIORITY: High Medium Low Section Chief (AOC) - KELLY
SAFETY SIGNIFICANCE: Yes No Unkn Sr. Allegation Coord (SAC) EASWICK
CONCURRENCE TO CLOSEOUT: DD BC SC OI Representative - WALSH
CONFIDENTIALITY GRANTED: Yes No (Other) SHOLOSKY
(See Allegation Receipt Report)

IS THERE A HARASSMENT/DISCRIMINATION ISSUE: (Yes) No

IF YES,

- 1) has the individual been informed of the DOL process and the need to file a complaint within 30 days Yes No
- 2) has the individual filed a complaint with DOL Yes No
- 3) has a letter been sent to the complainant seeking any safety concerns Yes No

IS A CHILLING EFFECT LETTER WARRANTED: Yes No
IF YES, HAS IT BEEN SENT Yes No

HAS THE LICENSEE RESPONDED TO THE CHILLING EFFECT LETTER: Yes No

ACTION: NUCLEONICS WEEK ARTICLE 11/14/91 Done ✓ RESP ECD

- 1) CONTACT R. ZUERCHER (NUCLEONICS REPORTER) AND REQUEST ANY ADDITIONAL INFORMATION REGARDING THE STATEMENT
- 2) IN THE ARTICLE, THE STATEMENT WAS THAT "They [REDACTED] PRODUCED DOCUMENTS FOR NUCLEONICS WEEK
- 3) SHOWING" Done ✓ (SAC 12/6/91) (none)
- 4) RE-PANEL IF NUCLEONICS WEEK PROVIDES ANY INFORMATION (DRP 12/11/91) OTHERWISE MAINTAIN ARTICLE IN THE FILE. (RI-91-A-304)
- 5) _____

NOTES: ON 12-9-91 [MR. ZUERCHER] WAS A PARTICIPANT IN A MEETING WITH MILLSTONE MANAGEMENT, HELD AT REGION I. G. KELLY SPOKE WITH HIM AT THAT TIME AND ASKED HIM IF HE COULD SEND THE NRC COPIES OF THE DOCUMENTS MENTIONED IN THE ARTICLE. HIS SAID HE WOULD REVIEW HIS DOCUMENTS AND CONTACT MR. KELLY TO SEE IF IT WAS SOMETHING THE NRC DID NOT HAVE ALREADY. HE SAID HE COULD FAX US ANY DOCUMENTS WE WANTED TO SEE.

T/204

*Roy Far
Zubrowster*

ACTION ITEM NO.

91-333

DUE DATE

12/10/91

Bill 214

Jm

FROM: REGIONAL ADMINISTRATOR

Action 6/4

① Draft response -
acknowledging receipt
+ thanking sender for

	ACTION COPY	INFORMATION COPY
T. T. MARTIN		
W. F. KANE		
C. W. HEHL	✓	
M. R. KNAPP		
M. W. HODGES		
J. J. McOSCAR		
K. D. SMITH		✓
M. T. MILLER		
K. ABRAHAM		
D. J. HOLODY		✓
R. MATAKAS		✓

his views.
Indicate his
views will
be considered
the NRC's
continuing
attention to
the issue of
NRC's handling
of compl. info,
concerns.

② Coordinate
resp with
Special Review
Team.

Jm

Action Requested:

Please prepare a Response.

TTM

DATE ACTION COMPLETED:

(Return this form to Regional Administrator's secretary after action is completed.)

Region I Form 190
(Revised 1/85)

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Act, exemptions 7C
FOIA 92-162

1/205

MR. THOMAS T. MARTIN

20 NOV 1991

REGIONAL ADMINISTRATOR - USNRC

475 ALLENDALE RD.

KING OF PRUSSIA, PA

19406

DEAR SIR:

I UNDERSTAND THAT YOU WILL BE COORDINATING
THE INQUIRY INTO THE [REDACTED]
[REDACTED] AT MILLSTONE STATION.

I THINK YOU MAY WANT TO KNOW THAT
STATEMENTS MADE BY THESE INDIVIDUALS DO
NOT ALWAYS REFLECT THE THOUGHTS, ACTIONS,
OR WISHES OF THE MAJORITY OF EMPLOYEES
AT MILLSTONE STATION.

I DO NOT FEAR A MANAGEMENT "RETALIATION"
FOR ANY OF MY ACTIONS AT MILLSTONE, AND
I DISAGREE WITH [REDACTED]

[REDACTED] ON THIS POINT. NOBODY LIKES TO
BE TOLD OF A PROBLEM OR SHORTCOMING
WITH THE WAY THEY MAKE A LIVING; THIS
IS TRUE OF RETAIL CLERKS, TRASH COLLECTORS,
GOVERNMENT EMPLOYEES, AND NUCLEAR UTILITY

MANAGERS. IF YOU DETECT AN ERROR IN YOUR CREDIT CARD BILL AT THE LOCAL STORE, THE CLERK WILL USUALLY REACT WITH A DEFENSIVE RETRACTION, FOLLOWED BY AN INVESTIGATION OF YOUR POINT, AND IF IT PROVES TO BE A MISTAKE, IT IS USUALLY RESOLVED TO YOUR MUTUAL SATISFACTION. RECALL THAT IN MOST CASES THE INITIAL REACTION IS DEFENSIVE... THIS IS HUMAN NATURE, AND SHOULD BE EXPECTED.

I HAVE BEEN INVOLVED WITH A CONCERN AT MILLSTONE UNIT III WHICH RESULTED IN AN INITIAL "DEFENSIVE" REACTION BY MANAGEMENT. MY INITIAL INQUIRY COULD HAVE BEEN STUFFED IN A HOLD BASKET, OR GARBAGE CAN, AND IT WOULD BE QUITE EASY TO REMOVE ME FROM THE PROBLEM..... I'M A CONTRACT WORKER, NOT A NORTHEAST EMPLOYEE..... HOWEVER, THE PROBLEM WAS INVESTIGATED FULLY, AND THE RESOLUTION RESULTED IN A SAFER INSTALLATION OF THE AFFECTED COMPONENT, WITH ALL CONCERNS ANSWERED AND RESOLVED TO EVERYBODY'S SATISFACTION.

IN THIS CASE MANAGEMENT'S INITIAL REACTION WAS DEFENSIVE, BUT NOT RETALIATORY. I NEVER CONSIDERED THIS ACTION TO BE A THREAT TO MY EMPLOYMENT.

WHAT I'M TRYING TO POINT OUT TO YOU IS THAT THE MANAGEMENT AT NORTHEAST UTILITIES IS FAIR AND PROFESSIONAL IN DEALING WITH EMPLOYEE CONCERNS AT ITS FACILITIES, AND THAT THE SITUATION THAT [REDACTED] FIND THEMSELVES IN IS OF THEIR OWN DOING.

I RESENT HAVING TO READ NEWSPAPER ACCOUNTS OF EMPLOYEES AT MILLSTONE BEING AFRAID FOR THEIR JOBS. THIS IS NOT TRUE, AND IN MY CASE I HAVE AN IDEAL EXAMPLE OF MANAGEMENT'S RESPONSE TO A CONCERN WHICH REQUIRED EXTENSIVE REWORK AND SCHEDULE IMPACT TO RESOLVE. THE "LIVING PROOF" IS THE REPAIRED COMPONENT, AND MY CONTINUED EMPLOYMENT.

THANK YOU FOR YOUR TIME
[REDACTED]