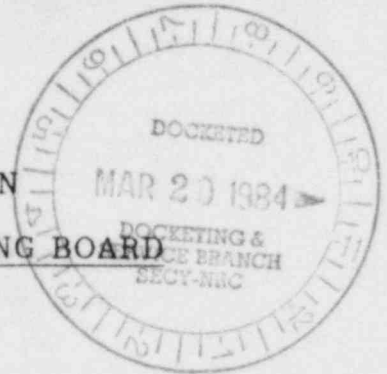


A-31
11/4/83

UNITED STATES OF AMERICA
NUCLEAR REGULATORY COMMISSION

BEFORE THE ATOMIC SAFETY AND LICENSING BOARD



In the Matter of)

DUKE POWER COMPANY, et al.)

(Catawba Nuclear Station,)
Units 1 and 2))

Docket Nos. 50-413
50-414

TESTIMONY OF JOHN MYER ROCKHOLT

1 Q. STATE YOUR NAME AND YOUR WORK ADDRESS.

2 A. John M. Rockholt, Duke Power, Catawba Nuclear Station, P.O. Box
3 223, Clover, SC 29710.

4 Q. WHAT IS YOUR PRESENT JOB WITH DUKE POWER COMPANY?

5 A. I am a Welding Inspector A. I work anywhere on the Catawba
6 Project, but I am primarily assigned to #2 Reactor Building.

7 Q. SUMMARIZE YOUR EXPERIENCE AND QUALIFICATIONS, INCLUDING
8 OTHER NON-DUKE JOBS, EDUCATION, CERTIFICATIONS, AND
9 COMPANY SPONSORED COURSES AND TRAINING.

10 A. I have 14 years welding experience in all phases of welding. I
11 have 3 years of technical college at York Tech in Industrial
12 Engineering, and several management schools while in the military
13 service. I worked as a Welding Supervisor with Marley Cooling
14 Tower Company, and Welding Supervisor with FMC Link Belt. I
15 completed a Labor Relations Course while at York Tech and had an
16 advanced Labor course with FMC, which included Company-Union
17 Relations and Employee Relations. I have been working for Duke
18 Power Company for approximately 7 years in positions associated
19 with welding (about 5 of those years as an inspector).

20 Q. WHAT OTHER JOB POSITIONS HAVE YOU HELD WITH DUKE POWER
21 COMPANY?

1 A. I was a welder in the Construction Department before becoming an
2 inspector.

3 Q. ARE YOU FAMILIAR WITH WHAT IS COMMONLY REFERRED TO AS
4 THE WELDING INSPECTOR CONCERNS WHICH WERE EXPRESSED IN
5 LATE 1981/EARLY 1982?

6 A. Yes.

7 Q. WHAT IS YOUR UNDERSTANDING OF WHAT THESE CONCERNS
8 WERE?

9 A. These were concerns brought up by several welding inspectors that
10 clearly show that there was a breakdown in communication between
11 inspectors and middle management. It shows the lack of support
12 for the QA Program as it was designed to be by several individuals
13 in middle management.

14 Q. DID YOU EXPRESS ANY CONCERNS AS A WELDING INSPECTOR TO
15 ANY OF THE TASK FORCES OR TO DUKE POWER MANAGEMENT?

16 A. Yes.

17 Q. TO WHOM DID YOU EXPRESS YOUR CONCERNS?

18 A. To the best of my knowledge, I talked to Task Force I, the
19 Technical Task Force, the Non-Technical Task Force, Gail Addis
20 and Lew Zwissler.

21 Q. WERE YOUR CONCERNS WRITTEN?

22 A. Yes.

23 Q. DESCRIBE EACH DOCUMENT WHICH CONTAINS YOUR EXPRESSION
24 OF CONCERNS, AND INDICATE WHO IT WAS SUBMITTED TO.

25 A. I submitted a one page handwritten statement which is attached to
26 my Testimony as Attachment A. I also submitted a letter to Mr.
27 McCracken on October 27, 1981 which discussed my concerns. This
28 letter is included in Attachment A. I submitted the statement to my

1 supervisor. In addition, my concerns were also contained in a
2 March 9, 1982 letter to George Grier and a January 12, 1982 letter
3 to Mr. Bradley. These two letters are attached as Attachment B.

4 Q. DID YOU FEEL FREE TO EXPRESS ALL OF YOUR CONCERNS?

5 A. I expressed all my concerns but I did not feel free because of fear
6 of retaliation from Larry Davison, Charles Baldwin, Mr. Wells, Mr.
7 Owen, and Art Allum. Retaliation comes in many and variable ways
8 ranging from suppression of job opportunities to threatening of
9 one's job.

10 Q. DID YOU EXPRESS ALL OF YOUR CONCERNS?

11 A. No, the attached documents express all my concerns except for a
12 concern I have regarding potential retaliation against me affecting
13 promotion potential, transfer potential, and even retention of my
14 job.

15 Q. HAVE YOU DISCUSSED YOUR CONCERNS WITH ANYONE ELSE?

16 A. I have discussed my concerns with Bob Morgan, Art Allum, Debbie
17 Ensley, Barbara Horne, Hap Sifford, Beau Ross, John Bryant, Mr.
18 Wells, and several other Duke Power representatives. All of the
19 above are involved in the concerns in some way. I also talked with
20 a reporter from Charlotte Observer and the NRC during their
21 investigation.

22 Q. DO THE DOCUMENTS ATTACHED TO YOUR TESTIMONY REFLECT
23 YOUR WRITTEN CONCERNS?

24 A. These documents reflect all my concerns that could possibly have
25 been detrimental to nuclear safety.

26 Q. ARE ALL OF YOUR CONCERNS INCLUDED IN THE DOCUMENT
27 ATTACHED TO YOUR TESTIMONY AS ATTACHMENT A?

1 A. No. The documents attached to my testimony as Attachment A
2 includes all of the concerns I had at the time of the Task Force
3 investigations. I have additional concerns which have arisen after
4 the Task Force. These concerns are set forth in a set of
5 documents attached to my testimony as Attachment B. These
6 documents are a January 12, 1982 letter to Mr. Bradley, and a
7 March 9, 1982 letter to George Grier. I have attached these
8 documents to my testimony as Attachment B. The documents
9 attached as Attachment A and B, taken together, reflect all of my
10 concerns except for my previously mentioned concern regarding
11 retaliation and its possible effects on job advancement, job security,
12 and transfer potential.

13 Q. PLEASE SUMMARIZE AND EXPLAIN WHAT YOU WERE TRYING TO
14 COMMUNICATE BY YOUR CONCERNS.

15 A. I was trying to inform Duke management that they have a
16 communications breakdown, as well as a definite and intentional
17 deterioration of the QA program here at Catawba. Examples of this
18 deterioration in the QA Program are lack of support for the
19 program from QA management, reducing the incentive to attract and
20 retain the top qualified people, and reducing required qualifications
21 and pay.

22 Q. WERE YOUR CONCERNS INVESTIGATED BY THE TASK FORCES?

23 A. Yes, but I am not sure as to what degree. I do not believe that
24 the Task Force members were qualified to conduct their
25 investigations as to my job and implementation of QA procedures as
26 they were designed to be and I was trained to do. How can a bird
27 investigate the living habits of a fish?

1 Q. DID YOU ATTEND ANY MEETINGS WITH TASK FORCE AND/OR QA
2 MANAGEMENT MEMBERS WHERE THE TASK FORCE FINDINGS,
3 CONCLUSIONS AND RECOMMENDATIONS WERE DISCUSSED?

4 A. Yes, there was one meeting where we were told the concerns had
5 been divided into two classes, technical and non-technical. There
6 was another meeting with Larry Coggins where I was told that my
7 concerns did not reflect violations of procedures. I took the QA
8 and Construction Procedures and showed them where my concerns
9 were direct violations of the procedures. They said they would get
10 back with me. While they have not talked with me directly on these
11 concerns, I believe that they did discuss them with my supervisor
12 who has talked with me about them. However, I am still not
13 satisfied.

14 Q. WERE THERE ANY CHANGES MADE IN THE QA PROGRAM AFTER
15 THE WELDING INSPECTOR CONCERNS AND THE TASK FORCE
16 INVESTIGATION OF THESE CONCERNS?

17 A. Yes.

18 Q. DESCRIBE THE CHANGES OF WHICH YOU ARE AWARE IN THE QA
19 PROGRAM.

20 A. More attempts are being made to show support for the inspectors.
21 Some procedures have been changed. In some cases the procedure
22 was changed and what was a violation of procedures is no longer a
23 violation. NCI's are no longer thrown in the trash can, and there
24 has been a change in QA Management to put George Grier in the
25 job, who is more qualified than his predecessors.

26 Q. TO WHAT EXTENT HAVE THESE CHANGES ADDRESSED ISSUES
27 RAISED BY THE WELDING INSPECTOR CONCERNS AND TO WHAT

1 EXTENT HAVE THESE CHANGES ADDRESSED YOUR PARTICULAR
2 CONCERNS?

3 A. In some areas we have better commitment to positive communication.

4 Q. THE WELDING INSPECTOR CONCERNS HAVE BEEN
5 CHARACTERIZED AS CONCERNS ABOUT THE QUALITY AND
6 SAFETY OF CONSTRUCTION AT CATAWBA. DO YOU AGREE WITH
7 THAT CHARACTERIZATION?

8 A. No. Our concerns came about by a general concern of the Welding
9 Inspectors about the lack of support we were getting in our attempt
10 to implement the program as it was designed to be and we have
11 been trained to do. We recognized and brought forth problems that
12 were heading towards the deterioration of the QA Program. These
13 concerns, left unaddressed, could have been the landing pad for
14 more problems had they not been brought out and addressed. This
15 plant is going to be safe and this is due in part to the concerns of
16 the Welding Inspectors.

17 Q. DID THE EXPRESSION OF YOUR CONCERNS INDICATE YOUR
18 BELIEF THAT THERE WAS A BREAKDOWN IN THE QA PROGRAM
19 OR INDICATE THAT THE QA PROGRAM WAS NO LONGER
20 WORKING?

21 A. Yes. The QA Program was breaking down bad, but I do not
22 believe that it affected the safety of the plant. The QA Program
23 was working in so far as being sure the plant was safe. I feel that
24 the company did not want people in positions who really down deep
25 know their jobs, but would rather fill the jobs with people the
26 company can completely control and program. An example of this
27 was the removal of Rick Rouse from the job of Senior Technician.
28 and replacing him with Billy Gillespie. Another example is the

1 removal of the requirement of prior craft welding experience to
2 become an inspector and taking people with no craft experience and
3 training them to address problems as management wants them
4 addressed.

5 Q. DID YOUR CONCERNS REFLECT A BELIEF ON YOUR PART THAT
6 THE CATAWBA PROJECT IS NOT BEING CONSTRUCTED SAFELY?

7 A. No, but had these concerns not surfaced and been addressed, I
8 believe that the situation possibly could have deteriorated to the
9 point where safety could have been jeopardized. Inspector morale
10 was and still is very low.

11 Q. IN YOUR VIEW, HAS THE QA PROGRAM BEEN EFFECTIVE WHILE
12 YOU HAVE WORKED AS AN INSPECTOR AT CATAWBA?

13 A. In some areas yes, but, in other areas no. QA has often given in
14 to construction pressure. Morale is low and this has to affect one's
15 job.

16 Q. ARE YOU AWARE OF ANY DEFICIENCIES IN CONSTRUCTION OR IN
17 THE QA PROGRAM WHICH WOULD CAUSE YOU TO QUESTION
18 WHETHER CATAWBA IS SAFELY BUILT?

19 A. No! But there could have been; but I must say no!

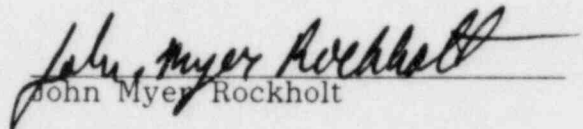
20 Q. IS THERE ANYTHING ELSE YOU WOULD LIKE TO ADD TO YOUR
21 TESTIMONY?

22 A. I feel that Duke missed a great opportunity to show everybody
23 concerned that, "yes, we had a problem but due to the integrity of
24 our employees we discovered the problem, addressed the problem,
25 corrected the problem and have learned from the problem." Instead
26 of this, I sincerely feel that many of us have been harassed and
27 held back because of the concerns brought forward. I personally
28 have been denied transfer and possible promotion. Beau Ross was

1 given a bad evaluation because of the support he gave us in our
2 concerns. For a long time he was the only support we had. Art
3 Allum was against Beau and his crew all the way. Why can't
4 management see? We were just doing our job. Is it good
5 management policy to harass people for a job well done?

6
7
8
9 I hereby certify that I have read and understand this document, and
10 believe it to be my true, accurate and complete testimony.

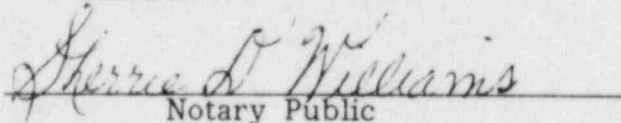
11
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14


John Myer Rockholt

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16

17 Sworn to and subscribed before me
18 this 23rd day of September, 1983.

19
20
21
22


Notary Public

23

24 Commission Expires March 7, 1993

Attachment A

October 27, 1981

Mr Tom McCracken

Subject: Employee Recourse Step 2

Dear Mr McCracken:

This letter is to inform you that I would like to pursue Step 2 of the Employee Recourse procedure as I cannot accept Mr. Wells' letter to me dated October 24, 1981, in which Mr. Wells stated that the position analysis by which I am working is considered an accurate description of my present duties.

The position analysis committee could not have done an in-depth study of my duties as a welding inspector and come up with justification to reduce my pay scale or wage grade.

This move on the Company's part not only can but will seriously affect the quality of the work done here at Catawba because the incentive to be an inspector has been taken away and top qualified men are not going to seek a job which pays less money. In a short time many craft senior men will be making a higher hourly wage than an inspector and will have no where near the responsibility or pressure on them.

I sincerely hope you will give this matter your deepest consideration.

Respectfully,

John M. Rockwell

Dev./Station _____ Unit _____ File No. _____

Subject _____ ATTACHMENT A

By _____ Date _____

Sheet No. _____ of _____ Problem No. _____ Checked By _____ Date _____

11-30-81

Feb. 27, 1981 - John Rockholt was called for inspection on plate LP-2 in Decon pit unit 2. He noticed that there was no mat. id. on plate to correspond with drawing requirement. (ASTM A240 type 304) He wanted to NCT, because M-21 requires Mat. type to be verified. Was instructed by Charles Baldwin to accept it, if it fit. (Fit it fit, it was OK to use).

Feb. 26, 1981 Rockholt observed craft cutting angle. Several pieces had been cut without transferring Mat. I.D. before cutting. Asked craft to hold up while he checked on this, but craft marked pieces in question as A-36. Wrote an NCT on this, but it was rejected by Charles Baldwin who said this was acceptable if used in non-safety related application. Rockholt told Baldwin he thought the procedure covered the cutting of material and not the intended use. After craft had marked material as A-36, nothing ~~prevented~~ ^{prevented} their use in safety-related application. Charles said he would not have any trouble justifying his decision.

Feb. 25, 1981 had question about craft cutting class B pipe without transferring traceability, in accordance with CP 96 & H-A. OK. Since pipe being used in class G application, Rejected NCT Bill Dutton

March 9, 1982

Dear Mr. Grier,

I am writing this letter to let you know that I wish to pursue the Employee Recourse Procedure. I feel that the company has done the QC welding inspectors in general and myself in specific a grave injustice.

Upper management keeps telling us that they want us to trust them and have confidence in them, but I find this very hard to do when at every turn I find things being done that I feel are wrong.

Just this morning it was confirmed that Cindy Crimminger would be taking over William T. McClure's job on the surveillance team. She will be going to a labor grade 11. Why was the job not offered to a welding inspector who would most definitely have more experience and be able to do a more effective job with less training in a shorter time. Is this good company policy?

I have stated in past letters that sometimes I feel that the company does not want people in positions who really know their job but that they would rather fill the jobs with people they can control, be it right or wrong.

How can Cindy pull surveillance on my job? She has no experience. This move just supports my above statements.

I believe there may be another reason for placing Cindy in this job and that is to help fulfill the company's affirmative action program of placing minorities in professional positions. But then again, I feel the company did not look at the entire scope of Duke Power Company affirmative action policy because this policy also includes Veterans of the Vietnam war era of which I am one. Was I considered?

I also believe there may be another reason why I wasn't considered for or offered this job, and that goes back to the statement Larry Davison made to me on 1-12-82, to the effect of if I didn't do everything exactly as he laid them down that I was headed for real problems. (See my letter to Mr. W.H. Bradley dated 1-13-82) Is this one of those real problems he referred to?

Bob Morgan said Cindy was more qualified than any of the people considered for the job. I not only don't believe she is more qualified I don't believe she is as qualified as me. But then I probably wasn't considered for the job because along with doing my job very well, I don't lay down and play dead when I feel something is not right.

As a last item of interest I would like to remind the company that Page 8, Section 4 of the non-exempt salary policies says that any employee who was red-lined would be considered for promotion or transfer

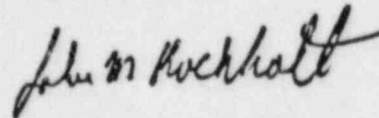
I have had both a transfer and a promotion denied in the last month. I was red-lined, Cindy was not. Is this in line with company policy?

Some people may refer to me as a cry baby, or dissatisfied employee, or even troublemaker, but I want to assure you I am none of the above, but rather a very concerned employee who pays close attention to the little things.

I would like to say that I enjoyed the last conversation I had with you and I must say you present an air of confidence and trust which we have long been without. I sincerely hope you will look into these concerns and get back with me. Even though I believe you will, I am not asking you to agree with me, but just to be considerate of my concerns.

You make the decision and I will abide by it.

Respectfully Submitted

A handwritten signature in cursive script, appearing to read "John M. Rockholt".

John M. Rockholt

January 13, 1982

Mr. W.H. Bradley
Duke Power Company
Personnel Department
Charlotte, N. C.

Dear Mr. Bradley:

On this date, 1/12/82, I discussed some of the problems which have affected my job, with Bob Morgan. I believe Bob to be receptive, but he is not in a position to help. I told him I wanted to see Warren Owen. He said he would have to inform Larry Davidson and Mr. Wells. I told him O.K., but that I didn't really wish to talk with either one of them because I feel like they are part of the problems that the Q.C. Inspectors have.

Bob Morgan called Charlotte but Mr. Wells had left for Arizona and Larry Davidson was en route to Catawba. Bob informed me when Larry arrived and I had to talk with him. I told Larry that I felt he was one of my biggest problems because he had already stated that he did not and would not support me on the issue of our general increase but that he would support me on Technical issues. I informed him that according to past practices he had not supported us and that I didn't feel that he should expect me to believe he would support me now.

Larry said the pay issue was one ball game and would be handled in accordance with the Employee Recourse Procedure and any matter of a Technical nature would without a doubt be handled through him. I informed Larry that I didn't have any confidence in him and wished to talk to Mr. Owen. Larry, at this point told me that it would be done according to the way he had layed down and he hoped that I realized the seriousness of not doing this way. I told Larry that I fully intended to do everything in a professional manner according to all Company policies, but that I wanted to talk to Mr. Owen. Larry told me that if I didn't do as he said that I was headed for real problems. He said he wanted to make sure I understood that. I told Larry I questioned decisions that had been made by himself and others and I wanted to assure myself that people above Mr. Wells were aware of the overall situation.

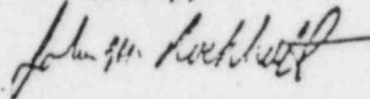
I sincerely believe that Larry Davidson was threatening me with my job if I didn't do everything his way even though I feel he is a big part of our problem and is trying to cover up many items that he does not want to reach upper management because many decisions made would look bad on him.

I fully believe our Q.C./Q.A. Program to be adequate in all areas if followed, but I don't believe it has been followed and can produce proof to substantiate it. I feel that Larry Davidson's track record proves that he doesn't deserve the trust he is asking for.

Mr. W.H. Bradley
Page 2
January 13, 1982

In conclusion, all I am asking for is for Mr. Owen to investigate the problems and make judgment and decisions according to what comes out of the investigation. I believe that this would be beneficial to myself as well as all Duke Power here at Catawba, and I sincerely hope that Mr. Davidson will not terminate me because of my sincere concern for the problems of lack of support we in Q.C. Welding have experienced. I must re-emphasize the fact that the statements made by Larry Davidson lead me to believe that my job could be in jeopardy because I don't agree with him.

Sincerely,

A handwritten signature in cursive script, appearing to read "John M. Rockholt".

John M. Rockholt

NUCLEAR REGULATORY COMMISSION
Docket No. 50-413 Catawba 31
In the matter of Catawba 31
Staff ✓
Applicant ✓
Intervenor ✓
Comptroller ✓
Other ✓
Records ✓
DATE 11/14/83
BY Ron Graham