

March 21, 1983

MEMO TO MANAGEMENT

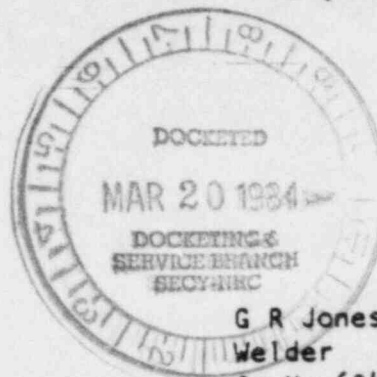
Harassment Complaint
P M Reep
Welding Inspector
Quality Assurance

AGAINST

G R Jones

Welder

Co No 624-08-6366



On 3-08-83, Welding Inspector, P M Reep filed a complaint of harassment against G R Jones, who is a Welder in the Construction Department. An investigation was conducted by William A Evans, Employee Relations Assistant.

At approximately 12:40 pm on 3-08-83, G R Jones was lying on his back in the R T Shack when P M Reep arrived in the incore pit area of Reactor Number Two to perform a welding inspection. During the course of his inspection Reep found Jones' welding rods hanging on a pipe. Upon discovering the uncontrolled rods, Reep asked Powerhouse Mechanic, Steven Vincent, to get Welding Inspector Harold Eubanks. Reep apparently wanted Eubanks to witness his discovery. (Exhibit A)

When Eubanks arrived in the incore pit area, Reep informed him that he intended to take Jones' welding rods and write a NCI (Non Conforming Item). Reep obviously based his decision on the fact that Jones was lying approximately thirty feet from his welding rods.

After placing the welding rods in his pocket, Reep continued his work. While Reep was working, Powerhouse Mechanic, Steven Vincent informed Jones of what had happened to his welding rods. Jones left the R T Shack and asked Reep why he had removed his welding rods. (Exhibit B) While questioning Reep, Jones removed his welding rods from Reep's pocket and put them back into his rod pouch.

According to Jones, he thought the incident was a joke until he saw that Reep had again removed his welding rods. At that point, Reep informed Jones that he was going to write a NCI. (Exhibit C)

CONCLUSION

Jones has admitted that he was approximately thirty feet away from his welding rods when they were found by P M Reep on 3-08-83. As the result of his violation of Procedure H-3, failure to have control of filler material, Jones was issued a disciplinary notice for failing to follow instructions. (Exhibit D)

Reep has stated that Jones cursed and threatened him. Reep further stated that he felt intimidated because Jones told him that he (Reep) would not leave the area with welding rods.

Powerhouse Mechanic, William Barkley heard Jones tell Reep that he would not leave the incore pit area with the welding rods (Exhibit E) although Jones

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has stated he did not make the statement. Barkley and Vincent witnessed the argument between Reep and Jones and both agree that Jones did not curse or threaten Reep. Neither witness observed Jones kicking or throwing anything during the argument. Jones was helping Barkley and Vincent clean their work area and Reep obviously thought that Jones was throwing material out of anger.

Jones has admitted that he was angry when he was arguing with Reep on 3-08-83 but he said he did not curse or threaten Reep.

RECOMMENDATION

There is no evidence to support Reep's charge of harassment. Witnesses have stated that Jones did not curse or threaten Reep. When Jones informed Reep that he (Reep) would not leave the area with the welding rods, Jones did not tell Reep what would be done to stop him. While it is believed that Jones' comment was not meant to be a threat, it is possible that Reep felt intimidated by it.

It appears that the necessary disciplinary action in this case was taken when Jones was issued the A-11 violation for failure to follow instructions. Additional disciplinary action is not recommended.

Faye H Fowler

Faye H Fowler
Supervisor, Employee Relations

WAE/irj

Attachments

xc R S Alexander
C B Aycock
J C Rogers

EXHIBITS

- A Quality Assurance Report of Harassment
- B Affidavit of Steven Vincent
- C Affidavit of G R Jones
- D A-11 Disciplinary Notice
- E Affidavit of William Barkley

March 9, 1983

Memo To File

Re: P M Reep
Harassment Charge Against Welder

Yesterday (March 8, 1983) Max Reep (a Welding Inspector) and his supervisor, Beau Ross, came to my office to inform me that Max wanted to file a harassment charge against a Welder in the Construction Department, G.R. Jones. Max told me that he had already informed Jones' foreman, Henry Best, that he was going to file a harassment charge against Jones. Max had also informed the foreman of the incident that led up to this harassment charge. The incident, as related to me by Max, happened as follows:

Around 12:40 PM on Tuesday, March 8, 1983 Max went to the incore pit in Reactor Building II to perform a welding inspection. He discovered a Welder, G R Jones, presumably asleep behind a shield used by the Radiographers. The Welder's welding rods were hanging up at the other end of the area - not in the possession of the Welder. Max sent a pipefitter to get another Welding Inspector, Harold Eubanks, so that Eubanks could witness what Max had found.

When Harold Eubanks came to the place where Max was, Jones was still behind the Radiography shield, presumably asleep. Max told Eubanks that he was going to take Jones' welding rods and write a NCI. Eubanks then left and Max continued making his inspections in the area. Two pipefitters in the area then woke Jones up. (The two pipefitters were Steve Vincent and Bill Barkley, both of whom work for Bob Halderman.) When Jones realized what had happened and saw that Max had Jones' welding rods in his pockets, Jones snatched the rods out of Max's pockets. Max then grabbed them back from Jones. Max tried to continue with his inspections but Jones was cursing at Max and saying that Max would not leave the incore pit with the rods in his hands. Max said that he took this as a threat and as intimidation. Max continued to try to perform his inspections but Jones kept trying to get the welding rods from Max, while still cursing at him and telling Max that he wouldn't be leaving the area with those rods. Max definitely felt that Jones was interfering with Max being able to perform his job.

When Max started to leave the area carrying his paperwork and the welding rods, Jones again snatched the rods out of Max's hands. Max then informed Jones that he was going to write a NCI about this, and then Max left. Max went to Jones' foreman, Henry Best, and told him of the incident and what Max planned to do. Max also informed his own supervisor, Beau Ross. Max then wrote a NCI, #16417, because the welding rods in question were out of Jones' possession and because Jones would not let Max tag them.

As a result of this incident, Max not only wrote the NCI but he also wants to file harassment charges against G R Jones. Max feels that Jones acted unprofessionally in that he cursed at Max, he intimidated and threatened Max, and he hindered Max from performing his job.

I told Max that I would investigate the incident and get back to him as soon as possible.

Debbie P. Ensley
Debbie Ensley
Employee Relations Assistant

DPE/brc

cc: C N Alexander
L R Davison

This memo is an accurate account of the events occurring on March 8, 1983.

Max Reep

Max Reep

DUKE POWER COMPANY
CONSTRUCTION DEPARTMENT
DISCIPLINARY NOTICE

Nº 2710

Name of Employee G.R. JONES

Company Number 6366

Time of Occurrence 12:40 PM

Date of Occurrence 3-8-83

1st ✓

2nd _____

3rd _____

Statement of Violation: In violation of Duke Power Rules of Conduct (A-11) failure to follow instruction either written or oral. Mr. Jones has been instructed per H-3 procedure to always have filler material in his possession. This day 3-8-83 at 12:40 pm his filler material was observed uncontrolled and picked up by a QC inspection in RB #2 in the Incore Pit. This is his 1st violation (Rules of Conduct). Two more violations of this type before ~~3-8-84~~ ³⁻⁸⁻⁸⁴ could result in his termination.

(Attach Additional Pages If Needed)

Suggestion for Improvement: Follow H-3 Procedure; maintaining control of filler material at all times.

Follow up discussion (if necessary) will be held on (Date): _____

Employee's Statement I sign this violation in extreme protest.

Signed: Kenny D. Best (Issuing Supervisor)

Date 3-8-83

I have read the above:

[Signature]
(Employee)

Reviewed J.R. [Signature] 3-8-83
FHP

YORK COUNTY)
SOUTH CAROLINA)

AFFIDAVIT

Steven M Vincent deposes and says:

I am employed as a Powerhouse Mechanic in the Construction Department at Catawba Duke Power Company, in York County, South Carolina.

On 3-8-83, I was in the Incore Pit when Max Reep removed G R Jones' welding rods from his pouch. I saw Jones' rods in Reeps' hand but I did not see Reep remove the rods. After placing Jones' rods in his pocket, Reep asked me to get Harold Eubanks, who is another Inspector. I believe Reep wanted Eubanks to see the rods.

When Eubanks arrived in our work area, Reep talked to him but I do not know what was said. G R Jones was in the R T Shack while this was happening.

After Eubanks left our work area, I went to G R Jones and told him that Reep had removed his welding rods. Jones went to Reep and asked, "What are you doing with my rods buddy?" Reep told Jones, "They're mine now." At that point, I left the area. I do not know what was said after that.

While I was near Jones and Reep I did not hear Jones curse or threaten Reep. Jones did not touch Reep either. I did not see Jones throw or kick anything that was in the work area. Jones was helping me clean the work area while he was talking to Reep.

Steven M. Vincent
Steven M Vincent

Sworn to and subscribed before me
this 18th day of March, 1983.

James L. Williams
Notary Public

My Commission Expires: March 7, 1985

YORK COUNTY)
)
SOUTH CAROLINA) AFFIDAVIT

G R Jones deposes and says:

I am employed as a Welder in the Construction Department at Duke Power Company, Catawba Nuclear Station.

On 3-08-83, at approximately 12:45 pm, I was lying on my back in the Incore Pit under the reactor vessel of Number Two Reactor. I had my welding rods hanging on the other end of the tubing that I was working on. I was at one end of the tubing and my rods were on the other end. My welding rods were approximately thirty feet away from me and were not out of my control.

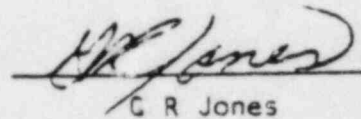
Max Reep came into my work area to inspect work which I had completed before lunch on that day. I was aware of Reep's presence because I was not asleep, but was merely resting my back. While inspecting the welds which I had made, Reep asked Steve Vincent to get Harold Eubanks. Vincent came to where I was lying and informed me that Reep had removed my welding rods from my pouch. At that point I got up and went to where Reep was working. While taking my welding rods from Reep's pocket, I spoke to him. I did not think the situation was serious because the inspectors joke with the welders frequently.

After I took my rods from Reep, he continued his work and I sat down. I was still under the impression that the removal of my welding rods was a joke. After sitting for approximately four minutes, I got up and went back to the R T Shack and stretched out again. Approximately five minutes later, Reep came to the area where I was resting and I noticed that he had my welding rods in his hand again. When he laid my rods on a scaffold, I knew things were not right. At that point I got hot. I got up and asked Reep why he had my rods again. He said he had them because they were not in my control. I took my rods from the scaffold and explained to Reep that the rods were in my control because I was in the room with them. Reep informed me that he was going to write the incident up as uncontrolled rods. I tried to convince Reep that the rods were not out of my control and I tried to talk him out of writing the incident up. During the course of our conversation, I told Reep that if he would attend to his job, these nit-picking situations would not happen.

While I was talking to Reep, I did not threaten him in anyway. I did not curse him and I did not intimidate him. Reep and I argued back and forth but we never cursed each other. After the argument, I went back to work. Reep probably thought I was throwing things around because I was tearing my saw horses down. I no longer needed them in that area.

I did not tell Reep that he would not leave the Incore Pit with my welding rods.

I believe Reep was mad when he got to my work area. Welders are the middle men and Inspectors often take their frustrations out on us.


G R Jones

Sworn to and subscribed before me this

15th day of March, 1983.


Notary Public

My Commission Expires: August 12, 1982

YORK COUNTY)
SOUTH CAROLINA)

AFFIDAVIT

William M Barkley deposes and says:

I am employed as a Powerhouse Mechanic in the Construction Department at Duke Power Company, Catawba Nuclear Station.

On 3-08-83, at approximately 12:45 pm, I went to my work area where Max Reep was inspecting some welds. Steve Vincent and Harold Eubanks were directly behind me. Reep said something to Eubanks and he then removed G R Jones' welding rods from Jones' pouch. Jones had his pouch hanging on either a pipe or a work bench, I can not remember which one. Reep placed the rods in his pocket and continued his work. During this time, Jones was in the R T Shack which is approximately thirty feet from where he left his welding rods.

Approximately five minutes after Reep removed the welding rods, Jones came out of the R T Shack. When he discovered that Reep had removed his welding rods Jones informed Reep that he should do his job and leave his welding rods alone. I was cleaning the work area at the time, therefore, I did not hear all of the conversation between Reep and Jones.

I did not hear Jones curse or threaten Reep in anyway. I did hear Jones tell Reep that he would not leave the area with his welding rods, however Jones did not do anything to prevent Reep from leaving the area and he did not say what he would do to keep Reep from taking his rods. Jones was helping us clean the work area while he and Reep were arguing and discussing the welding rods. Jones did not throw or kick anything during the argument. In my opinion, Jones did not do anything to threaten or intimidate Reep.

William M. Barkley
William M Barkley

Sworn to and subscribed before me this

1st day of March, 1983.

William A. Evans
Notary Public

My Commission Expires:

August 12, 1992

March 10, 1983

Memo To File

Re: P M Reep
Charge of Harassment Against Welder - G R Jones
Statement by Harold Eubanks

Today Harold Eubanks, Welding Inspector, came to my office to relate to me the extent of his involvement in the incident that led up to Max Reep's charge of harassment against G R Jones, Welder.

Eubanks said that a pipefitter came to get him on Tuesday, March 8, 1983 and told him that Max Reep wanted him to come to the incore pit. Eubanks went there and found Max Reep, who pointed out to him that some welding rods were hanging on a wall unattended and not in the possession of a Welder. Max told Eubanks that the rods belonged to a Welder who was presumably asleep behind the Radiography shield in the incore pit. Eubanks didn't look behind the shield, but he did say that the shield itself was about 20' - 30' away from where the welding rods were hanging.

Eubanks said that he and Max Reep discussed this situation briefly and then Max told him that he was going to take the rods and write a NCI because the Welder was not in control of his rods. Eubanks said he agreed with this action and then left.

Debbie Ensley
Debbie Ensley
Employee Relations Assistant

DPE/brc

cc: L R Davison

March 9, 1983

Memo To File

Re: P M Reep's Harassment Charge
Against Welder - G R Jones
Beau Ross' Comments

Today I talked to Beau Ross, Max Reep's supervisor, about the incident that led up to Max's charge of harassment against G.R. Jones, Welder. I asked Beau if he had ever instructed his inspectors what they should do when they saw that a Welder did not have his welding rods in his possession. Beau answered that he had discussed this with his inspectors before and it was pretty much accepted among them that if the rods are within the Welder's sight (even though they are not on the Welder himself), then the inspectors would take no action. However, if the inspector feels that the Welder is not in control of his rods, then the inspector should take action. The action taken would be writing a NCI if, as in this case, a whole pouch of welding rods was out of the Welder's control. Beau said that they had been instructed in this method of operation by Charles Baldwin. Beau said that Max acted properly in writing the NCI.

I then asked Beau had he ever discussed with his inspectors about what they should do if they were ever confronted by a Welder who didn't like the actions taken by the inspector. Beau said he had never discussed this with Max, he didn't believe, but that he had discussed this with the other inspectors before Max came on his crew. Beau said he had told the inspectors never to get into a physical contest or a heated argument with anyone over anything. Instead, they should report and/or document any areas of disagreement. Beau said that Max did the right thing to let the Welder keep the rods that he had snatched out of Max's hands when Max started to leave the area. Beau did say, however, that the one time that Max had grabbed the rods from the Welder (when they had first been snatched from Max) probably should not have occurred. Otherwise, Beau feels Max acted properly throughout the entire incident.

Debbie Ensley
Debbie Ensley
Employee Relations Assistant

DPE/brc

cc: C N Alexander
L R Davison

Report No. 50-443 NUCLEAR REGULATORY COMMISSION
In the matter of Catawba 48
Staff ✓ DIVISION 16 30
Assistant ✓ RECEIVED ✓
Inspector ✓ NOV 1983
Engineer ✓ RELEASED
Chief ✓ 11/17/83
Reports ✓ Ron Graham