

**Chris Cahill notes/comments on the [REDACTED] interview (02/26/04 & 03/03/04)**

The following are my observations/questions of the [REDACTED] interviews held on 2/26/04 & 3/03/04. 7C

ASSESSMENT QUESTION	YES/NO	AMPLIFICATION (WHY, WHY NOT, ETC.)
Will raise concerns and has done so before?	YES	See Below
Raises concerns for others?	YES	None
Believes others raise concerns without hesitation?	NO	See Below
Knows of someone who has experienced retaliation for raising concerns?	Yes	See Below

**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. 55) "When you can't trust the people in charge, it doesn't make a difference whether it's a safety issue ... a family issue ... a compensation issue ... an "oh, by the way" issue ... you are not going to speak up"
- (p. 70) Discusses the removal of [REDACTED] and how he would challenge the system. "Personally I think he got forced out because they didn't want that challenge anymore."
- (p. 95) "It seems like people got cut off at the knees for not fully [toeing the company line] every minute of every day."
- (p.102-107) Discusses the reorganization in the fall of 2003. Individual feels that he was displaced from his position partly due to raising an issue concerning resources for performing a PM during a Nuclear Review Board (NRB) meeting. About one month after the meeting the individual was rotated ... "People know me. They know what I stand for and everything right? So they say "Gee, look at him. He opened his mouth and got chopped off at the knees." (p.105 line 21) The environment is set so people would be less willing to raise concerns ... "It sets up an atmosphere where people think twice before they even say something ..." (p. 107 line 8)

**#2 - PRODUCTION OVER SAFETY ISSUES**

- (p. 188 - 191) Discusses safety concerns raised during turbine building chiller maintenance ... "I think ... the financial pressures and limitations with the contractor may have, for the moment, outweighed some of the safety aspects of the job."

**#3 - SCHEDULE PRESSURE ISSUES**

- (p. 147-150) Discusses reluctance to aggressively work issues ... "We've gotten to the point where everybody is so afraid of getting their heads chopped off at anything, well, you want to be foolproof" ... "People aren't going to get back in the game if they think they are going to get hatcheted first time they make a mistake."
- (p. 165) "We are always in a reactionary mode."

**#4 - LABOR - MANAGEMENT ISSUES**

- (p. 53 -54) Discusses unpaid overtime "They will tell you to get your butt in here to do something but I don't think they appreciate it at all"
- (p. 126 -128) Discussed IPTE shutdown to repair bypass valve and the 'Monday Morning Quarter Backing' of [REDACTED] ... "I think our operations staff right now in some aspects are afraid to almost operate the plant because of some of these types of issues."

**#5 - INDUSTRIAL SAFETY ISSUES**

- NONE

**OTHER UNSPECIFIED ISSUES/COMMENTS**

- (p. 43 -44) A large turnover of people over the years

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