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GFC II-120A  
(Staff version)

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transcript of audiotape No. 72,  
transcribed by Maribeth J. Williams, Certified Court  
Reporter and Notary Public. (4/27/90)

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NUCLEAR REGULATORY COMMISSION

Docket No. 50-424/425-OLA-3 EXHIBIT NO. II-120A  
In the matter of Georgia Power Co. et al., Vogtle Units 1 & 2  
 Staff  Applicant  Intervenor  Other  
 Identified  Received  Rejected Reporter SD  
Date 7/28/95 Witness \_\_\_\_\_

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TAPE 72, SIDE A  
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1 (Inaudible).

2 A.L. Mosbaugh (ALM): Okay.

3 (Inaudible).

4 DON: George.

5 G. Bockhold (GB): Hey, Don, how are you doing?

6 FEMALE VOICE: Tomorrow morning?

7 (Inaudible).

8 GB: Doctors don't see you unless you make an  
9 appointment.

10 VOICE: Or unless you're dying.

11 ALM: George, you got a minute?

12 GB: Sure.

13 ALM: This IIT team has been asking for the latest draft  
14 of the critique report. You had said that you would give them one  
15 and then in some other correspondence you had with Odom, you said  
16 to wait until the 15th or something like that.

17 GB: Yeah.

18 ALM: They were asking -- on the call yesterday they were  
19 asking about that.

20 GB: We haven't -- you know,  
21 a month later its simply that, you know, we put the critique team

1 report in the Xerox machine and it looks about the  
2 same, and we will finish deciding it by the 15th and I think  
3 the various recommendations, of course we've expanded the scope,  
4 will be incorporated into some more effective fixes; and I  
5 think we need to tell them that before we give them  
6 another draft of what looks like identical to what  
7 they had before. It looks like we are not making  
8 any progress. Now, my claim is, to them and to  
9 anybody, would be there are -- you know, managers  
10 here are looking at, you know, each of these items to  
11 get be a more effective method of fixing (Inaudible) than just  
12 the specific things recommended by the critique team  
13 (Inaudible) take a much broader look (Inaudible), and all managers  
14 at Vogtle are now on a critique team.

15 ALM: Well, you want to hold off on --,  
16 basically --.

17 GB: I would like somebody to communicate  
18 that with Al Chaffee, maybe yourself or John  
19 Aufdenkampe. I don't think we should go any lower  
20 in the organization.

21 ALM: Okay.

22 GB: If Chaffee want to speak to me  
23 I'll tell him the same thing. I . . . I . . . , That's  
24 what we should tell them. And if they specifically say

1 I want -- "I want your latest draft," say, "gosh, yes sir, we'll  
2 send you our latest draft." You know, my concern is somebody is  
3 going to say, well, its getting -- it looks like it's getting close  
4 and they haven't changed it and therefore that's what we need.  
5 To me that's still a draft until the managers have a chance to  
6 respond.

7 ALM: Okay. They're asking and I was asked to get  
8 clarification. We'll talk to Chaffee about (inaudible) er, let's  
9 see --

10 GB: I got --, I got an item in the NRC area. I spoke to  
11 the Residents. Specifically, they want us to let them know about  
12 when we drop somebody from licensed activities, they  
13 were interested in that. That surprised me that  
14 they would be interested in that.

15 ALM: Okay.

16 GB: But I said "sure." -- maybe the easiest way  
17 is, any time John Aufdenkampe knows a letter  
18 that's gone out to them, to give the NRC (Inaudible).

19 ALM: This is -- When you said drop from  
20 licensed activity --

21 GB: This is (Inaudible) and Kirby.

22 ALM: This is from licensed people who quit --

23 GB: Yes. You know, I'm surprised that  
24 our Residents would be interested in that. You know,  
25 thought that was just a (Inaudible) letter.

26 ALM: I'll just put that in (Inaudible) Don

1 let them know (Inaudible), that type of letter.

2 GB: Almost -- you know, when you process any letter to  
3 the NRC, maybe, just give them a  
4 copy (Inaudible) kind of towards the end (Inaudible)  
5 you know, so that we don't end up giving them drafts.

6 ALM: Yeah.

7 GB: But, before we send it out to Birmingham or the day  
8 we send it out, we should turn around and give it to our Residents.

9 ALM: Okay. Lets see -- you had called the other  
10 morning about you wanted to know and SONOPCO wanted  
11 to know about any kind of discipline we were going  
12 to take on the Prestifilipo file cabinet  
13 event. I gave that to Moye to tell  
14 me -- to review Prestifilipo's employment  
15 record; and obviously he knew about this event and he  
16 pulled your letter; and he plans to give Prestifilipo the oral  
17 reminder.

18 Okay.

19 Which you have said is a minimum level in  
20 the letter. I consider it a fairly serious event;  
21 but I also offset that with the fact that I think  
22 that Prestifilipo is an excellent record  
23 and performer; and I think that he feels certainly  
24 bad enough about the event. And I'm not sure if any

1 increased level of discipline would have any  
2 increased benefit, in the positive sense. So --

3 GB: I will pass that on -- let me get back to  
4 you before you do it. Okay?

5 ALM: Okay. Moyer's on hold until I tell him. Okay.

6 GB: The corporate security tells them, I supposed to  
7 (Inaudible).

8 ALM: For the Westinghouse --

9 GB: Yes, for various little (Inaudible) that we  
10 had.

11 ALM: -- problems?

12 ALM: I guess the other thing was that I  
13 got a call from Tom Green this morning wanting to  
14 set up a turnover meeting with me on May the 7th;  
15 and I was unaware of what -- where he was coming from,  
16 because I haven't heard anything from you.

17 GB: I'm going to talk to you and I'm  
18 going to talk to a number of people on the staff.  
19 If you've got about a half hour, I'll start now.  
20 Okay, it may take longer.

21 GB: You know, we have  
22 (Inaudible) Training and Tom Green's notice that he is  
23 coming back. Tom comes back to his  
24 old job. And that (Inaudible). We have various other  
25 Managers-in-Training that would come back either  
26 sometime over the summer or in September, and I want

1 to talk to you and to your organization.  
2 Aufdenkampe, and Horton, among others, about -- on a  
3 one-on-one basis about your career desires and so I  
4 can best put that information in, you know, when I  
5 talk to my management to describe what I feel is  
6 best for our organization with Managers-in-Training  
7 coming back and other people going through the  
8 training. So, I'd like to do that with you today or  
9 early next week. I'd ask -- I'd like to know, you  
10 know, what are your career plans with Plant Vogtle,  
11 what would you like to do? And I would like to be  
12 able to hear your ideas and what you would like to  
13 do prior to us coming up with the options that we can  
14 have for you to do here at Vogtle.

15 ALM: Well, I --

16 GB: You know, we've talked about it in  
17 the past some, okay, but its -- I think it's appropriate  
18 not to talk about it now. Am I making myself  
19 clear to you?

20 ALM: Well, we've talked about it before  
21 and you said you had put the decision on hold; and,  
22 you know, I'm -- you know, I've been happy doing  
23 what I've been doing for 3-1/2 years; and --

24 GB: Yeah, we've had a, you know,  
25 reorganization and this is a 1050 organization and I

1 need to put you in a job in relationship to that  
2 1050 organization or some other position that is  
3 best for the company and best suits your desires;  
4 and, you know, if we can work that out, that kind of  
5 stuff. You know, and when Tom went to school, he  
6 was -- he always kept his title and you were acting  
7 in his position; and he's going to come back.  
8 Basically, he has his license, he has gone through  
9 the outage, and he's ready to come back.

10 ALM: Well, but, I mean, you know, what  
11 we have is a deferred decision; and I what I see  
12 coming out of it is that, you know, I'm going to be  
13 demoted from the position that I previously held;  
14 and that's -- irrespective of the action position  
15 filling in for Tom.

16 GB: Yeah, that's also true. I mean, you  
17 have held a position, a title for really a long time  
18 and that, I think, satisfied the company's needs  
19 through both the start-up and operating phase;  
20 and we went through, you know, a reorganization as  
21 far as titles and names and structure and that kind  
22 of stuff; and we have to offer you a position in the  
23 1050 long-term organization. And I guess, you know,  
24 you might say, hey, I want to -- I want to have Tom  
25 Green's job; and obviously if that's not



1 available -- then.

2 ALM: I've been doing Tom Green's job.

3 GB: That's true, you have been doing Tom  
4 Green's job; but you've been doing that in this  
5 long-term organization as an acting position; and  
6 Tom's going to come back.

7 ALM: I understand that and I understand  
8 what the positions are; but I've been doing that job  
9 for -- and it's changed in character only slightly;  
10 but, you know, I've been doing that for 3-1/2 years.

11 GB: Yeah. And you worked for Tom for a  
12 while and that kind of stuff. I guess what I'm  
13 asking you is what other jobs in the organization or  
14 other career plans that you might have or what are  
15 those other career plans or, you know, what would  
16 you want to do if given your -- you know you've  
17 stated in the past that you desire to retire early,  
18 for example. Has that changed at all? Would you  
19 want to go to SRO school, given that or not given  
20 that? You know, those types of things I'm going to  
21 ask.

22 ALM: That has not changed.

23 Unfortunately, our Southern stock has dropped from 30 to 24,  
24 sorry performance there; but --

25 GB: That's true. I have suffered, too, you know.

1 ALM: Sure.

2 GB: Along with anybody that owns some of  
3 that stock.

4 ALM: I have always been interested in  
5 going to SRO school.

6 GB: You know, do you have an objective  
7 of when you would retire? Have you got that in mind? --

8 ALM: George, I can't -- its its too -- it's variable,  
9 George.

10 GB: Well, you know. I mean, I guess,  
11 typically, I have asked people when they -- you  
12 know, I'm going to ask Aufdenkampe and other people this  
13 -- you know, when the company invests money for  
14 people to go to SRO school -- what I'm trying to say  
15 is, we don't extract written obligations more kind  
16 of in oral obligations. We say, gee, we would  
17 expect you to hang around for five years. We like  
18 to get some return on our investment and that kind  
19 of stuff. Do you think you would be here for five  
20 years if you went to SRO school?

21 ALM: I might. I've been here for six  
22 years now, and even prior to coming here the  
23 opportunity to go to SRO school was discussed with  
24 Alfie Gross and Mike Bellamy. You know, so -- and  
25 that was six years ago.

1 GB: So you really can't say yes or no,  
2 but you might be here?

3 ALM: I certainly might. You know, it's  
4 just not something that I can -- I'm not sure  
5 anybody could pin down that accurately. You know, I  
6 started, you know, trying to plan for that; and  
7 I believe that planning for that as early as  
8 possible is the only way to get in the position to  
9 be able to retire early. And you don't really  
10 always realize what -- until you start working on  
11 that, you don't realize what all that means. It's a  
12 big step I'm sure as anybody that starts thinking  
13 about it knows. But uh -- I'm not sure anybody  
14 could, you know, pin that down. I've set previous  
15 goals and I've missed them; and, you know, I'm still  
16 working.

17 GB: So your first choice would be to go  
18 to SRO school. What would your second choice be?

19 ALM: Well, I'm not sure if I'd state  
20 that as a choice. I guess in order to make choices  
21 I need to know what the opportunities are; and I'm  
22 not sure if you're saying that there is a large  
23 variety of opportunities. I mean, you know, we have  
24 an organization that already has people in the

1 slots.

2 GB: Yeah, and some of those people are  
3 going to be moved around and that kind of stuff. I  
4 don't know that I can at this time say what all the  
5 opportunities are or not; but I've got some thoughts  
6 and McCoy has some thoughts and some of our  
7 management has some different thoughts. So, you  
8 know, every time -- you've got a lot of people  
9 involved in this. You have three new  
10 Managements in-Training coming up and a bunch of  
11 Managers-in-Training coming out of their program, so  
12 therefore, what's best for the organization -- when  
13 you start to talk half a dozen plus people involved, a dozen people  
14 involved, those permutations and  
15 combinations become quite significant and that. So,  
16 you know, you have an interest in going to SRO  
17 school. Uh -- Jobs in the plant, besides my job,  
18 okay, (laughter) let's start there. If you  
19 rank the various jobs in the plant. You have my job  
20 and Green's job, okay. Besides those two jobs, what  
21 jobs in the plant would you like or do you feel that  
22 you are qualified for, in the order of preference.  
23 Maybe that's the logical way for me to ask the  
24 question.

25 ALM: Well, I guess -- you know, I think

1 I'm probably qualified for most of the jobs in the  
2 plant.

3 GB: Okay.

4 ALM: And probably the only thing that I lack in certain  
5 particular jobs is whatever  
6 commitments we may have made to have an SRO on  
7 Vogtle to fill certain jobs, like Skip's job or, you  
8 know. I think I have the operations experience. I  
9 have previous SRO training; and what I have not yet  
10 had an opportunity to do is get SRO training on  
11 Vogtle.

12 GB: Well, you know, if your choices were other than the  
13 SRO jobs, which is Skip's job and  
14 Green's job, if your choices were other jobs in the  
15 plant, which ones would you pick?

16 ALM: Well, I guess among other jobs, I was -- you know  
17 -- George, I've had opportunities to work  
18 a lot of those jobs --

19 GB: Well, I'm asking you what your preference is,  
20 basically, in the plant. I'll ask  
21 you the same thing about corporate, or you may not  
22 be interested in going corporate; but I'd like to  
23 know if you have any interest, you know if --  
24 besides --.

25 ALM: For example, George, I

1 previously was offered, essentially, the LeGrand  
2 position at both Hatch, and I think there was some  
3 discussion of that here. Obviously, I have already held the  
4 engineering positions and --

5 GB: I'm asking in order of preference,  
6 you know, or if you kind of feel any good technical  
7 job. Are you saying HP chemistry manager would be choice No. 1  
8 and, you know, choice No. 2 would be --  
9 I'm asking you to be specific here. You might want  
10 to think about it and get back to me.

11 ALM: I guess if you want me to be that specific, I  
12 probably would want to think about it a  
13 little more.

14 GB: Okay. I'll let you think about  
15 that.

16 ALM: Because one of the factors that I  
17 would have that I would be interested in would be  
18 the pay level of the position. Also, with  
19 corporate, I think I already mentioned to you awhile  
20 back an interest in the position that use to be  
21 Jerry Kane's position when he held it.

22 GB: I'll let you get -- think about the jobs  
23 in the plant. Just take our organizational chart  
24 that exists on the 1050 organization, if you would,  
25 you know, given your -- what you feel you're best

1 qualified for and what you would most likely do in a  
2 position, and list those jobs in order of  
3 preference.

4 ALM: Okay.

5 GB: So what, can I -- you're going to  
6 give me a listing of jobs and basically for the  
7 job you'd be interested in -- engineering or  
8 licensing manager in corporate; and you would be  
9 interested in going to SRO school as  
10 Manager-in-Training?

11 ALM: Yes.

12 GB: What else can we talk about, as far  
13 as career plans and long-term desires and short-term  
14 desires and relationships with Georgia Power and  
15 what you want to do? Is there any other information  
16 I can get that might help us?

17 ALM: No, that's about everything I can  
18 think of.

19 GB: Okay. I'm going to setup an  
20 appointment with John Aufdenkampe, Mike Horton,  
21 (inaudible), Steve Chesnut, Chris Eckert and kind of  
22 ask them the same questions, what their desires are  
23 and maybe some other things and try and get their  
24 input before we make any decisions.

25 ALM: Tom asked for this meeting on a



1 week from Monday. What kind of time frame are we  
2 going to make decisions on?

3 GB: I think that the meeting on a week  
4 from Monday is you and Tom will start the turnover process, I  
5 guess. I don't believe that we would  
6 make final decisions on people until -- it will be a  
7 longer process. Some of the Managers-in-Training  
8 won't come out of the -- what I wanted them to do --  
9 until September; and some come out sooner than  
10 that. The -- you know, we have to give you an  
11 assignment after the turnover process with Tom  
12 Green. You're the first one, basically, on the  
13 list. And we have to come up with a package to get  
14 you going as Manager-in-Training and go to SRO  
15 school, we'll go ahead and pick out some assignments  
16 that are compatible with the class starting in  
17 September that will help you along with that and  
18 also help with certain things that we want done, you  
19 know. For example, we still have the stuff on  
20 the secondary plant, you know, the procedures in  
21 the secondary plant. We still have four recommendations  
22 there that we're looking at and people in  
23 certain aspects (Inaudible) getting things wrapped  
24 up. So exactly when I make a decision and when my  
25 management reviews the decision, I think it will be  
26 a couple of weeks. When I go back, I've got to get



1 with all these people and find out what their  
2 long-term career goals are and, you know, that type  
3 of stuff, find out if anybody else wants to retire  
4 in a short period of time and find out if they have  
5 other things -- other irons in the fire (Inaudible)  
6 people, and ask them point blank what their plans  
7 are (Inaudible) so I can come up with some  
8 recommendations for my management. So, I don't --  
9 you know, I don't have an exact time frame' but it  
10 will be a couple of weeks before the immediate staff  
11 and then long after that. So anything that you can  
12 think of to help me with this I'd appreciate it, especially in your  
13 particular case.

14 ALM: Well, so, you know, I mean, I've  
15 been taking care of security for a long time and  
16 administration and, you know, those types of things;  
17 and so the plan will be to have Tom take that over  
18 here shortly and then --

19 GB: The plan would be that -- to have us  
20 look like a 1050 organization and start talking to  
21 you about turnover and that type of stuff and trying  
22 to find out what you're doing and what things you've  
23 got going as far as each of those, where you're  
24 concerned about each of those areas. And you know,

1 he has purposefully stayed out of the organization  
2 and out of the organizational issues while he was  
3 Manager-in-Training. He was asked him to do that.  
4 We further agreed that that would be the thing for  
5 him to do; and now he has to get back into that  
6 areas, not next week, but the week after next, he's  
7 going to start working with you with the goal being  
8 that we would look like -- start looking like a 1050  
9 organization. He has that title. He never lost his title - assistant  
10 general manager of plant support. (Inaudible) is something else and we  
11 go ahead and take that (inaudible) turnover (Inaudible)  
12 and I'll make the decision. And then what would you  
13 like to do after that?

14 ALM: You know, I almost feel like, you  
15 know, my -- you know. I'm losing my positing; and  
16 essentially the way this has been done is that it's  
17 been deferred in the sense that, you know, that I  
18 was the assistant general manager of -- assistant  
19 plant support manager, I guess, was the actual title  
20 and, you know, I basically, in that capacity, you  
21 know, was the plant support manager as well because  
22 Tom was not doing that job.

23 GB: That's right. Tom was (inaudible) --

24 ALM: And I was in that positing for a  
25 long time and then Tom went away to license school

1 and, you know, now that he's back, you know,  
2 essentially, you've already deleted the position  
3 that I was holding, in essence.

4 GB: That position was deleted from the  
5 organization. And, you know, at the annual review  
6 that was -- I talked to you and, you know, I  
7 explained that to you.

8 ALM: Yeah, you explained it to me; but I  
9 didn't like it.

10 GB: Yeah. You know, when you go through  
11 a reorganization and you go from, I don't know, 1280  
12 some odd to 1050, you've got to eliminate some  
13 positions and reorganize some positions; and whether  
14 you're a security officer or a, you know, a general  
15 manager, some people are going to be unhappy.  
16 That's part of the process. At the same point, I would  
17 like to get, you know, your interests and your  
18 career objectives here so I can best find a job that  
19 at least takes that into consideration. It may not  
20 be what you want to do; but at least I've heard your  
21 thoughts on that. you know, we probably would all  
22 like to have McDonald's job or Fairly's job or Ed  
23 Addison's job; but for whatever reason, we are not  
24 at the right place at the right time to have those jobs.

1           ALM: Well, okay. I'll give you input on  
2 what I'm interested in, but, you know, I think, as I  
3 told you before, you know, I feel like I'm being --  
4 I'm the one that's losing status and losing  
5 responsibility and losing position and have been in  
6 an on-hold condition for a long period of time.

7           GB: Yeah, you know, I won't disagree  
8 with that. I mean, I don't see it -- you know, I  
9 think others in the organization, take Rob  
10 (Inaudible), for example, he lost level, and he lost  
11 what he considered a title, and he wants to go back  
12 to operations; and we may be able to accommodate  
13 that for Rob in his - what he's done in the past.  
14 Take Colin Kitchens, I think some different things  
15 are in the cards for Colin. Take some  
16 other people in the organization and they lost level  
17 and lost titles and, you know, are off to basically  
18 do different things. Take some of the  
19 Manager-in-Training, they will probably lose title  
20 and level and be in a similar position as you are. So yes, that  
21 happens in a reorganization. At the same time, I'd  
22 like to do the best I can for everybody, so I want  
23 to talk to them about it. Tom Greene was the first  
24 one to complete the Manager-in-Training program and  
25 that's what inspires the training for plant managers to get

1 the other experiences that we want in the other managers-in training  
2 courses.

3 ALM: Okay.

4 GB: Okay. I'd like to try to do it  
5 maybe on Monday, if you can tell me what other jobs  
6 you'd be interested in.

7 ALM: Fine.

8 GB: Okay. What else have we got?

9 ALM: That's it.

10 GB: Okay, good.

11 (Pause in tape.)

12 ALM: Well, George confirmed it.

13 Uh huh.

14 CAROLYN TYNAN: Did you find any new  
15 information?

16 ALM: No, not much.