



MAY 29 1985

ENTER BROWN
GROUP VICE PRESIDENT
TECHNICAL SERVICES

May 29, 1985

Nuclear Regulatory Commission
Region IV
Office of Investigation
611 Ryan Plaza, Suite 1000
Arlington, Texas 76011

Attention: Mr Mark Emerson

In response to your recent request, this letter is written to provide additional information regarding intimidation/harassment and quality control inspection quotas allegations related to your investigation Q4-84-026. It is hoped that information as provided will meet your needs relative to the completion of investigation activities.

Both of the allegations were raised in connection with allegations of "falsely marked drawings" which were voiced to our Quality First program by Daniel Civil Quality Inspectors. These inspectors felt that they were intimidated and harassed by supervision as a result of having expressed concerns regarding Wolf Creek quality.

In the first instance, the Civil Quality Inspector believed that he was terminated unfairly. Our investigation indicated that personnel and supervisory files showed the inspector as having been terminated for failure to work scheduled overtime. These records further indicated a history of excessive unexcused absenteeism by the employee. Discussions with the concerned individual's peers, leads and supervision confirmed the information indicated within the records. The investigation of the concern concluded that it was not substantiated, but that the individual was terminated based upon his poor attendance record, which caused the department frequent difficulty in providing replacement Quality Control coverage of craft activities.

In the second case, two Civil Quality Inspectors expressed concern of intimidation and harassment by their supervisor for expressing quality concerns in-house and to the NRC. One of the inspectors voluntarily terminated because he no longer felt secure with his position and the other was terminated by Daniel due to a reduction in force.

Investigation of Daniel personnel records showed that the individual who voluntarily terminated was eligible for rehire and had only one written reprimand for not working scheduled overtime. The Quality First exit interview disclosed the individual's reasons for leaving were because he felt

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his supervisor did not like him and showed favoritism towards others in the group and wanted to transfer back East because of personal problems.

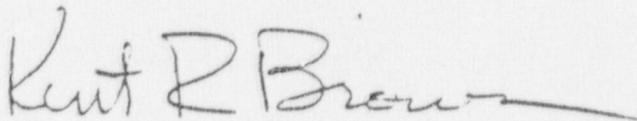
Daniel personnel records show that the individual who was terminated as a reduction in force was not eligible for rehire based upon his problem accepting supervision, direction and guidance. The records contained several reprimands for attendance, tardiness, ineffective use of time, failure to work scheduled overtime and negligent use of company property.

Investigation of these concerns found that they were not substantiated. The investigation included review of personnel files and payroll records and no indication was found to suggest that intimidation/harassment was directed to the concerned individuals or that other individuals in the group were treated with favoritism. Interviews with the concerned individuals' co-workers revealed that they felt no one person was treated differently than others by supervisors but that the Daniel supervisors were fair and required that everyone work to the same company policy.

The facts gathered during the investigations resulted in the conclusion that a "quota system" for quality control inspectors was not imposed by the Daniel Quality Control Supervisors. Each Quality Control Inspector was expected to accomplish correctly only the amount of inspections he or she was able to do during the assigned work shift.

I hope this information is responsive to your needs. Please do not hesitate to contact me or Mr C A Snyder should you have any additional questions.

Sincerely



KRB/njp

cc - Mr C A Snyder

Quality First File