

REPORT OF INTERVIEW
WITH
KAREN DONAHUE

On June 15, 1995, DONAHUE was interviewed by the reporting investigator. The interview was conducted under oath at the new York Power Authority, 123 Main Street, White Plains NY. DONAHUE provided the following information:

DONAHUE requested NYPA attorney Amy LEVINE to represent her during the interview. DONAHUE stated that she was under no pressure from her management to have LEVINE represent her during the interview. LEVINE stated that she represented DONAHUE and NYPA during the interview.

DONAHUE was born on [REDACTED] in [REDACTED]. Her social security number is [REDACTED]. She resides at [REDACTED]. Her home telephone number is [REDACTED]. Her work number is 914-287-3126. 7C

In [REDACTED] she graduated from Iona College with a Bachelor of Arts degree in Psychology.. She was hired by NYPA in April 1986 as a Employee Relations Coordinator in the Human Resources Group (HRG). She is currently a Human Resources Specialist, and her supervisor is Karen CARUSO. 7C

DONAHUE was interviewed regarding a typed two page document (attached), dated July 6, 1994, with her signature appearing on the second page. DONAHUE verified her signature on the second page. DONAHUE stated that she no longer has the handwritten notes of the July 6, 1994, meeting with Frank BLOISE regarding Andrew BARTLIK. DONAHUE believes that BLOISE just stopped by her office without an appointment. She said that it was her first contact with BLOISE. She added that no one spoke to her prior to that regarding job performance problems with BARTLIK. She said that she met with BLOISE one on one, but does not recall how long it lasted. DONAHUE stated that BLOISE told her that BARTLIK was resentful about BLOISE being promoted to Fire Protection Supervisor, and that BARTLIK felt that he should have gotten that position.

INVESTIGATOR'S NOTE: DONAHUE's notes indicate that BLOISE told her that, "His work is fine technically and his productivity is up to par. His performance problems are in the area of communication, teamwork, and adaptability, and customer service." Andy has made a lot of enemies among his co-workers. He has been banned from IP3 by some individuals. The sites are complaining why can't he be controlled."

Regarding "enemies," DONAHUE stated that BLOISE did not mention any names, and did not mention who had banned BARTLIK from IP3. BLOISE also did not elaborate to her on what he meant by "why can't he be controlled," but her sense is that BARTLIK tended to be sort of obnoxious, argumentative and not a team player. DONAHUE also added that BLOISE did not document the counselling sessions that he told her that he had with BARTLIK about his performance problems. DONAHUE said that she had no reason to doubt what BLOISE told her, and that he was sincere in his concerns.

DONAHUE said that BLOISE told her that he met with BARTLIK prior to coming to her and told BARTLIK of the potential for disciplinary action if improvement did not occur. As indicated in her notes, BLOISE did not "mention termination specifically."

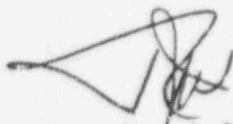
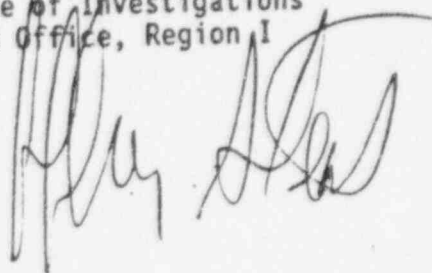
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Regarding the last sentence in her notes, "Frank will do an interim review on Andy with a DNME (Does Not Meet Expectations) rating and review it with me.," DONAHUE said that it is likely that she suggested that BLOISE do a mid cycle review, because HRG normally advises a manager to do that when a manager is having performance problems with an employee. DONAHUE added that she would not have suggested what the rating should be, she leaves that up to the supervisor.

DONAHUE does not specifically recall what action she took as a result of what BLOISE told her, but offered that, she would have reviewed it with Lori STEINMETZ (HRG) and turned it over to her, because STEINMETZ was the lead person on performance issues. DONAHUE stated that she had no further involvement in this issue.

DONAHUE stated that her notes are an accurate representation of what BLOISE told her.

Jeffrey A. Teator, Investigator
Office of Investigations
Field Office, Region I



Case No. 1-95-019

July 6, 1994

X(6271)
Frank Bloise, Acting Fire Protection Engineer Manager (Nuclear Generation), came to see me about Andrew Bartlik, Sr. Fire Protection Engineer, who is having performance problems. Andy has been with the Power Authority for approximately five years. He previously worked in Quality Assurance for Schimpf.

Frank reports in to Gus Mavrikis. Jim Brunetti is acting for Gus now, since Gus is on the Restructuring team.

→ Frank has been supervising Andy for about a year and a half. Frank feels that when he initially became Acting Manager, Andy was resentful because technically he was stronger. However, it was known that Andy did not have people skills, so he was overlooked for this assignment.

Andy's work involves reviewing compliance with applicable regulations. His work is fine technically and his productivity is up to par. His performance problems are in the area of communication, teamwork, and adaptability, and customer service.

→ Andy has made a lot of enemies among his co-workers. He has been banned from IP3 by some individuals. The sites are complaining why can't he be controlled. He has developed a bad reputation for talking down to people, criticizing other people's work in an insensitive fashion, arguing points excessively, and not supporting decisions once made (decisions made by management, that is). His way is always the best. He argues about things that are not black and white. Jack Brons at one point said about Andy, "Why do we even hire people like this." Frank stated that Andy needs to work on his negotiating skills. He refuses to compromise. Andy will complain to others about how an analysis was done, but then when asked to document his concerns will say he has no time. He annoys people and deals in generics, not specifics.

Andy is very conservative in his approach. For instance, if the Code requires that one sprinkler be installed, he will insist that three is better. He feels that safety is being compromised when in reality it's not. But he fails to take into account the cost to the Authority, so there are also some judgment issues. He is also very bold and politically incorrect. At a meeting with John Garrity, he had a difference of opinion with Garrity, and once John had stated his opinion, Andy said to John, "Well, that's your opinion." Another recent incident involved how the JAF administration building was to be classified. Steve Poplawski and everyone involved was in agreement that it should be classified as two stories plus a mezzanine. Andy insisted that it should be three, and complained to everyone involved, and anyone else who would listen to him.

Frank has spent an enormous amount of time counseling and coaching Andy about these issues, to no avail. He told Andy that if improvement does not occur, disciplinary action could take place. (He did not mention termination specifically). He did not document any of these counseling sessions. Frank gave Andy a ME on his last review and cited some of these performance problems. He believes the review before that was EE.

Frank will do an interim review on Andy with a DNME rating and review it with me.

Karen Dorekue 7/6/94.

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