

REPORT OF INTERVIEW  
WITH  
LORI M. STEINMETZ

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

STEINMETZ was represented during the interview by NYPA attorney Amy LEVINE. STEINMETZ stated that it was her desire to have LEVINE represent her and was under no pressure from her management.

STEINMETZ was born on [REDACTED] in [REDACTED]. Her social security number is [REDACTED]. She resides at [REDACTED]. Her home telephone number is [REDACTED]. Her drivers license number is [REDACTED].

STEINMETZ graduated from Montclair State University in [REDACTED] with a Bachelor of Science degree in Psychology. She was hired by NYPA in April 1989 as an Employee Relations Specialist. She is currently a Senior Employee Relations Specialist. Her supervisor is John BOPP. Prior to July 1994, her supervisor was Karen CARUSO.

STEINMETZ was first questioned regarding Ulrich WITTE, the former NYPA Manager of Configuration Management. STEINMETZ recalls that WITTE's supervisor, Alan ETTLINGER met with Karen DONAHUE in 1993, regarding performance problems that he was having with WITTE. STEINMETZ explained that she was aware of that because of her position as a Senior Employee Relations Specialist. She recalls that ETTLINGER reported that WITTE had problems with: 1) his NYPA American Express card; 2) communication and interpersonal skills; 3) meeting schedules; and 4) issuing status reports. STEINMETZ counseled ETTLINGER that he should meet with WITTE on regular basis, and develop a performance improvement plan for WITTE. She recalls that in WITTE's follow up reviews (he was given mid cycle reviews as a result of his 1993 rating) he was upgraded to "Meets Expectations."

STEINMETZ recalled that in November 1994, Hugh GILMARTIN told her that he was promoted to new position at NYPA, and that WITTE would report to him. GILMARTIN wanted to make her aware of performance problems that he was having with WITTE. GILMARTIN told her that ETTLINGER (WITTE's previous supervisor) told him that WITTE had a number of past due expense reports, some dating back over one year. GILMARTIN told her that when he (GILMARTIN) got them from WITTE he became concerned due to the lack of documentation, and documentation that WITTE submitted in support of the travel was questionable. STEINMETZ said that she recommended that GILMARTIN bring those concerns to NYPA Audit Department Director, Joe BRENNAN. STEINMETZ made the initial call to BRENNAN, and told him of GILMARTIN's concerns. After that, she and GILMARTIN met with BRENNAN, who felt that it was appropriate for his group to further review WITTE's expense claims. STEINMETZ said that BRENNAN told them that there were enough "red flags" where he felt it needed to be looked at. GILMARTIN also told her that WITTE had communication and interpersonal skills deficiencies.

STEINMETZ said that WITTE came to her with his concerns regarding his 1994

performance review (done by GILMARTIN who rated WITTE as Does Not Meet Expectations). She said that WITTE wanted the NYPA Human Resources Group (HRG) to review his performance review, because he was not happy with it. She said that WITTE did not want to discuss his 1994 review with his supervisors, WITTE wanted to have an independent review it. STEINMETZ said that it is not unusual for employees to bring their performance problems to the HRG, because NYPA does not have a formal grievance process.

STEINMETZ said that Witte wanted time to prepare his rebuttal to the review, and that several weeks later she got WITTE's written rebuttal. She spent time reviewing it, and met with WITTE on at least two occasions to go over the rebuttal so she could be clear on what WITTE's issues were. STEINMETZ said that WITTE wanted her to look into the six or seven items (in the review) that he perceived as harassment and intimidation for raising safety issues.

STEINMETZ said that she has found no information that would substantiate WITTE's claim that his review was harassment. She has found no evidence to show that WITTE's 1994 performance review was not justified. STEINMETZ said that she has since reviewed Corporate Security Director John HAHN's report on WITTE's harassment allegations, and that his report findings are consistent with her findings.

Regarding WITTE's question on how his performance could have declined so rapidly, STEINMETZ recalls that Chief Nuclear Officer, William CAHILL, said that the nuclear department rated its people too highly. CAHILL felt that the reviews needed to be more critical and honest. STEINMETZ said that she based her findings, in part, on WITTE not including his 1992 review as part of his argument that his job performance could not have declined so rapidly. STEINMETZ noted that a lot of the issues that were cited in the 1992 review were also cited in 1994 review.

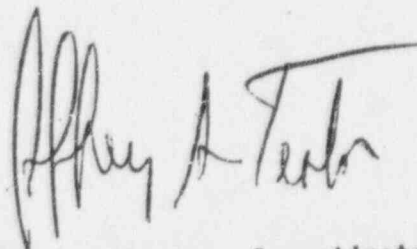
STEINMETZ was also questioned regarding Fire Protection (FP) Engineer Andrew BARTLIK. STEINMETZ retrieved her file on BARTLIK, which showed that BARTLIK's supervisor, Frank BLOISE contacted Karen DONAHUE (HRG) on July 6, 1994.

INVESTIGATOR'S NOTE: STEINMETZ's file contained a copy DONAHUE's notes of her meeting with BLOISE (attached).

STEINMETZ recalled that DONAHUE briefed her on the meeting with BLOISE. STEINMETZ said that she (STEINMETZ) had a later conversation with BLOISE about documenting BARTLIK's performance issues in the mid cycle review. Some time after that conversation, she became aware of a number of technical issues that BARTLIK had raised, and the issue of BARTLIK's complaint (that his mid cycle performance review was not justified) was put on hold. STEINMETZ said that she attended a meeting regarding BARTLIK. LEVINE was also at the meeting in which CAHILL told the meeting participants that he did not want even the perception that any NYPA employees were being harassed. STEINMETZ said that CAHILL referred to his work at another nuclear plant that was coming back on line, and a number of contractors were going to be let go, and they began raising a number of harassment claims. STEINMETZ said that Cahill told the meeting participants that he did not know who was right or wrong in the IP3 FP problems, but the decision was made at the meeting to have consultants look

into the technical issues, and BARTLIK's performance review was a secondary issue to that. STEINMETZ said that she had no further involvement in BARTLIK's job performance issues.

STEINMETZ added that her perception was that BLOISE had legitimate communication problem issues with BARTLIK, and she has not come across any information that would change her mind on that.



Jeffrey A. Teator, Investigator  
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July 6, 1994

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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.

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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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