

From: <VMBLANCH@aol.com>  
To: WND2.WNP3(jaz),udl.internet3("JAZWOL@aol.com")  
Date: 6/19/96 10:20pm  
Subject: Chilling Effect

John:

This is an example of the depth of corruption that exists at NU. Larry Chatfield would never issue a letter like this unless there was extreme pressure from above. I have known Larry for more than 20 years. This just shows that even the Director of the Nuclear Safety Concerns Program is "Chilled" from telling the truth. NU has determined there is no chilling effect even after their own reports conclude otherwise. The NRC has also come to a different conclusion.

This is an actual letter with names redacted. I will give you the addressees name should you be interested. Please review my last letter about the NSCP and tell me this program is working.

WHEN ARE YOU PEOPLE GOING TO TAKE SOME ACTION?

Paul

May xx, 1996

Dear Concernee,

On January xx, 1996, you advised the Nuclear Safety Concerns Program (NSCP) of the following concern:

You believe that you were improperly terminated by Northeast Nuclear Energy Company during the January 1996 workforce reduction because you regularly raised safety and operational concerns which required management intervention. You further feel that your termination has had a chilling effect on remaining employees who are now afraid to raise legitimate safety concerns for fear of retaliation.

Your suggested resolution was that NNECO should discipline or remove the management officials who permitted or participated in this perceived retaliatory action which was directed at you. You subsequently recommended that your employment with NNECO should be reinstated as well.

#### NSCP INVESTIGATIVE EFFORTS AND RESULTS

After an initial review of your concern, an investigation task team was formed consisting of staff members from the Equal Employment Opportunity/Diversity Unit of the Human Resources Department and the Nuclear Safety Concerns Program. This team was charged with investigating the process by which the Millstone xxxxxx Department performed its workforce reduction evaluations and determine whether or not any NU policies or procedures were violated.

This task team performed an extensive investigation of the workforce reduction evaluation and implementation processes as implemented in the Millstone xxxxxx Department. It interviewed over a dozen individuals including yourself, supervisory personnel and certain line employees. The

team also reviewed pertinent documentation associated with the workforce reduction both in terms of general process and as it related directly to decisions regarding you.

The task team found no evidence which supported the allegation that the workforce reduction carried out in the Millstone xxxxxx Department was performed in a discriminatory or retaliatory manner. All the evidence acquired during the investigation of your concern validated that the workforce reduction evaluation process was properly adhered to and its outcomes were consistent with its goals. The specifics of the team's approach, and its findings, were shared with you on March xx, 1996 at a meeting held between Mxxxxxxx, Mr. Donald Miller and you.

The second issue of this concern was the assertion that the termination of the concernee had produced a chilling environment in the XXXXX department at Millstone Station. This question was explored during the investigation team interviews and no evidence was found to substantiate this allegation.

NU appreciates your addressing your concern to the Nuclear Safety Concerns Program. We believe the information made available during the investigation and the actions taken address the concern you expressed. Should you have any questions regarding the information provided in the correspondence, feel free to contact us by mail, phone or in person.

Based upon the outcome of the task team report, NSCP considers this concern resolved.

Sincerely,

Larry A. Chatfield, Director  
Nuclear Safety Concerns Program

CC: WND2.WNP3(jnh),TWD1.TWP4(wjs,ljn1),WND1.WNP2(dcd),...

From: <VMBLANCH@aol.com>  
To: WND2.WNP3(jnh,jaz),TWD1.TWP4(wjs,ljn1),WND1.WNP2(d...  
Date: 6/19/96 9:43pm  
Subject: Fwd: PR-87 Citation for Outstanding Work and Family Programs

Maybe some time in the distant future the NRC will start being responsive to the public too.

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Forwarded message:

From: opa@nrc.gov (PUBLIC AFFAIRS)  
Sender: pr-opa@nrc.gov  
Reply-to: pr-opa@nrc.gov  
To: pr-opa@nrc.gov (Multiple recipients of list)  
Date: 96-06-19 11:41:40 EDT

----- 96-87.txt follows -----

United States Nuclear Regulatory Commission  
Office of Public Affairs  
Washington, DC 20555  
Phone 301-415-8200 Fax 301-415-2234  
Internet:opa@nrc.gov

No. 96-87

FOR IMMEDIATE RELEASE  
(Wednesday, June 19, 1996)

#### NRC RECEIVES CITATION FOR OUTSTANDING WORK AND FAMILY PROGRAMS

The Nuclear Regulatory Commission has been awarded an Honorable Mention citation as a finalist in the 1996 Office of Personnel Management's Director's Award for Outstanding Work and Family Programs.

This awards program, begun in 1993, recognizes Federal agencies with innovative and flexible programs to help employees balance the demands of the workplace and their families. These programs are intended as models for other agencies faced with the challenges of maintaining employee productivity and motivation while downsizing.

The citation credits the NRC, as an agency with an increasingly diversified workforce, with becoming more responsive to employee needs in areas such as child and elder care, alternate work schedules, job-sharing, part-time employment, and family medical leave policies.

The NRC is one of eight agencies recognized with an award or Honorable Mention citation. The awards will be presented on June 20 at the Office of Personnel Management in Washington.

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