

Official

SEP 12 1985

Georgia Power Company  
✓ATTN: Mr. R. J. Kelly  
Executive Vice President  
P. O. Box 4545  
Atlanta, GA 30302

Gentlemen:

SUBJECT: PLACEMENT OF DOCUMENT IN PUBLIC DOCUMENT ROOM

Enclosed is a summary of an investigation conducted by the NRC Office of Investigations, Region II field office. The subject of the investigation is "Vogtle Nuclear Plant Alleged Intimidation/Harrassment of QC Welding Inspectors and Possible Falsification of QC Inspection Records by Pullman Power Products, Inc." This Document has been placed in the Public Document Room and may be of use to you in preparing for the conference on September 25, 1985.

Sincerely,

ORIGINAL SIGNED BY  
ALBERT F. GIBSON

J. Nelson Grace  
Regional Administrator

Enclosure:  
Cover page and summary, dated 10/26/83,  
7 pages

cc w/encl:

✓R. E. Conway, Senior Vice President  
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and General Manager Vogtle Project  
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- ✓ James G. Ledbetter, Commissioner  
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- ✓ Charles H. Badger, Office of  
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- ✓ Deppish Kirkland, III, Counsel  
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UNITED STATES ENCLOSURE  
NUCLEAR REGULATORY COMMISSION  
OFFICE OF INVESTIGATIONS FIELD OFFICE, REGION II  
901 MARIETTA STREET, SUITE 2100  
ATLANTA, GEORGIA 30303

Date: October 26, 1983

REPORT OF INVESTIGATION

TITLE: VOGTLE NUCLEAR PLANT  
ALLEGED INTIMIDATION/HARASSMENT OF QC WELDING  
INSPECTORS AND POSSIBLE FALSIFICATION OF QC  
INSPECTION RECORDS BY PULLMAN POWER PRODUCTS, INC.

SUPPLEMENT: 50-424

CASE NUMBER: 2-83-005

CONTROL OFFICE: OI:Region II STATUS: CLOSED

REPORTING OFFICE: OI:Region II

PERIOD OF INVESTIGATION: May 19 - July 9, 1983

REPORTING INVESTIGATOR:

*a/* Robert H. Burd  
Robert H. Burd, Investigator

Office of Investigations Field Office, Region II

REVIEWED BY:

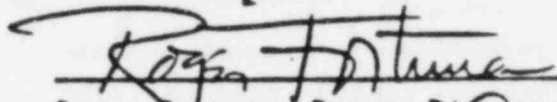
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Office of Investigations Field Office, Region II

William J. Ward  
William J. Ward, Director

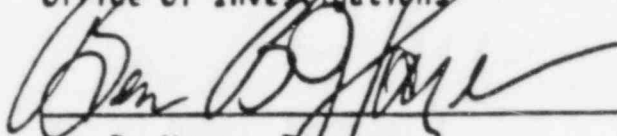
Division of Field Operations  
Office of Investigations

2-83-005  
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Roger Fortuna, Deputy Director  
Office of Investigations

APPROVED BY:



Ben B. Hayes, Director  
Office of Investigations

## SUMMARY

Summary

This investigation was initiated to identify and document alleged intimidation and harassment of Pullman Power Products, Inc. (PPP) Quality Control (QC) welding inspectors by the company's construction management personnel. PPP, headquartered in Williamsport, PA, is under contract to install all piping and piping supports associated with the construction of the Alvin W. Vogtle Nuclear Plant (VNP), in Waynesboro, GA, a licensed facility of the Georgia Power Company. Additionally, it was reported to the NRC that the intimidation and harassment experienced by the QC welding inspectors may have resulted in possible improprieties regarding inspection records prepared and maintained by these individuals.

The allegation pertaining to intimidation and harassment of QC welding inspectors by the Project Manager at the VNP was first reported to the Senior Resident Inspector (SRI), NRC at the facility. This initial allegation was substantiated by the SRI during the subsequent interviews of four additional QC welding inspectors employed by PPP. Additionally, a Confidential Source alleged vast PPP material storage problems, records improprieties and incidents of intimidation by the Project Manager and his construction superintendents. The SRI obtained information that QC inspectors were being manipulated by the Project Manager through threats relating to adverse personnel actions affecting employment and salary matters. Additionally, the Project Manager allegedly interfered with the utilization of QC welding inspectors and attempted to influence the reassignments of inspectors whose work histories did not favor production and scheduling. An onsite incident of assault in August 1982 upon a QC welding inspector by a construction superintendent, both employees of PPP, was also reported to the SRI.

A review of pertinent regulatory documents, standards, procedures and contract requirements was conducted pursuant to the investigation. It was disclosed that PPP committed to cooperate with the licensee to ensure QC standards for the VNP are enforced at all times. Further, this review disclosed that the line of authority regarding administrative matters for the QA/QC manager at the field office site of PPP is through the Project Manager. It was determined that PPP or

a subsidiary company was the subject of previous inquiries regarding intimidation and harassment of QC inspectors at the Seabrook Nuclear Plant, Seabrook, New Hampshire and at the Diablo Canyon Nuclear Plant, Avila Beach, California. A licensee initiated self evaluation in late 1982, utilizing Institute of Nuclear Power Operations (INPO) criteria, identified that the QA/QC administrative reporting to the Project Manager is an area of weakness in the PPP field organization.

During the investigation, nineteen field level QC welding inspectors in PPP's field office at the VNP were interviewed regarding intimidation and harassment, interference by the Project Manager and inspection records improprieties. Five of these individuals confirmed vast material storage deficiencies which are compounded by the overt refusals on the part of construction management to divert craft efforts to correct the problems. These inspectors viewed the construction superintendent's negative attitude toward Storage Inspection Report deficiencies as a form of intimidation. Some of these inspectors also related instances of interference and intervention into QC inspector assignment matters by construction management to favor scheduling and the production effort. All except one of the QC inspectors interviewed reported variously that the Project Manager has attempted to influence the utilization of, and decisions rendered by, inspectors; that the salary administration and other benefits for QA/QC personnel controlled by the Project Manager is unfair and inequitable; that he arbitrarily adjusts recommended salary increases base upon subjective criteria; that he is frequently publicly non-supportive and negative towards the QC function; that he and construction superintendents publicly chastise and embarrass inspectors and that he employs remarks which threaten job security as a means of intimidation and harassment. The lone dissenting QC inspector was determined to be a personal friend of the Project Manager and had been the recipient of preferential treatment regarding a job assignment on site. Those inspectors with knowledge of an onsite altercation, in August 1982, between a former PPP Construction Superintendent and a QC Welding Inspector indicated that the superintendent disagreed with the inspector's perception of the non-conforming item being discussed. One inspector reported an offsite altercation in December 1982 between a Construction Superintendent and a QC Inspector Supervisor during which the superintendent held an open knife on the QC supervisor.



Two current and one former QC supervisory personnel were interviewed and each substantiated the claims and perceptions of field inspectors regarding incidents and acts of QC negativism by construction managers, intimidation, harassment, adverse interference, verbal threats, embarrassment and chastisement of these individuals by the Project Manager and his subordinates. All of these individuals indicated that production and scheduling appear to take precedence over the quality functions, an attitude nurtured by the Project Manager and his construction staff. Authorized Nuclear Inspectors at the VNP also confirmed intimidation and harassment of QC welding inspectors by PPP construction management.

Inquiries were also conducted among the QC inspection personnel who allegedly engaged in visual inspection practices which were not in accordance with existing procedures or who signed inspection reports without assuring corrective actions had been completed. One QC welding inspector admitted that he occasionally failed to conduct visual inspections within the distance requirements as specified in PPP and ANSI/ASME procedures. Except for this one procedural violation, all inspection personnel who were interviewed regarding record preparation and maintenance improprieties advised forthrightly that they had never signed or initialed an inspection document without first performing the actions in the manner prescribed by the applicable procedures. Ten welders or pipefitters employed by PPP were interviewed and, except for one reporting that a QC inspector had occasionally failed to visually inspect within the distance requirement set forth in the PPP and ASME procedures, none were aware of record improprieties by QC welding inspectors.

The Project Manager and two construction superintendents were interviewed and all categorically denied any form of intentional intimidation and harassment of QC welding inspectors. The Project Manager and one Superintendent admitted actions which could be interpreted as interference into matters which are purely QA/QC functions. The Project Manager denied any improprieties regarding the administration of QA/QC personnel matters. All claimed to be supportive of the QA/QC function but acknowledged that they had failed to do so openly in a public manner.



Eight licensee management officials and QC inspection personnel at the VNP were interviewed regarding their knowledge of intimidation and harassment of QC welding inspectors employed by PPP. No disclosures pertinent to the investigation were revealed during these interviews. Observations of PPP material storage areas tended to support remarks reported by QC inspectors regarding the general disarray of materials and common utilization of these areas by several major contractors onsite. A review of QC welding inspector salary data disclosed that there does not appear to be a specific correlation between the amounts of recent weekly increases received and longevity, related experience and education levels of these individuals.