



UNITED STATES  
NUCLEAR REGULATORY COMMISSION  
OFFICE OF INVESTIGATIONS FIELD OFFICE, REGION IV  
611 RYAN PLAZA DRIVE, SUITE 1000  
ARLINGTON, TEXAS 76011

REPORT OF INQUIRY

March 17, 1983

SUBJECT: WATERFORD-3, LOUISIANA POWER AND LIGHT COMPANY  
HARASSMENT OF QUALITY CONTROL INSPECTOR

REPORT NUMBER: Q4-83-006 (Transfer from 4-82-013)

1. On September 7, 1982, Region IV requested investigation after Bill JONES, NRC Engineering Assistance at Waterford-3, reported that an individual identified as [redacted] inspector, complained of being harassed. JONES reported that on August 11, 1982, [redacted] entered the NRC office at Waterford-3 and provided him a copy of a letter, dated [redacted] Attachment (1), that he authored with the following allegation; i.e., that [redacted] stated "He was going to hang the son of a bitch". JONES advised the letter also indicated that [redacted] was upset with [redacted] because [redacted] would not sign off improper or incomplete construction work. JONES further stated that [redacted] indicated in his letter that [redacted] did not know or understand the QC program. JONES concluded that the letter in question was addressed to [redacted] JONES further stated that on [redacted] (supra), wrote a memorandum, Attachment (2), to [redacted] to advise him that [redacted] had submitted a letter to him [redacted] complaining of Harassment by a construction supervisor. [redacted] stated in his memorandum that harassment of QC inspectors can not be tolerated, and requested that [redacted] take appropriate action without delay.

2. On February 1, 1983, Les CONSTABLE, NRC Resident Reactor Inspector at Waterford-3, was contacted by reporting investigator in order to arrange an available work space at Waterford-3 regarding the initiation of this investigation. At this time, CONSTABLE advised that the allegation has been resolved and [redacted] had been fired on or about [redacted] CONSTABLE also stated that the alleged had resigned for personal reasons in September 1982. CONSTABLE indicated that there was correspondence to this effect, and stated he would attempt to locate the proper correspondence to confirm these actions.

3. On March 10, 1983, [redacted] supra, was contacted by reporting investigator and agreed to provide to the NRC all correspondence regarding this matter. On March 14, 1983, reporting investigator received Attachment (3) through Attachment (6) from [redacted] describing the following actions:

A. [redacted] supra, wrote a memorandum, Attachment (3), to [redacted] advising him he had taken immediate action. [redacted] explained in his memorandum that he had conducted an investigation and as a result, he had relieved [redacted]

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[redacted] from his present position, and his duties and involvement with Mercury Company. [redacted] also indicated he had notified [redacted] Manager of Construction, that [redacted] had been relieved of his duties.

B. [redacted] supra, acknowledged [redacted] memorandum by writing a letter, Attachment (4), wherein he concurred with the removal of [redacted] and stated in part, "We find [redacted] unacceptable to the [redacted]"

C. [redacted] supra, wrote a memorandum, Attachment (5), to [redacted] with a copy of [redacted] that confirmed [redacted] termination with the [redacted]

D. [redacted] submitted his resignation to the [redacted] see Attachment (6).

4. Eric JOHNSON and other Region IV cognizant personnel were briefed regarding the results of this investigation and concurred that no further investigative action is necessary at this time.

Attachment (1) - [redacted]  
Attachment (2) - [redacted]  
Attachment (3) - [redacted]  
Attachment (4) - [redacted]  
Attachment (5) - [redacted]  
Attachment (6) - [redacted]

PREPARED BY:

*Richard K. Herr*

Richard K. Herr, Director  
Office of Investigations Field Office  
Region IV

cc: W. Ward, OI:DFO w/attachments  
P. Baci, OI:DFO w/attachments  
J. Collins, RIV w/attachments  
E. Johnson, RIV w/o attachments  
J. Gagliardo, RIV w/o attachments

### INVESTIGATION STATUS RECORD

**INSTRUCTIONS:** This form is to be completed whenever significant activity has occurred relative to a case or at least every 30 days. If no change has occurred during the 30 day reporting period, indicate "No Change" in the status block. Keep the original with the case file and send one copy to Headquarters, Office of Investigations.

CASE NUMBER Q4-83-015 OIR4-83-A-0067	CATEGORY		OFFICE OI FIELD OFFICE REGION IV
	<input type="checkbox"/> D - OPERATING REACTOR	<input type="checkbox"/> F - INDIVIDUAL LICENSEE	
	<input checked="" type="checkbox"/> C - REACTOR UNDER CONSTRUCTION	<input type="checkbox"/> M - MATERIALS/FUEL	
	<input type="checkbox"/> V - VENDOR	<input type="checkbox"/> X - OTHER	
ASSIGNED TO DRISKILL	SUBJECT WATERFORD-3 TAFT, LOUISIANA:		ALLEGED INTIMIDATION OF OC INSPECTORS

STATUS (Specify date, and provide a brief description)

In July 1983, [redacted] alleged that he had experienced a high personnel turnover at that location due to intimidation complaints. The alleged stated that intimidation by many unidentified supervisory personnel at Waterford has created untenable working conditions for many personnel he (the alleged) [redacted]

DATE: October 31, 1983 - Inquiry complete. Report in preparation. ECD: November 1983

DATE: November 30, 1983 - Inquiry complete and released to the region. Region IV requested one additional investigative lead to be conducted. This lead will be conducted and reported as a supplemental. ECD: Unknown

DATE: December 30, 1983 - Inquiry complete and released to the region. Region IV requested one additional investigative lead to be conducted. This lead will be conducted and reported as a supplemental. ECD: Unknown

DATE: January 31, 1984 - Inquiry complete and released to the region. Region IV requested one additional investigative lead to be conducted. This lead will be conducted and reported as a supplemental. ECD: Unknown

DATE: February 29, 1984 - On February 24, 1984, Q4-03-015(S) was CLOSED and released to the Region IV staff.

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INVESTIGATION STATUS RECORD

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NUMBER 4-83-014 R4-83-A-0083	CATEGORY		OFFICE O-1 FIELD OFFICE REGION IV
	D - OPERATING REACTOR C - REACTOR UNDER CONSTRUCTION V - VENDOR	I - INDIVIDUAL LICENSEE M - MATERIALS/FUEL X - OTHER	

SIGNED TO PAUL	SUBJECT WATERFORD-3: ALLEGED IMPROPRIETIES IN THE OC department
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STATUS (Specify date, and provide a brief description)

On July 20, 1983, an allegor was interviewed and provided the allegations that at Waterford 3,

DATE: July 29, 1983 - Investigation is planned during the October/November 1983 time frame due to other higher priority investigations.

DATE: August 31, 1983 - Investigation is planned during the November/December 1983 time frame.

DATE: September 30, 1983 - Investigation is planned during the March/April 1984 time frame, if investigative resources are available.

DATE: October 31, 1983 - Investigation is planned during the March/April 1984 time frame, if investigative resources are available. ECD: May 1984

DATE: November 30, 1983 - Investigation is planned during the March/April 1984 time frame, if investigative resources are available. EDC: May 1984

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NRC FORM 308  
8-82

## INVESTIGATION STATUS RECORD

INSTRUCTIONS: This form is to be completed whenever significant activity has occurred relative to a case or at least every 30 days. If no change has occurred during the 30 day reporting period, indicate "No Change" in the status block. Keep the original with the case file and send one copy to Headquarters, Office of Investigations.

CASE NUMBER 4-83-014 OIR4-83-A-0083	CATEGORY		OFFICE OI FIELD OFFICE REGION IV
	<input checked="" type="checkbox"/> D - OPERATING REACTOR	<input type="checkbox"/> I - INDIVIDUAL LICENSEE	
	<input checked="" type="checkbox"/> C - REACTOR UNDER CONSTRUCTION	<input type="checkbox"/> M - MATERIALS/FUEL	
	<input type="checkbox"/> V - VENDOR	<input type="checkbox"/> X - OTHER	
ASSIGNED TO PAUL	SUBJECT WATERFORD-3: ALLEGED IMPROPRIETIES IN THE QC Department		

STATUS (Specify date, and provide a brief description)

DATE: December 30, 1983 - Investigation is planned during the March/April 1984 time frame, if investigative resources are available. ECD: May 1984

DATE: January 31, 1984 - Investigation is planned during the March/April 1984 time frame, if investigative resources are available. ECD: May 1984

DATE: February 29, 1984 - Investigation is planned during the March/April 1984 time frame, if investigative resources are available. ECD: May 1984

DATE: March 31, 1984 - Investigation is scheduled to begin during first week of April 1984. On March 28, 1984, a meeting between investigators from OI:R111 and R1V was held for investigative status update and case reassignment. ECD: May 1984

DATE: April 30, 1984 - Investigation assigned to OI:R111 investigator. Investigation approximately 20% complete. Anticipate completion during November/December 1984 time frame. ECD: Unknown

DATE: May 31, 1984 - This investigation is approximately 50% complete. Anticipate completion during November/December 1984 time frame. ECD: Unknown

NRC FORM 705  
(8-82)

## INVESTIGATION STATUS RECORD

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CASE NUMBER 4-83-014 OIR4-83-A-0083	CATEGORY		OFFICE OI FIELD OFFICE REGION IV
	<input type="checkbox"/> O - OPERATING REACTOR	<input type="checkbox"/> I - INDIVIDUAL LICENSEE	
<input checked="" type="checkbox"/> C	<input type="checkbox"/> C - REACTOR UNDER CONSTRUCTION	<input type="checkbox"/> M - MATERIALS/FUEL	
	<input type="checkbox"/> V - VENDOR	<input type="checkbox"/> X - OTHER	
ASSIGNED TO PAUL	SUBJECT WATERFORD -3: ALLEGED IMPROPRIETIES IN THE QC DEPARTMENT		
STATUS (Specify date, and provide a brief description)			

DATE: June 30, 1984 - This investigation is approximately 60% complete. Anticipate completion during November/December 1984 time frame. ECD: Unknown

DATE: July 31, 1984 - This investigation is approximately 75% complete. Anticipate completion during November/December 1984 time frame. ECD: Unknown

DATE: August 31, 1984 - This investigation is approximately 80% complete. Anticipate completion during November/December 1984 time frame. ECD: Unknown



I have information that I wish to provide in confidence to the U. S. Nuclear Regulatory Commission (NRC). I request an express pledge of confidentiality as a condition of providing this information to the NRC. I will not provide this information voluntarily to the NRC without such confidentiality being extended to me.

It is my understanding, consistent with its legal obligations, the NRC, by agreeing to this confidentiality, will adhere to the following conditions:

(1) The NRC will not identify me by name or personal identifier in any NRC initiated document, conversation, or communication released to the public which relates directly to the information provided by me. I understand the term "public release" to encompass any distribution outside of the NRC with the exception of other public agencies which may require this information in furtherance of their responsibilities under law or public trust.

(2) The NRC will disclose my identity within the NRC only to the extent required for the conduct of NRC related activities.

(3) During the course of the inquiry or investigation the NRC will also make every effort consistent with the investigative needs of the Commission to avoid actions which would clearly be expected to result in the disclosure of my identity to persons subsequently contacted by the NRC. At a later stage I understand that even though the NRC will make every reasonable effort to protect my identity, my identification could be compelled by orders or subpoenas issued by courts of law, hearing boards, or similar legal entities. In such cases, the basis for granting this promise of confidentiality, and any other relevant facts will be communicated to the authority ordering the disclosure in an effort to maintain my confidentiality. In this effort, the NRC will attempt to protect me from such actions which disclose my identity.

I hereby understand that the NRC will consider me to have waived my right to... (The following text is heavily obscured and mostly illegible due to bleed-through and fading.)

[Faded text]

I have read and fully understand the contents of this agreement. I agree with the conditions.

[Signature of informant] \_\_\_\_\_  
Date: [ ]-[ ]-[ ]

Accepted on behalf of the U.S. Nuclear Regulatory Commission:

[Signature of NRC representative] \_\_\_\_\_  
Date: [ ]-[ ]-[ ]

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