

ORIGINAL

UNITED STATES  
NUCLEAR REGULATORY COMMISSION

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IN THE MATTER OF:

DOCKET NO:

BRAIDWOOD STATION

50-456/457-0L

UNITS 1 & 2

COMMONWEALTH EDISON COMPANY

(EVIDENTIARY HEARING)

LOCATION: JOLIET, ILLINOIS

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DATE: FRIDAY, JUNE 13, 1986

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NATIONWIDE COVERAGE

1 UNITED STATES OF AMERICA  
2 NUCLEAR REGULATORY COMMISSION  
3 BEFORE THE ATOMIC SAFETY AND LICENSING BOARD  
4

5 -----x  
6 In the Matter of: :  
7 COMMONWEALTH EDISON COMPANY : Docket No. 50-456 OL  
8 (Braidwood Station, Units 1 : 50-457 OL  
9 and 2) :  
10 -----x

11 Page: 4178 - 4279

12 College of St. Francis  
13 500 North Wilcox  
14 Joliet, Illinois

15 Friday, June 13, 1986.

16 The hearing in the above-entitled matter reconvened  
17 at 9:00 A. M.

18 BEFORE:

19 JUDGE HERBERT GROSSMAN, Chairman  
20 Atomic Safety and Licensing Board  
21 U. S. Nuclear Regulatory Commission  
22 Washington, D. C.

23 JUDGE RICHARD F. COLE, Member,  
24 Atomic Safety and Licensing Board  
25 U. S. Nuclear Regulatory Commission  
Washington, D. C.

JUDGE A. DIXON CALLIHAN, Member,  
Atomic Safety and Licensing Board  
U. S. Nuclear Regulatory Commission  
Washington, D. C.

APPEARANCES:

Sonntag Reporting Service, Ltd.  
Geneva, Illinois 60134  
(312) 232-0262

1 On behalf of the Applicant:

2 MICHAEL I. MILLER, ESQ.  
3 ELENA Z. KEZELIS, ESQ.  
4 Isham, Lincoln & Beale  
5 Three First National Plaza  
Chicago, Illinois 60602

6 On behalf of the Nuclear Regulatory  
Commission Staff:

7 ELAINE I. CHAN, ESQ.  
8 GREGORY ALAN BERRY, ESQ.  
9 U. S. Nuclear Regulatory Commission  
7335 Old Georgetown Road  
Bethesda, Maryland 20014

10 On behalf of the Intervenors:

11 ROBERT GUILD, ESQ.

## TESTIMONY OF RICHARD ALLEN SNYDER

DIRECT EXAMINATION

PAGE

BY MR. MILLER:

(Continuing.)

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1 JUDGE GROSSMAN: The hearing is reconvened.

2 This is the 20th day of hearing; and we left off  
3 yesterday with Mr. Miller conducting further --  
4 conducting Direct Examination of Mr. Snyder.

5 Mr. Snyder, you remain under oath; and Mr. Miller  
6 will continue.

7 MR. MILLER: Your Honor, before I do, I would  
8 just like to state for the record that I have returned  
9 to the Court Reporter the marked copy of Applicant's  
10 Exhibit 38 and have distributed copies of that exhibit  
11 to the Board and the parties.

12 JUDGE GROSSMAN: Fine.

13 MR. MILLER: Good morning, Mr. Snyder.

14 THE WITNESS: Good morning.

15 DIRECT EXAMINATION

16 (Continuing.)

17 BY MR. MILLER

18 Q Mr. Snyder, I would like to turn your attention now to  
19 the time period in the end of March of 1985, and  
20 specifically Thursday, March 28, 1985.

21 On the afternoon of that day, did you have a  
22 discussion -- what started as a discussion -- with Mr.  
23 Saklak?

24 A Yes, sir.

25 Q Would you tell the Board and the parties as best you can

1           what occurred that day?

2       A    Well, I had earlier in the day written an ICR for a weld  
3           machine I had performed a calibration on that was out of  
4           tolerance per our procedure and I had processed the  
5           paper work.

6           The ICR eventually ended up in my Supervisor's  
7           hands, Rick Saklak; and that afternoon he came back and  
8           told me that -- well, this was a generic ICR more or  
9           less.

10          These things were written by myself and they were  
11          easily dispositioned by the engineers and they were  
12          closed by myself. That was Revision C of the 4.9.1.

13          Revision D was in the process of being revised,  
14          which would have took the weld machines out of my  
15          calibration program, so I wouldn't have to look at them  
16          any longer.

17          Everyone knew this revision was in the process but  
18          it was not finalized yet, so the Supervisor came back to  
19          me and we started a discussion, that we knew how the  
20          engineers was going to disposition this ICR. We had had  
21          several before.

22          My lead, Ray Nemeth, was setting beside me; and  
23          Rick Saklak -- his idea of this ICR was that I could  
24          close it out without an engineering disposition, because  
25          we knew that they were going to accept it and there was

1 not going to be any re-work involved --

2 MR. GUILD: Mr. Chairman, I want to object.

3 The witness is stating Mr. Saklak's belief, Mr.  
4 Saklak's understanding; and, for clarity, it would be  
5 helpful if the witness would state what the basis is for  
6 that belief when he states it.

7 I gather it's probably something that was said to  
8 him; but --

9 MR. MILLER: Well, I --

10 MR. GUILD: -- I would object that the  
11 statement on its face appears to be hearsay; and if it's  
12 going to establish what Mr. Saklak thought or believed,  
13 there should, at least, be a foundation.

14 JUDGE GROSSMAN: Well, it seems to me that  
15 the witness is trying to be responsive to the question;  
16 and any deficiencies that you see in his statement you  
17 can correct on Cross Examination.

18 MR. GUILD: I understand, Mr. Chairman.

19 JUDGE GROSSMAN: He is giving his  
20 understanding of what the positions of the persons were  
21 at that meeting.

22 I will instruct him to say that Mr. Saklak believed  
23 something is, really, not within your competence.

24 You can indicate that, in your opinion, and you  
25 believe that everybody -- you believed at the time that

1 everybody's opinion was such and such; but to state as a  
2 fact what Mr. Saklak believed, unless you are going to  
3 say that he told you that he believed that, you know,  
4 would not really be proper.

5 MR. MILLER: Your Honor, I am sorry. I don't  
6 mean to interrupt.

7 I was just going to say that I asked Mr. Snyder  
8 quite a broad question, in the expectation that he would  
9 give his full recollection.

10 I fully intended to go back and then try and find  
11 out what the basis for these beliefs were; but it seems  
12 to me that Mr. Snyder has already demonstrated that he  
13 has a pretty good memory on many of these things and I  
14 thought it would be helpful to the Board if he were able  
15 to tell in his own words what happened.

16 Then we would go back, really, and find out through  
17 further questions, which I, as I say, fully intend to  
18 ask, as to the basis for his beliefs and so on expressed  
19 in the answer.

20 MR. GUILD: My only point, Judge -- and I  
21 appreciate the witness being candid in providing his  
22 recollection; but I have to prepare Cross Examination of  
23 the witness from what I hear him say on the stand.

24 JUDGE GROSSMAN: Yes.

25 MR. GUILD: From what I listen to and what I

1 hear him say, if he relates in what he is saying as to  
2 what the source of his understanding and belief is, that  
3 provides an invaluable aid to me in preparing to cross  
4 examine.

5 JUDGE GROSSMAN: Yes, absolutely. And we,  
6 certainly, shouldn't let in incompetent testimony on the  
7 basis of its being supplied a foundation later on.

8 So with what the witness has heard, please try and  
9 indicate what happened and what you directly knew about  
10 the situation, not speculation about what someone else  
11 believed.

12 If you want to say it was your opinion at the time  
13 that someone believed something, well, that's fine; but  
14 you can't state as a fact what someone else believed,  
15 because you can't read their mind.

16 So continue.

17 A (Continuing.) Okay. Mr. Saklak did say to my lead and  
18 myself that we knew how the engineer was going to  
19 disposition this ICR.

20 He directed me to close the ICR out without an  
21 engineering disposition, which I told him I could not do  
22 per our procedure or per general QC practice. The ICR  
23 had to go to engineering, so they could make their  
24 evaluation, no matter what.

25 We tried to persuade him, my lead and myself, that

1           it had to go this route, the paper work; and he just did  
2           not see it that way in this case.

3           So he walked away, went to Tony Simile's office,  
4           our general supervisor.

5           I went to Bob Seltmann's office, our QA Manager, to  
6           back up my statements to make sure I was right and that  
7           something hadn't changed suddenly that I didn't know  
8           about.

9           So Mr. Seltmann agreed that I was right, that I  
10          could not sign this thing off without an engineering  
11          disposition. I could not disposition the thing myself,  
12          the ICR, myself, and sign it off. That wasn't my job.

13          So I felt comfortable with my stand on the issue.

14          And before I left, Mr. Simile came into the office,  
15          Mr. Seltmann's office, and he started talking to Mr.  
16          Seltmann about the same ICR. "Couldn't we get this  
17          thing closed out, because the procedure was being  
18          changed or because another welding procedure overlapped  
19          my calibration procedure on weld machines?"

20          But Mr. Seltmann, again, told him that I had to  
21          write the ICR. It had to go through its normal  
22          channels, and that's all there was to it.

23          I asked both of the men if they would get Mr.  
24          Saklak into the office to straighten him out, because I  
25          had to work for the man and I didn't want him to be

1 under the impression that I was wrong in that case and  
2 that -- I just wanted him to be straightened out.

3 Mr. Simile said, no, that Rick was too hot right  
4 now; and that was the end of it, and I walked out of the  
5 office.

6 And it wasn't the end of the whole issue, but I  
7 went back to my --

8 MR. MILLER: Let me --

9 THE WITNESS: Excuse me.

10 MR. MILLER: Let me break your answer at that  
11 point, if I might.

12 BY MR. MILLER:

13 Q I believe you did say, just before Mr. Guild made his  
14 objections, that everyone knew that engineering would  
15 disposition the ICR or words to that effect.

16 First of all, what was your personal expectation as  
17 to what the disposition of the ICR would be?

18 A Well, I had written several others on weld machines,  
19 ICR's, prior to this one.

20 And the engineers were accepting them, because 100  
21 percent weld inspection was being performed in the  
22 field; and this was acceptable to my management, because  
23 we had discussed this when these first started coming up  
24 and --

25 Q With whom had you had those discussions about accepting



1           these weld machines?

2           A    Well, from my Supervisor up to Tony Simile. Tony was in  
3           charge of the welding end when he first came on site.

4                   And to buy something off like that, you know, you  
5           want your management to be behind you, because I didn't  
6           want to take that responsibility on my own.

7           Q    All right. How much prior to March 28, 1985, did you  
8           have these discussions with Mr. Simile and, I assume,  
9           Mr. Saklak, from your prior answer?

10          A    Well, I couldn't even say honestly.

11                   I was certified in October. Immediately, I am  
12          sure, we started writing ICR's on weld machines when  
13          they came due.

14                   The problem with writing up a weld machine, it's  
15          such a -- it's -- it doesn't make a whole lot of sense  
16          to calibrate a weld machine, is what it comes down to,  
17          because that welder in the field is going to turn that  
18          thing wherever he wants to set it.

19                   My only check of that machine was to make sure if  
20          you set it on 100 amps, it was getting 100 amps or  
21          within two amps either way; but, again, that welder will  
22          crank that thing wherever he wants it.

23                   So they have grids out there, what they call a  
24          grid, which there is no calibration at all performed on.

25                   Again, it's just a box that they can turn the knob



1           wherever they want to set their amps.

2           So everyone determined that it was something I  
3           didn't need to be doing as far as calibrating, because  
4           it was just creating paper that wasn't needed in the  
5           end.

6           It was being bought off per the weld inspections,  
7           so --

8           Q    You say, "bought off."

9                Would you --

10          A    It was being accepted per the 100 percent weld  
11               inspection being performed in the field.

12          Q    Mr. Snyder, I think you said that Revision D of the  
13               Procedure 4.9.1, which was in process at that point in  
14               time, had changed the requirement for calibration of  
15               these weld machines.

16               What was the nature of the change?

17          A    Well, it just removed them from the Paragraph 4.4 of the  
18               procedure. It no longer required us to perform a check.

19               At least, it didn't list them under that paragraph.

20          Q    All right. Was this one of the suggestions to the  
21               changed procedure that you had made?

22          A    Well, I cannot recall that, because this thing was -- it  
23               was going to be taken out long before I set down and  
24               made my corrections.

25               That was -- that was the intent of the management,

1 to get it out of the procedure; and it was discussed  
2 months before the procedure was finally changed.

3 Q All right. I believe that you testified previously that  
4 you had had a discussion with Mr. Simile and with Mr.  
5 Saklak about accepting the engineering disposition on  
6 the ICR's that you had written on welding machines.

7 Did they initiate that discussion or did you have a  
8 question and go to them for their guidance?

9 A Well, I think what happened, I actually rejected a few  
10 ICR's, reissued them back to engineering, because they  
11 were making that statement.

12 Because a statement like that on an ICR, we felt,  
13 initially, that the owner, CECO, should be involved and  
14 agree with that, maybe, and it should be upgraded to an  
15 NCR, so --

16 JUDGE GROSSMAN: Excuse me. What statement  
17 on the ICR?

18 THE WITNESS: That welds -- all welds -- were  
19 inspected 100 percent by QC Inspectors in the field, so,  
20 therefore, they were accepting the welds and there was  
21 no amperage problem noticed in the weld, a lack of  
22 fusion or whatever because of an out-of-calibration,  
23 calibrated, weld machine.

24 JUDGE GROSSMAN: All right. Continue. I  
25 didn't mean to interrupt.

1 A (Continuing.) So it was widely discussed after we  
2 started re-issuing an ICR back to engineering, they  
3 would come upstairs and want to know some input into it.  
4 You know, we discuss these things back and forth; and my  
5 lead, Ray Nemeth, we would go to him and we would go to  
6 Rick and we would go to Tony.

7 I don't think we all ever set down in a meeting and  
8 said, "Hey, are we going to accept these this way?"  
9 It's just that you walk from office to office or you  
10 catch him there in the hallway and you discuss it.

11 You know, it wasn't no special meeting that we had.  
12 I know that we were all involved in this decision.

13 BY MR. MILLER:

14 Q And after your discussions with Mr. Saklak and Mr.  
15 Simile, were you satisfied in terms of accepting the  
16 engineering disposition?

17 A Yes, sir. That's the reason we went to them. They were  
18 buying -- using, accepting them as the QC Inspector,  
19 weld inspectors, performing the inspection in the field.

20 Q When the QC Inspectors performed their in-process weld  
21 inspections in the field, were there any calibrated  
22 instruments used in the field which measured the amps or  
23 the volts of the -- used in the welding operation?

24 A Well, when the QC Inspector does his weld inspection,  
25 that's after the fact, that the weld is already

1 performed.

2 Now, he is not standing over the welder and  
3 watching him weld that hanger or checking his amps, like  
4 you would in piping, in my experience with piping.

5 JUDGE GROSSMAN: It's not an in-process  
6 inspection?

7 A (Continuing.) Right, that's true. But there was an  
8 inspection being performed by John Miner, our -- his  
9 title is Weld-In-Process Inspector.

10 He would periodically -- the welder -- the welders  
11 have to be checked within, I think, a six-month period,  
12 once every six months by John. He oversees their  
13 welding process, checks their amps with a calibrated  
14 in-line amp meter off of the machine and he does his  
15 inspection that way periodically.

16 BY MR. MILLER:

17 Q And you are responsible for the calibration inspection  
18 of those amp meters?

19 A Of the amp meter, yes.

20 Q Now, I think in your last answer here you said, "We  
21 discussed this with Mr. Saklak and Mr. Simile."

22 Who else besides yourself?

23 A Ray Nemeth, my lead.

24 You know, we were told time and again to go through  
25 the channels, which was your lead to the supervisor on

1 up. And Ray set right beside me. He was getting  
2 heavily involved in calibration at the time, because he  
3 had just become the lead. I don't know exactly when,  
4 some time early '85.

5 So he was very involved with the situation.

6 Q When you first raised this issue, you say in kind of an  
7 informal way with Mr. Saklak, Mr. Simile, were they  
8 responsive, were they impatient?

9 A You are talking of the --

10 Q As to whether to accept the engineering disposition.

11 A Oh, they were helpful. It was a business thing that we  
12 all had to agree on. That's just the way it is.

13 If they wouldn't have agreed or if someone had a  
14 strong argument, I am sure that we would have discussed  
15 it further; but I think everyone agreed, especially  
16 after you hear Tony Simile, the general supervisor,  
17 saying -- he was a Level 3 in charge of weld  
18 inspections.

19 He was very informed on the welding end of it,  
20 which I am not, so that was all I needed as an  
21 inspector.

22 JUDGE GROSSMAN: Excuse me. I am not sure I  
23 understand what we are talking about now.

24 You wrote some ICR's that went to engineering and  
25 they dispositioned them on the basis of the fact that,

1 even though the instruments may not have been  
2 calibrated, the welds would be checked 100 percent in a  
3 reinspection program; is that it?

4 THE WITNESS: They would have been initially  
5 inspected by the weld inspector, not a reinspection.

6 JUDGE GROSSMAN: Okay. They would have been  
7 initially inspected; so the welds themselves would be  
8 proper welds?

9 THE WITNESS: Yes, sir.

10 JUDGE GROSSMAN: Notwithstanding that the  
11 instrument was out of calibration.

12 Now, do I understand correctly that you then had a  
13 problem with that kind of dispositioning, that you  
14 didn't think that might -- that you thought it might be  
15 inappropriate and would send it back to engineering; is  
16 that what we are talking about now?

17 THE WITNESS: Yes, sir, because I believe the  
18 way the NCR and ICR procedure was at the time -- and  
19 still is -- that you cannot accept work as is on an ICR,  
20 you know, it has to be upgraded to an NCR. That was the  
21 initial problem, I guess, that we had, that the owner  
22 should be involved in that decision buying off these  
23 welds; but it -- the whole deal with the weld machines  
24 was, like I explained earlier, that it was determined  
25 that it wasn't required to even calibrate the things,

1           although my procedure told me to.

2                   JUDGE GROSSMAN:   Okay.  In other words, let  
3           me understand this correctly, though.

4           The reason you thought it had to be sent back and  
5           an NCR written up on it was because this was a,  
6           basically, generic disposition of these matters?

7                   THE WITNESS:    Yes, sir.

8                   JUDGE GROSSMAN:   That it really called for an  
9           NCR because it wasn't just an individual weld you are  
10          talking about; it was a whole procedure by which these  
11          ICR's were being dispositioned on an as-is basis, that  
12          is, using the weld inspection itself rather than any  
13          correction in the calibration problem to disposition  
14          these individual ICR's?

15                   Is that basically what you are saying?

16                   THE WITNESS:    That's correct.

17                   JUDGE GROSSMAN:   Okay, fine.  I am sorry.

18           BY MR. MILLER:

19           Q       Now, let's return to the afternoon of March 28th.  I  
20           think where we left it was that you had left Mr.  
21           Seltmann's office and -- I have said that this was the  
22           afternoon.

23                   About what time of day was it, actually, do you  
24           recall?

25           A       4:30, 4:40 I think my memo says, right around there.



1 I think we quit at 5:30 that day.

2 Q What happened then, Mr. Snyder?

3 A Well, after I was satisfied with Mr. Seltmann's answer,  
4 I went back to my seat, my desk, which -- my lead was  
5 setting there beside me; and in five minutes or so, Mr.  
6 Saklak came back again to my corner and -- in fact, I  
7 believe I was standing up, leaning backwards against my  
8 desk with Ray Nemeth standing beside me; and Mr. Saklak  
9 came down facing us and stopped about four or five feet  
10 in front of me -- in front of us.

11 And I -- I don't recall how he led up to it, other  
12 than what my memo says, that he was, obviously,  
13 irritated because I had went to Mr. Seltmann's office to  
14 get a correct answer; and I assume after he thought  
15 about it -- well, I shouldn't say that.

16 So he proceeded -- he just stood there and he said,  
17 "Rick, sometimes -- we are going to go round and round  
18 and you make me so pissed off that if beating was legal,  
19 you would be dead." He was standing right there in  
20 front of me with his legs spread. He is a big man, 6-2  
21 or 3, I don't know; although I wasn't fearing for my  
22 life there, but it's just the words and the action he  
23 come about.

24 I said, "Rick, whatever you think you have to do."

25 I didn't know what to say and I knew not to



1           irritate the man or get smart with the man; but there  
2           were several people there and that's all he said and  
3           that's all I said.

4           He walked away; and I set down and wrote it down,  
5           because I knew my rights as an inspector. I didn't have  
6           to put up with that.

7           So I just -- I knew his attitude, reputation before  
8           I had seen him, before that, a few times, and I really,  
9           at first, didn't know what I was going to do there. It  
10          was quitting time. I just sat there and wrote it down  
11          to cover myself later.

12       Q    Had you -- you say there were some other individuals who  
13           observed this?

14       A    Yes.

15       Q    Do you remember the names of those individuals?

16       A    Well, Ray Nemeth was standing beside me, Tim Stewart was  
17           setting close by. I remember Dan Orsner. He didn't  
18           sign my memo, but he said later that he heard portions  
19           of it, but I didn't -- you know, I just -- it was enough  
20           that my lead was there, I thought. I just -- the other  
21           people, Tim Stewart said he heard it; and that was it,  
22           you know.

23           I just didn't want to take on my own without a  
24           witness if I took it any farther than that.

25       Q    After Mr. Saklak left, did you discuss his threat with

1 any of the other people who were in the room with you?

2 A My lead was setting right beside me and he was as  
3 shocked as I was, really, at what he had said, Rick had  
4 said.

5 But, yes, we discussed it, me and him, not about  
6 any action that I was going to take, just that, you  
7 know, it was kind of a disbelief thing. Whether he  
8 meant it or not, that's what he said; and that wasn't my  
9 determination to make, you know, if he meant it or not.  
10 Only he knew that; but he did have a reputation for  
11 being loud with inspectors and wanting everybody else to  
12 hear it, too.

13 So I just felt like what he done was wrong.

14 JUDGE GROSSMAN: Excuse me. When you say  
15 whether he meant it or not, are you referring to what  
16 you understood to be a threat of physical force against  
17 you?

18 THE WITNESS: Yes, sir.

19 JUDGE GROSSMAN: Okay.

20 BY MR. MILLER:

21 Q I think you said you were shocked.

22 A Well, you know, in kind of disbelief.

23 Q I take it nothing like that had ever happened to you  
24 before?

25 A Well, not in this line of work, no, not by my

1 supervisor, not by anyone in this line of work, because  
2 I was right and he was wrong and that's what it come  
3 down to.

4 Rick wasn't the kind of man that liked to be wrong,  
5 and that is pretty widely known by the people that  
6 worked around him.

7 Q How soon after -- well, did you -- I think you said you  
8 discussed it with your lead.

9 That evening did you discuss it with anyone else?

10 A I don't recall discussing it that evening.

11 Like I said, it was at quarter till 5:00, it was  
12 near quitting time. We leave at quarter after back  
13 then, I think, so it was a half hour left on the job.

14 I don't believe I -- I don't recall discussing it  
15 with anyone else that evening.

16 Q At the end of the workday, did other inspectors begin  
17 coming into the room there?

18 A Well, it was full of people by that time of day.

19 There were plenty of people there, yes.

20 Q Did somebody make known to the other inspectors who came  
21 into the room what had happened between you and Mr.  
22 Saklak?

23 A Well, I suppose. I really don't recall.

24 You know, stuff like that gets around fast. When  
25 you have got 50 or 60 people in the room there, I am

1           sure other people heard about it quickly. Whether  
2           through Mr. Stewart or Mr. Marschner or whoever, I don't  
3           recall myself telling other people, because it wasn't  
4           something I was going to go out and start blabbing to  
5           everyone. I knew it was going to get around and I  
6           didn't have to spread it around.

7           Q    All right. You then left the jobsite that evening; is  
8           that correct?

9           A    Yes, sir.

10          Q    When you were at home after work, did you discuss it  
11          with anyone other than your wife?

12          A    No, sir, not that I recall.

13          Q    The next morning what was the start time?

14          A    I believe we were starting at 8:00, maybe 7:00. I can't  
15          recall.

16                Let's see. It probably was 7:00, but I can't be  
17          sure. I really can't. I don't recall.

18          Q    When you went back to the Braidwood site, did you  
19          discuss it with -- you know, your incident with Mr.  
20          Saklak -- with anybody else?

21          A    Mr. Nemeth came up to me early that morning and he had,  
22          apparently, talked with Mr. Saklak either the night  
23          before at quitting time or early that morning.

24                Ray told me that Rick wanted to apologize to me,  
25          and I told Ray, you know, that's okay, but it's too

1 late. I had already made up my mind. I had thought  
2 about this all night, that I was going to go to the NRC  
3 office and have a discussion with them, because that was  
4 the steps I felt like taking and that was my right to  
5 do.

6 And Mr. Saklak did come back and apologize early  
7 that morning. He set down beside me and said he was  
8 sorry, he had a bad day; and I told him, I said, "Well,  
9 you know, we can all have bad days, but you have got to  
10 learn to control it"; and he did have that problem of  
11 controlling his temper.

12 I didn't forgive him any more for doing it, for  
13 apologizing, because I had already determined what I was  
14 going to do.

15 I hadn't discussed it with the NRC inspectors yet,  
16 but I was going to early that morning.

17 Q All right. Were there other inspectors present when Mr.  
18 Saklak made this apology?

19 A I believe Mr. Nemeth was standing close by behind us;  
20 but I don't recall anyone else.

21 Q Did you, in fact, go to the NRC -- well, how soon after  
22 that did you go to the NRC?

23 A It was early. I would say before 9:00 o'clock I went  
24 over there.

25 Q Did you tell anyone at Comstock management that you were

1 going?

2 A No, sir, the reason being, I think a couple of weeks  
3 prior to this incident, Mr. Saklak had been reprimanded  
4 with Franco Rolan. They had both been written up, I  
5 guess, because they had got into some kind of heated  
6 discussion; and Mr. Saklak had jumped on me once before  
7 in front of the whole office for something. I don't  
8 recall what it was now. It was something to do with my  
9 area of inspection, but it was something at that time I  
10 didn't think required the response he gave.

11 And I also witnessed him verbally jump all over  
12 another inspector, and I knew his reputation, and the  
13 reason I didn't go to management was because he had been  
14 let go before and, apparently, management just -- they  
15 would tell him to not do it again and he would be back  
16 at it, you know.

17 So I just felt strongly about it, that that was the  
18 only way to bring this thing out into the open.

19 Q Did you go over to the NRC by yourself?

20 A No, sir.

21 MR. GUILD: Now, Mr. Chairman, I anticipate  
22 counsel's next question, which is likely to be who he  
23 went with; and the Board should be conscious that there  
24 are two March 29th memos.

25 One of those memos, I understand, to memorialize

1 the morning meeting. It identifies the participants in  
2 what I understand to be Mr. Snyder's first visit that  
3 day only by identifying letters, X, A, B, C, et cetera.

4 I understand that to be a grant of confidentiality  
5 to those participants.

6 Some -- one or more of those inspectors may be  
7 inspectors who have sought and received protection under  
8 the Board's protective order, so that the identification  
9 of the persons that went with Mr. Snyder is likely to  
10 contain confidential information.

11 JUDGE GROSSMAN: Well, is it necessary for  
12 you to get the names or just the number of inspectors at  
13 this point?

14 MR. MILLER: Well, I think it's inevitable  
15 that my questions are going to require an identification  
16 of the individuals, your Honor.

17 JUDGE GROSSMAN: Okay. Now, this,  
18 apparently, is an area that you have agreed could be in  
19 camera.

20 MR. MILLER: Yes, sir.

21 JUDGE GROSSMAN: Why don't we at this point  
22 then have an in camera transcript, a separate  
23 transcript. I believe everyone in the room has signed  
24 an agreement, have they, Mr. Gieseke?

25 MR. MILLER: Mr. Smith has, also.



1 MR. BERRY: Neither Mr. Little or Mr. Neisler  
2 was required in terms of our protective order to sign an  
3 affidavit of nondisclosure, although we are bound by the  
4 provisions of the protective order.

5 JUDGE GROSSMAN: Yes, that is correct.

6 Okay. We are still in the in camera portion and  
7 you can continue, Mr. Miller.

8 MR. MILLER: Thank you.

9 BY MR. MILLER:

10 Q Can you tell me, Mr. Snyder, who it was that went over  
11 with you in the morning to the NRC?

12 A I cannot remember everyone. I -- simply because I can't  
13 remember. I don't want to say, "Well, I think this guy  
14 went," but I do remember three gentlemen that went with  
15 me.

16 There was five total, I believe, that went with me.  
17 [REDACTED] and [REDACTED] and [REDACTED];  
18 and I would only be guessing and I don't want to do that  
19 on the other two.

20 JUDGE GROSSMAN: Well, now, is there a common  
21 understanding as to who the others were?

22 MR. MILLER: Yes, your Honor.

23 JUDGE GROSSMAN: If there is, you can refresh  
24 the witness's recollection.

25 BY MR. MILLER:



1 Q Mr. Snyder, I am going to show you an attachment to a  
2 March 29, 1985, memorandum from Mr. McGregor and Mr.  
3 Shultz, who were NRC resident inspectors at Braidwood,  
4 to their supervisors in the Regional Office, Mr. Warnick  
5 and Mr. Wild; and an attachment to that document shows a  
6 list of names that include yours, and you will see that  
7 some of the names have an asterisk next to them and the  
8 asterisk says, "Indicates these inspectors first  
9 approached the NRC and later returned for the noon  
10 meeting."

11 In addition to the names that you have just  
12 identified, there are asterisks by the name of [REDACTED]

13 [REDACTED] and [REDACTED].

14 Does that refresh your recollection --

15 A Yes.

16 Q -- that those men accompanied you as well?

17 A Yes, ~~that~~. Those were the two I had thought a few  
18 minutes ago, but I couldn't be sure.

19 Q Did you ask each of the other four individuals to come  
20 with you?

21 A No, sir, I don't recall asking them all.

22 I talked to [REDACTED] because he was the man  
23 that was taking charge of our union dealings at that  
24 time.

25 He set close by me, and I told him I was going, and

1 I cannot recall what his comments was, but that there  
2 was a few guys that would go with me.

3 Q So it was [REDACTED] that got the others together?

4 A They all sit in the same general area and I think by  
5 early that morning they knew I was going to report this  
6 and they wanted to go to -- well, I think [REDACTED]  
7 was one of my witnesses; and I possibly could have asked  
8 him. I cannot be sure.

9 Just -- I could have done it on my own, but they  
10 had some input that they wanted to give and they gave me  
11 support, more or less, as fellow inspectors.

12 Q Right. And I think you said that [REDACTED] was a  
13 leader of the union?

14 A Well, he was -- him and [REDACTED] both were -- trying  
15 at the time -- let's see. This was March.

16 The union was being talked about strongly at that  
17 time, I believe, and they both were doing a lot of  
18 talking off the job with union officials, I would say;  
19 and they were two men that could have gave me support,  
20 not union support, but strong support, I would say.

21 Q All right. Prior to this time had [REDACTED] and [REDACTED]  
22 [REDACTED] ever said that -- had they ever said anything  
23 about Mr. Saklak, for example, and his behavior to you?

24 A No, sir, not that I recall.

25 It was just that everyone in that office knew Mr.

1           Saklak's behavior, even management; and anybody that  
2           worked there long enough had seen more than I had; and  
3           he just had that reputation amongst inspectors.

4                   JUDGE GROSSMAN:   By the way, just to clarify  
5           something for the record:

6                   Before, in answer to a question, you said that you  
7           had determined to go to the NRC because Mr. Saklak had  
8           other incidents and was let go.

9                   I take it you didn't mean that he was fired or  
10          terminated?

11                   THE WITNESS:    No, sir.

12                   JUDGE GROSSMAN:   No action was taken against  
13          him is what you meant; right?

14                   THE WITNESS:    No action that I seen.

15                   He may have been -- he may have been talked to by  
16          management; but it was obvious that Rick was under  
17          strain because there was too much work he had to cover.

18                   He had -- he was the only supervisor when I hired  
19          in under 60 or 70 people and he was not qualified to  
20          cover the areas he was supervising, because per  
21          procedure he was supposed to be certified in the areas  
22          which he was supervising, which -- that wasn't  
23          happening; and he just was not qualified to cover those  
24          areas.

25                   And one man, I don't believe, can cover all them

1 areas, anyway; and he just -- he did have too much and  
2 he tried to -- he tried to do the job, but it's just  
3 physically and mentally, I think, impossible. It was at  
4 the time and still is for one man to cover 60 men,  
5 inspectors.

6 JUDGE GROSSMAN: Mr. Miller.

7 BY MR. MILLER:

8 Q There did come a time when Mr. Saklak's responsibilities  
9 were reduced while you were there, did there not, Mr.  
10 Snyder?

11 A Yes, sir.

12 Q Do you remember approximately when that took place?

13 A I think it was prior to our incident. I am sure the  
14 pressure was -- the job was just starting to spread out  
15 and more people coming in all the time and he couldn't  
16 be all them places that he needed to be, so part of his  
17 duties was taken away and given to someone else.

18 That was probably the best thing that happened for  
19 him.

20 Q Now --

21 MR. GUILD: Mr. Chairman, before Mr. Miller  
22 goes forward, if I could suggest a mechanism with  
23 respect to the in camera transcript, if -- once the  
24 transcript is prepared, Counsel could consult? I  
25 believe we could expurgate the genuinely protected

1 information. Much of this information is not  
2 necessarily indeed treated in camera, and if that would  
3 be acceptable to the Board, I would endeavor to work  
4 with counsel in trying to do that.

5 JUDGE GROSSMAN: Let's go off the record for  
6 a second.

7 (There followed a discussion outside the  
8 record.)

9 JUDGE GROSSMAN: Let's go back on the record.  
10 We are going to change the procedure. We won't  
11 need a separate transcript for the in camera matters.  
12 We will just --.

13 JUDGE COLE: Let me go off the record a  
14 minute.

15 (There followed a discussion outside the  
16 record.)

17 JUDGE GROSSMAN: Okay. We are back on the  
18 record for a further discussion.

19 We are not going to separate out initially in  
20 camera material. We are going to put the whole day's  
21 transcript in camera until we receive the copy on the  
22 next working day, at which time counsel will review the  
23 transcript and make the necessary expurgations or  
24 deletions, at which time we will release the expurgated  
25 transcript to the public record.

1           So that this entire day's proceeding is now not to  
2 be released and not to be sent directly to our office  
3 but delivered here on Monday and we will make the  
4 required deletions to the appropriate transcripts.

5           Fine. Now, continue, Mr. Miller.

6           MR. MILLER: Thank you.

7 BY MR. MILLER:

8 Q I take it then, Mr. Snyder, on Friday morning you didn't  
9 perform any inspection activities but you and the other  
10 inspectors simply went over to the NRC; is that correct?

11 A That's correct.

12 Q Did [REDACTED] [REDACTED] collect the other men and  
13 then tell you they were all ready to go?

14 A Yes. We all went together.

15 Q When you got -- where was the NRC quartered?

16 A That's over in the service building of the plant, in the  
17 south end of the building.

18 Q Who was present when you arrived?

19 A Mr. McGregor was in his office. I believe he was busy  
20 at the time and we waited. Maybe not. Maybe we walked  
21 right in.

22       He was there.

23 Q Was he the only NRC Inspector present?

24 A At that time when we first got there, I believe so.

25 Q Can you tell us what you said to Mr. McGregor?

1 A Well, I told him that I needed to talk to him or we  
2 needed to talk to him. I don't remember how I worded  
3 that.

4 But he realized we had something on our mind and  
5 invited us into his office; and I told him I had a  
6 problem with my supervisor, that he threatened me with  
7 words, what I determined a verbal threat; and I  
8 proceeded to tell him the story, just like I told here.

9 Q At some point during your recitation of what had  
10 happened the preceding day did Mr. Shultz appear?

11 A Yes, sir, he came into the office and set down.

12 Q Did he hear the whole story from you?

13 A I think Mr. McGregor may have even called him in to be a  
14 second to him to hear what was going on, because it  
15 wasn't being taped or written down as far as I was aware  
16 of.

17 Q All right. When you began talking to Mr. McGregor about  
18 your problem with Mr. Saklak, had any other inspector  
19 made a statement before, before you began, in other  
20 words, introducing you, introducing the issue?

21 A It's quite possible that someone else said something  
22 before me. I don't recall that at all.

23 You know, I am sure not -- the other five didn't  
24 keep quiet the whole time.

25 I really don't recall what was said prior to what I



1           said.

2       Q    All right. Do you remember somebody saying, in  
3           substance, "We were going to have a lot of people come  
4           over but we figured it was better to have a small  
5           number. We have about 109 people there now and all are  
6           about to walk if conditions remain the same"?

7       A    I do recall that statement.

8       Q    Do you know whether that was made before or after your  
9           statement?

10      A    It would be a guess. I couldn't say.

11      Q    Do you remember the name of the individual who made that  
12           statement?

13      A    That would be another guess. I would have a pretty good  
14           idea but I didn't read my transcripts in this thing and  
15           I am sure it's in there, but I really don't recall.

16      Q    Well, let me again show you this March 29, 1985,  
17           memorandum; and I will represent to you that the NRC has  
18           its unique coding system to preserve the anonymity of  
19           the individuals who are present at this meeting.

20               As you will see, the first entry is attributed to  
21           an Inspector X, and I would like you to read that over  
22           and then I want to ask you whether you are the Inspector  
23           X who made that first statement.

24      A    No, sir, I did not make that statement.

25      Q    All right. Having looked at it, can you tell me now



1           whether you can recall who made that statement?

2       A     Well, again, it would be a guess out of two people and I  
3           really -- that's all it would be. I don't know if you  
4           are wanting me to guess.

5       Q     No, I don't want you to guess.

6                     JUDGE GROSSMAN:   Well, it's not a guess.  
7           It's his best recollection of who made the statement.

8                     Why don't you tell us who you believe made that  
9           statement or which of two individuals, whichever the  
10          case is.

11       A     (Continuing.)   That sounds like [REDACTED] and if it  
12           wasn't him, it was [REDACTED].

13       BY MR. MILLER:

14       Q     Is that because they were involved in the union  
15           activities and were taking a leadership role there?

16       A     Well, that is quite possible. They knew that there was,  
17           I say, terrible morale problems from what I had seen  
18           since I had been there. It was -- this was the time to  
19           get it out, to make the NRC aware of the problems that  
20           was going on at that time.

21                     JUDGE GROSSMAN:   Well, we are asking you to  
22           try to recall who made the statements, not to look at  
23           the statement itself and try to speculate as to who  
24           might have made it from the statement.

25                     Now, you have given us what I believed -- I

1 understood you to say at first that was your  
2 recollection of who made the statement.

3 THE WITNESS: Yes, sir.

4 JUDGE GROSSMAN: Is it; it is?

5 THE WITNESS: Yes, sir.

6 JUDGE GROSSMAN: Now, do you wish to show him  
7 who the NRC attributed that statement to you?

8 MR. MILLER: Your Honor, I would be happy to.  
9 It's absolutely impossible from this document to know  
10 who made that statement in the way that the NRC coded  
11 the names.

12 MR. GUILD: There is no key to the coding.

13 MR. MILLER: There is no key.

14 JUDGE GROSSMAN: I thought all counsel were  
15 apprised of who made that statement.

16 MR. MILLER: No, sir, no, sir.

17 MR. GUILD: We don't know.

18 MR. MILLER: Not even the NRC can help us.  
19 At least, they couldn't at deposition; and if --

20 JUDGE GROSSMAN: You mean they have lost the  
21 code? That's what they say, they can't locate it?

22 MR. GUILD: I don't think they ever maintain  
23 they had a code, Judge -- a key to the code.

24 MR. MILLER: Your Honor, as further  
25 explanation to the Board -- and, perhaps, I can display

1 this to you -- as you can see, the first statement is  
2 attributed to Inspector X.

3 JUDGE GROSSMAN: Yes.

4 MR. MILLER: The next statement is also  
5 attributed to Inspector X, and yet it is clear from  
6 prior testimony that it is Mr. Snyder talking.

7 Then there is another inspector identified and then  
8 we get to another page and there are Inspectors A, B, C,  
9 D, E, F and G, seven different inspectors, but only five  
10 went over.

11 MS. CHAN: Six, six.

12 MR. BERRY: Six.

13 MR. MILLER: I beg your pardon, six.

14 JUDGE GROSSMAN: So we are not really that  
15 interested in who they were; but, I guess -- well,  
16 perhaps we are. At least we will get some confirmation  
17 as to whether they made those statements.

18 BY MR. MILLER:

19 Q Now, Mr. Snyder, the next paragraph in this March 29th  
20 memorandum -- and I will leave that copy with you, sir.

21 Off the record.

22 (There followed a discussion outside the  
23 record.)

24 JUDGE GROSSMAN: Why don't we take a  
25 seven-minute break right now.

1 MR. MILLER: All right.

2 (WHEREUPON, a recess was had, after which  
3 the hearing was resumed as follows:)

4 JUDGE GROSSMAN: We are back in session.

5 Mr. Miller.

6 BY MR. MILLER:

7 Q Mr. Snyder, I don't know whether you have had a chance  
8 to read the second paragraph on Page 1 of the March 28,  
9 1985, memorandum that is attributed to Inspector X.

10 But do you recall that you are the individual who  
11 made those statements?

12 A Yes, sir, that is my basic statement.

13 If I could say that, after I got copies of these,  
14 some of the words may have been slightly changed from  
15 what I recalled saying; but I also remember now that, I  
16 think, Mr. McGregor was taking some notes while we were  
17 talking, because I do recall that now; but I recall  
18 reading this, when I got a copy of it, that some things  
19 were slightly different, and I guess you could expect  
20 that when he didn't take everything word for word; but  
21 this is what I did say.

22 Q All right. You are identified by whoever took these  
23 notes as the inspector who came to the NRC with  
24 allegations on March 13th, which is approximately 16  
25 days prior to the date of this memorandum.

1 Did you, in fact, go to the NRC on or about March  
2 13, 1985?

3 A Yes, sir. I had completely forgot about that until  
4 this.

5 I -- the reason I went, I felt strongly that our  
6 procedures were being violated by our management and I  
7 gave it a lot of thought, because I knew this could get  
8 involved; but I felt strongly enough about it -- I am  
9 not a person to go squeal on somebody, but I didn't feel  
10 like I could get satisfaction out of our management; and  
11 they were violating procedures on supervisors being  
12 certified, leads being certified; and I took a copy of  
13 our procedure in with me; and it was just an obvious  
14 violation, that if I was violating my procedures like  
15 that, I would be gone.

16 Q The procedural violation that you brought to the NRC's  
17 attention was that leads and supervisors were not  
18 certified in the inspection activities that they were  
19 responsible for; is that correct?

20 A Yes, sir.

21 Q Was there any other procedural violation that you  
22 brought to the NRC's attention?

23 A No, sir, not that I recall.

24 Q Who did you speak to at the NRC at that point in time?

25 A I believe Mr. McGregor, again.

1 Q Was there anyone else with you?

2 A No, sir.

3 Q When Mr. McGregor received your allegations about these  
4 procedural violations on March 13th, what, if anything,  
5 did he say to you?

6 A Well, I don't exactly recall.

7 I think he said that he would check it out, you  
8 know. That's all he could have said at that time.

9 Q Have you received word from the NRC with respect to  
10 those allegations?

11 A I believe I did receive something; but I really -- I had  
12 forgotten all about this situation until this morning  
13 and I couldn't say what I did receive.

14 I do know that later the procedure was changed to  
15 say that they did not have to be -- the supervisors did  
16 not have to be -- certified; but my whole problem -- my  
17 individual case -- see, in the area of calibration, my  
18 lead was not certified, Larry Phillips, and neither was  
19 my supervisor, so I had the total scope of this work  
20 that I was basically responsible for; yet, I had no one  
21 to turn to with a problem except Bob Seltmann. I went  
22 to him several times.

23 I could go to Rick Saklak but then I would end up  
24 in Bob Seltmann's office to get an answer.

25 I just felt like I had had enough. I had to work

1 hard to try to straighten this mess up that I was put  
2 into, this area of calibration; and there was still some  
3 answers that had to be given as far as "How are we going  
4 to handle this?" or "How are we going to handle this?"

5 I just felt like it was something that I had to do,  
6 to bring out.

7 Q You said the mess that you were put into.

8 You mean the records problems that you described  
9 yesterday?

10 A Yes, sir.

11 Well, there was a lot of things other than that;  
12 but it was just -- I was the only person in there and  
13 there was more work than I could really do to catch up,  
14 as well as keep the daily work up, and I wasn't getting  
15 any help from my lead, who didn't really care. He left  
16 me alone and he might as well have, because he didn't  
17 know what I was doing and he didn't want to know.

18 So I was my own lead more than, I guess, my own  
19 supervisor, in a way, because I was trying to -- I was  
20 taking a lot of these decisions on myself to correct  
21 when I shouldn't have been doing that.

22 Q The lead that you referred to as Mr. Phillips?

23 A Yes, sir.

24 Q When did Mr. Nemeth become your lead?

25 A I believe, now that you mentioned that, Mr. Nemeth was



1 my lead at this time and was not certified, also.

2 I had to train him. He hired in in January of '85,  
3 Mr. Nemeth did, I believe; and he was -- he was brought  
4 from the Perry site. He was a Comstock employee there  
5 and they, Comstock management, was bringing their Perry  
6 people down and making them leads over what had been  
7 here, although that's not what bothered me; but, he was,  
8 again, not certified, and he was put in place of another  
9 lead of mine that wasn't certified; and it was just --  
10 it wasn't right.

11 He was pending -- his certification was pending,  
12 because I had trained the man; but, still, he was not  
13 certified, so --

14 Q Was Mr. Nemeth -- I am sorry. I didn't mean to cut you  
15 off.

16 THE WITNESS: No. That's all right.

17 JUDGE GROSSMAN: When you say you had a  
18 problem because they were not certified, you are not  
19 just talking about their knowledge of the area; I assume  
20 you are talking about the fact that there was no one to  
21 sign off after you and that you were then the sole  
22 responsible person for dispositioning these things?

23 Is that so?

24 THE WITNESS: Well, the lead didn't  
25 necessarily have to sign off anything after me. You did

1 have to have a Level 2 review, but it did not have to be  
2 your lead, although I believe that may have been in the  
3 procedure, that the lead was supposed to review your  
4 paper work, which would mean signing your paper work;  
5 but it was an obvious procedure violation, as well as  
6 the man did not know what I was doing and could not help  
7 me without me showing him, I guess.

8 JUDGE GROSSMAN: Okay. So you are then  
9 primarily talking about his understanding -- his lack of  
10 understanding of the area?

11 THE WITNESS: That's true. He had no idea  
12 what was going on, neither one of my leads, Mr. Phillips  
13 or Mr. Nemeth.

14 Now, Mr. Nemeth took the initiative to jump right  
15 in and start helping me as soon as he got certified; but  
16 until he was certified, he could do very little to help  
17 me out.

18 JUDGE GROSSMAN: But weren't the procedures  
19 clear on the face, so that you really didn't need  
20 someone with a tremendous understanding? Couldn't you  
21 just do it by the book yourself?

22 THE WITNESS: That's true; but, if I recall,  
23 and probably if the record was checked, my area was the  
24 only area of inspection that I didn't have a certified  
25 lead and I didn't have a certified supervisor; and, yet,

1 I was being responsible for the work in that area and no  
2 one else.

3 JUDGE GROSSMAN: Okay. Mr. Miller.

4 MR. MILLER: Thank you.

5 BY MR. MILLER:

6 Q There was, in fact, at least one other inspector  
7 certified in calibrations, wasn't there; isn't that  
8 right?

9 A Yes, sir.

10 Q That's Ms. Sproull?

11 A Yes, sir.

12 Q Was she ever assigned -- well, was she helpful -- I will  
13 back up.

14 Did you ever discuss any problems that you had with  
15 her?

16 A Only between the time that John Seeders was removed from  
17 the QC inspection and before I was certified, we -- and  
18 maybe a week or two after I was certified -- we worked  
19 together.

20 She was certified. She could sign the paper. I  
21 could help her out and give her assistance, but I  
22 couldn't sign anything.

23 She, obviously, did not want the job. She knew the  
24 problems there and she just did not want to take the  
25 mess, is what it was. She did not want it.

1           She had many other certs at that time. She told  
2 management she didn't want it. They asked her to take  
3 over the job, and she didn't want it and she told them  
4 that.

5           Q   Well, did you ever ask her for assistance?

6           A   Not that I asked her, because she knew very little about  
7 it. She had a piece of paper that said she was  
8 certified, but that goes on a lot out there. You are  
9 certified but, yet, you don't work in the area for six  
10 or eight months, so you lose the control of it. Things  
11 change daily or weekly, and she was all of a sudden  
12 thrown in here and not knowing what was going on.

13           She was like me. She had to learn -- and maybe I  
14 knew more about it, because I had been trained by John  
15 Seeders and I was more current in my knowledge than she  
16 had been, because all of a sudden one day they come in  
17 and said, "Myra, you have got to do this now. You are  
18 the only one."

19           Well, that was it then. She had to do it, because  
20 there was no one else; but she reluctantly done it.

21           Q   So I take it that you didn't regard her as -- after you  
22 were certified -- as someone that you could go to for  
23 assistance in interpreting the procedures or calibration  
24 techniques or anything else?

25           A   No, sir.

1 Q Continuing with the paragraph on this March 29, 1985,  
2 memorandum -- the pages aren't numbered -- but it's the  
3 second page of the memorandum, the second full sentence  
4 on the page reads -- do you have one for Mr. Guild?

5 MS. KEZELIS: Here, Bob.

6 BY MR. MILLER:

7 Q "He has jumped on my ass before. Flies off just like  
8 that. He has done it many times before."

9 First of all, is that an accurate statement of what  
10 you told Mr. McGregor?

11 A Yes, I would say so.

12 Q All right. Now, could you describe -- well, you say,  
13 "He has jumped on my ass before."

14 Had Mr. Saklak ever threatened you --

15 A No, sir.

16 Q -- before?

17 A No.

18 Q All right. Had you and Mr. Saklak had any discussions  
19 that you regarded as hostile or in which he was  
20 aggressive towards you?

21 A Yes, we had one incident. He was only aggressive  
22 verbally. He did not threaten me in any way.

23 I cannot recall what it was even about.

24 I was certified at the time. I would say it was  
25 late '84.

1           He come back there and there was something -- he  
2           was my supervisor. He had a problem with something I  
3           had done and he -- whatever he said, he said it so the  
4           whole office could hear it.

5           I recall that because I talked to Myra Sproull  
6           afterwards and she set on the other end of the office,  
7           24 feet away, and she heard everything that was said;  
8           and I was back in the corner.

9           So he did get loud at that time; and I am not an  
10          argumentative person and -- believe it or not -- so I  
11          did not recall arguing back with the man, because I was,  
12          obviously, in wrong with what he had done -- with what  
13          he had said.

14          I don't recall what I was wrong, honestly, I don't  
15          recall; but, apparently, it was something that wasn't  
16          right on my part, or I may have argued mildly. I am  
17          just not a loud arguer, I guess; but if I was wrong, I  
18          wouldn't need an argument.

19          Q    Do you recall whether this was something having to do  
20          with the way in which you had filled out some forms or  
21          was --

22          A    I don't believe so. I really honestly cannot recall;  
23          and it may not -- it may not have been anything; but to  
24          him it was, and it was just something that he made his  
25          point, loudly; and I took it and went on.

1 Q Were there other inspectors who witnessed that?

2 A Yes, sir. Like I said, Myra was at the other end of the  
3 office. There were several in between us. I don't know  
4 who would recall that now, but there was some people in  
5 the room.

6 Q Do you remember whether, after this first incident with  
7 Mr. Saklak, you made any change in your work practices?

8 A No, sir, I don't recall any.

9 Q Okay. Then the sentence goes on, "He flies off just  
10 like that. He has done it many times before."

11 Now, in addition to the incident that you have just  
12 testified to, do you recall any other instance where he  
13 -- well, first of all, were there any other incidents  
14 directed at you?

15 A No, sir.

16 Q Other than what happened on March 28th and this earlier  
17 incident that you have just testified to, how would you  
18 describe your relationship with Mr. Saklak?

19 A I got along fine with him. I would try to work with  
20 anybody. We had a job to do and he was my boss.

21 So, you know, we got along fine as far as I recall.

22 He left me alone more or less. Unless he had  
23 something he had to have me do, he didn't bother me,  
24 because I had too much work to do and I took it all upon  
25 myself to try to do it all and to straighten it all out;



1 and it was -- it took months to do that.

2 Q Did Mr. Saklak -- I am sorry. Once again, I don't mean  
3 to cut you off.

4 A No. I just wanted to maybe prove to myself that I could  
5 do that.

6 You know, he didn't have to -- he didn't bother me  
7 unless he had to. He had so many other people to take  
8 care of that he, apparently, felt I had it under  
9 control; and if I had a problem, I did go to him, you  
10 know.

11 Q Did he ever compliment you?

12 A Not that I recall. That doesn't happen and I didn't  
13 need that, you know. It's just if you take care of  
14 things the way you think you should, maybe you  
15 appreciate yourself. I don't know.

16 Q Well, in these conversations that you would have with  
17 Mr. Saklak from time to time, was he loud and sarcastic,  
18 was he respectful? How would you characterize him?

19 A Yes, he was respectful. I never -- you know, he just  
20 had a loud voice. He had a different manner about him.  
21 I don't really know how to describe it. He just was a  
22 loud speaker.

23 Q Well, quite apart from the volume, was the content of  
24 the words sarcastic, respectful, normal?

25 I don't mean to suggest those are the only ways

1           that you can describe it, but what I am trying to ask is  
2           whether you can characterize for the Board your  
3           day-to-day dealings with Mr. Saklak outside of the two  
4           incidents that you have testified to?

5           A     I just -- I never had any other problems, you know.  
6           We -- he spoke to me, as far as I know, as mildly as he  
7           could and I did the same between those two incidents and  
8           before the first incident.

9                     I respected him as my supervisor, because he was  
10           that; and that was it.

11                    He referred me on to Mr. Seltmann if he could not  
12           answer my question, and that's -- normally where I went  
13           the majority of time was to Mr. Seltmann's office,  
14           because he could give me the correct answer.

15           Q     All right. Your statement as recorded by Mr. McGregor  
16           goes on to say, "The biggest thing is this is not the  
17           first time. Everybody knows about it and nothing is  
18           ever done."

19                    I guess my question to you, Mr. Snyder, is whether  
20           you were aware of Mr. Saklak having physically  
21           threatened anybody else prior to this time?

22           A     No, sir, I was not aware of that.

23           Q     What aspect of your dealings with Mr. Saklak -- well,  
24           let me not suggest anything in the question. I will  
25           rephrase it.

1 I guess what I am looking for is the antecedent to  
2 the word this. You say this was not the first time.

3 What event or events were not the first time that  
4 you are referring to?

5 A Well, in this I meant my experience.

6 March 28th was not the first time that I had seen  
7 him explode or blow up or get loud with somebody,  
8 because I had -- we just discussed my first incident at  
9 that, and I knew -- I witnessed one other incident and  
10 knew of another incident that happened a couple of weeks  
11 before this.

12 So the other incident I witnessed was -- it was  
13 about 10 minutes till 12:00 one day and there was an NRC  
14 Inspector talking to Mr. Saklak in our office at his  
15 desk, and at 5 till 12:00 everybody breaks to lunch --  
16 for lunch; but there was an inspector, Mr. Mike Lechner,  
17 setting about six feet down from me. He was joking and  
18 laughing about something and -- which was not job  
19 related; and Mr. Saklak heard him with the NRC Inspector  
20 there. I knew he could hear him. Everybody in the  
21 office could hear Mike laughing; and Mike is the kind of  
22 guy that he can laugh about anything, I guess, and maybe  
23 crack jokes about anything and whatever.

24 But, anyway, he had, apparently, given up for  
25 lunch; and the NRC Inspector left at about -- well,

1           about 5 minutes later, say 5 -- maybe 12:00 o'clock --  
2           between 10 till and 12:00 o'clock, and Rick always went  
3           out for lunch.

4           Rick grabbed his coat off the back of his chair and  
5           he went out the door, and he was obviously upset, Rick  
6           was.

7           He come back -- just turned right around and come  
8           back in the door and came back to Mike, and he -- I  
9           don't recall if he pointed his finger at him, but he was  
10          standing right over Mike, and Mike is, again, about my  
11          size, maybe, and he started shouting at him loudly,  
12          louder than my first incident.

13          And I cannot recall what he was saying. He was  
14          upset because Mike was cracking jokes or laughing with  
15          the NRC Inspector standing there behind him.

16          Rick's desk was probably only six foot away from  
17          Mike's desk; and Rick was upset about it.

18          He was mad. His face was flush -- red. He was  
19          obviously upset.

20          I couldn't even speculate on what was said now. It  
21          was just that he was upset with Mike for acting the way  
22          he was; and then he turned around and walked out for  
23          lunch.

24          I recall that Mike was upset then after that; that  
25          he left, he went home for the day, because he said he

1 didn't have to put up with that, either.

2 Q Well, do you recall that Mr. Saklak made any threat to  
3 Mr. Lechner?

4 A No, sir, I don't recall that; and I don't -- I would  
5 have recalled that if there was a physical threat there,  
6 and there was not.

7 Q Do you know whether or not Mr. Saklak -- do you recall  
8 who the NRC Inspector was that Mr. Saklak was talking  
9 to?

10 A No, sir, I really don't.

11 There were two or three inspectors on site at that  
12 time, and it would have been one of the three. I could  
13 not say.

14 They was not present when the shouting occurred.

15 Q To your knowledge, were Mr. Saklak and the NRC Inspector  
16 just talking about non-job-related matters or were they  
17 talking about something having to do with NRC inspection  
18 activities or Comstock's work or do you know?

19 A I am sure it was work-related. I don't -- the NRC  
20 inspectors normally don't come to our office to talk  
21 non-work-related, I would say.

22 Q Mr. Lechner's jokes, could you hear them at your desk?

23 A Yes. I don't know that it was a joke more than just he  
24 was laughing about something; and Mike has got a funny,  
25 loud laugh and he is a happy-go-lucky guy.

1 I don't know who he was laughing with or what  
2 about; I really don't. It was just a loud laughing; and  
3 it was upsetting for Rick.

4 Q I think you said you had also heard about one other  
5 incident.

6 A Yes, sir.

7 Franco Rolan and Rick Saklak had -- apparently had  
8 some kind of heated discussion about work-related  
9 subjects. I don't recall what.

10 They were both taken into Mr. DeWald's office, and  
11 there was a -- my understanding after that is that they  
12 were both written up with a written reprimand and it was  
13 put in their files; but that's all I really know about.

14 Q Do you know whether or not Mr. Lechner and Mr. Saklak  
15 had a personal, social relationship outside of work?

16 A I would say no.

17 Mike lived in Streator and Rick lived in Chicago.  
18 Maybe they stopped at the bar sometimes, but I don't  
19 think they got together.

20 Q Okay. Let's go on through this paragraph. I am going  
21 to skip some sentences because I believe you have  
22 already testified to the substance of them.

23 The sentence that begins, "He has jumped on my ass  
24 before - he has always been wrong."

25 Now, the first part of that sentence, "He has

1           jumped on my ass before," have you now told us every  
2           occasion on which you and Mr. Saklak had a difference  
3           that you would -- that was characterized in Mr.  
4           McGregor's memo as jumping on your ass?

5           A    Yes, I think that earlier statement covered that.

6           Q    You go on to say, "He has always been wrong."

7                   What were you referring to there, sir?

8           A    Well, I think during this discussion with Mr. McGregor,  
9           that maybe I was generalizing there. Maybe I was saying  
10          just that he was wrong in that incident in our argument.

11                   I cannot say now that he was always wrong, because  
12          that's not true. He wouldn't have been on the job if he  
13          was always wrong; and I don't -- that's not a true  
14          statement.

15                   Like I said, maybe I was referring to -- and it's  
16          not worded this way -- but the incident with us, that he  
17          was wrong then.

18          Q    All right. That sentence goes on, "Yet he is giving  
19          orders to inspectors on things he doesn't know anything  
20          about."

21                   Did he ever give such an order to you, sir?

22          A    Well, only the order to close the ICR out that we had  
23          the argument about. That was the only thing that I  
24          recall.

25          Q    Did you ever observe him giving orders to other



1 inspectors?

2 A Well, he always was telling other people how to go about  
3 something; and I think the general consensus was that  
4 everyone knew Rick had not trained in all the areas he  
5 was over, so he couldn't possibly know everything he  
6 was -- he could know what they were telling them, but  
7 whether it was right or wrong, on the spur of the  
8 moment, maybe he didn't know without further research.

9 That's the only thing that I can say this is  
10 referring to --

11 Q Well --

12 A -- because he was not certified in other areas, so he  
13 could not possibly have known all the answers to all the  
14 questions that people were asking him.

15 Q I realize it's been quite sometime; but I would ask if  
16 you could try and recall for us, if you would, any  
17 specific instance, either by name of individual or the  
18 inspection activity involved, where you had either  
19 observed or heard of Mr. Saklak giving orders to  
20 inspectors on things he doesn't know anything about,  
21 where he was wrong about that; the orders, that is.

22 A No, sir, I really cannot recall. There was too many  
23 people.

24 Again, this might have been a generalized statement  
25 on my part at that time, that I was just making a

1           general statement there.

2           I cannot recall any other individuals that he told  
3           them what to do.

4           I didn't have time to set and listen to other  
5           people's conversations with him, although you could  
6           probably have heard it, if you wanted to; but I was  
7           covered up with the work I had and had no time to set  
8           around and listen, and didn't care to, really.

9           Q   The last sentence in that paragraph says, "It is done  
10           just to get the paper work completed so the numbers look  
11           good."

12           Did you say that to Mr. McGregor?

13           A   Well, I am sure I did, something to that effect.

14           There was a lot of tension at that time in the  
15           office. The management was -- we were, I think, if you  
16           checked the records, way behind as far as inspections go  
17           in the field. There was people wanting -- you know, we  
18           were holding up construction, you might say.

19           Now, at that time there was a lot of the work being  
20           done and then it was being inspected after the fact, the  
21           work was done, so that QC did not have to stand over the  
22           craft and watch the work. So it just started piling up.

23           I think the work, as far as inspections go -- and  
24           everybody knew that they were behind. Management knew,  
25           and it was a push to get inspections done; and there,

1 obviously, wasn't enough personnel there. If there was,  
2 they weren't getting the job done.

3 At that time they were hiring more people, but it  
4 still takes a month or two to get them people going as  
5 far as inspections; and everyone knew that QC was behind  
6 on inspections for some reason or another.

7 Q Was that your belief in March of 1985, that QC was  
8 behind in inspections?

9 A Well, I think that was a fact that we were not keeping  
10 up with the field, with the work going on in the field.

11 Q Did someone tell you that was the case?

12 A Nobody individually. It was -- again, we were all still  
13 crowded in this one room and where Mr. Saklak's desk  
14 was; and some people hear things, other people don't.

15 The word gets around; and it's obvious that -- it  
16 was just obvious the work was not getting done fast  
17 enough to catch up with the field inspections that were  
18 required.

19 Later on it went to an in-process inspection where  
20 we had to be there to witness it being done, but it  
21 wasn't this way in all cases at that time.

22 It's obvious you have got 500 or 600 craftsmen out  
23 there doing work all the time and you don't have but 60  
24 or 70 inspectors to watch over; and although not all of  
25 it is safety-related work -- I can't speak for other

1 areas of inspection, but that's what was, in my opinion,  
2 going on at that time.

3 Q Yes, sir.

4 Well, my question really is pretty specific, Mr.  
5 Snyder.

6 Did Mr. Saklak ever tell you or others in your  
7 presence that you were behind in your inspections?

8 A Not that I recall. It's been too long; and he never  
9 told me that. He didn't have no reason to tell me that.

10 My inspection was a daily thing. I could not let  
11 mine go like today and do it after the fact. I had a  
12 schedule to go by as far as calibrating tools goes and  
13 you just have to do it or it's overdue.

14 So my area is different from a weld inspector area  
15 where he can go out and look at the weld a week later  
16 and say, "Yes, that's a good weld," or, "No, that's a  
17 no-good weld." That's the way, I believe, that was  
18 being handled at the time.

19 But, no, he did not tell me that.

20 Q So, in fact, your inspections then were current?

21 A Yes, sir. That's just the nature of that inspection.  
22 It has to be.

23 Q When you say it was your understanding that QC was  
24 behind in inspections, do you understand that there was  
25 a backlog?

1 A Yes, sir. At that time they were taking people -- they  
2 would continually take a group of people out of their  
3 normal inspections, put them over here to catch this up,  
4 because they had a deadline on it, and then when it was  
5 caught up, they would go back or they would go to  
6 another special project that has deadlines that have to  
7 be met.

8 So something has to give somewhere, you know, if  
9 you can let a weld inspection go for a week in the field  
10 or longer to do this other job.

11 It was just like a Band-Aid thing, you know,  
12 because there was not enough manpower there.

13 Q Mr. Snyder, did you ever have occasion to see -- well,  
14 first of all, was there a bulletin board in the QC  
15 office where the inspectors were?

16 A Yes, right. It was in the hallway in the upstairs  
17 office.

18 Q Do you recall whether or not there were posted on that  
19 bulletin board memoranda and attached sheets that talked  
20 about the status of inspections?

21 A Yeah, I think they were doing that at that time, the  
22 number of ICR's open, which means it was not closed. It  
23 was in QC's hand to close; number of weld inspections  
24 behind or conduit inspections behind, you know, that  
25 needed to be done.

1           It was a numbers thing to let people know where we  
2 stood, I guess, as far as getting the work done.

3           Q    Would you ever look at those status reports?

4           A    I may have glanced at them, but I really had no reason  
5 to.

6                    Again, my area did not involve -- mine may have had  
7 some open ICR's. I am sure there were several -- well,  
8 maybe as many as 100 in my area alone that carried over  
9 from John's Seeders days that were setting around  
10 somewhere, and that all led to that NCR 34206; but, you  
11 know, that was -- the only reason that I would have to  
12 look at that was for the ICR's, although they never told  
13 ICR number, they just told quantity; and it would mean  
14 very little to me to look at it.

15           Q    I think you testified that you had a belief that QC  
16 Inspectors at that point in time were behind and there  
17 was a backlog.

18                    Do you recall ever looking at these status report  
19 memoranda and their attachments to see if that was the  
20 case?

21           A    Well, like I said, they just gave you a weekly status on  
22 how many inspections were left to do.

23                    I don't know -- I don't know anything about it  
24 other than that. It was just a numbers thing.

25                    It would say, "Welding, you have 200 inspections,

1 cable pulling was in process, you have conduit, so  
2 many."

3 It didn't mean much to me because I wasn't in  
4 that -- those areas.

5 Q I think you said earlier that there was lots of tension  
6 in the office.

7 Did you notice that tension when you first arrived  
8 at the Braidwood site or was it something that you  
9 became aware of over time?

10 A Well, not the first day, you know. I was just worried  
11 about getting my reading done and getting my foot in the  
12 door.

13 It takes a while to get to know people, but you  
14 still hear things going on; and it was -- as I said  
15 earlier, I knew there was problems somewhere, I knew  
16 there was tension, and you could just sit around and  
17 listen to conversations.

18 Whether they were right or wrong, that's what the  
19 conversations led up to; and there was just obvious  
20 tension there.

21 The money thing I mentioned earlier.

22 Q Yes, sir.

23 What I am trying to zero in on, if I can, is the  
24 tension that you observed because of the inspector force  
25 being behind in its inspections.



1 A Well, I am sure that compounded the problem, because  
2 when we had meetings weekly at that time, maybe twice a  
3 week, or DeWald would stand up in front of us and he  
4 would tell what was this and what's that, that we are  
5 going to have to pick up on this or pick up on that area  
6 of inspection, and just generally describe what areas of  
7 inspection maybe were behind; you know, that we needed  
8 to devote more time or attention to that area than  
9 another area to try to get the numbers down. I think  
10 that was the saying back then, to get the numbers down.

11 I felt like there was -- there may have been --  
12 obviously, there was pressure by Construction to catch  
13 up inspections, and I am sure that Commonwealth Edison  
14 was involved in that because that's -- it's their plant.  
15 They have to get a job done.

16 Q Well, I appreciate, you know, the logic; but --

17 A Well, that's my honest knowledge at that time.

18 Q Surely.

19 Did you ever observe anybody from Commonwealth  
20 Edison discussing this with -- well, discussing it with  
21 another employee of Commonwealth Edison or anyone else  
22 that worked for Comstock?

23 A No, sir, I never witnessed that.

24 That wouldn't be something that you would hear.

25 Q All right. You said to make the numbers get down.

1                   The numbers of inspections?

2           A     The numbers of inspections, the number of ICR's that  
3                 were in QC's hands to close out to get the system  
4                 moving.

5                   If you have got a hold tag on that conduit, they  
6                 can't pull cable through it. They can't do a lot of  
7                 things to it.

8                   So they have hot systems they have to -- they are  
9                 working on. If there is ICR's holding up that system,  
10                the ICR's need to be taken care of so that the work in  
11                the field can proceed on that particular item.

12          Q     Mr. Snyder, do you recall at any of these weekly  
13                 meetings any statements to the inspector force that they  
14                 need to improve the number of inspections that they  
15                 performed in a given time period, a day, a week?

16          A     I remember there was an occasion when management was,  
17                 obviously, looking at people's time sheets.

18                   We did have to fill out an individual time sheet  
19                 every day to say what we had done that day, number of  
20                 operations, whatever we did do; and there was a time  
21                 there they were looking at those, and there was a couple  
22                 of people that were called into the office and were  
23                 asked why they were doing only 1 point something  
24                 inspections per day instead of whatever they thought was  
25                 actually needed or could have been done by that person;

1 but there is just no way that you can sit down and  
2 determine that, because every inspection is different.

3 MR. MILLER: Well, I appreciate your answer;  
4 but I am not certain that it was completely responsive  
5 to the question that I asked, and I would like the  
6 Reporter to go back and reread the question, please.

7 (The question was thereupon read by the  
8 Reporter.)

9 A (Continuing.) If you are talking Irv DeWald's weekly  
10 meetings, he could say anything and that's only up to  
11 somebody's memory to remember; and I cannot recall  
12 whether that was ever said.

13 BY MR. MILLER:

14 Q Well, did you have any occasion to observe Mr. Seese  
15 talking to the inspectors?

16 A During those weekly meetings, at some times Mr. Seese  
17 would get involved as far as the status department goes;  
18 and he would just simply read off his status report to  
19 what was -- what number of inspections were behind, in  
20 what areas; and maybe he would say in a general  
21 expression that maybe we need to work on these areas;  
22 you know, we need to work on conduit a little bit more  
23 or, you know, whatever you are behind, because if you  
24 are, obviously, behind in one area, they are obviously  
25 needing more inspectors to come over and take care of

1           those areas, if they have them.

2           Q     All right. Well, did Mr. Seese ever say, in substance,  
3                 "Conduit inspectors have to get on the average of two or  
4                 three or four more inspections per day to get this  
5                 activity up to snuff"?

6                 Don't hold me to the words. I am just --

7           A     I don't recall him saying that, no. I don't recall  
8                 anyone being singled out or any group of inspectors, you  
9                 know.

10                It's just a -- you have to have communication  
11                between the management and the inspectors; and if  
12                management doesn't tell you what areas were obviously  
13                behind, individual inspectors would not know that.

14                So it's just a -- it was a general meeting, they  
15                called it, and it was just to keep people informed.

16           Q     At your prior job, the Marble Hill plant, were there  
17                 comparable meetings?

18           A     No, sir. We were a smaller group or we were branched  
19                 off. I don't recall.

20                You see, we were the whole group in these meetings  
21                here with Comstock. They would get every inspector  
22                involved in the meeting.

23                Down there, it was just a small -- maybe with your  
24                lead, he might have a weekly gripe session I guess they  
25                call it.

1 Q Were there communications from your lead at Marble Hill  
2 as to what the status was of your inspection activity?

3 A Oh, yes, I think that's going to happen. Wherever the  
4 work is needed, it's just a -- you have to know where  
5 the work is to do it; and it might just be a pep talk,  
6 too, to enlighten the inspectors that there is a lot of  
7 work to be done.

8 Q Do you recall if any, what you would characterize as a  
9 pep talk, came from Comstock management?

10 A Well, I think I called it a general meeting, and it  
11 could be a general pep talk meeting.

12 It's just -- it was a gripe session. Irv would say  
13 his thing, management would say their thing and then  
14 everyone was open to ask a question if they liked.

15 It could have -- very easily have been a pep talk,  
16 just to keep people on their toes, you know.

17 Q Keep them on their toes, what do you mean by that?

18 A Well, there are a lot of people who work different ways;  
19 and if you let them, a lot of people would sit there all  
20 week and not do a lick -- what I call a lick; and that's  
21 just people's way, the way they are. You cannot change  
22 them.

23 And that goes on, I think, everywhere that you  
24 would find that, so it's --

25 Q Did you personally observe some individuals who were

1           talked at at Comstock who, in your words, wouldn't do a  
2           lick all week?

3           A     Yes.

4           Q     On the in-camera transcript, can you identify some of  
5           those individuals for us on the record?

6           A     Well, there could be certain cases where there is  
7           explanation of that.

8           Q     I am talking about your observation.

9           A     Dan Marschner, for example, and that's just his nature.  
10          You could ask anybody that has known him. After talking  
11          with people that worked with him on his job prior to  
12          that, you have to get a cattle prod to get him out of  
13          there to do some work. I mean, that's Dan, though, and  
14          he can, obviously, get by with that; but I know that he  
15          did have a run-in later about his work from management,  
16          so he has to force it then.

17                Some people will just work harder than others.

18          Q     Anybody else?

19          A     Dan just comes to my mind. He is still there, but I  
20          think he works a little more nowadays; but this was back  
21          in '84.

22                You have to understand, too, I think he set there  
23          three or four months before he ever got certified to do  
24          an operation; and that's -- it's -- demoralizing is the  
25          word I want to use, because you cannot do anything but



1 shuffle paper work. You cannot sign anything. You  
2 can't go do an inspection. All you are is a clerk,  
3 really, pushing paper until you get your certification;  
4 and that was a problem of the new training program.

5 I went through the same thing, three months to get  
6 certified; but I took it upon myself to train in three  
7 areas in those three months. Nobody told me to do it.  
8 I jumped in there and done it.

9 Dan could have done the same thing, but he didn't  
10 want to do that, that was his choice; but I could not  
11 sit there like that and not do anything. I just can't  
12 do that; and some people can.

13 So you are going to do whatever you are told; and  
14 if they don't tell you to do anything, you just sit  
15 there all day.

16 Q Aside from Mr. Marschner, did you observe any other  
17 individuals who would just sit there all day?

18 A No, sir, I don't recall anyone else.

19 Q Do you know --

20 A There is always days where somebody is not going to have  
21 something to do -- it happens all the time -- but I  
22 think there is always something to do, too, if you look  
23 for it.

24 Q And you personally do look for it, don't you?

25 A Oh, yes, sir. I am busy. I have a schedule to go by,



1 and I have a helper now that helps me; and prior -- I  
2 think he started working with me in December of 1985  
3 because of the workload.

4 It was a full-time job that I really had -- was  
5 unable to cover anymore, but that's just the way I am;  
6 and there are people both ways.

7 Q Mr. Snyder, I think you said that there were one or two  
8 occasions of which you were aware in which people were  
9 taken to the office to discuss the number of inspections  
10 that they were performing?

11 A Yes, sir.

12 Q Do you know the names of those individuals?

13 A Well, Dan Marschner was one of the inspectors; and it  
14 was bound to happen.

15 I mean, if you sit around long enough and somebody  
16 sees you and you are obvious about it, which he was, you  
17 are going to run into trouble somewhere, have to justify  
18 your work or your pay, because I think he was told he  
19 was only doing 1.3 inspections a day on the average,  
20 something like that, but where other inspectors in that  
21 same area were doing -- I couldn't say, but more than  
22 that.

23 Like I stated, there could be other reasons for  
24 that; but I would feel like that in Dan's case, the  
25 obvious reason was he was not working hard -- working as

1 hard as he could have at it.

2 Q Do you know a man named Herschel Stout?

3 A Yes.

4 Q Do you know whether Mr. Stout was ever talked to about  
5 the number of inspections that he was performing?

6 A Yes, sir, I understand he was also called in for the  
7 same reason and told he wasn't performing the  
8 inspections his fellow inspectors were, the number on an  
9 average. I think they averaged the stuff out.

10 Q And had you observed Mr. Stout's conscientious --

11 A I did not observe him setting around doing nothing.

12 Of course, he was working in a different area. I  
13 think he was in weld inspection, and later on they moved  
14 weld inspectors out in the building, so I could not -- I  
15 did not observe him.

16 Dan was in my group, more or less, Dan Marschner,  
17 and I think we had the same lead. That's why I could  
18 observe Dan.

19 Q Any other individuals besides Mr. Marschner and Mr.  
20 Stout that you are aware of who were talked to by  
21 management about the number of operations?

22 A None that I recall.

23 Q Now, I think that earlier this morning you said that  
24 there was a push to get inspections done.

25 In this push to get inspections done, Mr. Snyder,

1 was there any relationship to how careful an inspector  
2 should be in performing his inspection function?

3 A Well, if an inspector doesn't do a thorough inspection,  
4 that's his fault -- or that's his inspection and that's  
5 going to fall back on him.

6 They was, obviously, behind in the number of  
7 inspections to do; and I don't think a good inspector  
8 would rush the job to -- and sacrifice quality. If he  
9 did, he was not doing the job properly, I guess.

10 You can work faster or harder and still do a good  
11 job, in my opinion. I can, I did; and I think you would  
12 know if the quality -- if your job was not being done  
13 properly, you would eventually get caught, because there  
14 are people that overview you.

15 And I think anybody can always work a little harder  
16 than they do; but they was obviously behind in  
17 inspections, and to get the job done, you have to either  
18 work faster, work longer hours or work a little quicker.  
19 You know --

20 Q Let me just ask --

21 A -- do more inspections --

22 Q -- the --

23 A -- or hire more people.

24 Q Okay. Do you know whether the number of inspections  
25 done per day per inspector rose or fell over the time

1 period since you were hired at Braidwood?

2 A You mean the number of inspections required by  
3 individuals or -- I don't know if I understood your  
4 question.

5 Q I think you said there were lots of ways that you could  
6 get more inspections done?

7 A Uh-huh.

8 Q One is simply to do more inspections?

9 A Right.

10 Q Do you know whether that, in fact, has occurred?

11 A Well, no, I don't know for a fact.

12 I am sure some individuals did try to do more work.  
13 You know, it's an individual thing, because nobody is  
14 going to force you to do that, physically force you to  
15 go out and do more inspections, and there are some guys  
16 that just won't do any more, and a QC Inspector knows  
17 that, that the laws are he is supposed to be independent  
18 from production; and there is a fine line there. If you  
19 don't have the production, you don't have the plant; but  
20 if you don't have QC, you don't have the production.

21 So I don't know. It's an individual thing whether  
22 they kicked in more on their own.

23 You see, a lot of people -- maybe it was 3:30 in  
24 the afternoon. They said, "Well, I am not going to go  
25 back out there and start another inspection." Maybe

1 some people would go back out there at 3:30 and start  
2 another inspection.

3 It's an individual sort of thing, because it's  
4 whatever you feel like doing.

5 Q By "whatever you feel like doing," you mean --

6 A As an inspector, if you can --

7 Q Is that --

8 A -- if you can live with yourself, knowing that you could  
9 have done more.

10 You know, we can always do more; but there comes a  
11 point where you are either doing it or you are not doing  
12 it.

13 Q Is that an attitude that you believe is shared by other  
14 inspectors employed by Comstock?

15 A As far as --

16 Q As far as saying that it's an individual thing, you can  
17 either do more or --

18 A Oh, yes, it's an individual attitude, in my opinion.

19 JUDGE GROSSMAN: Excuse me.

20 I don't believe you gave us an answer to a question  
21 that was posed a few questions ago as to whether there  
22 was a discussion of the quality of inspections during  
23 the time there was a discussion of the amount of  
24 inspections.

25 Was there also some discussion of quality one way

1 or the other?

2 THE WITNESS: You mean from management?

3 MR. MILLER: Yes, I think that is --

4 JUDGE GROSSMAN: Was that your question, Mr.  
5 Miller?

6 MR. MILLER: That was my question, yes.

7 THE WITNESS: In our general meetings, I do  
8 not recall our manager saying, "You guys go out there  
9 and do the best job you can do; the best, thorough job  
10 you can do," you know.

11 Like I said, it's understood that you are going to  
12 have to answer for your work and your inspections. You,  
13 as an inspector, should realize that. The --

14 JUDGE GROSSMAN: I take it, then, your answer  
15 is that there wasn't anything specifically said about  
16 quality, and then it's your opinion that the reason was  
17 nothing had to be said; is that what you are trying to  
18 tell us?

19 THE WITNESS: That's true. He could say, "We  
20 need to do more inspections," but he didn't need to say  
21 that we need to go do more good inspections. That  
22 wasn't said that way.

23 JUDGE GROSSMAN: So there was nothing said  
24 about quality; the only discussion then was about  
25 quantity?



1 THE WITNESS: Yes, sir.

2 JUDGE GROSSMAN: Okay. Mr. Miller.

3 BY MR. MILLER:

4 Q Well, did you understand that by saying, "Do more  
5 inspections," that management was indicating that you  
6 should do less-thorough inspections?

7 A No, sir; and I don't think they said, "You have got to  
8 do more inspections." It's just, "We are this far  
9 behind here. We are going to have to" -- well, like I  
10 said, they bring more inspectors over here that were  
11 certified.

12 You only have so many people to work with; and  
13 especially like ICR's to close out, maybe one Saturday  
14 they would bring in all the conduit inspectors just to  
15 work on conduit ICR's, because there were so many of  
16 them in our office to close out, to get the numbers  
17 down, because there is, obviously, work being held up by  
18 those open ICR's.

19 Q That is one of the other techniques you mentioned, I  
20 think, a few answers ago as to how you get more  
21 inspections done, you work longer hours?

22 A Yes.

23 Q And that that would include Saturdays?

24 A Yes, sir. I think in '85 we worked every Saturday you  
25 wanted to work.



1           You know, you were asked every week. It never was,  
2 I don't think, mandatory.

3           It may have been at one short time, but mostly it  
4 was a voluntary thing.

5           JUDGE GROSSMAN:   Excuse me.

6           Mr. Snyder, at these general meetings, I believe  
7 you indicated that management was present.

8           Were you referring to QC management in the person  
9 of Mr. DeWald or were you referring to other management  
10 being present?

11           THE WITNESS:   It was only QC management.  
12 Maybe Mr. Rolan, the construction manager, a time or two  
13 would come up and set in.

14           I don't -- I recall one incident that he did speak,  
15 and it was just that the guys were writing on the crap  
16 house walls and it better stop.

17           You know, it was laughed about long after that,  
18 and --

19           JUDGE GROSSMAN:   But generally you are  
20 talking about QC management being at these meetings?

21           THE WITNESS:   Yes, sir. That was all that  
22 was there.

23           (Laughter.)

24           THE WITNESS:   I am sorry. I shouldn't even  
25 have said that.

1 JUDGE GROSSMAN: All right, Mr. Miller.

2 BY MR. MILLER:

3 Q We have been confining our discussion and my questions  
4 to you and your responses to these general meetings.

5 Was there ever -- well, was there any other  
6 indication from management outside these weekly  
7 meetings, informally, that the quality of these  
8 inspections should go down in order to get the numbers  
9 up?

10 A No, sir, not to my knowledge.

11 Q Even if it wasn't said, did you have a feeling, was it  
12 your impression, that's what was being sought?

13 A No, at no time.

14 Again, when an inspector is out there by himself  
15 doing an inspection, it falls back on him and it's his  
16 conscience that he has to live with if he rushes himself  
17 and forgets something.

18 You are, obviously, going to have errors sometimes  
19 no matter what; but I don't believe that -- myself, I  
20 wouldn't sacrifice quality for quantity.

21 Q Let me ask you this, Mr. Snyder:

22 I think you said that there were overview  
23 inspections.

24 By whom were the QC inspections of Comstock  
25 overviewed?

1 A Well, you have QA Department that periodically checks up  
2 on you.

3 Later on they did have an overview program, that  
4 they were overviewing older inspections.

5 I don't know whether they couldn't find the paper  
6 work -- or whether it was the actual verification that  
7 the work was done wrong, I mean.

8 Sooner or later, someone else is going to look at  
9 that weld, if you want to use that for an example, I  
10 would say, and if you have, obviously, missed undercut  
11 or something, somebody else will see it and, you know,  
12 it's -- if you want a job long, you are going to do the  
13 job right, in my opinion.

14 MR. MILLER: Could I have just a second?

15 BY MR. MILLER:

16 Q Now, Mr. Snyder, I would like you to look at the next  
17 paragraph in this March 29, 1985, memorandum and tell  
18 us, if you can, who is the individual -- who the  
19 individual is who is identified on Page 2 as another  
20 individual?

21 A That sounds like my statements there.

22 If I had to say who I thought it was, that's who I  
23 think it is, because, obviously, I am talking about  
24 calibrations there, and I was the only inspector in that  
25 meeting certified in that area of inspection.

1 JUDGE GROSSMAN: Why don't you take your time  
2 and look at the next page?

3 MR. MILLER: Yes. It continues on over,  
4 actually, to the next page and the top of the succeeding  
5 page.

6 Why don't you continue.

7 A (Continuing.) If you notice the break at the bottom of  
8 that first page, I don't believe those -- in that bottom  
9 paragraph, I don't believe that is my statement there.

10 BY MR. MILLER:

11 Q It is your belief that the first paragraph under the --  
12 next to the words, "Another individual," are statements  
13 that you made?

14 A Yes, sir; I would say yes.

15 Q All right. The second sentence says, "I know of at  
16 least five guys that he has jumped on and nothing gets  
17 done."

18 Now, I think you identified two other individuals,  
19 Mr. Lechner and Franco Rolan, as individuals he had  
20 jumped on.

21 Can you identify any others that fit that --

22 A Well, obviously, I probably took into consideration Mr.  
23 Seeders in the year before that when I seen them in  
24 their argument, although he maybe was not jumping on  
25 him. Maybe they both were involved in that argument;

1 but that's probably one of them.

2 Maybe I was taking myself into consideration there,  
3 my earlier time, too, which that would be four.

4 I couldn't say who the fifth one would be, to my  
5 recollection.

6 Q And the Seeders' incident is the one that you testified  
7 to yesterday; is that correct?

8 A Yes, sir.

9 Q It then goes on to say, "I know he got," and what is the  
10 word there, "John," or is it blacked out in your copy?

11 A No; it's here. Let's see if I can find this.

12 Okay. I am with you now.

13 Q You were referring to Mr. Seeders?

14 A Yes, sir, John Seeders.

15 Q You go on to say, as recorded, "It wasn't John's fault  
16 because the department was messed up."

17 A Yes. I -- if I can elaborate, if that's what you want,  
18 it was, obviously, John Seeders' area of inspection,  
19 which we discussed yesterday.

20 Again, he did not have the certified individuals  
21 over him that was required per procedure, and I felt  
22 like that management had let him down, so they had to  
23 bear some of the responsibility for that department  
24 being the way it was, although it seemed like that it  
25 was John's fault.

1 Q Well, would you agree, based on the records that we  
2 looked at yesterday and your own review of the  
3 calibration inspection files, that some of the fault lay  
4 with Mr. Seeders?

5 A Yes, I agree. He could have made management aware of  
6 some of the problems, maybe; and I am not saying he  
7 didn't try. I don't know that situation.

8 But I was also referring to management meaning our  
9 QA Department, which performs audits over us as an  
10 inspector; and if I could find these obvious violations,  
11 I don't know why someone else couldn't.

12 Q Well, to the extent that the violations were obvious,  
13 they indicated that Mr. Seeders either was unable or  
14 unwilling to follow the procedures; right?

15 A That's correct.

16 Q When you were talking to the NRC in March of 1985, Mr.  
17 Snyder, why didn't you tell them about your evaluation  
18 of Mr. Seeders' work?

19 MR. GUILD: Are you referring to this meeting  
20 or the prior meeting?

21 MR. MILLER: This meeting.

22 A Well, I didn't know it was necessary.

23 I really didn't go for that reason. We were  
24 discussing Mr. Saklak here, really, not Mr. Seeders,  
25 although Mr. Seeders' name came up; and I know that Mr.



1 Seeders had also talked with the NRC officials about  
2 some problems he had, so maybe that came up from a  
3 question by Mr. McGregor. I cannot say that, though.

4 BY MR. MILLER:

5 Q But the focus of the meeting was really Mr. Saklak's  
6 problems; is that right?

7 A Yes, sir.

8 Q The sentence goes on -- another sentence goes on, "Rick  
9 had a grudge against John so he got him moved out."

10 On what did you base the assertion or the statement  
11 that Rick had a grudge against John?

12 A Well, in my opinion, that was the case. They got into  
13 the argument that I witnessed that July -- and this may  
14 have went on before I was even on site -- that Rick  
15 could not forget; and then all of a sudden I find these  
16 problems in the vault, and that was one way of getting  
17 an inspector removed from that particular job by all the  
18 violations, and Rick was his supervisor.

19 But I believe they had a personality conflict with  
20 each other, and Rick won out because he had the -- he  
21 was the supervisor and he did have the authority to  
22 maybe persuade upper management that there was a problem  
23 here and that we needed to -- they needed to get rid of  
24 him.

25 Q Mr. Snyder, you have characterized the situation with



1 the calibration inspection records as a mess that you  
2 cleaned up?

3 A Yes.

4 Q In your opinion, if you had been Mr. Seeders' supervisor  
5 and had learned of a mess in calibration records, would  
6 you have taken any disciplinary action against him?

7 A Yes, sir, if I was his supervisor, I believe that that  
8 would be the proper way to get him out of that area of  
9 inspection, because you can't let something like that  
10 continue to build up, because the whole program could  
11 have been jeopardized by those actions or inactions.

12 Q This paragraph ends with the sentence, "I don't know" if  
13 he is holding that against people or because he has lost  
14 files there or what."

15 Could you explain what you meant by that last  
16 sentence, sir?

17 First of all, is that, in substance, what you said  
18 to Mr. McGregor on March 29th?

19 A Well, in that prior -- well, I assume I said it.

20 Like I mentioned before we started on this, these  
21 were taken from notes; and I do recall when I first read  
22 this that the way some of this was worded was not  
23 exactly the way that it was said; and I am sure if you  
24 talk to the other individuals, you would get agreement  
25 from them, also.

1 But the sentence above that, it says, "They have to  
2 do something about this guy. They know he" -- excuse  
3 me. I am getting ahead. "No, they have taken some of  
4 the power away" -- "some of his power away," and they  
5 did, removed some of his authority, gave it to another  
6 supervisor; and I really believe that that affected his  
7 ego, because it more or less looked like he couldn't do  
8 the job that he was doing or had been doing, and that he  
9 may have tried to hold it against other people or take  
10 it out on somebody. I --

11 Q Somebody in management, sir?

12 A No, sir. Well, it was just -- it would just affect  
13 his -- I don't even know what I want to say here.

14 He just might be more irritable about working there  
15 even, because it could be like a slap in the face to  
16 some people, although it obviously had to happen that he  
17 had to lose some of his authority, because it just  
18 couldn't -- he couldn't do it all.

19 JUDGE GROSSMAN: Let's take a 10-minute  
20 recess.

21 I would like a bench conference with just counsel.

22 (WHEREUPON, a recess was had, after which  
23 the hearing was resumed as follows:)

24 JUDGE GROSSMAN: Back in session.

25 Mr. Miller.

1 MR. MILLER: Yes.

2 BY MR. MILLER:

3 Q Mr. Snyder, I would like you to look through the balance  
4 of the April 5th -- I am sorry -- the March 29, 1985,  
5 memorandum and see if you can identify any other  
6 statements that you made in that meeting?

7 A I just came to one.

8 I don't know how these are numbered. Let's see.

9 I guess it would be the fourth page of the  
10 memorandum at -- the top paragraph sounds like my  
11 statement, again, which is just referring to Mr. Saklak,  
12 Rick, it says, wanting me to close out an ICR -- this  
13 says several of my ICR's, and I refused to do it.

14 Q And that's the incident that you have already testified  
15 to here?

16 A Yes. Again that "several" word I think is misleading  
17 because in my case it was only the one.

18 Now, maybe I had been referring to several welding  
19 machine ICR's --

20 Q Okay.

21 A -- because there is no other that I am aware of.

22 Q Okay. Anything else that is attributable to you, Mr.  
23 Snyder?

24 A No, sir, I don't see any other.

25 Q All right. Now, about how long did this meeting in the

1 morning take with the NRC?

2 A Maybe a couple of hours. I really don't know. No more  
3 than that, I would say.

4 Q Then there was a subsequent meeting that day?

5 A Yes, sir.

6 Q Did you attend that meeting as well?

7 A Yes, sir.

8 Q How was that meeting arranged?

9 A Well, I think if you read the first statement on that  
10 memorandum, that inspector said that they had a lot of  
11 people that wanted to come over and had complaints,  
12 maybe, to bring with them; but when that was said, the  
13 NRC Inspector later tried to arrange that to happen,  
14 which it was determined that it would be best if they  
15 came over on their lunch period so we wouldn't shut down  
16 work in the field.

17 Q How was the second meeting made known to the other  
18 inspectors?

19 A Mr. McGregor told us that if we knew of anyone that  
20 wanted to come over and speak, to come on over at that  
21 time, and for us to more or less relay the message to  
22 the other inspectors.

23 Q All right. Did you and the four other individuals who  
24 went over with you in the morning do that?

25 A I think there was five other individuals that went with

1 us.

2 Q Five. I am sorry.

3 A But, yes, I think that was done.

4 The other gentlemen that were with me had been  
5 there longer than that. They knew more than I did about  
6 certain problems, I guess, and they worked in different  
7 areas of inspection than I did; and I told a few people,  
8 and I don't know who now, I honestly don't recall; but I  
9 said, "If you have got a complaint, be over there at  
10 noon," and that's what happened.

11 Q Mr. Snyder, I would like to show you now a memorandum  
12 dated April 5, 1985, from an NRC employee, Mr. Charles  
13 Weil, to Mr. Charles Morealius, and it purports to be  
14 a -- well, notes of an interview of all the inspectors  
15 that took place beginning at noon on March 29th, and  
16 call your attention to numbered Page 2 of that  
17 memorandum.

18 There are some statements attributed to you?

19 A Yes, sir.

20 Q Did you make those statements?

21 A Yes, sir, I would say so.

22 MR. GUILD: First, just for the record, Mr.  
23 Chairman, the reference is to a memorandum that is  
24 subject to the protective order; and the version that  
25 Mr. Miller is showing the witness is one that is not

1 expurgated, it has the names contained in it, which is  
2 appropriate, since we are in an in-camera session.

3 JUDGE GROSSMAN: Fine.

4 BY MR. MILLER:

5 Q I believe the first paragraph -- or the first sentence  
6 says, "Rick Saklak continually violates procedures  
7 during inspector certifications."

8 JUDGE COLE: Don't I get one?

9 MS. KEZELIS: Excuse me.

10 BY MR. MILLER:

11 Q What does that mean, sir?

12 A Obviously, I was talking about his violation of the  
13 certification procedure for supervisors.

14 That's not quite the way this is worded.

15 Q Okay. But you were referring to the fact that he was  
16 not certified but was, in fact, the supervisor?

17 A Yes, sir. That was the only violation that I was  
18 talking about during this whole episode.

19 Q The second paragraph talks, again, about the threat that  
20 Mr. Saklak had made to you the preceding day; correct?

21 A Uh-huh.

22 Q Now, Page 3 of the memorandum, opposite the name,  
23 "Herschel Stout," is a statement, "Inspector  
24 productivity overrides the quality of the inspection,"  
25 and then there is a parenthetical that there was a show

1 of hands.

2 Do you recall that?

3 A Yes, sir.

4 Q Do you recall that such a show of hands actually took  
5 place?

6 A Yes, sir.

7 Q Did you raise your hand?

8 A I believe I did, yes, sir.

9 Q Were you, in fact, agreeing with Mr. Stout that  
10 inspector productivity overrides the quality of the  
11 inspection?

12 A From my hearsay -- excuse me. From the -- from what I  
13 had heard amongst the inspectors in the office, I -- and  
14 that may not have been factual -- yes, I did agree with  
15 what I had been told and heard on my own.

16 Q Had you --

17 A However, that was not the case in my particular  
18 incident, area of inspection.

19 Q When the show of hands was asked for, did you raise your  
20 hand immediately or did you kind of look around and --

21 A Well, I was in front of the room, I think, because I was  
22 the first one to speak with my complaint; but, yes, I  
23 don't believe -- I was not the first one to raise my  
24 hand.

25 Q Before you raised your hand, did you look around and see



1 if anybody else --

2 A Oh, I am sure, yes, sir.

3 You see, there was -- there was a general  
4 consensus, I suppose you would call it, that the  
5 management was pushing numbers, which we discussed  
6 earlier, and which the push of that numbers may have  
7 affected quality. That was just -- I think that's the  
8 basic problem with that.

9 It's not necessarily that it did affect quality,  
10 but it was a possibility.

11 Q Well, just so the record is clear, Mr. Snyder, do you  
12 have any personal knowledge of an instance in which  
13 inspector productivity or pushing the numbers  
14 overrides -- or overrode the quality of the  
15 inspections?

16 A No, sir, not to my knowledge.

17 Q Now, the meeting ended.

18 Then did the inspectors go back to work?

19 A Yes, sir. I think it was before 12:30 the meeting broke  
20 up; and, of course, we went back to work.

21 Q Was Mr. Saklak on site that day?

22 A (No response.)

23 Q He apologized to you in the morning and then did you see  
24 him again?

25 A Was that the 29th?

1 Q Yes, sir.

2 A Yes, sir, I believe he was there the whole day.

3 Q Did you work that Saturday?

4 A Yes, sir.

5 Q Was Mr. Saklak present on Saturday?

6 A No, sir.

7 Q Do you know why he was not -- would he normally have  
8 been present on a Saturday?

9 A Yes, sir.

10 Q Do you know why he wasn't present on Saturday?

11 A Well, Irv DeWald stopped me early in the morning and  
12 told me that Rick wouldn't be in. He was on indefinite  
13 suspension pending an investigation of our incident.

14 Q All right. Monday came.

15 Was Mr. Saklak present on Monday?

16 A No, sir.

17 Q Did you ever see him on the Braidwood site again?

18 A I have never seen him since.

19 Q Do you know what happened to Mr. Saklak?

20 A Well, he was terminated from his supervisory job with  
21 Comstock.

22 Q Do you know the reason that he was terminated?

23 A Well, their investigation, obviously, proved that he had  
24 done what I had alleged; and after talking with him, he  
25 admitted it, and that was enough for management to

1 suspend him, terminate.

2 Q After Mr. Saklak was terminated, did the tension that  
3 you have described -- was it reduced?

4 A No, not completely. I would say no.

5 Somewhat. Some people that -- some inspectors that  
6 either didn't get along with Rick or didn't agree with  
7 him maybe were relieved.

8 I was told by a few people that -- because they had  
9 worked for him for a year or two and they knew how he  
10 was as far as his attitude or his toughness, and they  
11 were relieved that it was finally -- he was finally gone  
12 and maybe that things would change.

13 Q When you say his attitude and his toughness, what are  
14 you referring to?

15 A Well, like I stated earlier, he was -- he just had a  
16 strong way of coming about -- coming across; and maybe  
17 things that happened that I was not aware of and that I  
18 never knew about.

19 And I am sure people had confrontations with him,  
20 other inspectors, maybe not as loud as the ones heard,  
21 maybe so. I never -- I don't know.

22 Q Okay.

23 A And maybe they were just glad that he was gone and maybe  
24 that things would turn better.

25 Q Did you believe that Mr. Saklak personally would

1 overlook construction deficiencies?

2 A I know he went to the field. He would go look at things  
3 I am sure -- yes, he did. Not on an inspection basis he  
4 might have looked at something that was in question.

5 Q Yes, sir. I think you misunderstood my question.

6 A I am sorry.

7 Q My question was:

8 Do you believe he would ignore them if he found  
9 them?

10 A If he found a defect?

11 Q Yes, sir.

12 A No, sir. No, I don't believe so.

13 Q Now, in July of 1985, I think you and the other QC  
14 Inspectors were laid off by Comstock and re-hired by  
15 BESTCO the same day; correct?

16 A The next day, yes, we were re-hired.

17 Q And at that point in time, BESTCO employees were  
18 represented by a union; correct?

19 A That's correct.

20 Q Prior to that time had there been, to your knowledge,  
21 negotiations between the Union and Comstock management?

22 A Yes, sir.

23 Q And had those negotiations progressed satisfactorily as  
24 far as you knew?

25 A No, sir. They, apparently, couldn't come to an

1 agreement.

2 Q Was that a source of tension among the inspectors?

3 A I would say yes, because there was -- every other day  
4 you would come in and you would hear something else.  
5 People were looking for finalization to this union  
6 problem.

7 We had voted it in, I think, in November of '84,  
8 and it had just been too long. People were ready to see  
9 the thing ended so that things could maybe finally get  
10 normal and people work closer together and not so much  
11 friction, maybe.

12 Q You say not so much friction between --

13 A Between management and the inspectors.

14 Q Once you were employed by BESTCO, that, in a sense,  
15 resolved the Union issue, did it not?

16 A Yes, sir.

17 Q Did that event reduce the tension that you have  
18 previously described at the site?

19 A I would say yes, in my opinion.

20 You know, you are not going to satisfy everyone.  
21 Some people didn't like it because they didn't get the  
22 raise they were promised originally; but I think the  
23 representation was there and that's what a lot of people  
24 was wanting, because you had none with Comstock.

25 Q All right. When Mr. Saklak was there, Mr. Snyder, did

1           you understand that he had the power to fire an  
2           inspector?

3       A     Well, I think he could have persuaded. I don't think he  
4           could fire a man on the spot. He would probably, I am  
5           sure, have to go through Mr. DeWald.

6       Q     To your knowledge, did that ever take place while you  
7           were an employee of Comstock?

8       A     That he fired someone?

9       Q     Or tried to persuade or persuaded Mr. DeWald to do so.

10      A     Well, I am sure that in the John Seeders incident, that  
11           Rick was -- he knew more about it than Mr. DeWald;  
12           because I was reporting to Rick. He goes to the  
13           meetings with Mr. DeWald, not me, and he would have had  
14           a say-so. He would have been involved, I would say, in  
15           the decision.

16      Q     Okay. That is, Mr. Saklak would have been?

17      A     Yes.

18      Q     Any other instance that you can recall, while you were  
19           employed by Comstock, in which Mr. Saklak recommended  
20           that someone be fired or transferred and it happened?

21      A     Yes; I believe one other incident with Kermit Williams.  
22           Rick caught him sleeping in the office; and Kermit wore  
23           dark sunglasses all the time and he could sit up  
24           straight and sleep; but, anyway, he did get caught and I  
25           think Rick had some say-so in that one.

1 Q Any others?

2 A But I believe that was it as far as I know.

3 Q All right. Did Mr. Saklak have any control over whether  
4 an inspector got overtime?

5 A I would say so. I am sure there was some influence  
6 there.

7 Q Who was it in Comstock management that authorized  
8 overtime?

9 A Well, I would say Irv DeWald would. If Irv did not  
10 agree, then I am sure he could override Rick; but during  
11 1985 pretty well anybody that wanted to work overtime  
12 could work it

13 I think at one point it was a mandatory thing for  
14 10-hour days and Saturdays voluntary; but I think it was  
15 just because of the workload that the overtime was  
16 offered.

17 Q Were there some inspectors who did not want to work the  
18 10-hour days?

19 A Yes, sir.

20 Q But was it Mr. Saklak's decision to work the 10-hour  
21 days or somebody else?

22 A I would say Irv DeWald's.

23 When I say management, Rick Saklak was involved  
24 there. He was the No. 3 man, I would say, behind Larry  
25 Seese and Irv DeWald.



1           Mr. Seltmann is off to the side in the QA  
2           Department, but I don't think at that time he was  
3           involved with scheduling.

4           Q    Now, Mr. Snyder, when you took over as the Calibration  
5           Inspector in early October of 1984, you previously  
6           testified that you had to clean up the mess that you  
7           inherited and also keep track of the routine, current  
8           calibration inspections.

9                   Is that correct?

10          A    That's true.

11          Q    Were you able to do that work? I mean, were you able to  
12           get it done?

13          A    Yes. Like I said, it took maybe six months to finally  
14           get on top of the situation, because there was too much  
15           daily work to be done to do all of the -- you know, the  
16           work I had to clean up.

17                   To say I couldn't correct any of the reports that  
18           we have looked at here -- it was more or less like  
19           writing the NCR 3406, 3419 and straightening out the  
20           Form 3 and the crib, getting a hold area for -- QC hold  
21           area in the crib, just things that should have -- you  
22           know, needed to be done.

23          Q    Since you have gotten on top of the situation, as you  
24           described it, six months after you took the job, have  
25           you been able to keep up with the daily calibration

1 inspection routine?

2 A Yes, sir.

3 Q All right.

4 A Up until -- I could still do it today -- up until --  
5 December they gave me another inspector to work with me.

6 Q Had you requested another inspector?

7 A I think maybe I might have hinted that.

8 You know, they could see the work flow. We had  
9 more tools now than even in John Seeders' day and it  
10 just was too much paper. I do too many inspections in a  
11 week to keep the paper work going.

12 You can do the inspection quicker than you can do  
13 the paper work. That's what it come down to.

14 Q Mr. Snyder, during the summer of 1984, when a torque  
15 wrench calibration inspection was done by Comstock, who  
16 actually manipulated the tool to perform the inspection  
17 activity?

18 A Well, what I witnessed was the craftsman would actually  
19 apply the wrench onto the tester and John Seeders would  
20 watch the tester.

21 That tester -- the problem with it was --

22 Q I am sorry, Mr. Snyder.

23 A Okay.

24 Q You have answered my question.

25 A All right.

1 MR. MILLER: That completes my examination of  
2 Mr. Snyder.

3 JUDGE GROSSMAN: Mr. Guild, do you want to  
4 start now?

5 We only have about 15 minutes.

6 MR. GUILD: I would just as soon pass until  
7 we resume.

8 It will shorten my examination considerably if I  
9 can review my notes.

10 JUDGE GROSSMAN: I think that's the best  
11 thing to do.

12 So we will recess until 2:00 o'clock on Monday, the  
13 same place.

14 MR. MILLER: Mr. Snyder, thank you.

15 MR. GUILD: Thanks.

16 JUDGE GROSSMAN: And, Mr. Snyder, you will  
17 have to come back on Monday.

18 THE WITNESS: Okay.

19 MR. MILLER: Your Honor, there is one thing  
20 that I think we ought to put on the record.

21 I would request the Chairman instruct Mr. Snyder  
22 and, really, I think it applies to counsel as well, that  
23 the substance of Mr. Snyder's testimony not be discussed  
24 with other individuals who may be witnesses to this  
25 proceeding.

1 JUDGE GROSSMAN: Yes. We ask that you do not  
2 discuss the testimony.

3 THE WITNESS: I will not.

4 JUDGE GROSSMAN: Okay, fine.

5 So now we are off the record.

6 MR. GUILD: Mr. Chairman, I guess I would ask  
7 that same admonition apply not just to counsel, but to  
8 anyone else.

9 Mr. Snyder, obviously, works at a job where he  
10 works with supervision, he works with a variety of  
11 people who could also discuss his testimony with him.

12 MR. MILLER: Oh, yes.

13 JUDGE GROSSMAN: Okay. Everybody here in the  
14 room knows that we shouldn't be discussing it.

15 MR. MILLER: I think he is talking about Mr.  
16 DeWald.

17 MR. GUILD: Yes, his supervision in  
18 particular.

19 MR. MILLER: We will see to it that that  
20 message gets passed along.

21 JUDGE GROSSMAN: We are off the record.

22 (WHEREUPON, the hearing of the  
23 above-entitled matter was continued to  
24 the 16th day of June, 1986, at the hour  
25 of 2:00 P. M.)

## CERTIFICATE OF OFFICIAL REPORTER

This is to certify that the attached proceedings before the UNITED STATES NUCLEAR REGULATORY COMMISSION in the matter of:

NAME OF PROCEEDING: Braidwood Station  
Units 1 & 2  
Commonwealth Edison Company  
(Evidentiary Hearing)

DOCKET NO.: 50-456/467-OL

PLACE: Joliet, Illinois

DATE: Friday, June 13, 1986

were held as herein appears, and that this is the original transcript thereof for the file of the United States Nuclear Regulatory Commission.

(sig)

(TYPED) G. Allen Sonntag

Official Reporter

Reporter's Affiliation