

# **UNITED STATES ENRICHMENT CORPORATION**

## **SAFETY CONSCIOUS WORK ENVIRONMENT**

### **MEETING AGENDA**

December 13, 2004

10:30 am

Opening Remarks/Introductions

NRC Staff

Safety Conscious Work Environment Presentation

USEC Staff

Questions/Additional Discussion

All

Closing Remarks

NRC Staff

Questions From Public

NRC Staff



**Safety Conscious Work Environment**

**At the Gaseous Diffusion Plants**

December 13, 2004

# Agenda

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- Introduction  
Morris Brown  
Vice President, Operations
- PGDP Safety Conscious  
Work Environment  
Russ Starkey  
PGDP General Manager
- PORTS Safety Conscious  
Work Environment  
Pat Musser  
PORTS General Manager

# Current State of the GDP SCWE

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- The SCWE at USEC's GDPs has improved over a several-year period of significant changes in our business
- USEC has implemented a SCWE enhancement strategy that includes improvement to:
  - Employee Concerns Program
  - Training
  - Policy/guidance
- Plant and Corporate Management are cognizant of the current state of the SCWE at the plants
- USEC is continuing to take actions to manage or eliminate any barriers to a SCWE so that employees continue to feel free to identify problems without fear of retribution

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# **Paducah Gaseous Diffusion Plant Safety Conscious Work Environment**

**Russ Starkey, General Manager**

## PGDP: SCWE Update

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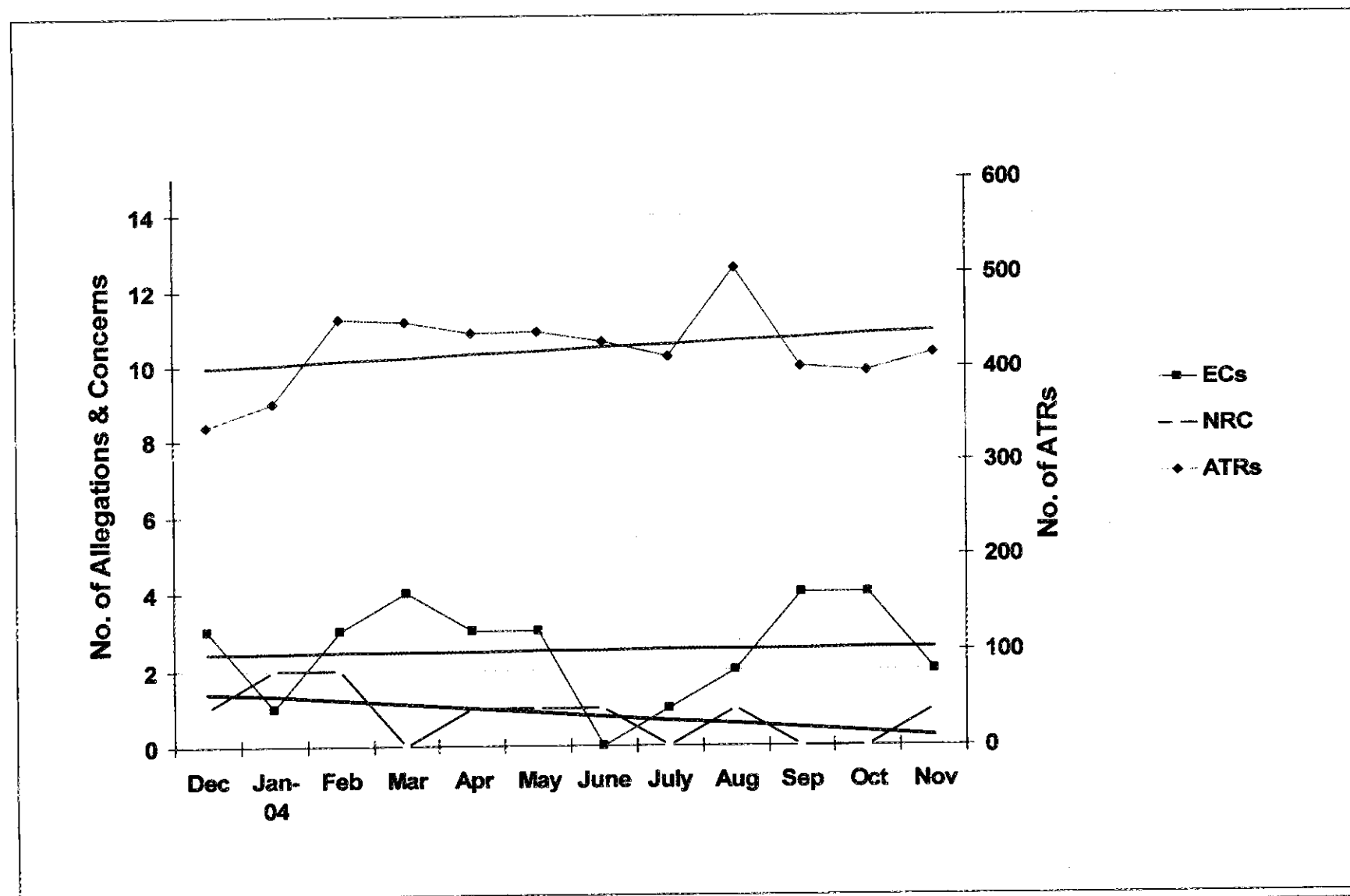
- Current SCWE trends
- Analysis of referred allegations received since the October 2003 meeting
- SCWE initiatives and actions taken and planned since the October 2003 meeting
- Summary

## PGDP: Current SCWE Trends

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- The long term trend shows the number of allegations referred to NRC has been declining
  - 48 in 2000
  - 35 in 2001
  - 17 in 2002
  - 30 in 2003
  - 9 through November 2004 (1 case transferred from a prior year)
- The number of discrimination allegations referred to NRC has been declining
  - 12 in 2000
  - 9 in 2001
  - 3 in 2002
  - 5 in 2003
  - 1 through November 2004

## PGDP: Current SCWE Trends (cont'd)





## PGDP: Analysis of Referred Allegations

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The NRC referred 7 allegations to USEC since October 2003:

- 5 allegations related to one group
  - Continuation of group specific trend discussed at last meeting
  - 1 allegation recently received and not yet evaluated
- 2 allegations did not involve any specific trend
  - 1 involved an office worker who allegedly did not follow procedures
  - 1 involved a concern with radioactive material control in one building

## **PGDP: Analysis of Referred Allegations (cont'd)**

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- Investigation of group specific allegations
  - No chilling effect
  - Pattern of not reporting internally
  - The single concern raised internally was not addressed effectively
  - Work environment affected by inadequate communications
  
- Investigation of the 2 allegations not group related
  - No chilling effect
  - No pattern related to internal reporting
  - Concern raised internally was handled properly
  - No issues impacting SCWE identified

## PGDP: SCWE Actions

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Site-wide actions taken and planned since October 2003:

- New Managers received industry recognized SCWE training
- All Managers required to complete case study to reinforce SCWE principles
- Senior Managers review SCWE trends each month
- Management performance plans promote a SCWE
- Management will assess NRC best practices SCWE guidance and incorporate where appropriate

## **PGDP: SCWE Actions (cont'd)**

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Group specific actions taken and planned since October 2003:

- Actions taken for group showing continuing SCWE issues
  - Communication meetings held to discuss group issues
  - Monthly safety meetings moved to worker locations to provide greater opportunity to express concerns
  - Management periodically solicits concerns from employees face to face
  - Management changes

## **PGDP: SCWE Actions (cont'd)**

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Group specific actions taken and planned since October 2003 (cont'd):

- Results for group since corrective actions completed
  - One concern recently referred to USEC from NRC
  - No grievances filed in 2004
  - Group continues to utilize Employee Concerns Program
- Other groups
  - No other groups appear to require specific actions at this time
  - Continue to monitor group specific trends

## PGDP Summary

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### SCWE at PGDP

- Overall progress is being made, trends continue in the right direction
- Recent trends indicate corrective actions are having positive effect
- Planned site-wide SCWE actions adequate for most organizations
  - Organization specific actions initiated where warranted
- Continue to monitor internal/external reporting trends

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# **Portsmouth Gaseous Diffusion Plant Safety Conscious Work Environment**

**Pat Musser, General Manager**

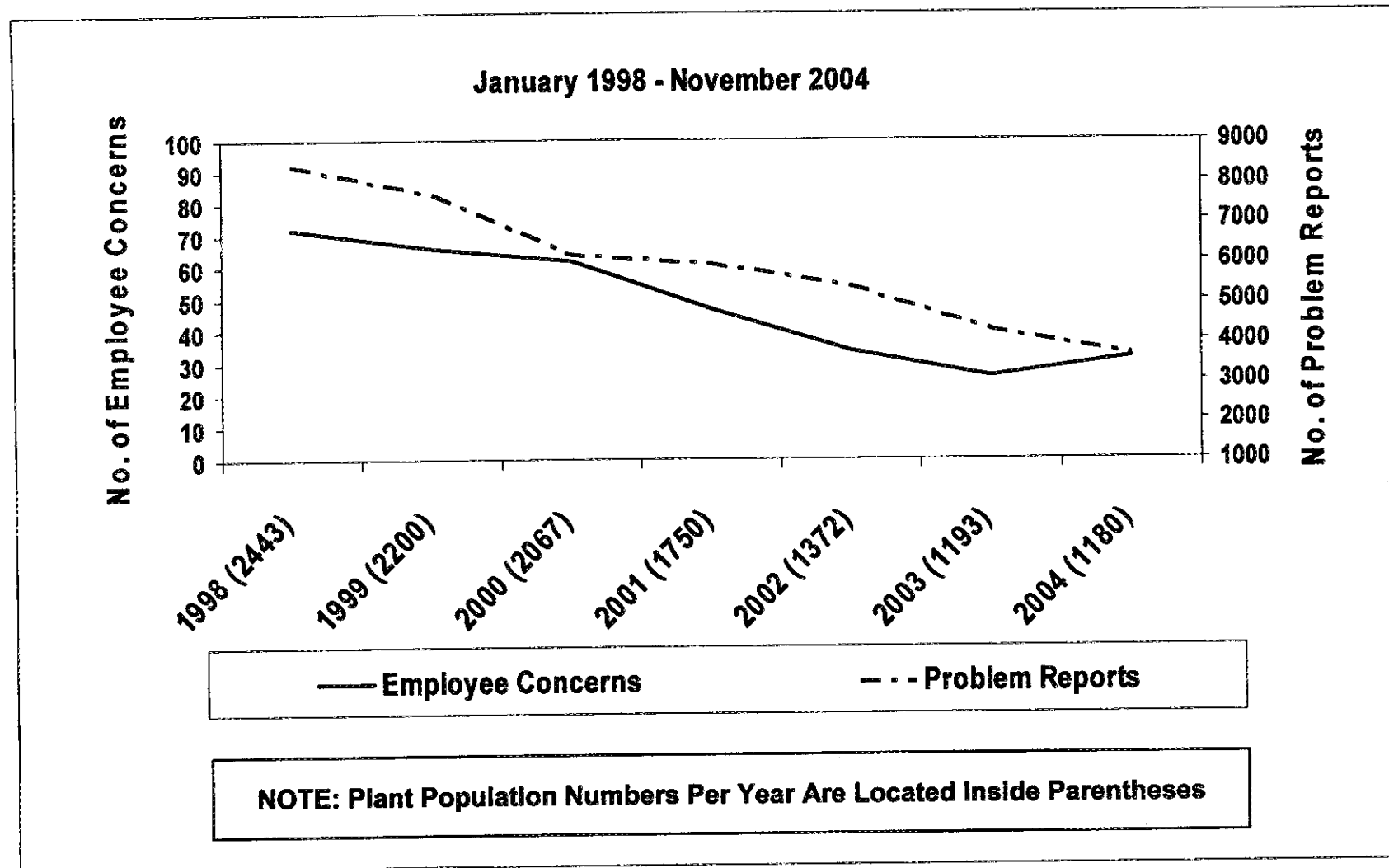
## PORTS: SCWE Update

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- Current SCWE trends
- Analysis of referred allegations received since last meeting
- SCWE initiatives taken and planned since last meeting
- Summary



## PORTS: Current SCWE Trends

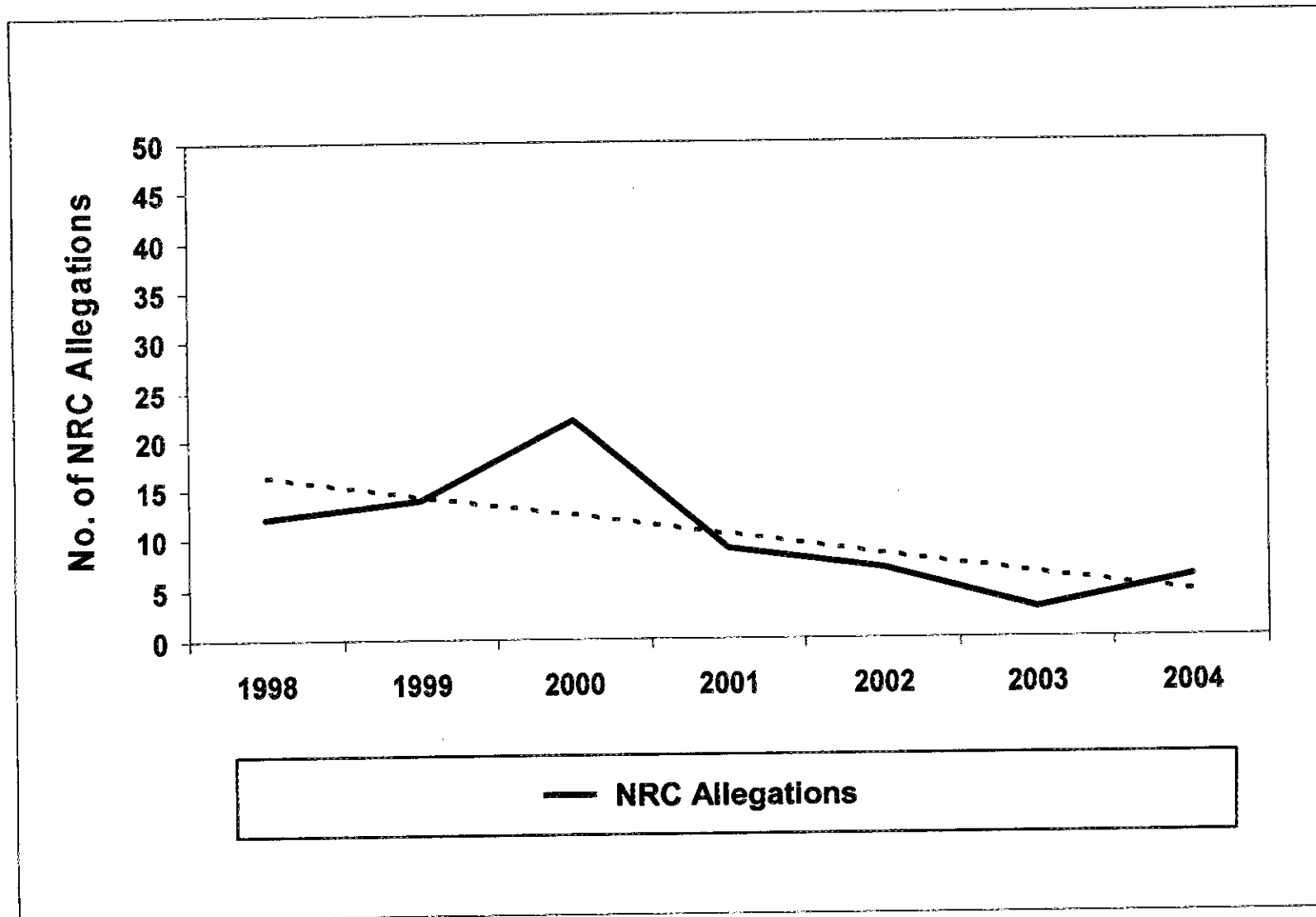


## **PORTS: Current SCWE Trends (Cont'd)**

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- Internal reporting system trends indicate employees continue to use Problem Reporting System and Employee Concerns Program
- ECP Anonymous concerns continue to decline
  - 8 in 1998
  - 5 in 1999
  - 4 in 2000
  - 2 in 2001
  - 2 in 2002
  - 1 in 2003
  - 1 through November 2004

## PORTS: Current SCWE Trends (Cont'd)



## PORTS: Current SCWE Trends (Cont'd)

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- Long-term decreasing trend for allegations referred to the NRC continues

Year	All Allegations	Discrimination Allegations
2000	22	4
2001	9	2
2002	6	1
2003	3	0
Through November 2004	6 *	2 *

- \* One allegation shown for 2004 originated in 2002. The NRC has decided to track this as a 2004 allegation.

## **PORTS: Analysis of Referred Allegations**

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- PORTS received 3 NRC referred allegations since October 2003
  - Examples were reviewed to determine how they relate to the effectiveness of USEC initiatives to improve SCWE at PORTS
  - Grouped concerns by functional organization
- The three PORTS concerns were found to be in two functional organizations
  - Group A – two concerns
  - Group B – one concern

## **PORTS: Analysis of Group A Concerns**

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- Group A – Use of internal process to raise the issue
  - Occurred in one of the two Group A concerns
    - One concern in Problem Reporting System
    - One concern not referenced in internal system
- Group A Trends
  - No trends were identified
  - USEC's investigations did not substantiate either of the concerns
- Group A Observation
  - Concern raised internally was handled properly
- Group A Initiatives
  - Actions taken to address the use of internal reporting systems

## **PORTS: Analysis of Group B Concerns**

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- Group B – Use of internal process to raise the issue
  - Issue reported and investigated internally
- Group B Trends
  - No trends identified, as this involved only one example
  - USEC's investigation did not substantiate the issue
- Group B Observations
  - Issue handled properly
  - Issue involved off-site individuals and reported in local media

## **PORTS: SCWE Initiatives**

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- All Managers received refresher training on SCWE/Nuclear Safety Culture
- Monthly safety meeting includes training on SCWE/Nuclear Safety Culture
- Briefing sessions conducted for Managers on handling employee concerns
- Senior Managers review SCWE trends each month
- Union/Management Focus Team meets to discuss SCWE issues/concerns
- SCWE surveys of employees are being conducted
- Management will assess NRC best practices SCWE guidance and incorporate where appropriate



## PORTS: Summary

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- Overall progress is being made
- Planned site-wide SCWE actions are adequate for all organizations
- Continue to monitor internal/external reporting trends