

From: Shuttleworth, Andy
Sent: Monday, June 22, 2020 4:38 PM
To: Echavarria, Alex; Luina, Scott
Subject: Timeline
Attachments: TVA H&I Timeline Analysis.docx

Guys,

Here's the timeline I was working on, has most of the highpoints for the CONNER case. It should give you a quick reference as to what was going just prior to the next two cases. If we head towards a formal hearing we will have to completely flesh this thing out.

Andy Shuttleworth

Director, Office of Investigations
U.S. Nuclear Regulatory Commission
(301) 415-2373 office
(202) 779-1950 cell
Andy.Shuttleworth@nrc.gov

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"Echavarria, Alex" <Alejandro.Echavarria@nrc.gov>
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"Luina, Scott" <Scott.Luina@nrc.gov>
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Analysis Timeline of H&I Cases at TVA

Case Number(s): 2-2017-018 Conner (Other); 2-2018-033 SQ1 McBrearty (Substantiated); 2-2019-015 WB1 Wetzel (Substantiated)

Analysis of TVA Corporate related H&I cases and other NRC regulatory actions.

Date, Entity, Person(s)	Action, Event, Item	Details	Exhibit Reference
<p>3/10/2016-3/11/2016 CONNER</p>	<ul style="list-style-type: none"> WB pump motor fire, delay in filing 15-minute NOUE to NRC, CONNER presses for CR and CAP entry. 	<ul style="list-style-type: none"> Watts Bar had a fire in a pump motor on 3/9/2016 and was required to file a Notification of Unusual Event to NRC w/in 15 minutes. WB was late in filing report, CONNER discovers delay on 3/10/2016 and questions WB licensing and management about delay in reporting and voices concerns. On 3/11/2016 CONNER's concerns about the delay in reporting are briefed to CZUFIN and HENDERSON, a CR is issued after CONNER's persistence, but it is not coded at a level to enter the CAP, so the rest of the TVA fleet does not have access to the concern. CZUFIN meets with CONNER & HENDERSON, per HENDERSON CZUFIN's concerns were "Do you think this is something the NRC would catch onto, or is this something you think would go unnoticed and we shouldn't go asking too many questions?" (2-2017-018, Ex3, pg24) 	<ul style="list-style-type: none"> 2-2017-018 CONNER, Ex 3, and DOL Filing. Note case was closed as OTHER so it could be settled, testimony and evidence is consistent with other two cases and leads to "why" HENDERSON initiated investigation of CONNER and MCBREARTY.
<p>3/23/2016 NRC</p>	<ul style="list-style-type: none"> NRC issues CEL regarding WB 	<ul style="list-style-type: none"> 	<ul style="list-style-type: none">
<p>4/01/2016 CONNER, SHEA</p>	<ul style="list-style-type: none"> SQ Fire Suppression Header Isolation Event more significant than original evaluation. 	<ul style="list-style-type: none"> CONNER notifies SHEA that the Fire Suppression Isolation Event at SQ was more significant than originally thought as the entire fire suppression header had been unknowingly isolated for maintenance on 3/31/2016 for longer than believed making SQ noncompliant with regulatory fire protection requirements and may have introduced fire safety risk in the event of a fire. Conner had been notified of these events by MCBREARTY. (HENDERSON was out of office (2-2018-033, Ex34 pg 28). 	<ul style="list-style-type: none"> 2-2017-018 CONNER, Ex 3, and DOL Filing. <p>NOTE: MCBREARTY identified the issue to CONNER, she then reported it. CONNER notes later, but does not link, that HENDERSON is "married to an engineer that is in charge of the high-pressure protection"</p>

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Analysis Timeline of H&I Cases at TVA

		- 4/5/2016 CONNER drops SQ's ranking from number one to number two because of the incident. HENDERSON is notified by text message and concurs.	<i>program at SQ.</i> " 2-2017-018 CONNER, Ex 3, pg 60.
4/6/2016-4/7/2016 CONNER, HENDERSON	<ul style="list-style-type: none"> • BF High Radiation Alarm, improper delay in filing a NOUE. • Notified SQ that HFPF event needed to be reported to NRC. 	<ul style="list-style-type: none"> • CONNER is notified of a high radiation alarm at BF, participate in calls as CFAM. Told "not to be so vocal on second call", notifies HENDERSON that BF missed the required NOUE timeliness that had happened at WB the prior month. HENDERSON says CZUFIN will catch it. • At the CFAM meeting on 4/7/2016 CONNER was very vocal about how it was failure that BF had missed notification because the WB issue was not referred to fleet CAP. Ruffled feathers, leading to her being made to apologize to Mike BADUZZI TVA CNO for "implying he is a liar" (2-2017-018 CONNER, Ex 3, pg30). • CONNER notifies MCBREARTY that the HFPF event needs to be reported to NRC as an unanalyzed condition that degraded plant safety pursuant to 10 CFR 50.72. NOTE 	<ul style="list-style-type: none"> • 2-2017-018 CONNER, Ex 3, and DOL Filing. <p>NOTE: See pages 64-67 regarding timeliness of reporting for unanalyzed condition and reference to NUREG 1022</p>
4/8/2017 HENDERSON	<ul style="list-style-type: none"> • TVA HR Investigation of MCBREARTY and CONNER's relationship initiated. 	<ul style="list-style-type: none"> • HENDERSON initiates an investigation with TVA HR regarding "inappropriate relationship" between CONNER and MCBREARTY. 	<ul style="list-style-type: none"> • 2-2018-033, Ex34 pgs 28-31
4/10/2016 CONNER, HENDERSON	<ul style="list-style-type: none"> • CONNER request follow-up with SHEA regarding SQ HFPF 	<ul style="list-style-type: none"> • CONNER contacts SHEA for follow up regarding SQ HFPF issue. Texts SHEA "<i>Not to get me in deep trouble with my boss but we are missing the bigger picture on the hfpf issue...</i>" to let him know that she and HENDERSON do not align on seriousness of issue, HENDERSON does not see it needing additional support from CL. Shea does not reply and next day, 4/11/2016, HENDERSON tells CONNER to not conduct site visits or oversight at SQ, diminishing and negating any potential oversight over the HFPF issue. HENDERSON further tells CONNER she is too biased towards SQ, as she supported MCBREARTY's delay in reporting. CONNER states NUREG-1022 allows 7 days once the licensee realizes there is an unanalyzed condition. 	<ul style="list-style-type: none"> • 2-2017-018 CONNER, Ex 3, and DOL Filing. • 2-2017-018 CONNER Text messages provide to OI 4/17/2017 <p>NOTE: See pgs 55-57 regarding the SQ HFPF reporting issue, and pgs 64-67 regarding timeliness of reporting for unanalyzed condition and reference to NUREG 1022</p>

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Analysis Timeline of H&I Cases at TVA

<p>4/13/2016- 4/14/2016 CONNER, SHEA, HENDERSON</p>	<ul style="list-style-type: none"> • CONNER request follow-up from SHEA regarding WB and SQ HPPF issues. • HENDERSON “Coaches” CONNER 	<ul style="list-style-type: none"> • On 4/13/2016 CONNER inquires of SHEA if he had followed up with WB project team who had dealt with a similar incident in 2015 to share experience with SQ team who were having difficulty assessing the significance of the HPPF isolation event. SHEA does not reply. • On 4/14/2016 CONNER again attempts to follow up with SHEA, SHEA only replies that she is to address questions to him through HENDERSON. That same day HENDERSON “Coaches” CONNER that she was NOT (emphasis added) to report any issues directly through SHEA, and all issues must be routed through her. NOTE: this is contrary to TVA policies regarding Concerns and Differing Views, TVA-SPP11.84, 3.2.1 B&C, 3.2.2 (2019-015, Ex 19, pgs41,42,45). • HENDERSON also “coached” CONNER earlier that day by now requiring her to be physically present for the 8:30 Fleet Call, although there was a published call in number and many participants called in from remote locations. 	<ul style="list-style-type: none"> • 2-2017-018 CONNER, Ex 3, and DOL Filing, and text messages provided by CONNER • 2-2019-015, Ex 19 TVA-SPP-11.84 Standard Program and Processes, Expressing Concerns and Differing Views.
<p>4/22/2016 SHEA, NRC</p>	<ul style="list-style-type: none"> • SHEA sends response letter to NRC regarding CEL letter WB 	<ul style="list-style-type: none"> • SHEA send a written response for TVA to NRC in part stating, <i>“Prior to the March 22, 2016 public meeting, TVA, through several analyses, had reached a similar conclusion regarding a degraded work environment in the WBN Operations Department in which some employees felt reluctant to raise safety concerns for fear of retaliation. TVA forwarded two reports documenting these analyses by letter dated March 24, 2016.”</i> This statement is one of the violations in the WB Technical case. 	<ul style="list-style-type: none"> • ML16113A228
<p>5/20/2016 CONNER, SHEA</p>	<ul style="list-style-type: none"> • CONNER meeting with SHEA to discuss HENDERSON’s harassing actions 	<ul style="list-style-type: none"> • CONNER meets with SHEA to voice concerns about HENDERSON’s management and criticisms of her for reporting safety issues. Per CONNER SHEA does not offer any assistance. 	<ul style="list-style-type: none"> • 2-2017-018 CONNER, Ex 3, and DOL Filing
<p>5/25/2016 CONNER, HENDERSON</p>	<ul style="list-style-type: none"> • HENDERSON directs CONNER not to talk to NRC 	<ul style="list-style-type: none"> • During SQ’s CDBI CONNER talked with NRC Inspectors in accordance with her duties. HENDERSON reprimanded CONNER for speaking with NRC Inspectors without having someone from corporate licensing there with her. 	<ul style="list-style-type: none"> • 2-2017-018 CONNER, Ex 3, pg 39

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Analysis Timeline of H&I Cases at TVA

<p>6/8/2016 CONNER</p>	<ul style="list-style-type: none"> CONNER informed by NRC inspector that TVA WB denying/restricting full access 	<ul style="list-style-type: none"> CONNER is notified by NRC Resident Inspector that WB employees were sending texts to each other alerting whereabouts of NRC RI. CONNER confirms NRC RI concerns were valid. 	<ul style="list-style-type: none"> 2-2017-018 CONNER, DOL Filing
<p>6/10/2016 HENDERSON, CONNER</p>	<ul style="list-style-type: none"> HENDERSON tells CONNER not to write CR for BF incident 	<ul style="list-style-type: none"> HENDERSON specifically tells CONNER not to write a CR based on BF delay in reporting to NRC a NOUE for the April 6th incident. CONNER raised the significance of the reporting delay problem to the TVA fleet, and HENDERSON responded that CONNER was “absolutely not” to write a CR, and that the issues was BF’s alone. 	<ul style="list-style-type: none"> 2-2017-018 CONNER, DOL Filing
<p>6/16/2016 CONNER, HENDERSON</p>	<ul style="list-style-type: none"> HENDERSON blocks CONNER from reporting BF issue 	<ul style="list-style-type: none"> CONNER reports to HENDERSON that BF had improperly delayed reporting high Tritium level in site wells to NRC. HENDERSON tells CONNER “TVA was thinking about reporting the issue” but CONNER should not be involved. BF is later cited by NRC for failing to report the issue in a timely manner. 	<ul style="list-style-type: none"> 2-2017-018 CONNER, DOL Filing
<p>6/18/2016 CONNER</p>	<ul style="list-style-type: none"> CONNER has WB report spill to NRC 	<ul style="list-style-type: none"> At CONNER’s insistence WB acting manager reports an oil spill to the NRC. 	<ul style="list-style-type: none"> 2-2017-018 CONNER, DOL Filing
<p>6/27/2016 CONNER, SHEA</p>	<ul style="list-style-type: none"> CONNER requests meeting with SHEA 	<ul style="list-style-type: none"> CONNER exchanges several messages with SHEA about scheduling a “skip-meeting” to discuss HENDERSON’s open hostility towards her. SHEA refuses to address CONNER’s concerns, reschedules meeting for July 13, 2016. 	<ul style="list-style-type: none"> 2-2017-018 CONNER, DOL Filing
<p>7/13/2016 SHEA, CONNER</p>	<ul style="list-style-type: none"> SHEA reschedules meeting with CONNER 	<ul style="list-style-type: none"> SHEA reschedules CONNER’s requested skip meeting again, rescheduling for September 7, 2016. 	<ul style="list-style-type: none"> 2-2017-018 CONNER, DOL Filing
<p>7/19/2016 CONNER, TVP ECP, CZUFIN</p>	<ul style="list-style-type: none"> CONNER files ECP complaint against HENDERSON, tells CZUFIN she is filing complaint 	<ul style="list-style-type: none"> CONNER formally files a complaint with TVA ECP (FULTS) documenting retaliation and harassment by HENDERSON. CONNER states that she has addressed her concerns with 	<ul style="list-style-type: none"> 2-2017-018 CONNER, DOL Filing, EX 3 pg94 2-2018-033 Ex 13 NEC-16-00638
<p>8/5/2016 CONNER, BALDUZZI</p>	<ul style="list-style-type: none"> CONNER discusses hostile work environment concerns with TVA SVP Operations 	<ul style="list-style-type: none"> CONNER met with TVA SVP BALDUZZI and discussed her concerns of the work environment that existed due to HENDERSON’s continued harassment whenever she raised safety concerns. The 	<ul style="list-style-type: none"> 2-2017-018 CONNER, DOL Filing

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Analysis Timeline of H&I Cases at TVA

		discussion did not result in any changes regarding the work environment.	
9/6/2016 CZUFIN, SHEA	<ul style="list-style-type: none"> • CZUFIN and SHEA notified of ECP NEC-16-00638 findings 	<ul style="list-style-type: none"> • CZUFIN was notified of the investigation findings to include, "ECP continues to receive feedback from individuals working within the department that they fear retaliation within CNL. Additionally, some individuals have indicated that they do not believe they can speak freely with the VP of Nuclear Licensing. Some individuals have also recently expressed a generalized lack of trust that extends throughout their chain of command." • SHEA was notified of the investigation findings to include, "ECP found that these conditions represent a precursor that could lead to a work environment that could be found to be chilled or that could lead to potential future substantiation of Harassment Intimidation Retaliation or Discrimination (HIRD) based on fear to raise nuclear safety or quality issues." 	<ul style="list-style-type: none"> • 2-2018-033, Exhibit 13
9/7/2018 SHEA, CONNER	<ul style="list-style-type: none"> • SHEA cancels CONNER's requested meeting 	<ul style="list-style-type: none"> • SHEA cancels "skip-level" meeting CONNER requested in June. CONNER observes SHEA and HENDERSON held a closed-door meeting instead. 	<ul style="list-style-type: none"> • 2-2017-018 CONNER, DOL Filing
9/19/2016 CONNER, CZUFIN, KIEL	<ul style="list-style-type: none"> • CONNER Meets with CZUFIN and KEIL to discuss a rotational assignment. 	<ul style="list-style-type: none"> • CONNER Meets with CZUFIN and Debra KEIL from HR to discuss a rotational assignment. The assignment would still keep her under HENDERSON's direct supervision which does not address her concerns about the hostile and chilled work environment, a point she raises and is acknowledged by CZUFIN, but not addressed. 	<ul style="list-style-type: none"> • 2-2017-018 CONNER, DOL Filing
9/21/2016 HENDERSON, CONNER	<ul style="list-style-type: none"> • HENDERSON directs CONNER and her CFAM team to cease providing any oversight of the WB plant. 	<ul style="list-style-type: none"> • HENDERSON directs CONNER and her CFAM group to cease oversight of the WB plant. CONNER alleges that HENDERSON took this action after CONNER forwarded an email from one of her team members which documented that WB was failing to initiate safety issues into the CAP as required by the NRC. 	<ul style="list-style-type: none"> • 2-2017-018 CONNER, DOL Filing, pg 13

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<p>9/28/2016 CZUFIN</p>	<ul style="list-style-type: none"> • CZUFIN sends out a meeting request to all CFAM employees except CONNER 	<ul style="list-style-type: none"> • CZUFIN sends out a request/notice to meet with all CFAM employees with the exception of CONNER. At the appointed meeting CZUFIN discusses the 11 ECP complaints filed against the CNL leadership and states something to the effect of, "... it is as illegal to to accuse somebody of taking hostile actions against someone which are unsubstantiated, as it is to actually taking hostile actions..." This was relayed to CONNER by JUSTICE who was at the meeting. 	<ul style="list-style-type: none"> • 2-2017-018 CONNER, DOL Filing, EX 3 pg119 •
<p>10/6/2016 SHEA</p>	<ul style="list-style-type: none"> • SHEA responds to ECP NEC-16-00638 	<ul style="list-style-type: none"> • SHEA provides an interim response to ECP NEC-16-00638 providing a list of actions that are in progress, these include: • Action 1: Implement and document actions to ensure that the environment for raising concerns is improved for any personnel working in the department. At a minimum, this should include clear reinforcement of support for reporting conditions in CAP, HR, ECP, the NRC, OIG or using any other alternate avenue for reporting concerns without fear of retaliation; • Action 2: Clearly communicate that all employees have the right to express differing 	<p>2-2018-033, Exhibit 13</p>
<p>10/12/2016 HENDERSON, CONNER</p>	<ul style="list-style-type: none"> • HENDERSON places CONNER on a PIP 	<ul style="list-style-type: none"> • HENDERSON places CONNER on a PIP the day prior to COPNNER being assigned to another department/division. HENDERSON tells CONNER that she must still address the items in the PIP. 	<ul style="list-style-type: none"> • 2-2017-018 CONNER, DOL Filing •
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