

Chris Hott notes/comments on the [REDACTED] interview (01-22-04)

The following are my observations/questions of the [REDACTED] interview 01-22-04.

ASSESSMENT QUESTION	YES/NO	AMPLIFICATION (WHY, WHY NOT, ETC.)
Will raise concerns and has done so before?	YES	None
Raises concerns for others?	YES	Non-union supervisor hesitant due to fear of retaliation.
Believes others raise concerns without hesitation?	NO	See Below
Knows of someone who has experienced retaliation for raising concerns?	N/A	Not specifically addressed during interview

Bins for Issues:

#1 - PERCEIVED LACK OF FREEDOM TO RAISE SAFETY CONCERNS TO PSEG MANAGEMENT

#2 - PRODUCTION OVER SAFETY ISSUES

#3 - SCHEDULE PRESSURE ISSUES

#4 - LABOR - MANAGEMENT ISSUES

#5 - INDUSTRIAL SAFETY ISSUES

OTHER UNSPECIFIED ISSUES/COMMENTS

#1 - PERCEIVED LACK OF FREEDOM TO RAISE SAFETY CONCERNS TO PSEG MANAGEMENT

- (p. 32) "My comfort level hasn't changed. I never had a problem with backing down from anything whether I got pressure or not. I never felt pressured. But whether I had gotten any pressure or not, I would continue to raise issues."
- (p. 109) "The [REDACTED] right now [REDACTED] who was acting [REDACTED] some of the notifications that I have written have caused him a lot of pain. But even with that, he sent a message through my [shift manager] to tell me to keep writing them. In that situation, at least with him, he has encouraged me."
- (p. 63 - 68) Discusses CRS's reluctance to bring up issues due to fear of retaliation. "He was basically talking about the political ramifications if he wrote it up. He knew that if I brought up the concern there wouldn't be any. As a union guy, there wouldn't be any effects on me. Whereas if he brought it up and actually put the problem out in writing, there are certain things they could do to him." Also gives example of a CRS who used to raise issues and no longer raises as many. "I think he got hammered from his evaluations. I think he's gone a few years without a pay raise. That got to the point where it's starting to hit home. It's starting to hit his wallet. He's starting to tone it down a bit."

#2 - PRODUCTION OVER SAFETY ISSUES

- (p. 37 - 42) Discusses an issue where management knew about an EHC leak prior to startup that resulted in having to scram the Reactor seven days later. Also describes initial scram (due to a hurricane 9/03) as preventable and a result of not making repairs to an in-feed breaker that had a known degraded condition for over a year.
- (p. 74) "Yes, we hear about safety all the time...But a lot of the times I think it's safety is number one as long as it doesn't impact schedule, if it doesn't impact generation. If something has to give, it tends to be on safety. That's the impression that most of us have."

#3 - SCHEDULE PRESSURE ISSUES

- (p. 17) Outage pressure issue. "I think time ran a little short on the I&C work....they tried to do both of them at the same time and ended up getting an automatic initiation of SLCS. Now, because there was portions of it that were isolated, we ended up firing the squib valve which had to be replaced and we also broke a section of pipe."
- (p. 43 - 45) Discusses outage scheduling. "Well, they actually look at it like we want a 16 day outage or we want an 18 day outage....It seems like the outage duration is set ahead of time. And then you have to try and make the work fit in."

Information in this record was deleted
in accordance with the Freedom of Information
Act, exemptions 7C
FOIA- 2005-194

Chris Hott notes/comments on the [REDACTED] interview (01-22-04) 7C

- (p. 71) "There's been start-ups where the outage manager, the [REDACTED] and the [REDACTED] would all be standing in the back of the control room in the shift manager's office. We used to call them the Sopranos. It seemed like every time these guys would come in, they would start pushing hard on the CRS."

#4 - LABOR - MANAGEMENT ISSUES

- None

#5 - INDUSTRIAL SAFETY ISSUES

- None

OTHER UNSPECIFIED ISSUES/COMMENTS

- (p. 104 - 105) Discusses corrective action process. "Based on some of the other things I have seen, there's probably not going to be a resolution to it. You almost get apathetic to where you feel you are wasting your time.....Once you put in a notification to try and go through and track, all the numbers change...Then you find out that basically your notification got closed out with no corrective action, no activity taken. So you get frustrated."
- (p. 78 - 81) Discusses management of PI's. "It's like my RCIC system is not looking good for the maintenance rule. So I want to do as little outage time on that as I can to bring my maintenance rule time, my outage time down and get me back into a nice looking figure. So they are managing the Indicator instead of managing the performance of it."