



Department of Energy
Richland Operations Office
P.O. Box 550
Richland, Washington 99352

July 27, 2010

Certified Mail

Mr. Tom Carpenter
Hanford Challenge
219 1st Avenue South
Suite 120
Seattle, Washington 98104

Dear Mr. Carpenter:

FREEDOM OF INFORMATION ACT REQUEST (FOI 2010-01594)

You requested, pursuant to the Freedom of Information Act (FOIA), the following information as restated below:

- 1) "Any and all employee concerns related to the Hanford Site and filed with the U.S. Department of Energy since May 1, 2009, through present"
- 2) "Any and all official responses to such concerns."
- 3) "Any and all charts and/or graphs reflecting the filing, processing and/or tracking of DOE employee concerns filed since January 1, 2008."

In a series of e-mail messages with me on June 16, 2010, you modified your request for a copy of the concern itself (whether there was a written concern filed by the employee, or whether a DOE Official captured that concern by taking notes, DOE's response to the concern and any summary or listings of the concerns since May 1, 2009, through present.

This is a partial response and enclosed are documents responsive to your request with certain deletions pursuant to Exemption 6 of the FOIA. Exemption 6 provides that an agency may protect from disclosure all personal information if its disclosure would constitute a clearly unwarranted invasion of privacy by subjecting the individuals to unwanted communications, harassment, intimidation, retaliation, or other substantial privacy invasions by interested parties.

In invoking Exemption 6 we considered 1) whether a significant privacy interest would be invaded by disclosure of information, 2) whether release of the information would further the public interest by shedding light on the operations or activities of the government, and 3) whether in balancing the private interest against the public interest, disclosure would constitute a clearly unwarranted invasion of privacy. We have determined that the public interest in the identity of the individuals whose names or any other personal identifiers appear in the documents does not outweigh the individuals' privacy interests.

Mr. Tom Carpenter

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July 27, 2010

Concerns No. 20100015 and 20100021 were previously provided to you by this office on July 7, 2010, in response to your request assigned FOIA/PA 2010-00031, therefore, a second copy of the documents are not enclosed.

All releasable information in the documents has been segregated and is being provided to you. The undersigned individual is responsible for this determination. You have the right to appeal to the Office of Hearings and Appeals, as provided in 10 CFR 1004.8, for any information denied to you in this letter. Any such appeal shall be made in writing to the following address: Director, Office of Hearings and Appeals (HG-1), U.S. Department of Energy, L'Enfant Plaza Building, 1000 Independence Avenue SW, Washington, D.C. 20585-1615, and shall be filed within 30 days after receipt of this letter. Should you choose to appeal, please provide this office with a copy of your letter.

We have located additional documents responsive to your request and are currently reviewing them for a disclosure determination. As you may know, the FOIA provides that an agency respond to requests within twenty working days. However, the FOIA permits an agency to extend the time limit to respond to a request in certain circumstances. These circumstances include the need to collect records from other locations, review large number of records, and consult with other offices. Due to the large amount of information requested, additional time will be needed to review the documents. We will notify you when our review is complete.

Lastly, you requested a waiver of fees for your request. Your request is granted. If you have any questions regarding your request, please contact me at our address above or on (509) 376-6288.

Sincerely,



Dorothy Riehle
Freedom of Information Act Officer
Office of Communications
and External Affairs

OCE:DCR

Enclosures

U.S. DEPARTMENT OF ENERGY
MANAGEMENT REPORT

Case Number	Concern	Date Received	Description	Disposition:	Organization:	Status:	Concern Type:	Results:	ECP POC:	Action Submitted:	Due Date:	
2010 . 0037	01	06/24/2010	The CI stated that he/she believes that he/she is being discriminated against based on a disability.	Transfer	CHPRC	OPEN	HR		Branch, Stan	06/24/2010	07/24/2010	13
2010 . 0036	01	06/10/2010	People are extending the parking area out on to the pavement.	Refer	CHPRC	OPEN	Safety		Lazor, Bonnie	06/10/2010	07/13/2010	27
2010 . 0035	01	06/03/2010	A government SUV (blue) license plate number 3343H continually parks in the parking lot in front of 1806 Terminal Drive in Richland.	DOE Investigation	RL-SCO	CLOSED - 06/10/2010	WF&A		Branch, Stan	05/03/2010	06/03/2010	7
<p>MOST RECENT RECORD OF EVENTS: 06/10/2010 - See voice mail dictation in background section of file.</p>												
2010 . 0034	01	05/25/2010	The CI stated he/she was required to wait in line for blood work with others that were at AMH for routine blood work.	Refer	CHPRC	OPEN	Health		Branch, Stan	05/25/2010	06/23/2010	43
2010 . 0033	01	05/04/2010	The CI stated the Director (b)(6) is singling him/her out, subjected to a HWE, harassment, and discrimination based on The CI stated the Director (b)(6) is singling him/her out, subjected to a HWE, harassment, and discrimination based on religion.									

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Copy Sent To: DOE-ORO Disposition: Transfer Organization: DOE-ORO
 Status: CLOSED - 05/11/2010 Concern Type: Retaliation
 Results: Branch, Stan
 ECP POC: 05/04/2010
 Action Submitted: Due Date: 7

2010 . 01 05/04/2010 Based on adverse weather conditions, such as on May 3, 2010, when experiencing 40 mph wind with 60 mph gusts that blew sand and other debris, why does it take so long to close the site?

Copy Sent To: RL-SCO Disposition: Refer Organization: CHPRC
 Status: CLOSED - 05/26/2010 Concern Type: Safety
 Results: Lazor, Bonnie
 ECP POC: 05/04/2010
 Action Submitted: Due Date: 22

2010 . 01 04/26/2010 The CI stated that last week at the 284 E (Power House) Management sent a lot of employees in the first time with no HASP to sign in, no orientation and no hazards mentioned.

Copy Sent To: RL-SCO Disposition: Refer Organization: MSA
 Status: OPEN Concern Type: Health
 Results: Branch, Stan
 ECP POC: 04/26/2010 Due Date: 06/30/2010
 Action Submitted: 07/21/2010 72
 Extensions: 06/30/2010
 06/10/2010

MOST RECENT RECORD OF EVENTS:

06/10/2010 - Email from CHPRC Chris Jensen to SCO Stan Branch, subject: Case Delay. Dated 6/10/10 at 11:40 a.m. Requesting a case extension. See background of file.

2010 . 01 04/27/2010 The CI stated that I was not eligible to be hired by this company because of the ecology block deal. I see this as discrimination.

0030 Copy Sent To: RL-SCO Disposition: Refer Organization: CHPRC
 Status: CLOSED - 06/10/2010 Concern Type: Reprisal
 Results: Branch, Stan
 ECP POC: 04/27/2010 Due Date: 06/08/2010
 Action Submitted: 44

MOST RECENT RECORD OF EVENTS:

05/20/2010 - Email from ORP ECP Bobby Williams to SCO Stan Branch, subject: Phone call received from the CI. Dated 5/19/10 at 10:30 a.m. See background of file.

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2010 . 01 04/26/2010 The validity of data from the multi-detector probe at 618-10 burial ground and the use of potentially invalid data for work planning and the resulting consequences
0029 to worker safety.

Copy Sent To: RL-AMSE Disposition: Refer Organization: RL-AMSE
Status: OPEN Concern Type: Safety
Results:
ECP POC: Branch, Stan
Action Submitted: 04/26/2010 Due Date: 08/18/2010 72
Extensions: 08/18/2010

MOST RECENT RECORD OF EVENTS:

05/21/2010 - 11:15 SED Brenda Pangborn called SCO admin and stated that Surveillance Report number S-10-SED-WCH-26 was going to be sent over to the contractor with its findings. The findings were partially substantiated. Once the contractor receives the report with the corrective actions found. The contractor will complete the corrective actions and send back the report. SCO extension of August 18 was given to accommodate the report.

2010 . 01 04/19/2010 The (b)(6) shows favoritism and holds some staff to higher standard than the others.
0028

Copy Sent To: RL-AMA Disposition: Transfer Organization: RL-AMA
Status: CLOSED - 04/23/2010 Concern Type: Management
Results:
ECP POC: Lazor, Bonnie
Action Submitted: 04/19/2010 Due Date: 4

MOST RECENT RECORD OF EVENTS:

04/19/2010 - ECP Concerns Reporting Form was slipped under the door of SCO.

2010 . 01 04/14/2010 Concern over circumstances that led to the dismissal of (b)(6)
0027

Copy Sent To: RL-SCO Disposition: Close Organization: RL-SCO
Status: CLOSED - 04/21/2010 Concern Type: Other
Results:
ECP POC: Branch, Stan
Action Submitted: 04/14/2010 Due Date: 7

MOST RECENT RECORD OF EVENTS:

04/19/2010 - This case is related to RL SCO and therefore already being investigated.

2010 . 01 04/12/2010 The CI stated that he/she does not want anything done with his/her concern but wanted to document his/her issues.
0026

Copy Sent To: RL-SCO Disposition: Documentation Only Organization: RL-SCO
Status: CLOSED - 04/21/2010 Concern Type: Management
Results: The CI wanted his/her issues documented.
ECP POC: Lazor, Bonnie

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9

Action Submitted: 04/12/2010 Due Date:

MOST RECENT RECORD OF EVENTS:

05/04/2010 - Email with pdf attachment from the CI to SCO Bonnie Lazor, subject: Documents for my file. Dated 5/4/10 at 3:02 p.m. See background of file.

2010 . 01 04/09/2010 The CI stated that it appears that he/she is suffering from workplace harassment (retaliation) for disclosing workplace violence during his/her tenure at tank farms.
0025

Copy Sent To: RL-SCO Disposition: DOE Investigation Organization: RL-SCO
Status: CLOSED - 05/27/2010 Concern Type: Retaliation
Results: Branch, Stan
ECP POC: 04/09/2010 Due Date: 05/27/2010
Action Submitted: 48

MOST RECENT RECORD OF EVENTS:

04/29/2010 - Email from the CI to SCO Stan Branch, subject: Harassment List. Dated 4/28/10 at 3:12 p.m. See background of file.

2010 . 02 04/06/2010 During work time uses the government phone to make several personal long-distance calls to California.
0024

Copy Sent To: RL-HRM Disposition: Transfer Organization: RL-HRM
Status: CLOSED - 04/09/2010 Concern Type: Management
Results: Lazor, Bonnie
ECP POC: 04/06/2010 Due Date: 3
Action Submitted: 3

2010 . 01 04/06/2010 Does not work her scheduled work hours and if she has an approved telecommuting agreement to work at home she is not actually working at home, but taking
0024 care of her child.

Copy Sent To: RL-HRM Disposition: Transfer Organization: RL-HRM
Status: CLOSED - 04/09/2010 Concern Type: Management
Results: Lazor, Bonnie
ECP POC: 04/06/2010 Due Date: 3
Action Submitted: 3

2010 . 04 04/06/2010 Management is pressuring personnel to release gloveboxes and hoods without first performing the mandatory Be wipes and sample results.
0023

Copy Sent To: RL-SCO Disposition: Refer Organization: CHPRC
Status: CLOSED - 05/25/2010 Concern Type: Health
Results: Branch, Stan
ECP POC: 04/06/2010 Due Date: 05/25/2010
Action Submitted: 49
Extensions: 05/21/2010

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2010 . 03 04/06/2010 Sr. Management is pressuring work teams to adopt unsafe work practices (cut pipe without glovebags or sleeves) in order to speed up work.
0023

Copy Sent To: RL-SCO Disposition: Refer Organization: CHPRC
Status: CLOSED - 05/25/2010 Concern Type: Safety
Results:
ECP POC: Branch, Stan Due Date: 05/25/2010 49
Action Submitted: 04/06/2010
Extensions: 05/21/2010

2010 . 02 04/06/2010 Management is requiring employees to work overtime even though they are tired.
0023

Copy Sent To: RL-SCO Disposition: Refer Organization: CHPRC
Status: CLOSED - 05/25/2010 Concern Type: Safety
Results:
ECP POC: Branch, Stan Due Date: 05/25/2010 49
Action Submitted: 04/06/2010
Extensions: 05/21/2010

2010 . 01 04/06/2010 Management is putting production over safety.
0023

Copy Sent To: RL-SCO Disposition: Refer Organization: CHPRC
Status: CLOSED - 05/25/2010 Concern Type: Safety
Results:
ECP POC: Branch, Stan Due Date: 05/25/2010 49
Action Submitted: 04/06/2010
Extensions: 05/21/2010

MOST RECENT RECORD OF EVENTS:

05/04/2010 - Email from CHPRC Chris Jensen to SCO Stan Branch, subject: Extension for Case 20100023. Dated 5/4/10 at 10:03 a.m. Extension granted. See background of file.

2010 . 01 04/06/2010 An individual is using her status as a black woman and manager to intimidate and coerce subservient behavior by threat of filing harassment charges against
0022 coworkers.

Copy Sent To: DOE-ORP Disposition: Transfer Organization: ORP-ECP
Status: CLOSED - 04/14/2010 Concern Type: Intimidation
Results:
ECP POC: Branch, Stan Due Date:
Action Submitted: 04/06/2010 8

MOST RECENT RECORD OF EVENTS:

04/13/2010 - SCO Branch discussed with WRPS (Ed Kennedy) and he indicated they have an organization at 2750E/A Wing Technical Services. Case transferred to ORP.

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2010 . 03 03/29/2010 The CI stated that he/she was wrongfully terminated.
0021

Copy Sent To: RL-SCO
 Disposition: DOE Investigation
 Status: CLOSED - 05/03/2010
 Results: Branch, Stan
 ECP POC: 03/29/2010
 Action Submitted: 03/29/2010
 Organization: RL-SCO
 Concern Type: Retaliation
 Due Date: 05/07/2010 35

2010 . 02 03/24/2010 The CI believes he/she is being retaliated against.
0021

Copy Sent To: RL-SCO
 Disposition: DOE Investigation
 Status: CLOSED - 05/03/2010
 Results: Branch, Stan
 ECP POC: 03/24/2010
 Action Submitted: 03/24/2010
 Organization: RL-SCO
 Concern Type: Retaliation
 Due Date: 05/07/2010 40

2010 . 01 03/24/2010 The CI stated he/she is working in a hostile work environment.
0021

Copy Sent To: RL-SCO
 Disposition: DOE Investigation
 Status: CLOSED - 05/03/2010
 Results: Branch, Stan
 ECP POC: 03/24/2010
 Action Submitted: 03/24/2010
 Organization: RL-SCO
 Concern Type: HWE
 Due Date: 05/07/2010 40

MOST RECENT RECORD OF EVENTS:

06/21/2010 - Email with attachment from RL OCE Dorothy Riehle to RL SCO Stan Branch, subject: FOI-PA 20100031. Dated 6/11/10 at 5:40 p.m. See background of file.

2010 . 01 03/29/2010 RL SCO received an anonymous concern from MSA ECP stating a DOE employee is retaliating against a MSA employee by getting him/her removed from his/her position.
0020

Copy Sent To: RL-SCO
 Disposition: DOE Investigation
 Status: OPEN
 Results: Lazor, Bonnie
 ECP POC: 03/29/2010
 Action Submitted: 03/29/2010
 Organization: RL-SCO
 Concern Type: Reprisal - Retaliation
 Due Date: 05/07/2010 100

MOST RECENT RECORD OF EVENTS:

06/23/2010 - 3/5/10 Email from MSA HR Linda Pickard to SCO Bonnie Lazor, subject: Requested Information. Dated 3/5/10 at 2:30 p.m. See background of file.

2010 . 01 03/18/2010 Potential asbestos insulation falling off on steam piping that goes between 200 E and 200 W.
0019

Copy Sent To: RL-SED
 Disposition: Refer
 Organization: RL-AMSE

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Status: OPEN Concern Type: Health
 Results:
 ECP POC: Branch, Stan
 Action Submitted: 03/18/2010 Due Date: 04/20/2010 111
 Extensions: 07/30/2010

MOST RECENT RECORD OF EVENTS:

03/18/2010 - cc Email from SED Brenda Pangborn to SCO Stan Branch. Subject: Steam Pipe East to West With Potential Asbestos Insulation Falling Off. Dated 3/18/10 at 10:11 a.m. See background of file.

2010 . 04 03/11/2010
0018 The CI believes his/her HIPPA rights have been violated.

Copy Sent To: RL-SCO Disposition: Refer Organization: WCH
 Status: CLOSED - 05/10/2010 Concern Type: Management
 Results:
 ECP POC: Lazor, Bonnie
 Action Submitted: 03/11/2010 Due Date: 05/05/2010 60

2010 . 03 03/11/2010
0018 The CI also would like to know how the Power Point presentation that relates to his/her injury is being safeguarded.

Copy Sent To: RL-SCO Disposition: Refer Organization: WCH
 Status: CLOSED - 05/10/2010 Concern Type: Management
 Results:
 ECP POC: Lazor, Bonnie
 Action Submitted: 03/18/2010 Due Date: 05/05/2010 60

2010 . 02 03/11/2010
0018 The CI is requesting a copy of the Safety Power Point presentation that relates to his/her injury that was given at the February 1, 2010, All Hands meeting.

Copy Sent To: RL-SCO Disposition: Refer Organization: WCH
 Status: CLOSED - 05/18/2010 Concern Type: Management
 Results:
 ECP POC: Lazor, Bonnie
 Action Submitted: 03/11/2010 Due Date: 05/05/2010 68

2010 . 01 03/11/2010
0018 The CI wants to know what policy allowed for a (b)(6) to be in his/her exam room on January 21, 2010, while his/her medical provider performed an exam and discussed medical information.

Copy Sent To: RL-SCO Disposition: Refer Organization: WCH
 Status: CLOSED - 05/10/2010 Concern Type: Management
 Results:
 ECP POC: Lazor, Bonnie
 Action Submitted: 03/11/2010 Due Date: 05/05/2010 60

MOST RECENT RECORD OF EVENTS:

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03/24/2010 -

2010 . 01 03/12/2010 The CI states the following: How much time will be spent sending out an instrument technician to change out batteries that anyone past the third grade could do.
0017

Copy Sent To: RL-SCO Disposition: Transfer Organization: WHC
Status: CLOSED - 03/23/2010 Concern Type: WF&A
Results:
ECP POC: Lazor, Bonnie
Action Submitted: 03/12/2010 Due Date: 11

2010 . 01 02/23/2010 The CI is concerned that the (b)(6) and (b)(6) may have used government travel funds for personal gain.
0016

Copy Sent To: RL-SCO Disposition: DOE Investigation Organization: RL-SCO
Status: CLOSED - 05/13/2010 Concern Type: Other
Results:
ECP POC: Lazor, Bonnie
Action Submitted: 02/23/2010 Due Date: 04/05/2010 79

MOST RECENT RECORD OF EVENTS:

03/04/2010 - Email from GovTrip.eTravel.system@etsproapp05.govtrip.com to (b)(6) subject INFO ONLY- GovTrip Authorization LJWASHINGTOND022210_A01-01 was stamped APPROVED. Dated 3/4/10 at 8:26 a.m. See background of file.

2010 . 03 02/22/2010 The CI is concerned about how he/she has been told to claim only time worked on his/her time card regarding (b)(6) doctor appointments or tests.
0015

Copy Sent To: RL-SCO Disposition: Transfer Organization: AMH
Status: CLOSED - 02/25/2010 Concern Type: Management
Results:
ECP POC: Lazor, Bonnie
Action Submitted: 02/22/2010 Due Date: 3

2010 . 02 02/22/2010 The CI is concerned he/she does not have the administrative resources to do his/her job which affects his/her job performance.
0015

Copy Sent To: RL-SCO Disposition: Transfer Organization: AMH
Status: CLOSED - 02/25/2010 Concern Type: Management
Results:
ECP POC: Lazor, Bonnie
Action Submitted: 02/22/2010 Due Date: 3

2010 . 01 02/22/2010 The CI is concerned he/she may lose his/her employment with AMH because of receiving a Caution Letter.
0015

Copy Sent To: RL-SCO Disposition: Transfer Organization: AMH
Status: CLOSED - 02/25/2010 Concern Type: Management

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Results:

ECP POC: Lazor, Bonnie

Action Submitted: 02/22/2010

Due Date:

3

MOST RECENT RECORD OF EVENTS:

02/24/2010 - On February 24, 2010, the CI called stated he/she is concerned about how he/she was told to claim time worked. The CI stated he/she was told by CSC [redacted] to only claim time worked and to leave time spent at personal doctor appointments related to his/her beryllium claim blank. The CI is concerned he/she may be falsifying his/her time sheet and has discussed this with Fritz and Zaccaria. The CI also stated that [redacted] has now requested he/she leave [redacted] post-its on her [redacted] desk when the CI is out of the office even though [redacted] has access to the CI's Outlook calendar. The CI is also to let the front desk know his/her whereabouts.

(b)(6)

2010 . 02 02/22/2010
0014

From the day that Advanced Med was notified that the CI had an abnormal annual physical to the day they notified him/her about the results was unacceptable.

Copy Sent To: RL-SCO

Disposition: Refer

Organization: CHPRC

Status: OPEN

Concern Type: Management

Results:

ECP POC: Lazor, Bonnie

Action Submitted: 02/22/2010

Due Date: 06/07/2010

135

Extensions:
06/07/2010
05/27/2010
05/05/2010
04/09/2010

2010 . 01 02/22/2010
0014

The CI stated that "my management team under CHPRC, along with Advanced Med Hanford does not have my safety and health in their best interest."

Copy Sent To: RL-SCO

Disposition: Refer

Organization: CHPRC

Status: OPEN

Concern Type: Management

Results:

ECP POC: Lazor, Bonnie

Action Submitted: 02/22/2010

Due Date: 06/07/2010

135

Extensions:
06/07/2010
05/27/2010
05/05/2010
04/21/2010
04/09/2010

MOST RECENT RECORD OF EVENTS:

03/31/2010 - Email form SCO Bonnie Lazor to CHPRC ECP Lisa Wight, subject: Revised Employee Concern 20100014.01 & .02. Dated 3/31/10 at 6:57 a.m. See background in file.

(b)(6) 2010 . 02 02/16/2010
0013

The CI also believes that [redacted] is trying to put another negative action in his/her personnel file.

Copy Sent To: RL-HRM

Disposition: Transfer

Organization: RL-HRM

Status: CLOSED - 02/16/2010

Concern Type: HR

Results:

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ECP POC: Branch, Stan
Action Submitted: Due Date: 0

(b)(6) 2010. 01 02/16/2010
0013 The CI believes [redacted] is trying to get him/her fired.

Copy Sent To: RL-HRM Disposition: Transfer Organization: RL-HRM
Status: CLOSED - 02/16/2010 Concern Type: HR

Results:
ECP POC: Branch, Stan
Action Submitted: 02/16/2010 Due Date: 0

MOST RECENT RECORD OF EVENTS:

02/16/2010 - RL SCO (Branch) met with the AMA manager (G. Jones), RL Manager (D. Brockman), and HR director (P. Perrine) independently and informed them of the nature of the concerns with the RL manager's concurrence SCO transferred the case to RL HR for action.

2010. 01 02/12/2010
0012 The CI stated that he/she wrote a position paper showing that RL and the RL contractors are focusing on NFPA 70E requirements and not applying the more conservative OSHA regulations in the area of electrical safety.

Copy Sent To: RL-SCO Disposition: Close Organization: RL-SCO
Status: CLOSED - 03/23/2010 Concern Type: Differing Professional Opinion (DPO)

Results:
ECP POC: Lazor, Bonnie
Action Submitted: 02/12/2010 Due Date: 39

MOST RECENT RECORD OF EVENTS:

02/23/2010 - The CI has held off on DPO. Site-wide safety committee appears to be doing the right thing and wants to wait a week or so. If so, will tell them good job. The CI stated that he/she wanted to put a hold on this matter so he/she could see if things worked out.

2010. 01 02/12/2010
0011 The CI believes (b)(6) is intimidating and threatening and no longer wants to work with (b)(6)

Copy Sent To: RL-HRM Disposition: Transfer Organization: RL-HRM
Status: CLOSED - 02/12/2010 Concern Type: HR

Results:
ECP POC: Lazor, Bonnie
Action Submitted: 02/12/2010 Due Date: 0

MOST RECENT RECORD OF EVENTS:

02/12/2010 - Closure Letter Sent.

2010. 02 02/09/2010
0010 The CI has received no feedback regarding the invoked Stop-Work regarding the eye wash stations.

Copy Sent To: RL-AMSE Disposition: DOE Investigation Organization: RL-SCO
Status: CLOSED - 05/11/2010 Concern Type: Safety

Results:

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ECP POC: Lazor, Bonnie
Action Submitted: 02/09/2010 Due Date: 03/09/2010 91

2010 . 01 02/09/2010 The CI has a safety concern regarding the deteriorating condition of the plastic bladder part of the eye wash stations in the 200 E&W Areas.
0010

Copy Sent To: RL-AMSE
Disposition: DOE Investigation Organization: RL-SCO
Status: CLOSED - 05/11/2010 Concern Type: Safety
Results:
ECP POC: Lazor, Bonnie
Action Submitted: 02/09/2010 Due Date: 03/09/2010 91

MOST RECENT RECORD OF EVENTS:
02/10/2010 - Email from the CI to SCO Lazor, subject: Stop Work, Dated 2/10/10 at 6:55 a.m. See background of file.

2010 . 01 01/29/2010 The CI is requesting that DOE -RL secure the hard-drive from his/her computer in the upcoming replacement of all DOE - RL computers in February 2010.
0009

Copy Sent To: RL-SES
Disposition: Transfer Organization: RL-SES
Status: CLOSED - 02/01/2010 Concern Type: Security
Results:
ECP POC: Branch, Stan
Action Submitted: 01/29/2010 Due Date: 3

MOST RECENT RECORD OF EVENTS:

02/04/2010 - RL SCO (S. Branch met with RL staff (K. Flynn, B. Ellison, C. Nottingham, M. Marvin, R. Holten and G. Loiacono) to discuss a path forward regarding the resolution of the CI's concern.

2010 . 02 01/21/2010 The CI stated a number of staff out there fear retaliation.
0008

Disposition: Transfer Organization: CHPRC
Status: CLOSED - 01/27/2010 Concern Type: Reprisal
Results:
ECP POC: Branch, Stan
Action Submitted: 01/21/2010 Due Date: 6

2010 . 01 01/21/2010 The CI stated Lane Christensen, a subcontractor to CHPRC is not paying Union staff wages in accordance with the Union scale.
0008

Disposition: Transfer Organization: CHPRC
Status: CLOSED - 01/27/2010 Concern Type: Union Issue
Results:
ECP POC: Branch, Stan
Action Submitted: 01/21/2010 Due Date: 6

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2010 . 03 11/17/2009 The CI believes that the RL vacancies are pre-selected.
0007

Copy Sent To: RL-HRM Disposition: DOE Investigation Organization: RL-HRM
Status: CLOSED - 12/17/2009 Concern Type: HR
Results:
ECP POC: Branch, Stan
Action Submitted: 11/17/2009 Due Date: 01/11/2010 30

2010 . 02 11/17/2009 The CI believes that he/she is being discriminated against by (b)(6)
0007

Copy Sent To: RL-HRM Disposition: DOE Investigation Organization: RL-HRM
Status: CLOSED - 12/17/2009 Concern Type: EEO
Results:
ECP POC: Branch, Stan
Action Submitted: 11/17/2009 Due Date: 01/11/2010 30

2010 . 01 11/17/2009 The CI stated he/she believes retaliation is occurring due to issues related to (b)(6) while he/she worked at ORP.
0007

Copy Sent To: RL-HRM Disposition: Transfer Organization: RL-HRM
Status: CLOSED - 12/17/2009 Concern Type: Retaliation
Results:
ECP POC: Branch, Stan
Action Submitted: 11/17/2009 Due Date: 30

MOST RECENT RECORD OF EVENTS:

12/14/2009 - Transfer letter sent to CI.

2010 . 01 11/10/2009 The CI stated that the fuel station at 200-E appear to be out of service frequently.
0006

Copy Sent To: RL-SCO Disposition: DOE Investigation Organization: RL-SCO
Status: CLOSED - 12/22/2009 Concern Type: Management
Results:
ECP POC: Lazor, Bonnie
Action Submitted: 11/12/2009 Due Date: 12/22/2009 42
Extensions: 01/26/2010

MOST RECENT RECORD OF EVENTS:

11/24/2009 - SCO Bonnie Lazor researched who at MSA has responsibility.

2010 . 01 11/10/2009 CI believes he/she has been retaliated against in the form of a low performance rating because he/she did not back-up/support his/her supervisor. (b)(6)
0005

Copy Sent To: RL-SCO Disposition: Transfer Organization: RL-HRM

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Status: CLOSED - 11/24/2009 Concern Type: Environment
Results:
ECP POC: Lazor, Bonnie
Action Submitted: 11/12/2009 Due Date: 12/12/2009 14

MOST RECENT RECORD OF EVENTS:

12/10/2009 - RL SCO (Branch met with RL HR (Perrine) to understand path forward on the work place assessment for the (b)(6) Division. HR indicated they are in the process of developing a questionnaire to be used during interviews with the (b)(6) staff.

(b)(6) 2010 . 02 11/05/2009 The CI believes that [] retaliated against him/her by going to [] about him/her leading the [] meeting. (b)(6)
0004

Copy Sent To: RL-SCO Disposition: Transfer Organization: WCH
Status: CLOSED - 11/12/2009 Concern Type: Retaliation
Results:
ECP POC: Branch, Stan
Action Submitted: 11/12/2009 Due Date: 7

2010 . 01 11/05/2009 The CI stated that he/she was singled out and terminated from WCH on Tuesday, November 3, 2009.
0004

Copy Sent To: RL-SCO Disposition: DOE Investigation Organization: WCH
Status: CLOSED - 12/18/2009 Concern Type: Management
Results:
ECP POC: Branch, Stan
Action Submitted: 11/12/2009 Due Date: 12/31/2009 43

MOST RECENT RECORD OF EVENTS:

12/18/2009 - Closure letter sent

2010 . 02 11/09/2009 The CI stated Management often asks staff to perform asbestos sampling without the proper training.
0003

Copy Sent To: RL-SCO Disposition: Refer Organization: CHPRC
Status: CLOSED - 01/14/2010 Concern Type: Safety
Results:
ECP POC: Branch, Stan
Action Submitted: 11/12/2009 Due Date: 01/14/2010 66
Extensions: 01/14/2010
12/31/2009

2010 . 01 11/09/2009 The CI stated that the RWP's are not adequate for the work being performed.
0003

Copy Sent To: RL-SCO Disposition: Refer Organization: CHPRC
Status: CLOSED - 01/14/2010 Concern Type: Safety

U.S. DEPARTMENT OF ENERGY
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Results: Branch, Stan
ECP POC: 11/12/2009
Action Submitted: 01/14/2010
Extensions: 12/31/2009
Due Date: 01/14/2010
66

MOST RECENT RECORD OF EVENTS:

01/06/2010 - Waiting for the copy of the RWP from CHPRC

2010 . 01 10/13/2009 The CI stated that he/she witnessed the majority of other vehicles passing him/her at speeds of 75-85 mph on route 4 Hanford site.
0002

Disposition: Close
Status: CLOSED - 10/19/2009
Results: RL-SCO
ECP POC: Lazor, Bonnie
Action Submitted: 10/13/2009
Due Date: 11/10/2009
6

MOST RECENT RECORD OF EVENTS:

10/19/2009 - See Announcement issued to: All Hanford Site Employees, dated 9/29/09. #09-0180

2010 . 01 10/08/2009 CHPRC CI feels there is inadequate information provided by DOE and AMH regarding flu shot immunizations and severe reactions. Also concerned these may
0001 become mandatory.

Copy Sent To: RL-SCO
Disposition: Close
Status: CLOSED - 10/19/2009
Results: RL-SCO
ECP POC: Lazor, Bonnie
Action Submitted: 10/08/2009
Extensions: 10/19/2009
Due Date: 10/19/2009
11

2009 . 01 09/29/2009 A federal employee came to RL SCO and asked what are his/her options regarding a medical accommodation.
0068

Copy Sent To: RL-SCO
Disposition: Transfer
Status: CLOSED - 10/01/2009
Results: RL-HRM
ECP POC: Branch, Stan
Action Submitted: 09/29/2009
Extensions: 11/09/2009
Due Date: 11/19/2009
2

2009 . 01 09/30/2009 The CI stated that his/her Manager is slow to react in changing his/her EJTA so that he/she could take a blood borne pathogen shot.
0067

Copy Sent To: RL-SCO
Disposition: Transfer
Organization: CHPRC

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Status: CLOSED - 09/30/2009 Concern Type: Management
 Results:
 ECP POC: Branch, Stan
 Action Submitted: 09/30/2009 Due Date: 0

2009 . 01 09/11/2009 As a result of cancelled over time, the CI is concerned about his/her direct manager's response to a morning meeting reporting incident that occurred on
 0066 September 11, 2009.

Copy Sent To: RL-SCO Disposition: DOE Investigation Organization: MSA
 Status: CLOSED - 10/20/2009 Concern Type: Management
 Results:
 ECP POC: Lazor, Bonnie
 Action Submitted: 09/14/2009 Due Date: 10/23/2009 39
 Extensions: 10/23/2009

MOST RECENT RECORD OF EVENTS:

09/28/2009 - SCO Lazor called Terry Ostrander, MSA. Ostrander was out of his office returning Oct. 5.

2009 . 01 09/14/2009 The CI stated that while driving in the 200 Areas he/she noticed signs that are stabilized using bags of Salt/Snow Melt.
 0065

Copy Sent To: RL-SCO Disposition: DOE Investigation Organization: MSA
 Status: CLOSED - 09/21/2009 Concern Type: Environment
 Results:
 ECP POC: Lazor, Bonnie
 Action Submitted: 09/14/2009 Due Date: 7

MOST RECENT RECORD OF EVENTS:

09/17/2009 - 2266E, Substantiated that two 50 pound salt bags are being used to secure MSA signs. (Near Zero/Melt Down Envirotech -Safer for the Environment.)

2009 . 01 09/10/2009 Senior Management's improper use of power in the workplace.
 0064

Copy Sent To: RL-SCO Disposition: Transfer Organization: CHPRC
 Status: CLOSED - 09/14/2009 Concern Type: Management
 Results:
 ECP POC: Lazor, Bonnie
 Action Submitted: 09/11/2009 Due Date: 4

MOST RECENT RECORD OF EVENTS:

09/14/2009 - Faxed Concern to CHPRC ECP Chris Jensen.

2009 . 01 08/28/2009 The anonymous CI call stated SCO needs to look at the PHMC (b)(6) specifically at time recorded when (b)(6)
 0063 office for potential time card fraud.

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Copy Sent To: RL-SCO
 Disposition: DOE Investigation
 Status: CLOSED - 10/27/2009
 Results: Lazor, Bonnie
 ECP POC: 08/28/2009
 Action Submitted: 10/27/2009
 Extensions: 60
 Organization: RL-SCO
 Concern Type: WF&A
 Due Date: 10/27/2009

MOST RECENT RECORD OF EVENTS:

11/05/2009 - Corrective Action Response ltr from Fluor, Strickland to DOE MGR Brockman. Dated 11/03/09. See Response section of file.

2009 . 01 08/25/2009 The CI stated that there is no way to determine if the caller or electronic messenger (e-mail) is a Contractor, Federal or State employee when an e-mail or telephone message is received.

Copy Sent To: RL-SCO
 Disposition: DOE Investigation
 Status: CLOSED - 10/28/2009
 Results: Branch, Stan
 ECP POC: 08/25/2009
 Action Submitted: 10/28/2009
 Extensions: 64
 Organization: RL
 Concern Type: Management
 Due Date: 10/28/2009

MOST RECENT RECORD OF EVENTS:

08/27/2009 - SCO Admin spoke with the CI and asked him/her to come in and sign the SCO Release Form. The CI stated that he/she will be in on 9/1/09 to sign.

2009 . 10 08/26/2009 Please provide a copy of the Lock and Tag or the 8-step criteria that has to be kept with the work package and kept for records to be archived, along with all paperwork and all information that was involved with this job.

Copy Sent To: RL-SED
 Disposition: DOE Investigation
 Status: CLOSED - 10/15/2009
 Results: Lazor, Bonnie
 ECP POC: 08/31/2009
 Action Submitted: 11/15/2009
 Extensions: 50
 Organization: RL-SCO
 Concern Type: Safety
 Due Date: 11/15/2009

2009 . 09 08/26/2009 Was the vendor dressed in the proper PPE?

Copy Sent To: RL-SCO
 Disposition: DOE Investigation
 Status: CLOSED - 10/15/2009
 Results: Lazor, Bonnie
 ECP POC: 08/31/2009
 Action Submitted: 10/15/2009
 Extensions: 50
 Organization: RL-SCO
 Concern Type: Safety
 Due Date: 10/15/2009

2009 . 08 08/26/2009 Was there a work package for this job?

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Copy Sent To:	RL-SED	Disposition:	DOE Investigation	Organization:	RL-SCO
Status:		Status:	CLOSED - 10/15/2009	Concern Type:	Safety
Results:		Results:	Lazor, Bonnie		
ECP POC:		ECP POC:	08/31/2009		
Action Submitted:		Action Submitted:	10/15/2009	Due Date:	10/15/2009
Extensions:		Extensions:			50
2009 . 07	08/26/2009	Is the vendor trained and qualified in NFPA 70-E?			
0061					
Copy Sent To:	RL-SED	Disposition:	DOE Investigation	Organization:	RL-SCO
Status:		Status:	CLOSED - 10/15/2009	Concern Type:	Safety
Results:		Results:	Lazor, Bonnie		
ECP POC:		ECP POC:	08/31/2009	Due Date:	10/15/2009
Action Submitted:		Action Submitted:	10/15/2009		50
Extensions:		Extensions:			
2009 . 06	08/26/2009	Is the vendor Lock and Tag trained qualified?			
0061					
Copy Sent To:	RL-SED	Disposition:	DOE Investigation	Organization:	RL-SCO
Status:		Status:	CLOSED - 10/15/2009	Concern Type:	Safety
Results:		Results:	Lazor, Bonnie		
ECP POC:		ECP POC:	08/31/2009	Due Date:	10/15/2009
Action Submitted:		Action Submitted:	10/15/2009		50
Extensions:		Extensions:			
2009 . 05	08/26/2009	Did the vendor put his personal lock on the breaker that powered the UPS?			
0061					
Copy Sent To:	RL-SED	Disposition:	DOE Investigation	Organization:	RL-SCO
Status:		Status:	CLOSED - 10/15/2009	Concern Type:	Safety
Results:		Results:	Lazor, Bonnie		
ECP POC:		ECP POC:	08/31/2009	Due Date:	10/15/2009
Action Submitted:		Action Submitted:	10/15/2009		50
Extensions:		Extensions:			
2009 . 04	08/26/2009	Who performed the Safe to Work Check and was there an ark flash or shock hazard analysis done on this equipment?			
0061					
Copy Sent To:	RL-SED	Disposition:	DOE Investigation	Organization:	RL-SCO
Status:		Status:	CLOSED - 10/15/2009	Concern Type:	Safety
Results:		Results:	Lazor, Bonnie		
ECP POC:		ECP POC:	08/31/2009	Due Date:	10/15/2009
Action Submitted:		Action Submitted:	08/31/2009		50
Extensions:		Extensions:			

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Extensions: 10/15/2009

2009 . 03 08/26/2009 Who was the Controlling Organization that hung the tag and who performed the walk down?
0061

Copy Sent To: RL-SED Disposition: DOE Investigation Organization: RL-SCO
Status: CLOSED - 10/15/2009 Concern Type: Safety
Results:
ECP POC: Lazor, Bonnie
Action Submitted: 08/31/2009 Due Date: 10/15/2009 50
Extensions: 10/15/2009

2009 . 02 08/26/2009 Was there an 8-step criteria tag hung on the equipment?
0061

Copy Sent To: RL-SED Disposition: DOE Investigation Organization: RL-SCO
Status: CLOSED - 10/15/2009 Concern Type: Safety
Results:
ECP POC: Lazor, Bonnie
Action Submitted: 08/31/2009 Due Date: 10/15/2009 50
Extensions: 10/15/2009

2009 . 01 08/26/2009 Was there a Lock and Tag installed on the UPS that the JT Packard vendor worked on?
0061

Copy Sent To: RL-SED Disposition: DOE Investigation Organization: RL-SCO
Status: CLOSED - 10/15/2009 Concern Type: Safety
Results:
ECP POC: Lazor, Bonnie
Action Submitted: 08/31/2009 Due Date: 10/15/2009 50
Extensions: 10/15/2009

MOST RECENT RECORD OF EVENTS:

10/15/2009 - Closure Letter sent.

2009 . 01 08/25/2009 On Monday, August 24, 2009, (b)(6) was so enraged that (b)(6) threw (b)(6) company cell phone almost hitting another cow (b)(6)
0060

Copy Sent To: RL-SCO Disposition: DOE Investigation Organization: RL-SCO
Status: CLOSED - 10/21/2009 Concern Type: WPViolence
Results:
ECP POC: Lazor, Bonnie
Action Submitted: 08/27/2009 Due Date: 10/21/2009 57
Extensions: 10/21/2009

MOST RECENT RECORD OF EVENTS:

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08/27/2009 - SCO Branch and Lazor notified WCH ECP Glen Barberi of issue received and requested emails, documentation, and witness list.

2009 . 01 08/05/2009
0059

CI is concerned of losing benefits (3161) at Hanford that have been in place since 1991.

Disposition: Transfer Organization: FHI
Status: CLOSED - 08/12/2009 Concern Type: Management

Results: Lazor, Bonnie
ECP POC: 08/05/2009
Action Submitted: 7

MOST RECENT RECORD OF EVENTS:

08/05/2009 - RL SCO received written concern in plant mail.

2009 . 02 08/03/2009
0058

CI believes Hanford Patrol Management encourages an offensive racial environment.

Disposition: Refer Organization: FHI
Status: CLOSED - 10/28/2009 Concern Type: Management

Results: Lazor, Bonnie
ECP POC: 08/03/2009
Action Submitted: 10/28/2009
Extensions: 10/21/2009
Due Date: 10/28/2009
86

2009 . 01 08/03/2009
0058

CI believes Hanford Patrol Management fosters an unprofessional political environment.

Disposition: Refer Organization: FHI
Status: CLOSED - 10/28/2009 Concern Type: Management

Results: Lazor, Bonnie
ECP POC: 08/03/2009
Action Submitted: 10/28/2009
Extensions: 10/21/2009
Due Date: 10/28/2009
86

MOST RECENT RECORD OF EVENTS:

09/21/2009 - SCO Admin sent email to MSA ECP Lamson and Neiderheiser requesting status of case.

2009 . 02 07/20/2009
0057

CI alleged that DOE may have given Jones & Company insider contract information.

Disposition: DOE Investigation Organization: DOE-RL
Status: CLOSED - 08/12/2009 Concern Type: Management

Results: Lazor, Bonnie
ECP POC:

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2009 . 01	07/20/2009	Action Submitted:	07/20/2009	Due Date:	23
0057		The CI stated he/she has not been paid by Jones & Company for wages, rental car, travel, lodging, or per diem expenses.			
Copy Sent To:	RL-SCO	Disposition:	DOE Investigation	Organization:	RL-SCO
		Status:	CLOSED - 08/12/2009	Concern Type:	Management
		Results:			
		ECP POC:	Lazor, Bonnie		
		Action Submitted:	07/20/2009	Due Date:	23
MOST RECENT RECORD OF EVENTS:					
07/22/2009 - Rec'd email from CI dated July 22, 2009 10:42am. (email and attachments in background material)					
2009 . 02	07/17/2009	The CI stated that he/she has not been paid by Jones and Company for wages, moving expenses, lodging, or per diem.			
0056		Disposition:	DOE Investigation	Organization:	RL-SCO
Copy Sent To:	RL-SCO	Status:	CLOSED - 08/12/2009	Concern Type:	Management
		Results:			
		ECP POC:	Lazor, Bonnie		
		Action Submitted:	07/17/2009	Due Date:	26
2009 . 01	07/17/2009	The CI stated that he/she did not resign from his/her position with Jones and Company.			
0056		Disposition:	DOE Investigation	Organization:	RL-SCO
Copy Sent To:	RL-SCO	Status:	CLOSED - 08/12/2009	Concern Type:	Management
		Results:			
		ECP POC:	Lazor, Bonnie		
		Action Submitted:	07/17/2009	Due Date:	26
MOST RECENT RECORD OF EVENTS:					
08/26/2009 - Email from the CI; Subject: Per Diem unpaid 35 days GSA-FTR Violation - Wages Dated 8/26/09 at 9:44 a.m. See background of file.					
2009 . 01	07/17/2009	The CI stated that he/she believes that Fluor Hanford, Inc. (FHI) circumvents safety by having untrained riggers/laborers complete lineman work.			
0055		Disposition:	Refer	Organization:	FHI
Copy Sent To:	RL-SED	Status:	CLOSED - 02/18/2010	Concern Type:	Safety
		Results:			
		ECP POC:	Lazor, Bonnie		
		Action Submitted:	07/17/2009	Due Date:	216

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Extensions:

02/12/2010
01/29/2010
01/20/2010
01/15/2010
11/06/2009
10/30/2009
10/15/2009
09/24/2009
09/15/2009

MOST RECENT RECORD OF EVENTS:

07/30/2009 - 9:30-11:30 a.m. follow-up meeting with CI, Ron Parker, Mike Borchers, Sally Lamson, Dan Neiderhiser, Lynn Chafin, and Bonnie Lazor at RL ECP. The CI reiterated that various contractors and sub-contractors are doing Electric Utilities line work to which the CI feels they are not qualified to do (i.e., contractors are held to lesser work standards than line men when doing line work). Discussed utility pole incident that occurred on July 17, 2009 and follow-up safety meeting on July 20, 2009 regarding the incident and requirements for setting and removing utility poles. Approximately 25-30 attended the meeting (contractor management, safety, line men, crane and rigging, and Union) and it was determined crane and rigging could do the work, but CI and line men feel that they have the right equipment and qualifications which is the industry standard to do the jobs, so why not?

2009 . 02 07/15/2009 CI is concerned about Hanford 911 ambulance policy/procedure and the requirement to obtain all injured person information prior to actual responding which may be too time consuming in life threatening situations.

Disposition: Refer Organization: WCH
Status: CLOSED - 10/19/2009 Concern Type: Safety
Results:
ECP POC: Lazor, Bonnie
Action Submitted: 07/15/2009 Due Date: 10/19/2009
Extensions: 10/19/2009 96

2009 . 01 07/15/2009 CI is concerned about appears to be WCH and site-wide policy to first cut off the electrical power in buildings scheduled for demolition as a function of award fees which later could turn out to be safety hazards when temporary lighting is needed.

Copy Sent To: RL-AMSE Refer Organization: WCH
Status: CLOSED - 10/19/2009 Concern Type: Safety
Results:
ECP POC: Lazor, Bonnie
Action Submitted: 07/15/2009 Due Date: 10/19/2009
Extensions: 10/19/2009 96

MOST RECENT RECORD OF EVENTS:
10/19/2009 - Closure letter sent.

2009 . 01 07/02/2009 The CI stated that WCH Management does not address safety concerns.

Copy Sent To: RL-AMSE Refer Organization: WCH
Disposition: Safety
Status: CLOSED - 10/19/2009 Concern Type: Safety
Results:
ECP POC: Branch, Stan

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Action Submitted: 07/02/2009 Due Date: 10/19/2009 109
 Extensions: 10/19/2009

MOST RECENT RECORD OF EVENTS:

08/05/2009 - Enclosed a copy of the Hanford Site Accident Investigation

2009 . 01 07/06/2009 [Unidentifiable name], FHI is using illegal drugs (marijuana) and uses prescription pain killers that aren't prescribed for her.
 0052

Copy Sent To: RL-SCO Disposition: Close Organization: RL-SCO
 Status: CLOSED - 07/07/2009 Concern Type: Management
 Results:
 ECP POC: Lazor, Bonnie
 Action Submitted: 07/07/2009 Due Date: 1

MOST RECENT RECORD OF EVENTS:

07/07/2009 - No information available.

2009 . 01 07/01/2009 CI is concerned that WCH has on-going unsafe working conditions which led to WCH employee, (b)(6) falling through a cat walk at Building 336, today.
 0051

Copy Sent To: RL-SCO Disposition: Refer Organization: WCH
 Status: CLOSED - 10/19/2009 Concern Type: Safety
 Results:
 ECP POC: Lazor, Bonnie
 Action Submitted: 07/01/2009 Due Date: 10/19/2009 110
 Extensions: 10/19/2009
 10/16/2009

MOST RECENT RECORD OF EVENTS:

07/06/2009 - Announcement from Hanford Office of Public Affairs. Subject: Washington Closure Hanford Employee Accident. Dated 7/1/09 at 6:35 p.m. See background of file.

2009 . 02 06/25/2009 CI believes he/she is being moved to a different site for reporting poor management and communication skills by a Team Lead.
 0050

Copy Sent To: RL-SCO Disposition: Transfer Organization: WCH
 Status: CLOSED - 07/08/2009 Concern Type: Management
 Results:
 ECP POC: Lazor, Bonnie
 Action Submitted: 06/25/2009 Due Date: 13

2009 . 01 06/25/2009 CI believes he/she is harassed and working in a hostile work environment.
 0050

Copy Sent To: RL-SCO Disposition: Transfer Organization: WCH
 Status: CLOSED - 07/08/2009 Concern Type: Management

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Results: Lazor, Bonnie Due Date: 13
ECP POC: 06/25/2009
Action Submitted:

MOST RECENT RECORD OF EVENTS:

07/07/2009 - Closure Ltr. sent. Case closed in file.

2009 . 01 06/22/2009 The CI stated that he/she believes it is a health concern for him/her to be working in an area that has not been beryllium characterized (-5) when he/she has a permanent restriction.

Copy Sent To: RL-AMSE Refer: CHPRC
RL-SED Status: CLOSED - 07/07/2009 Health
Results: Lazor, Bonnie Organization: CHPRC
ECP POC: 06/29/2009 Concern Type: Health
Action Submitted: 07/02/2009 Due Date: 15

MOST RECENT RECORD OF EVENTS:

07/01/2009 - CHPRC ECP Lisa Wight left message on SCO ECP Bonnie Lazor's voice mail stating that she had the Referral Responses but was waiting to hear back from the CI to get more information.

2009 . 01 06/22/2009 The CI believes he/she is being unjustly fired from his/her engineer position.

Copy Sent To: RL-SCO Disposition: Close Organization: DOE-ORP
Status: CLOSED - 07/07/2009 Concern Type: Union Issue
Results: Lazor, Bonnie
ECP POC: 06/22/2009 Due Date: 15
Action Submitted:

MOST RECENT RECORD OF EVENTS:

06/24/2009 - Email from SCO Bonnie Lazor requesting meeting follow-up and a request for the CI to sign the SCO CI release form. Subject: Meeting Follow-up. Dated 6/24/09 at 7:59 a.m.

2009 . 01 06/08/2009 The CI stated he/she has an issue of overtime.

Copy Sent To: RL-SCO Disposition: Close Organization: RL-SCO
Status: CLOSED - 06/24/2009 Concern Type: Management
Results: Lazor, Bonnie
ECP POC: Due Date: 16
Action Submitted:

MOST RECENT RECORD OF EVENTS:

06/22/2009 - Email from SCO Lazor to SCO Admin; Subject: Follow-up. Dated 6/22/09 at 7:13 a.m. See background of file.

2009 . 01 06/16/2009 The CI is concerned that neither CHPRC or WCH has provided adequate on-the-job/field training to new WCH D&D workers and that the lack of training could become a safety issue.

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Copy Sent To: RL-SCO Disposition: Refer Organization: CHPRC/WCH
 Status: CLOSED - 07/29/2009 Concern Type: Safety
 Results: Lazor, Bonnie
 ECP POC: 06/16/2009
 Action Submitted: 07/27/2009 Due Date: 43

**MOST RECENT RECORD OF EVENTS:
07/30/2009 - Case closed in file.**

2009 . 03 06/15/2009 The CI believes he/she was laid off during non-work hours for reporting the buried asphalt.
0045

Copy Sent To: RL-SCO Disposition: Refer Organization: WCH
 Status: CLOSED - 07/09/2009 Concern Type: Retaliation
 Results: Lazor, Bonnie
 ECP POC: 06/15/2009 Due Date: 24
 Action Submitted:

2009 . 02 06/15/2009 The CI is concerned that sub-contractor is not operating safe equipment by not having a back-up alarm.
0045

Disposition: Refer Organization: RL-AMISE
 Status: CLOSED - 07/09/2009 Concern Type: Safety
 Results: Lazor, Bonnie
 ECP POC: 06/15/2009 Due Date: 24
 Action Submitted:

2009 . 01 06/15/2009 The CI is concerned over a WCH sub-contractor burying asphalt near 7th Street in Richland.
0045

Disposition: Refer Organization: WCH
 Status: CLOSED - 07/09/2009 Concern Type: Environment
 Results: Lazor, Bonnie
 ECP POC: 06/15/2009 Due Date: 24
 Action Submitted:

**MOST RECENT RECORD OF EVENTS:
06/25/2009 - Email to SCO Bonnie Lazor from WCH Dennis Hurshman subject: 20090045.01-.03. Dated 6/25/09 at 2:56 p.m. See background of file.**

2009 . 01 06/09/2009 The CI believes he/she is working in a hostile environment and does not feel safe or secure in current job.
0044

Copy Sent To: RL-SCO Disposition: Transfer Organization: CHPRC
 Status: CLOSED - 06/18/2009 Concern Type: Reprisal - Hostile Work Environment
 Results: Lazor, Bonnie
 ECP POC: DOERL-SCO

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Action Submitted: 06/09/2009 Due Date:
MOST RECENT RECORD OF EVENTS:
 06/18/2009 - Closed case file.

2009 . 02 06/09/2009 CI would like to know whether wood planks used on scaffolding should be fireproof and whether there is a written standard.
 0043

Copy Sent To: RL-SED Disposition: Refer Organization: RL-AMSE
 Status: CLOSED - 08/05/2009 Concern Type: Safety
 Results: Lazor, Bonnie Due Date: 07/20/2009
 ECP POC: 06/09/2009
 Action Submitted: 57

2009 . 01 06/09/2009 CI has safety concerns with mock-up drills being conducted in Zones versus the Training Pit.
 0043

Copy Sent To: RL-OOD Disposition: Refer Organization: RL-OOD
 Status: CLOSED - 07/29/2009 Concern Type: Safety
 Results: Lazor, Bonnie Due Date: 07/20/2009
 ECP POC: 06/09/2009
 Action Submitted: 50
 Extensions: 07/31/2009

MOST RECENT RECORD OF EVENTS:

06/18/2009 - SCO Bonnie Lazor called the CI on 6/18/09, to get information about a meeting that took place on 6/12/09. No answer. Lazor left message.

2009 . 01 06/08/2009 I am concerned that the Hanford contractors are hiring people to work as instrument and electrical workers who do not have the electrical experience needed to
 0042 work safely.

Copy Sent To: RL-SCO Disposition: Transfer Organization: CHPRC
 Status: CLOSED - 06/17/2009 Concern Type: Management
 Results: Lazor, Bonnie Due Date:
 ECP POC: 06/08/2009
 Action Submitted: 9

MOST RECENT RECORD OF EVENTS:

06/15/2009 - Email from CHPRC Chris Jensen to SCO Bonnie Lazor stating that he would be the one working with the CI. Dated 6/5/09 at 8:37 a.m.

2009 . 01 06/09/2009 The CI is concerned about CHPRC and/or WCH not allowing any type of on-the-job/transitional/mentoring training for the D&D new hires who start work on June
 0041 15, 2009.

Copy Sent To: RL-SCO Disposition: Refer Organization: CHPRC/WCH
 Status: CLOSED - 07/29/2009 Concern Type: Safety
 Results: Lazor, Bonnie
 ECP POC:

U.S. DEPARTMENT OF ENERGY
MANAGEMENT REPORT

50

Due Date: 07/26/2009

Action Submitted: 06/09/2009

MOST RECENT RECORD OF EVENTS:

07/30/2009 - Case closed in file. Closure ltr. sent.

2009 . 01 06/09/2009 CI is concerned about WCH not allowing any type of transitional training for CHPRC D&D new hires.

0040
Copy Sent To: RL-SCO
Disposition: Refer
Status: CLOSED - 07/29/2009
Organization: CHPRC/WCH
Results: Safety
ECP POC: Lazor, Bonnie
Action Submitted: 06/09/2009
Due Date: 07/26/2009

MOST RECENT RECORD OF EVENTS:

07/29/2009 - Case closed in file. Closure ltr. sent.

2009 . 01 06/05/2009 The CI stated that he/she is concerned over an incident that injured an employee at U plant.

0039
Copy Sent To: RL-SCO
Disposition: Refer
Status: CLOSED - 08/04/2009
Organization: FHI
Results: Safety
ECP POC: Lazor, Bonnie
Action Submitted: 06/09/2009
Due Date: 07/08/2001
Extensions: 07/15/2009

MOST RECENT RECORD OF EVENTS:

06/30/2009 - The CI is a FHI employee. His/Her concern is with CHPRC. FHI does not have the jurisdiction to process this concern. See email from Sally Lamson, FHI to Bonnie Lazor, SCO subject: Status of Safety Concern 20090039.01. Dated 6/29/09, at 1:24 p.m. See background of file.

2009 . 01 05/28/2009 CI is concerned that the DOE recall of vehicles due to lack of mileage usage at the Vit Plant will cause potential injuries impacts because craft will now have to walk and carry their 50 lb tool box and/or slow the process down by having to wait for the teamsters.

0038
Disposition: Transfer
Status: CLOSED - 06/09/2009
Organization: DOE-ORP
Results: Other
ECP POC: Lazor, Bonnie
Action Submitted: 05/28/2009
Due Date: 12

MOST RECENT RECORD OF EVENTS:

05/28/2009 - CI called SCO and left message with hotline. See background of file

2009 . 01 05/22/2009 Two employees arguing at the N Area.

0037
Disposition: Transfer
Organization: WCH

U.S. DEPARTMENT OF ENERGY
MANAGEMENT REPORT

Status: CLOSED - 05/27/2009 Concern Type: Management
 Results: Lazor, Bonnie
 ECP POC: 05/22/2009 Due Date: 5
 Action Submitted: 05/27/2009

MOST RECENT RECORD OF EVENTS:
 05/27/2009 - Case closed in file.

2009 . 01 05/20/2009 CI is concerned about safety being bypassed for the sake of production.
 0036
 Copy Sent To: RL-SCO Refer: WCH
 Disposition: CLOSED - 06/11/2009 Organization: Safety
 Status: Lazor, Bonnie
 Results: 05/27/2009 Due Date: 22
 ECP POC: 05/27/2009
 Action Submitted: 06/18/2009
MOST RECENT RECORD OF EVENTS:
 06/11/2009 - Email from SCO Bonnie Lazor to WCH Dennis Hurshman requesting specific corrective actions. Dated 6/11/09 at 10:41 a.m. See email in background of file.

2009 . 01 05/14/2009 Fire alarms are triggering the security doors to unlock in the Federal Building.
 0035

Copy Sent To: DOE-ORP Refer: RL-SES
 Disposition: CLOSED - 06/23/2009 Organization: Security
 Status: Lazor, Bonnie
 Results: 05/01/2009 Due Date: 40
 ECP POC: 05/01/2009
 Action Submitted: 06/12/2009
MOST RECENT RECORD OF EVENTS:
 06/23/2009 - Case closed in file.

2009 . 01 05/06/2009 CI believes he/she is being retaliated against by management for raising previous concerns.
 0034

Disposition: Transfer Organization: FHI
 Status: CLOSED - 05/14/2009 Concern Type: Management
 Results: Lazor, Bonnie
 ECP POC: 05/06/2009 Due Date: 8
 Action Submitted: 05/06/2009
MOST RECENT RECORD OF EVENTS:
 05/04/2009 - Email to SCO Stan Branch from the CI. Subject: FW: DOE Employee Concern Retaliation. Dated 5/4/09 at 4:26 p.m. See background section of file.

U.S. DEPARTMENT OF ENERGY
MANAGEMENT REPORT

2009 . 02 05/04/2009 The CI believes the required eight hour annual asbestos refresher training course may have been replaced with the 15-minute (on-line) asbestos awareness
0033 refresher training.

Disposition: Refer Organization: RL-AMSE

Status: CLOSED - 05/21/2009 Concern Type: Health

Results:

ECP POC: Lazor, Bonnie

Action Submitted: 05/04/2009 Due Date: 05/20/2009 17

2009 . 01 05/04/2009 The CI requests further DOE clarification regarding what the training requirements are for personnel who perform what is considered "unclassified asbestos
0033 operations" but cross into regulated/roped barriers in asbestos contaminated areas.

Disposition: Refer Organization: RL-AMSE

Status: CLOSED - 05/21/2009 Concern Type: Health

Results:

ECP POC: Lazor, Bonnie

Action Submitted: 05/04/2009 Due Date: 05/20/2009 17

MOST RECENT RECORD OF EVENTS:

08/21/2009 - Case closed in file. Closure ltr. sent

blank

blank

CONCERN DISPOSITION FORM

DOE-RL Concern #: 20100001.01

Point of Contact: Bonnie A. Lazor

Intake Completion Date: 10/8/2009

Confidentiality: Anonymous

Has the concerned individual (CI) sought resolution through other channels? No

If yes, who?

Concern Description: CHPRC CI feels there is inadequate information provided by DOE and AMH regarding flu shot immunizations and severe reactions. Also concerned these may become mandatory.

Concern Type: Other

How Received: Other

Priority: Routine

Rules/Requirements: DOE O 442.1A

Concern Summary: The CI stated the following: "I would like to bring a concern to your attention that is very serious and must be addressed transparently and candidly by DOE Management and AdvanceMed Hanford. There has been a big push to get this seasonal vaccination and also a lot of hyping of this "H1N1/Swine Flu". The problem is no authorities have bothered to question the safety of the flu vaccines that are being pushed on us. While there is no requirement to take the shot yet, there should never be a "mandatory" requirement to take any prick from the authorities. There is ample evidence that 33 years ago many were paralyzed, died and had gotten other neurological disorders from the swine flu inoculation pushed at the time. There is also ample validated scientific data which proves the thimerosal (mercury), adjuvants, and other viruses that make up the standard seasonal vaccination can cause autoimmune diseases and other neurological dysfunctions. Why are not DOE-RL and AMH not warning people about the safety of the shots they are pushing? There are certainly a good majority of people who will not inject deadly poisons and toxins into their bodies. So it is unconscionable and negligent that DOE should not at least give warning about the severe reactions, allergies, diseases, and other problematic consequences that such vaccines pose to its workforce."

"This concern is given as pre-notification to CHPRC and DOE that we will not comply with unconstitutional and inhumane treatment of our bodies."

Background:

Attachments:

CI's Requested Remedy: "First provide warning statements and indications on all literature about vaccines. Second, give warning at the time of the injection of the potential consequences of the shot and full disclosure as to the ingredients of the shot (both active and inactive). Thirdly, never force mandatory vaccinations of any type or reprimand Hanford employees in any way about deciding against getting a shot. Never force quarantine or limit travel on Hanford of employees who choose against vaccination. Finally give REAL solutions to flu or other viruses including Pro-Biotics, antiviral herbal supplements, hydrolyzed silver and Nanomasks for protection of the pulmonary system."

ECP Action: Close to: Other

Rationale: DOE issued a site-wide Pandemic Announcement on Friday, October 16, 2009.

ECP Coordinator:

Bonnie A. Lazor
Bonnie A. Lazor

Date: 10-16-09

ECP Program Manager:

Bonnie A. Lazor for
Stan O. Branch / Bobby L. Williams

Date: 10-16-09

CONCERN DISPOSITION FORM

DOE-RL Concern #: 20100002 . 01

Point of Contact: Bonnie A. Lazor

Intake Completion Date:

Confidentiality: Anonymous

Has the concerned individual (CI) sought resolution through other channels? No

If yes, who?

Concern Description: The CI stated that he/she witnessed the majority of other vehicles passing him/her at speeds of 75-85 mph on route 4 Hanford site.

Concern Type: Other

How Received: E-Mail

Priority: Routine

Rules/Requirements: DOE O 442.1A

Concern Summary: The CI wrote the following concern: "I left work approximately 5 p.m. 10/5/09. As I travel Rt 4 back into town I witnessed the majority of other vehicles passing me @ speeds of 75-85 MPH. I called site security and made a report ID several vehicles by make & model and at least one by license plate #. They took my HID (b)(6) and names, pleas review report. With the speeds and erratic driving taking place daily on the Hanford Site it is only a matter of time before people are killed/injured. The only unknown is how many & when! I urge the DOE to increase on-site enforcement. As well as adopt a disciplinary policy as it relates to on-site driving infractions. 1st - warning, 2nd - 1 week suspension, 3rd. termination & Site barring."

Background:

Attachments:

CI's Requested Remedy:

ECP Action: Close to: RL-SCO

Rationale: This issue is the jurisdiction of the Richland Police Dept.

ECP Coordinator:

Bonnie A. Lazor

Date: 10-16-09

Bonnie A. Lazor

ECP Program Manager:

Bonnie A. Lazor
Stan O. Branch

Date: 10-16-09

Stan O. Branch / Bobby L. Williams

EMPLOYEE CONCERN - CHPRC

Concern Number
20100002

(OPTIONAL) Employee Name _____

Phone/MSIN _____ / _____

Yes No Confidentiality requested?

Contractor CHPRC

Yes No Willing to assist in actions to resolve this concern?

Date 10/01/2009

CONCERN DESCRIPTION (Continue on back or attachment if needed)

I would like to bring a concern to your attention that is very serious and must be addressed transparently and candidly by DOE Management and AdvanceMed Hanford. There has been a big push to get this seasonal vaccination and also a lot of hyping of this "H1N1/Swine Flu". The problem is no authorities have bothered to question the safety of the flu vaccines that are being pushed on us. While there is no requirement to take the shot yet, there should never be a "mandatory" requirement to take any prick from the authorities. There is ample evidence that 33 years ago many were paralyzed, died and had gotten other neurological disorders from the swine flu inoculation pushed at the time. There is also ample validated scientific data which proves the thimerosal (mercury), adjuvants, and other viruses that make up the standard seasonal vaccination can cause autoimmune diseases and other neurological dysfunctions. Why are DOE-RL and AMH not warning people about the safety of the shots they are pushing? There are certainly a good majority of people who will NOT inject deadly poisons and toxins into their bodies. So it is unconscionable and negligent that DOE would not at least give warning about the severe reactions, allergies, diseases, and other problematic consequences that such vaccines pose to its workforce. Please watch the following video: http://www.youtube.com/watch?v=CMqYlnAlIUU&feature=player_embedded

PROPOSED RESOLUTION

First, provide warning statements and indications on all literature about vaccines. Second, give warning at the time of injection of the potential consequences of the shot and full disclosure as to the ingredients of the shot (both active and inactive). Thirdly, never force mandatory vaccinations of any type or reprimand Hanford employees in any way about deciding against getting a shot. Never force quarantine or limit travel on Hanford of employees who choose against vaccination. Finally, give REAL solutions to flu or other viruses including Pro-Biotics, antiviral herbal supplements, hydrolyzed Silver and Nanomasks for protection of the pulmonary system. This concern is given as pre-notification to CHPRC and DOE that we will NOT comply with unconstitutional and inhumane treatment of our bodies.

Received/Acknowledged By Lisa Knight

Contractor/Org. CHPRC

Date 10/6/09

Resolution Assigned To _____

Contractor/Org. _____

Date _____

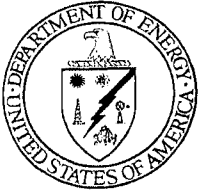
Referral

Transfer

Dept./Org./Agency AMH

Date 10/7/09

BASIS FOR CLOSURE



Department of Energy
Richland Operations Office
P.O. Box 550
Richland, Washington 99352

NOV 23 2009

10-MGR-0013

(b)(6)

Dear (b)(6)

EMPLOYEE CONCERN #20100003.01 & .02

Thank you for bringing your concerns to our office. We understand that it takes a lot of courage to raise concerns. This letter is in response to the concerns you filed with the U.S. Department of Energy, (DOE) Richland Operations Office, (RL) Office of Special Concerns (SCO), on November 9, 2009. The concerns were documented as follows:

20100003.01: The CI stated that the RWP's are not adequate for the work being performed.

20100003.02: The CI stated that Management often ask staff to perform asbestos sampling work without the proper training.

Your concerns were referred to the CHRPC Employee Concerns Program for investigation and a copy of your concerns were also provided to the RL Assistant Manager for Safety and Environment.

SCO will notify you in writing, regarding the results of the investigation, once completed. SCO retains closure authority of this concern. If you have any questions regarding this case, please contact me at (509) 376-0000.

Sincerely,

A handwritten signature in cursive script that reads "Stan Branch".

Stan Branch, Manager
Employee Concerns Program

SCO:SB

(b)(6)

From: CHPRCCAM@rl.gov
Sent: Thursday, October 08, 2009 10:13 AM
To: (b)(6)
Subject: Issue Form Submittal

You have submitted an Issue Form

Issue Form: Concern about (b)(6) at U Ancillaries	
CR Number:	CR-2009-1695
(b)(6) Description:	<p>After being informed about one of (b)(6) workers, an (b)(6) displaying a bad attitude, foul language and aggressive behavior towards an RCT at the U Ancillaries project, the (b)(6) (b)(6) (b)(6) expressed more concern about the continuation of work than (b)(6) did about the behavior of (b)(6) worker. He was told by the project Rad Con Supervisor that none of the RCTs were going to be working with this particular (b)(6) (b)(6) made (b)(6) comments such as "Well it sounds like you are penalizing the whole project because of the behavior of one person", "Can't we just have (b)(6) on the outside of the CA so that the RCT (b)(6) won't have to deal with him directly?" and "How many RCTs do we have to cover this work?" Our Lead RCT suggested to (b)(6) that having to put up with this sort of attitude from certain workers might be part of the reason that few RCTs want to work overtime to support asbestos work. (b)(6) replied that he thought this sounded like a threat. Our Lead tried to make sure (b)(6) understood that this was NOT a threat but a possible REASON. (b)(6) replied that he was going to interpret it as a threat. Having to put up with certain unpleasant attitudes from SOME of the workers is a problem in itself. Having to put up with this sort of attitude from someone in mangement is an entirely separate problem and should not be tolerated.</p>
Initiating Document:	
Other Documents:	
Requirements not Met:	
Location:	
Immediate Action:	Informed HR, in writing, about the incident with both the worker AND (b)(6) The Rad Con Supervisor and the Lead RCT were present during the discussion informing (b)(6) about the ironworker.
Document Type:	WA
Comments:	
Date Identification Complete	10/8/2009

	fibers on the filter paper, they can handle it without asbestos controls. Several RCTs expressed concerns about this, since they routinely handle the air samples for counting and recounting.
Initiating Document:	
Other Documents:	
Requirements not Met:	
Location:	
Immediate Action:	Informed RCT lead Tech and RCT Supervisor of concerns.
Document Type:	WA
Comments:	
Date Identification Complete	11/2/2009

(b)(6)

From: CHPRCCAM@rl.gov
Sent: Monday, November 02, 2009 9:35 AM
To: (b)(6)
Subject: Issue Form Submittal

You have submitted an Issue Form

Issue Form: Asbestos work at U Ancillaries Project	
CR Number:	CR-2009-1916
Description:	<p>I have several concerns regarding the way asbestos controls are being implemented at the U Ancillaries project. RCTs are being sent into asbestos areas to perform radiological surveys before, during and after asbestos abatement work. The RCTs have only received 8 hour asbestos awareness training. I understand that there are regs which dictate the level of asbestos training required for each type of work (presumably based on how intimately invovled the worker/inspector/observer etc. is with the asbestos) and, without having a detailed knowledge of these regs, I can only assume that CHPRC is meeting the letter of the law. However, it seems inconsistent that when dealing with something with so much known potential for advesrse health effects, RCTs are only given the "awareness" level of training. Even though RCTs are not actively abating like the asbestos workers are, we are in the EXACT same area as they are, we ARE potentially disturbing the material when we take our surveys, we have to dress and undress just like they do and we are expected to shower out properly just like they do. Why are we not given at least enough formal training to cover what we will actually do? When we go to HAZWPR training, we have to dress/undress in the decon line several times, something which we would generally only have to do for accidents. If we are given this level of training for something we may never actually do, doesn't it stand to reason that we should get at least that level of training for something we will actually do, especially if we are asked to do it on a regular basis? Along the same lines, when new RCTs show up on site/on project, they are not allowed to use survey instruments until they have had formal OJTs/OJEs, even though they may have used these instruments for 30 years. If we are required to complete this level of formal, documented training for something that we may have been doing for decades, it seems only logical that we would recevie at least that level of training for something that we are NOT familiar with. Several weeks ago, during a walk-through of an area set up for asbestos abatement, prior to it going active, RCTs were given an INFORMAL briefing on how we were to dress, undress, shower and dispose of (or decon) material that went into the posted asbestos area. We discovered that there is an inconsistency in the personal hygiene practices of the workers. Some of them had shower shoes to walk from the RBA to the showers, some of them simply went bare foot. Apparently, either the workers were not told that this is a health concern or they didn't care. In either case, this did not appear particularly sanitary to us. The shower stalls themselves are not being cleaned/sanitized on a regular basis. Some of them are too small for some people to shower in comfortably without touching the (uncleaned, unsanitized) walls of the shower stall. In one shower trailer, there is only one shower stall. Dozens of people use these trailers every work day. Several RCTs expressed concerns about this. In addition to the sanitation concerns of the trailers, they do not have enough room in the locker area to adequately hold all of the worker's necessary gear. There are only about a dozen lockers on the "clean" side, so some of the workers have to put their gear on the floor, on the bench, etc. Finally, when RCTs remove an air sample from the posted asbestos areas, they were told that as long as they do not "see" any</p>



Department of Energy
Richland Operations Office
P.O. Box 550
Richland, Washington 99352

JAN 14 2010

10-MGR-0026

(b)(6)

Dear (b)(6)

EMPLOYEE CONCERN #20100003.01 & .02

Thank you for bringing your concerns to our office. We understand that it takes a lot of courage to raise concerns. This letter is in response to the concerns you filed with the U.S. Department of Energy, (DOE) Richland Operations Office, (RL) Office of Special Concerns (SCO), on November 9, 2009. The concerns were documented as follows:

20100003.01: The CI stated that the RWP's are not adequate for the work being performed.

20100003.02: The CI stated that Management often ask staff to perform asbestos sampling work without the proper training.

Your concerns were referred to the CH2M HILL Plateau Remediation Company (CHPRC) Employee Concerns Program (ECP) for investigation and a copy of your concerns were also provided to the RL Assistant Manager for Safety and Environment (AMSE).

With regards to concern 20100003.01, your concern regarding the inadequate RWP's was partially substantiated. The CHPRC ECP investigation concluded RWPs were not adequate and inaccurate. The CHPRC ECP investigation also concluded the RWPs and work packages have been reviewed and revised by Radiological Controls to address respirator work. The revised RWP was implemented on December 1, 2009.

With regards to concern 20100003.02, your concern was partially substantiated. The CHPRC ECP investigation concluded that additional training was necessary for the RCT's. Additionally, CHPRC Management met with RCT's, Industrial Hygiene and Safety to develop a training plan for asbestos. A Corrective Action (CA) plan was also developed for training workers who regularly enter posted asbestos areas. The CA will be tracked to closure and verified by the DOE AMSE staff.

Based on the criteria of DOE O 442.1A, DOE Employee Concerns Program, SCO has initiated closure of your concern. Should you have any future concerns, I encourage you to raise them through any of the avenues available.

(b)(6)

10-MGR-0026

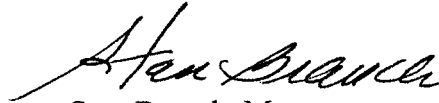
-2-

JAN 14 2010

In order to continue to improve our program, RL SCO is requesting feedback from employee's that have raised concerns with our office. Please take a few minutes to provide us with your feedback on the RL ECP process or processing of your concern. Your feedback is important to us.

If you have any questions regarding this case, please contact me at (509) 376-0000.

Sincerely,



Stan Branch, Manager
Employee Concerns Program

SCO:SB
Enclosures: (2)

CONCERN DISPOSITION FORM

DOE-RL Concern #: 20100004.01

Point of Contact: Stan Branch

Intake Completion Date: 11-09-2009

Confidentiality: Confidential

Has the concerned individual (CI) sought resolution through other channels? No

If yes, who?

Concern Description: The CI stated that he/she was singled out and terminated from WCH on Tuesday, November 3, 2009.

Concern Type: Management

How Received: Walk-in/Verbal

Priority: Routine 30 working days

Rules/Requirements: DOE CRD 442.1A, Rev.2

Concern Summary: The CI stated that he/she was terminated from WCH on Tuesday, November 3, 2009. The CI stated that he/she believes that he/she was singled out. The CI stated that HR and management (b)(6) and (b)(6) informed him/her that he/she was viewing porno on the computer at work. The CI stated that he/she does not do that and that he/she has worked for 10 years with WGI. The CI stated that HR asked him/her are you familiar with FM Rock 103 radio station out of Memphis, Tennessee. The CI stated yes. The CI stated that he/she comes to work early, check e-mail and stay late. The CI stated that he/she recently checked some web sites regarding breast cancer at work. The CI stated that he/she did some internet searches on mammograms, etc. The CI stated that he/she did an internet search on "Camel Toe" because the terminology related to a piece of equipment (elephant foot) was discussed at a meeting and (b)(6) was told that the equipment (elephant foot) was called a camel toe. The CI stated that he/she researched the camel toe on the internet and took it to (b)(6) to show him what it referred to. The CI stated that he/she went to the web site for approximately 1 minute and backed out. The CI stated that the company internet use is limited but allowed.

The CI stated that he/she had a discussion with at co-worker (b)(6) on Monday, November 2, 2009 regarding his/her ability to lead a (b)(6) meeting. The CI stated that (b)(6) was out of town and left him/her in charge of leading the (b)(6). The CI stated that (b)(6) had an issue with him/her leading (b)(6) the meeting. The CI stated that the next day at work, he/she informed (b)(6) that (b)(6) had an issue with (b)(6) him/her running the (b)(6) meeting. The CI stated that he/she has STR training but his/her qualification card is not signed off. The CI stated that the next day, he/she received a call from (b)(6). The CI (b)(6) believes that (b)(6) complained to (b)(6) about him/her leading the meeting. The CI believes that (b)(6) retaliated against him/her by going to (b)(6) about him/her leading the (b)(6) meeting. The CI stated that (b)(6) is in the same office with him/her. The CI stated that he/she listens to the radio station, FM 103

CONCERN DISPOSITION FORM

DOE-RL Concern #: 20100004 . 02

Point of Contact: Stan Branch

Intake Completion Date:

Confidentiality: Confidential

Has the concerned individual (CI) sought resolution through other channels? No

If yes, who?

Concern Description: The CI believes that (b)(6) retaliated against him/her by going to (b)(6) about him/her leading the (b)(6) meeting.

Concern Type: Retaliation

How Received: Walk-in/Verbal

Priority: Routine 30 working days

Rules/Requirements: DOE CRD 442.1A, Rev.2

Concern Summary: The CI stated that he/she was terminated from WCH on Tuesday, November 3, 2009. The CI stated that he/she believes that he/she was singled out. The CI stated that HR and management (b)(6) and (b)(6) informed him/her that he/she was viewing porno on the computer at work. The CI stated that he/she does not do that and that he/she has worked for 10 years with WGI. The CI stated that HR asked him/her are you familiar with FM Rock 103 radio station out of Memphis, Tennessee. The CI stated yes. The CI stated that he/she comes to work early, check e-mail and stay late. The CI stated that he/she recently checked some web sites regarding breast cancer at work. The CI stated that he/she did some internet searches on mammograms, etc. The CI stated that he/she did an internet search on "Camel Toe" because the terminology related to a piece of equipment (elephant foot) was discussed at a meeting and (b)(6) was told that the equipment (elephant foot) was called a camel toe. The CI stated that he/she researched the camel toe on the internet and took it to (b)(6) to show him what it referred to. The CI stated that he/she went to the web site for approximately 1 minute and backed out. The CI stated that the company internet use is limited but allowed.

The CI stated that he/she had a discussion with at co-worker (b)(6) on Monday, November 2, 2009 regarding his/her ability to lead a (b)(6) meeting. The CI stated that (b)(6) was out of town and left him/her in charge of leading the (b)(6). The CI stated that (b)(6) had an issue with him/her leading (b)(6) the meeting. The CI stated that the next day at work, he/she informed (b)(6) that (b)(6) had an issue with (b)(6) him/her running the (b)(6) meeting. The CI stated that he/she has STR training but his/her qualification card is not signed off. The CI stated that the next day, he/she received a call from (b)(6). The CI (b)(6) believes that (b)(6) complained to (b)(6) about him/her leading the meeting. The CI believes that (b)(6) retaliated against him/her by going to (b)(6) about him/her leading the (b)(6) meeting. The CI stated that (b)(6) is in the same office with him/her. The CI stated that he/she listens to the radio station, FM 103



Department of Energy
 Richland Operations Office
 P.O. Box 550
 Richland, Washington 99352

10-MGR-0023

DEC 18 2009

(b)(6)

Dear (b)(6)

EMPLOYEE CONCERN #20100004.01 & .02

Thank you for bringing your concerns to our office. We understand that it takes a lot of courage to raise concerns. This letter is in response to the concern you filed with the U.S. Department of Energy (DOE), Richland Operations Office (RL), Office of Special Concerns (SCO), on November 5, 2009. Your concern was documented as follows:

20100004.01: The CI stated that he/she was singled out and terminated from WCH on Tuesday, November 3, 2009.

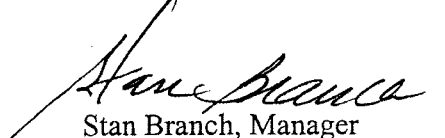
(b)(6) **20100004.02: The CI believes that (b)(6) retaliated against him/her by going to (b)(6) about him/her leading the (b)(6) meeting.**

Your concern number 20100004.01 was investigated by RL SCO. After a thorough review of the WCH documentation, including WCH's Standards of Conduct, SCO concurs with WCH's determination. Your concern number 2010004.02 was transferred to WCH ECP for investigation. Please contact Dennis Hurshman on 509-372-9190 regarding the disposition of your concern.

Based on the criteria of DOE O 442.1A, DOE Employee Concerns Program, SCO has initiated closure of your concern. Should you have any future concerns, I encourage you to raise them through any of the avenues available.

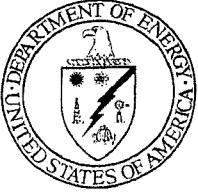
In order to continue to improve our program, RL SCO is requesting feedback from employee's that have raised concerns with our office. Please take a few minutes to provide us with your feedback on the RL ECP process or processing of your concern. Your feedback is important to us.

Sincerely,


 Stan Branch, Manager
 Employee Concerns Program

SCO:SB

Enclosures: (2)
 Customer Survey
 OSHA Fact Sheet



Department of Energy
Richland Operations Office
P.O. Box 550
Richland, Washington 99352

NOV 23 2009

10-MGR-0016

(b)(6)

Dear (b)(6)

EMPLOYEE CONCERN #20100004.01 & .02

Thank you for bringing your concerns to our office. We understand that it takes a lot of courage to raise concerns. This letter is in response to the concerns you filed with the U.S. Department of Energy, Richland Operations Office, (RL) Office of Special Concerns (SCO), on November 5, 2009. The concerns were documented as follows:

20100004.01: The CI stated that he/she was singled out and terminated from WCH on Tuesday, November 3, 2009.

(b)(6) **20100004.02:** The CI believes that [redacted] retaliated against him/her by going to (b)(6) about
(b)(6) him/her leading the [redacted] meeting.

Concern 2010.01 is being investigated by RL SCO. RL SCO will notify you in writing the results of the investigation once completed. RL SCO retains closure authority of this concern.

Concern 2010.02 was transferred to Washington Closure Hanford, LLC (WCH) Employee Concerns Program (ECP) for disposition. Please contact Dennis Hurshman, WCH ECP at (509) 372-9190 regarding the disposition of your concern.

If you have any questions regarding this case, please contact me at (509) 376-0000.

Sincerely,

Stan Branch, Manager
Employee Concerns Program

SCO:SB

CONCERN DISPOSITION FORM

DOE-RL Concern #: 20100005 . 01

Point of Contact: Bonnie A. Lazor

Intake Completion Date: 11/12/2009

Confidentiality: Confidential

Has the concerned individual (CI) sought resolution through other channels? No

If yes, who?

Concern Description: CI believes he/she has been retaliated against in the form of a low performance rating because he/she did not back-up/support his/her supervisor, (b)(6)

Concern Type: HR

How Received: Walk-in/Verbal

Priority: Routine 30 working days

Rules/Requirements: DOE O 442.1A

Concern Summary: The CI stated he/she received a score of 50 on his/her 2009 performance evaluation when his/her performance has not changed. CI stated and provided documentation that he/she received a rating of 100 and 78 on his/her 2007 and 2008 performance evaluations, respectively. CI stated all elements of his/her IPP were met and is worried about losing his/her job. CI believes he/she is going down because (b)(6) is angry and believes he/she is not supporting him. CI believes (b)(6) is based on one incident that (b)(6) said (b)(6) couldn't forget that involved (b)(6) who was out sick for three days and (b)(6) wanted (b)(6) to bring in a doctor's note; and (b)(6) felt the CI was not supporting his position. CI stated (b)(6) later told him/her that is his/her responsibility to make sure time cards are accurate and reflect time taken accurately. CI stated that during last year's appraisal, (b)(6) mentioned the (b)(6) incident and during this year's appraisal (b)(6) mentioned that over the past 18 months their relationship has not been good. CI stated that (b)(6) did not explain how to improve performance, but stated it is the way the system is, and can't give him/her higher rating. CI stated he/she declined to sign the rating and later discussed it with (b)(6) in which (b)(6) advised (b)(6) the CI supports (b)(6) decisions.

The CI stated that on October 29, 2009, (b)(6) made the comment to the CI, "You'd better stay (b)(6) out of (b)(6) way, this year is going to be a bad year" regarding (b)(6). Further, the CI stated that last week, (b)(6) told the CI, "Its all about attitude, will receive an IPP like (b)(6) gave work, (b)(6) and (b)(6) panicked ... its all attitude!"

The CI stated he/she is afraid to come to the ECP for fear of losing job. As a resolution, the CI stated he/she wants the issue documented and investigated. CI feels it is part retaliation and part harassment and if (b)(6) finds out he/she will receive a 0 performance rating. CI doesn't think the situation can be fixed and requests he/she be moved to a different position outside of (b)(6)

Background:

Attachments:

CI's Requested Remedy: Wants it documented, wants, investigation, and wants a different group to work for.

ECP Action: Transfer to: RL-HRM

Rationale: This is a RL HR related issue and is therefore being transferred to RL HR for investigation.

ECP Coordinator: _____ **Date:** _____
Bonnie A. Lazor

ECP Program Manager: *Javis L Ward* _____ **Date:** *11/17/09*
for Stan O. Branch / Bobby L. Williams



Department of Energy
Richland Operations Office
P.O. Box 550
Richland, Washington 99352
NOV 24 2009

10-MGR-0015

(b)(6)

Dear (b)(6)

EMPLOYEE CONCERN #20100005.01

Thank you for bringing your concerns to our office. We understand that it takes a lot of courage to raise concerns. This letter is in response to the concern you filed with the U.S. Department of Energy (DOE), Richland Operations Office (RL), Office of Special Concerns (SCO), on November 10, 2009. Your concern was documented as follows:

20100005.01: CI believes he/she has been retaliated against in the form of a low performance rating because he/she did not back-up/support his/her supervisor, (b)(6)

Your concern was transferred to the RL Human Resources Management Division (HRM), for disposition. Please contact Pam Perrine at HRM (509) 376-9222, regarding the disposition of your concern.

Based on the criteria of DOE O 442.1A, DOE Employee Concerns Program, SCO has initiated closure of your concern. Should you have any future concerns, I encourage you to raise them through any of the avenues available.

In order to continue to improve our program, RL SCO is requesting feedback from employee's that have raised concerns with our office. Please take a few minutes to provide us with your feedback on the RL ECP process or processing of your concern. Your feedback is important to us.

Sincerely,

Stan Branch, Manager
Employee Concerns Program

SCO:SB

Enclosures: (2)
Customer Survey
OSHA Fact Sheet

CONCERN DISPOSITION FORM

DOE-RL Concern #: 20100006 .01

Point of Contact: Bonnie A. Lazor

Intake Completion Date: 11/12/2009

Confidentiality: Confidential

Has the concerned individual (CI) sought resolution through other channels? No

If yes, who?

Concern Description: The CI stated that the fuel station at 200-E appear to be out of service frequently.

Concern Type: Management

How Received: Telephone

Priority: Routine 30 working days

Rules/Requirements: DOE O 442.1A

Concern Summary: The CI stated the fuel station at 200-E appear to be down frequently. The CI stated the fuel station being out of service potentially impact the mission for patrolmen here at Hanford. The CI stated the fuel station electronic system often reads, downloading, cannot read card and/or is difficult to work. The CI stated there are three different pumps and they each have different functioning properties. The CI stated DOE is paying for a service and the service is bad. The CI stated the 85 fuel tank was down for a while and not sure if it is technology or what. The CI stated he/she has reported the issues to his/her management and believes they have done all they can do. The CI stated he/she believes DOE can improve the fuel station/service.

Background:

Attachments:

CI's Requested Remedy:

ECP Action: DOE Investigation to: RL-SCO

Rationale: This is a Management related issue and is therefore within RL SCO jurisdiction.

ECP Coordinator:

Bonnie A. Lazor
Bonnie A. Lazor

Date: 11-24-09

ECP Program Manager:

Stan Branch
Stan O. Branch / Bobby L. Williams

Date: 11/24/09



Department of Energy
Richland Operations Office
P.O. Box 550
Richland, Washington 99352

DEC 22 2009

10-MGR-0024

(b)(6)

Dear (b)(6)

EMPLOYEE CONCERN #20100006.01


Thank you for bringing your concern to our office. We understand that it takes a lot of courage to raise concerns. This letter is in response to the concern you filed with the U.S. Department of Energy, (DOE) Richland Operations Office, (RL) Office of Special Concerns (SCO), on November 11, 2009. The concern was documented as follows:

20100006.01: The CI stated that the fuel station at 200-E appears to be out of service frequently.

Your concern was investigated by RL SCO. Mission Support Alliance, (MSA) is fully aware of the systemic problems associated with the 200-E fuel station. Currently, there is an on-going \$350K Upgrade Project in the first round of bidders. The Upgrade Project "plan" is to replace all dispensers with individual card readers, construct a canopy over the island, and employ new technology regarding the billing process with minimal inconvenience during construction. MSA hopes to have contract bid award in January 2010. Until the Upgrade Project is completed, MSA along with R. H. Smith, will diligently address problems associated with the fuel station. Based on the criteria of DOE O 442.1A, DOE Employee Concerns Program, SCO has initiated closure of your concern. Should you have any future concerns, I encourage you to raise them through any of the avenues available.

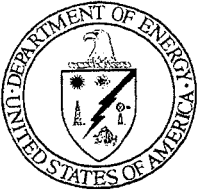
In order to continue to improve our program, RL SCO is requesting feedback from employee's that have raised concerns with our office. Please take a few minutes to provide us with your feedback on the RL ECP process or processing of your concern. Your feedback is important to us.

Sincerely,


Bonnie A. Branch
Stan Branch, Manager
Employee Concerns Program

SCO:SB

Enclosures: (2)



Department of Energy
Richland Operations Office
P.O. Box 550
Richland, Washington 99352

NOV 24 2009

10-MGR-0018

(b)(6)

Dear (b)(6)

EMPLOYEE CONCERN #20100006.01

Thank you for bringing your concern to our office. We understand that it takes a lot of courage to raise concerns. This letter is in response to the concern you filed with the U.S. Department of Energy, Richland Operations Office, (RL) Office of Special Concerns (SCO), on November 10, 2009. The concern was documented as follows:

20100005.01: The CI stated that the fuel station at 200-E appear to be out of service frequently.

Your concern is being investigated by RL SCO. RL SCO will notify you in writing the results of the investigation once completed. RL SCO retains closure authority of this concern.

If you have any questions regarding this case, please contact me at (509) 376-0000.

Sincerely,

A handwritten signature in cursive script that reads "Stan Branch".

Stan Branch, Manager
Employee Concerns Program

SCO:SB

CONCERN DISPOSITION FORM

DOE-RL Concern #: 20100007.01

Point of Contact: Stan Branch

Intake Completion Date: 11/17/2009

Confidentiality: Confidential

Has the concerned individual (CI) sought resolution through other channels? No

If yes, who?

Concern Description: The CI stated he/she believes retaliation is occurring due to issues related to (b)(6) while he/she worked at ORP.

Concern Type: Retaliation

How Received: Telephone

Priority: Routine 30 working days

Rules/Requirements: DOE O 442.1A

Concern Summary:

The CI stated he/she wants to file an Equal Employment Opportunity (EEO) complaint against (b)(6). The CI stated about a month ago, he/she asked for a desk audit and it took seven months for (b)(6) to act upon it. The CI stated he/she asked to be moved to a different division but (b)(6) and (b)(6) told him/her that he/she cannot be moved. The CI stated he/she asked for a desk audit because the work that he/she is performing is at a GS-13 grade level. The CI stated he/she was asked to be the back-up for program direction and this would help him/her prepare for future vacancies.

The CI stated he/she was given a one day notice to prepare/interview for the vacant (b)(6) position, November 5, 2009. The CI stated during the interview (b)(6) had to leave mid-way through the interview process and he/she believes that he/she lost points on the interview questions. The CI stated (b)(6) contacted (b)(6) at ORP and asked him to apply for the vacancy in (b)(6) group. The CI stated (b)(6) is a GS-14 and he was applying for a GS-13 vacancy announcement. The CI stated (b)(6) did get selected for the vacancy. The CI stated he/she was told because you do not do extracurricular activities is why you did not get selected for the position. The CI stated he/she received highly qualified ratings on his/her appraisals. The CI stated during the (b)(6) told him/her that he/she will never receive a highly successful and was told you will only receive a meets expectation. The CI stated (b)(6) was present and he/she asked (b)(6) to provide feedback to (b)(6) but none was provided. The CI stated during the IG audit, (b)(6) told him/her good job.

The CI stated someone else at ORP called him/her and told him/her that (b)(6) was selected for the vacancy. The CI stated (b)(6) may have told other people at ORP that (b)(6) and (b)(6) told him to

apply. The CI stated why apply for a job if it is pre-selected. The CI stated he/she received a call from (b)(6) (after he/she was informed by someone at ORP) on November 17, 2009, and was told (b)(6) was selected for the position.

The CI stated he/she believes retaliation is occurring due to issues related to (b)(6) while he/she worked at ORP. The CI stated (b)(6) told (b)(6) if [] does not sign the CI's transfer papers, (b)(6) [] would sign them. The CI stated (b)(6) told him/her once he/she leaves, [] will announce the (b)(6) position he/she was occupying at a GS-13 and [] did. The CI stated he/she wants to be moved to a different organization/position and believes that favoritism is occurring in (b)(6) group. The CI stated other employees have problems also but are afraid to come forward. The CI stated (b)(6) was getting a lot of flak for working from home. The CI stated (b)(6) is allowed to work from home (b)(6) part time because [] is part of the click. The CI stated [] told staff that they will never get a highly (b)(6) successful from [] on a performance rating.

Background:

Attachments:

CI's Requested Remedy:

ECP Action: Transfer to: RL-HRM

Rationale: This is an HR related concern and is being transferred to RL HR for investigation.

ECP Coordinator: _____ **Date:** _____
Stan Branch

ECP Program Manager: _____ **Date:** 12/15/09
Stan O. Branch / Bobby L. Williams

CONCERN DISPOSITION FORM

DOE-RL Concern #: 20100007 . 02

Point of Contact: Stan Branch

Intake Completion Date: 11/17/2009

Confidentiality: Confidential

Has the concerned individual (CI) sought resolution through other channels? No

If yes, who?

Concern Description: The CI believes that he/she is being discriminated against by (b)(6)

Concern Type: EEO

How Received: Telephone

Priority: Routine 30 working days

Rules/Requirements: DOE O 442.1A

Concern Summary:

The CI stated he/she wants to file an Equal Employment Opportunity (EEO) complaint against (b)(6). The CI stated about a month ago, he/she asked for a desk audit and it took seven months for (b)(6) to act upon it. The CI stated he/she asked to be moved to a different division but (b)(6) and (b)(6) told him/her that he/she cannot be moved. The CI stated he/she asked for a desk audit because the work that he/she is performing is at a GS-13 grade level. The CI stated he/she was asked to be the back-up for program direction and this would help him/her prepare for future vacancies.

The CI stated he/she was given a one day notice to prepare/interview for the vacant (b)(6) position, (b)(6). The CI stated during the interview (b)(6) had to leave mid-way through the interview process and he/she believes that he/she lost points on the interview questions. The CI stated (b)(6) contacted (b)(6) at ORP and asked him to apply for the vacancy in (b)(6) group. The CI stated (b)(6) is a GS-14 and he was applying for a GS-13 vacancy announcement. The CI stated (b)(6) did get selected for the vacancy. The CI stated he/she was told because you do not do extracurricular activities is why you did not get selected for the position. The CI stated he/she received highly qualified ratings on his/her appraisals. The CI stated during the (b)(6) told him/her that he/she will never receive a highly successful and was told you will only receive a meets expectation. The CI stated (b)(6) was present and he/she asked (b)(6) to provide feedback to (b)(6) but none was provided. The CI stated during the IG audit, (b)(6) told him/her good job.

The CI stated someone else at ORP called him/her and told him/her that (b)(6) was selected for the vacancy. The CI stated Wayne may have told other people at ORP that (b)(6) and (b)(6) told (b)(6) to (b)(6)

apply. The CI stated why apply for a job if it is pre-selected. The CI stated he/she received a call from (b)(6) (after he/she was informed by someone at ORP) on November 17, 2009, and was told (b)(6) was selected for the position.

The CI stated he/she believes retaliation is occurring due to issues related to (b)(6) while he/she worked at ORP. The CI stated (b)(6) told (b)(6) if (b)(6) does not sign the CI's transfer papers, (b)(6) would sign them. The CI stated (b)(6) told him/her once he/she leaves, (b)(6) will announce the (b)(6) position he/she was occupying at a GS-13 and (b)(6) did. The CI stated he/she wants to be moved to a different organization/position and believes that favoritism is occurring in (b)(6) group. The CI stated other employees have problems also but are afraid to come forward. The CI stated (b)(6) was getting a lot of flak for working from home. The CI stated (b)(6) is allowed to work from home (b)(6) part time because (b)(6) is part of the click. The CI stated (b)(6) told staff that they will never get a highly (b)(6) successful from (b)(6) on a performance rating.

Background:

Attachments:

CI's Requested Remedy:

ECP Action: Transfer to: RL-HRM

Rationale: This is an HR related concern and is being transferred to RL HR for investigation.

ECP Coordinator: _____ **Date:** _____
Stan Branch

ECP Program Manager: _____ **Date:** 12/15/09
Stan O. Branch / Bobby L. Williams

CONCERN DISPOSITION FORM

DOE-RL Concern #: 20100007.03

Point of Contact: Stan Branch

Intake Completion Date: 11/17/2009

Confidentiality: Confidential

Has the concerned individual (CI) sought resolution through other channels? No

If yes, who?

Concern Description: The CI believes that the RL vacancies are pre-selected.

Concern Type: HR

How Received: Telephone

Priority: Routine 30 working days

Rules/Requirements: DOE O 442.1A

Concern Summary: The CI stated he/she wants to file an Equal Employment Opportunity (EEO) complaint against (b)(6). The CI stated about a month ago, he/she asked for a desk audit and (b)(6) it took seven months for (b)(6) to act upon it. The CI stated he/she asked to be moved to a different division but (b)(6) and (b)(6) told him/her that he/she cannot be moved. The CI stated he/she asked for a desk audit because the work that he/she is performing is at a GS-13 grade level. The CI stated he/she was asked to be the back-up for program direction and this would help him/her prepare for future vacancies.

The CI stated he/she was given a one day notice to prepare/interview for the vacant (b)(6) position, (b)(6). The CI stated during the interview Santos had to leave mid-way through the interview process and he/she believes that he/she lost points on the interview questions. The CI stated (b)(6) contacted (b)(6) at ORP and asked him to apply for the vacancy in (b)(6) group. The CI stated (b)(6) is a GS-14 and he was applying for a GS-13 vacancy announcement. The CI stated (b)(6) did get selected for the vacancy. The CI stated he/she was told because you do not do extracurricular activities is why you did not get selected for the position. The CI stated he/she received highly qualified ratings on his/her appraisals. The CI stated during the (b)(6) (b)(6) told him/her that he/she will never receive a highly successful and was told you will only receive a meets expectation. The CI stated (b)(6) was present and he/she asked (b)(6) to provide feedback to (b)(6) but none was provided. The CI stated during the IG audit, (b)(6) told him/her good job.

The CI stated someone else at ORP called him/her and told him/her that (b)(6) was selected for the vacancy. The CI stated (b)(6) may have told other people at ORP that (b)(6) told (b)(6) to (b)(6) apply. The CI stated why apply for a job if it is pre-selected. The CI stated he/she received a call from (b)(6) (after he/she was informed by someone at ORP) on November 17, 2009, and was told

(b)(6) was selected for the position.

The CI stated he/she believes retaliation is occurring due to issues related to (b)(6) while he/she worked at ORP. The CI stated (b)(6) told (b)(6) if [] does not sign the CI's transfer papers, (b)(6) would sign them. The CI stated (b)(6) told him/her once he/she leaves, [] will announce the (b)(6) position he/she was occupying at a GS-13 and [] did. The CI stated he/she wants to be moved to a different organization/position and believes that favoritism is occurring in (b)(6) group. The CI stated other employees have problems also but are afraid to come forward. The CI stated (b)(6) was getting a lot of flak for working from home. The CI stated (b)(6) is allowed to work from home (b)(6) part time because [] is part of the click. The CI stated (b)(6) told staff that they will never get a highly (b)(6) successful from [] on a performance rating.

Background:

Attachments:

CI's Requested Remedy:

ECP Action: Transfer to: RL-HRM

Rationale: This is an HR related concern and is being transferred to RL HR for investigation.

ECP Coordinator: _____ **Date:** _____
Stan Branch

ECP Program Manager: _____ **Date:** 12/15/09
Stan O. Branch / Bobby L. Williams



Department of Energy
Richland Operations Office
P.O. Box 550
Richland, Washington 99352

10-MGR-0021

DEC 14 2009

(b)(6)

Dear (b)(6)

EMPLOYEE CONCERN #20100007.01, .02, & .03

Thank you for bringing your concerns to our office. We understand that it takes a lot of courage to raise concerns. This letter is in response to the concerns you filed with the U.S. Department of Energy (DOE), Richland Operations Office (RL), Office of Special Concerns (SCO), on November 17, 2009. Your concerns were documented as follows:

20100007.01: The CI stated he/she believes retaliation is occurring due to issues related to (b)(6) while he/she worked at ORP.

20100007.02: The CI believes that he/she is being discriminated against by (b)(6)

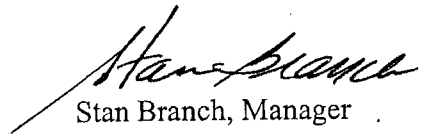
20100007.03: The CI believes that the RL vacancies are pre-selected.

Your concerns were transferred to the RL Human Resources Management Division (HRM), for disposition. Please contact Pam Perrine at, HRM (509) 376-9222, regarding the disposition of your concern.

Based on the criteria of DOE O 442.1A, DOE Employee Concerns Program, SCO has initiated closure of your concerns. Should you have any future concerns, I encourage you to raise them through any of the avenues available.

In order to continue to improve our program, RL SCO is requesting feedback from employee's that have raised concerns with our office. Please take a few minutes to provide us with your feedback on the RL ECP process or processing of your concern. Your feedback is important to us.

Sincerely,


Stan Branch, Manager
Employee Concerns Program

SCO:SB

Enclosures: (2)
Customer Survey
OSHA Fact Sheet

CONCERN DISPOSITION FORM

DOE-RL Concern #: 20100008 . 01

Point of Contact: Stan Branch

Intake Completion Date: 1/21/2010

Confidentiality: Anonymous

Has the concerned individual (CI) sought resolution through other channels? No

If yes, who?

Concern Description: The CI stated Lane Christensen, a subcontractor to CHPRC is not paying Union staff wages in accordance with the Union scale.

Concern Type: Union Issue

How Received: Telephone

Priority: Routine

Rules/Requirements: DOE CRD 442.1A (Supplemented Revision 2)

Concern Summary: The CI stated Lane Christensen, a subcontractor to CHPRC is not paying Union staff wages in accordance with the Union scale. The CI stated Union staff (driller helper, etc.) are being paid \$22.00 per hour versus \$23.76 per hour. The CI stated staff are not being paid \$11.25 per hour for Union fringes. The CI stated staff went to the Union and Lane Christensen is giving the Union the run-around. The CI stated staff went to the Union in August 2009 and Lane Christensen has been attempting to find out who went to the Union. The CI stated a number of staff out there fear retaliation and this is why they are coming to RL SCO. The CI stated he/she heard that staff can come to SCO and remain anonymous. The CI stated he/she was not aware of the CHPRC ECP.

Background:

Attachments:

CI's Requested Remedy:

ECP Action: Transfer to: CHPRC

Rationale: This is a union related concern. RL SCO is transferring this concern to CHPRC for disposition.

ECP Coordinator: _____ Date: _____
Stan Branch

ECP Program Manager: _____ Date: 1/21/10
Stan O. Branch / Bobby L. Williams

CONCERN DISPOSITION FORM

DOE-RL Concern #: 20100008 . 02

Point of Contact: Stan Branch

Intake Completion Date: 1/21/2010

Confidentiality: Anonymous

Has the concerned individual (CI) sought resolution through other channels? No

If yes, who?

Concern Description: The CI stated a number of staff out there fear retaliation.

Concern Type: Reprisal

How Received: Telephone

Priority: Routine

Rules/Requirements: DOE CRD 442.1A (Supplemented Revision 2)

Concern Summary: The CI stated Lane Christensen, a subcontractor to CHPRC is not paying Union staff wages in accordance with the Union scale. The CI stated Union staff (driller helper, etc.) are being paid \$22.00 per hour versus \$23.76 per hour. The CI stated staff are not being paid \$11.25 per hour for Union fringes. The CI stated staff went to the Union and Lane Christensen is giving the Union the run-around. The CI stated staff went to the Union in August 2009 and Lane Christensen has been attempting to find out who went to the Union. The CI stated a number of staff out there fear retaliation and this is why they are coming to RL SCO. The CI stated he/she heard that staff can come to SCO and remain anonymous. The CI stated he/she was not aware of the CHPRC ECP.

Background:

Attachments:

CI's Requested Remedy:

ECP Action: Transfer to: CHPRC

Rationale: This is a management related concern. RL SCO is transferring this concern to CHPRC for disposition.

ECP Coordinator: _____ Date: _____
Stan Branch

ECP Program Manager: _____ Date: 1/21/10
Stan O. Branch / Bobby L. Williams

CONCERN DISPOSITION FORM

DOE-RL Concern #: 20100008 . 01

Point of Contact: Stan Branch

Intake Completion Date: 1/21/2010

Confidentiality: Anonymous

Has the concerned individual (CI) sought resolution through other channels? No

If yes, who?

Concern Description: The CI stated Lane Christensen, a subcontractor to CHPRC is not paying Union staff wages in accordance with the Union scale.

Concern Type: Union Issue

How Received: Telephone

Priority: Routine

Rules/Requirements: DOE CRD 442.1A (Supplemented Revision 2)

Concern Summary: The CI stated Lane Christensen, a subcontractor to CHPRC is not paying Union staff wages in accordance with the Union scale. The CI stated Union staff (driller helper, etc.) are being paid \$22.00 per hour versus \$23.76 per hour. The CI stated staff are not being paid \$11.25 per hour for Union fringes. The CI stated staff went to the Union and Lane Christensen is giving the Union the run-around. The CI stated staff went to the Union in August 2009 and Lane Christensen has been attempting to find out who went to the Union. The CI stated a number of staff out there fear retaliation and this is why they are coming to RL SCO. The CI stated he/she heard that staff can come to SCO and remain anonymous. The CI stated he/she was not aware of the CHPRC ECP.

Background:

Attachments:

CI's Requested Remedy:

ECP Action: Transfer to: CHPRC

Rationale: This is a union related concern. RL SCO is transferring this concern to CHPRC for disposition.

ECP Coordinator:

Stan Branch

Date: _____

ECP Program Manager:

Stan Branch

Stan O. Branch / Bobby L. Williams

Date: 1/21/10

CONCERN DISPOSITION FORM

DOE-RL Concern #: 20100008 .02

Point of Contact: Stan Branch

Intake Completion Date: 1/21/2010

Confidentiality: Anonymous

Has the concerned individual (CI) sought resolution through other channels? No

If yes, who?

Concern Description: The CI stated a number of staff out there fear retaliation.

Concern Type: Reprisal

How Received: Telephone

Priority: Routine

Rules/Requirements: DOE CRD 442.1A (Supplemented Revision 2)

Concern Summary: The CI stated Lane Christensen, a subcontractor to CHPRC is not paying Union staff wages in accordance with the Union scale. The CI stated Union staff (driller helper, etc.) are being paid \$22.00 per hour versus \$23.76 per hour. The CI stated staff are not being paid \$11.25 per hour for Union fringes. The CI stated staff went to the Union and Lane Christensen is giving the Union the run-around. The CI stated staff went to the Union in August 2009 and Lane Christensen has been attempting to find out who went to the Union. The CI stated a number of staff out there fear retaliation and this is why they are coming to RL SCO. The CI stated he/she heard that staff can come to SCO and remain anonymous. The CI stated he/she was not aware of the CHPRC ECP.

Background:

Attachments:

CI's Requested Remedy:

ECP Action: Transfer to: CHPRC

Rationale: This is a management related concern. RL SCO is transferring this concern to CHPRC for disposition.

ECP Coordinator: _____ Date: _____
Stan Branch

ECP Program Manager: _____ Date: 1/21/10
Stan O. Branch / Bobby L. Williams

CONCERN DISPOSITION FORM

DOE-RL Concern #: 20100009 . 01

Point of Contact: Stan Branch

Intake Completion Date: 1/29/2010

Confidentiality: Confidential

Has the concerned individual (CI) sought resolution through other channels? No

If yes, who?

Concern Description: The CI is requesting that DOE -RL secure the hard-drive from his/her computer in the upcoming replacement of all DOE - RL computers in February 2010.

Concern Type: Security

How Received: Referrals from another DOE Organization/Program

Priority: Routine 30 working days

Rules/Requirements: DOE O 442.1A

Concern Summary:

“Mr. Matthew S. McCormick, AMCP

DOE-RL
825 Jadwin Avenue
MS-A-5-11
Richland, WA 99352

January 25th, 2010

Dear Mr. McCormick:

I am writing you in regards to securing the hard-drive from my DOE-RL computer in the upcoming placement of all DOE-RL computers in February 2010. As you are well aware, I am a whistleblower (b)(6) reporting a February 27, 2006 incident involving the potential deliberate installation of malware on my DOE computer (that was in my locked office) – which is a felony crime.

Although there was an “alleged” investigation into this incident, I felt the investigation was neither thorough nor unbiased. I have an April 4th, 2006 e-mail from our DOE-cybersecurity lead stating the following: “At any rate, we do not have the capability to restore your system to its state on 2/27/2006 in

order to perform a cyber forensics investigation (that you seem to be suggesting) so there is no way that any spyware could be recovered at this point especially if it had been deleted (unless you have a C: drive back-up...). Since this time, I have talked to numerous computer specialists and they state that this statement is pure rubbish! In fact, they state that anything that has ever been on a hard-drive can be retrieved, deleted or not.

In addition to this, I have amassed a substantial amount of additional evidence during my own evaluation plus the fact that there were multiple contradictions and mistruths from various people involved in this incident.

Therefore, I request that my hard-drive be removed and emplaced in a locked safety deposit box and kept under secure, traceable conditions, possibly kept secure by the local FBI until an independent forensics analysis can be performed. I also request that the serial number of the computer and the serial number of the hard drive be recorded to ensure that there has not been any past tampering (i.e. swapping of the hard-drive). In addition, I would like to be present during the hard-drive removal to record the serial numbers myself.

I truly appreciate your full cooperation in this matter.”

Background:

Attachments:

CI's Requested Remedy:

ECP Action: Transfer **to:** RL-SES

Rationale: This is a security related concern and is within the RL SES jurisdiction.

ECP Coordinator:



Stan Branch

Date: 1 Feb 10

ECP Program Manager:



Stan O. Branch / Bobby L. Williams

Date: 1 Feb 10



Department of Energy
Richland Operations Office
P.O. Box 550
Richland, Washington 99352

10-MGR-0027

FEB 01 2010

(b)(6)

Dear (b)(6)

EMPLOYEE CONCERN #20100009.01

Thank you for bringing your concern to our office. We understand that it takes a lot of courage to raise a concern. This letter is in response to the concern you sent to Matthew McCormick, Assistant Manager for the Central Plateau, U.S. Department of Energy, Richland Operations Office, (RL), on January 25, 2010. The concern was documented as follows:

20100009.01: The CI is requesting that DOE -RL secure the hard-drive from his/her computer in the upcoming replacement of all DOE - RL computers in February 2010.

Your concern was transferred to the RL Security and Emergency Services (SES) Division, for disposition. Please contact Gary Loiacono, SES at (509) 376-0935, regarding the disposition of your concern.

Based on the criteria of DOE O 442.1A, DOE Employee Concerns Program, SCO has initiated closure of your concern. Should you have any future concerns, I encourage you to raise them through any of the avenues available.

In order to continue to improve our program, RL SCO is requesting feedback from employee's that have raised concerns with our office. Please take a few minutes to provide us with your feedback on the RL ECP process or processing of your concern. Your feedback is important to us.

Sincerely,

Stan O. Branch
Employee Concerns Program Manager

SCO: SB

Enclosures: (2)
Customer Survey
OSHA Fact Sheet



Department of Energy
Richland Operations Office
P.O. Box 550
Richland, Washington 99352

Pre-Decisional Document;
Not Subject to Disclosure under FOIA

10-AMCP-0113

MAR 23 2010

(b)(6)

U.S. Department of Energy
Richland Operations Office, MSIN A5-11
P.O. Box 550
Richland, Washington 99352

Dear (b)(6)

REQUEST TO STORE HARD DRIVE AND COMPUTER

I have received your two requests, one dated January 25, 2010, and the other dated February 4, 2010, to secure the government-owned hard drive and computer you use so that you may hire a non-U.S. Department of Energy (DOE) entity to conduct a "forensic analysis" at some time in the future. This request is denied for the following reasons.

At your request, the Richland Operations Office (RL) conducted an analysis of the government-owned computer you use on October 18, 2007, in an effort to determine whether DOE-owned property had been compromised. This investigation resulted in the conclusion that there was "no cyber security problem and no incident." RL is satisfied that DOE's property has not been compromised and thus will not authorize you to allow a non-DOE entity to conduct any additional analysis of DOE property.

You have referenced two actions, (b)(6). The Employee Concerns Office has contacted both the Office of the Inspector General and the Office of Special Counsel and learned there are no on-going investigations related to these complaints. You have referenced the Federal Bureau of Investigation (FBI). Should the FBI be conducting an investigation and wish for DOE to secure your government-owned hard drive or computer, we would expect correspondence from the FBI and have not received such a request. You have also referenced legal action generally. If there is legal action pending on this matter, RL is unaware of it and therefore is not restricted by such legal action.

At this time, RL intends to provide new computers to most Federal employees in order to transition to the RL/Office of River Protection Local Area Network (ROLAN). The old computers will be dispositioned through the normal process; however, each of the hard drives will be removed from the computers and stored for a period of time yet to be determined.

Pre-Decisional Document;
Not Subject to Disclosure under FOIA

(b)(6)

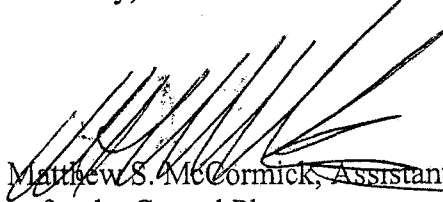
10-AMCP-0113

-2-

MAR 23 2010

In summary, it is RL's role to make determinations on protection of its computers, including the one you use, from cyber security incidents or misuse. As stated above, the investigations concluded that there was no evidence of harm to the government's property and therefore, RL will not disposition the hard drive or computer assigned to you for your use any differently than for other government assigned hard drives or computers.

Sincerely,



Matthew S. McCormick, Assistant Manager
for the Central Plateau

CONCERN DISPOSITION FORM

DOE-RL Concern #: 20100010.01

Point of Contact: Bonnie A. Lazor

Intake Completion Date: 2/9/2010

Confidentiality: Anonymous

Has the concerned individual (CI) sought resolution through other channels? No

If yes, who?

Concern Description: The CI has a safety concern regarding the deteriorating condition of the plastic bladder part of the eye wash stations in the 200 E&W Areas.

Concern Type: Safety

How Received: Telephone

Priority: Other than Serious Condition 20 working days

Rules/Requirements: DOE O 442.1A

Concern Summary: The CI stated that on February 3, 2010, during the morning meeting at Building 2266E, he/she invoked a Stop-Work regarding the Perflow 1000 eye-wash stations in the 200E&W Areas. The CI stated the deteriorating condition of the bladder could cause plastic in the eye wash solution which could create other safety issues for employees when using. He/she said (b)(6) continued the meeting and did not acknowledge his/her Stop-Work. The CI stated that after the meeting, he/she went to his/her Union Steward, (b)(6) and reported his/her concern about the Stop-Work; whereby, (b)(6) and the CI met with (b)(6) the same day. The CI stated he/she learned a "Just-in-Time" out was in place the day prior, February 2, 2010, by management.

Background:

Attachments:

CI's Requested Remedy:

ECP Action: DOE Investigation to: RL-SCO

Rationale: This is a safety related concern. However RL SCO will conduct the investigation for this concern.

ECP Coordinator:

Bonnie A. Lazor
Bonnie A. Lazor

Date: 2.9.10

ECP Program Manager:

Stan O. Branch / Bobby L. Williams
Stan O. Branch / Bobby L. Williams

Date: 2/9/10

CONCERN DISPOSITION FORM

DOE-RL Concern #: 20100010 . 02

Point of Contact: Bonnie A. Lazor

Intake Completion Date: 2/9/2010

Confidentiality: Anonymous

Has the concerned individual (CI) sought resolution through other channels? No

If yes, who?

Concern Description: The CI has received no feedback regarding the invoked Stop-Work regarding the eye wash stations.

Concern Type: Safety

How Received: Telephone

Priority: Other than Serious Condition 20 working days

Rules/Requirements: DOE O 442.1A

Concern Summary: The CI is concerned he/she has not received any type of communication, feedback, or follow-up regarding his/her Stop-Work from either the Union or Management and would like to have some. The CI stated he/she is nervous about reporting and was apprehensive to report it to MSA-ECP. The CI requests total anonymity.

Background:

Attachments:

CI's Requested Remedy:

ECP Action: DOE Investigation to: RL-SCO

Rationale: This is a safety related concern. However RL SCO will conduct the investigation for this concern.

ECP Coordinator:

Bonnie A. Lazor
Bonnie A. Lazor

Date: 2.9.10

ECP Program Manager:

Stan Branch
Stan O. Branch / Bobby L. Williams

Date: 2/9/10



Department of Energy
Richland Operations Office
P.O. Box 550
Richland, Washington 99352
MAY 11 2010

10-MGR-0028

(b)(6)

Dear (b)(6)

EMPLOYEE CONCERN #20100010.01 & .02

Thank you for bringing your concern to our office. We understand that it takes a lot of courage to raise concerns. This letter is in response to the concerns you filed with the U.S. Department of Energy, Richland Operations Office, (RL) Office of Special Concerns (SCO), on February 9, 2010. The concerns were documented as follows:

20100010.01: The CI has a safety concern regarding the deteriorating condition of the plastic bladder part of the eye wash stations in the 200 E&W Areas.

20100010.02: The CI has received no feedback regarding the invoked Stop-Work regarding the eye wash stations.

Your anonymous concerns were investigated by the RL Assistant Manager for Safety and Environment division.

Concern 20100010.01 was found to be partially substantiated. On February 17, 2010, sampling results were received and communicated to management and employees. The objective of sampling was to identify if the water bag coating material may have infiltrated the eye wash solution. Based on the results, it was concluded that infiltration of aluminum particles into the eye wash was not detectable. With regards to concern 20100010.02, your concern was not substantiated. A red/urgent just-in-time report with action required was issued on February 2, 2010. This report identified the issue and recommended that the eye wash not be used until they can be inspected and it is verified that they are safe for use. Additionally, it was communicated that if work activities require the use of an eye wash station, a different type of eye wash should be used until these units are inspected and determined to be safe for use. In addition to the just-in-time report, the Facilities Support manager notified all affected MSA Facility Managers on February 2, 2010.

(b)(6)

-2-

MAY 11 2010

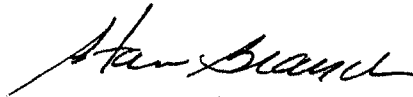
10-MGR-0028

Based on the criteria of DOE O 442.1A, DOE Employee Concerns Program, SCO has initiated closure of your concern. Should you have any future concerns, I encourage you to raise them through any of the avenues available.

In order to continue to improve our program, RL SCO is requesting feedback from employee's that have raised concerns with our office. Please take a few minutes to provide us with your feedback on the RL ECP process or processing of your concern. Your feedback is important to us.

If you have any questions regarding this case, please contact me at (509) 376-0000.

Sincerely,



Stan Branch, Manager
Employee Concerns Program

SCO:SB

Enclosures: (2)
Customer Survey
OSHA Fact Sheet



Department of Energy
Richland Operations Office
P.O. Box 550
Richland, Washington 99352

FEB 09 2010

10-MGR-0028

(b)(6)

Dear (b)(6)

EMPLOYEE CONCERN #20100010.01 & .02

Thank you for bringing your concern to our office. We understand that it takes a lot of courage to raise concerns. This letter is in response to the concerns you filed with the U.S. Department of Energy, Richland Operations Office, (RL) Office of Special Concerns (SCO), on February 9, 2010. The concerns were documented as follows:

- 20100010.01: The CI has a safety concern regarding the deteriorating condition of the plastic bladder part of the eye wash stations in the 200 E&W Areas.**
- 20100010.02: The CI has received no feedback regarding the invoked Stop-Work regarding the eye wash stations.**

Your anonymous concerns are being investigated by RL SCO. RL SCO will notify you in writing the results of the investigation once completed. RL SCO retains closure authority of these concerns. If you have any questions regarding this case, please contact me at (509) 376-0000.

Sincerely,

A handwritten signature in black ink that reads "Stan Branch".

Stan Branch, Manager
Employee Concerns Program

SCO:SB



Department of Energy
Richland Operations Office
P.O. Box 550
Richland, Washington 99352

FEB 16 2010

REISSUE
10-MGR-0029

(b)(6)

Dear (b)(6)

EMPLOYEE CONCERN #20100011.01

Thank you for bringing your concern to our office. We understand that it takes a lot of courage to raise a concern. This letter is in response to the concern you filed with the U.S. Department of Energy, Richland Operations Office (RL), Office of Special Concerns, on February 12, 2010. The concern was documented as follows:

20100011.01: The CI believes (b)(6) is intimidating and threatening and no longer wants to work with (b)(6)

Your concern was transferred to the RL Human Resource Management (HR) Division, for disposition. Please contact Pamela Perrine, HR at (509) 376-9222, regarding the disposition of your concern.

Based on the criteria of DOE O 442.1A, DOE Employee Concerns Program, SCO has initiated closure of your concern. Should you have any future concerns, I encourage you to raise them through any of the avenues available.

In order to continue to improve our program, RL SCO is requesting feedback from employee's that have raised concerns with our office. Please take a few minutes to provide us with your feedback on the RL ECP process or processing of your concern. Your feedback is important to us.

Sincerely,

Stan O. Branch
Employee Concerns Program Manager

SCO: SB

Enclosures: (2)
Customer Survey
OSHA Fact Sheet



Department of Energy
Richland Operations Office
P.O. Box 550
Richland, Washington 99352
FEB 12 2010

10-MGR-0029

(b)(6)

Dear (b)(6)

EMPLOYEE CONCERN #20100011.01

Thank you for bringing your concern to our office. We understand that it takes a lot of courage to raise a concern. This letter is in response to the concern you sent to Matthew McCormick, Assistant Manager for the Central Plateau, U.S. Department of Energy, Richland Operations Office, (RL), on February 12, 2010. The concern was documented as follows:

20100011.01: The CI believes (b)(6) is intimidating and threatening and no longer wants to work with (b)(6)

Your concern was transferred to the RL Human Resource Management (HR) Division, for disposition. Please contact Pamela Perrine, HR at (509) 376-9222, regarding the disposition of your concern.

Based on the criteria of DOE O 442.1A, DOE Employee Concerns Program, SCO has initiated closure of your concern. Should you have any future concerns, I encourage you to raise them through any of the avenues available.

In order to continue to improve our program, RL SCO is requesting feedback from employee's that have raised concerns with our office. Please take a few minutes to provide us with your feedback on the RL ECP process or processing of your concern. Your feedback is important to us.

Sincerely,

Stan O. Branch

Employee Concerns Program Manager

SCO: SB

Enclosures: (2)
Customer Survey
OSHA Fact Sheet

Employee Concern

Author: (b)(6)

Date: 2/11/2010

I never thought I would write an employee concern about another RL employee's behavior, but I am in that position today.

I have to trust my instincts. The first time was while I was in the Navy. My suspicions of a person who showed unusual behavior proved right and the Navy apprehended a spy.

This time, (b)(6) is exhibiting passive aggressive behavior towards me since December 2009.

My examples are his agreement in person to the technical point I documented in the Differing Professional Opinion, then his dismissal of those point in actions with the contractor.

On January 6, 2010 I attended a meeting at the request of the (b)(6). The meeting was with the contractor to review their corrective actions related to the issues at WRAP. (b)(6) (b)(6) were present. At this meeting I started to bring up point from my earlier emails, but (b)(6) shut me down by saying he had already explained his position to me in emails dated in December. I asked to see those emails and realized he had sent them to (b)(6) not me. As I read the email I noticed the sign he posted outside his office in December had come from this email. It reads "If you are not... Optimistic, Cheerful/Happy, and Problem Solving Please come back when you are"

That sign had caused me to not want to go into his office even before I read the email.

After I read the email at the meeting I left the meeting with as much grace as I could muster. I immediately informed (b)(6) of what happened at the meeting. (b)(6) has never asked me why I left the meeting.

Since then he has asked for my help numerous times. When I show him requirements of where what he is doing does not follow OSHA the advice is sometimes agreed to verbally or I am told he will do it the way he wants to because that is what he wants to do. (b)(6) was in my office when I tried to show him the OSHA regulations and he got annoyed, told us he would do it his way and then left.

After that I gave little help to (b)(6) and told him that my job required me to do other things.

Yesterday, January 10, 2010, I read an email from (b)(6) that asked (b)(6) to give comments on a (b)(6) interpretation that (b)(6) wrote. I stopped in and told (b)(6) I had a few issues and would write them up that day. (b)(6) was not in his office so I could not talk to him. About 45 minutes later he came to my office and let me know that he felt betrayed and that I had agreed to his interpretation, so why had I gone behind his back. Then he told me that what I was doing was "bullshit". He had to go to a meeting and told me that he would finish this

conversation later. His manner was very loud and angry. (b)(6) were in the hall and may have heard part of the conversation.

In the very first email in December I sent my reply to only (b)(6) His reply was to 7 people including 2 Division Directors. He says he wants to work with me but calls in too many people to resolve a matter easily. He takes any criticism on his technical position as a personal attack on his integrity.

This morning I walked past his office (b)(6) and realized for the first time I do not feel safe around him. I do not know if I am going to be talking to the nice guy or the angry guy each time I see him. This is just pure emotional abuse and manipulation. I am not sure if his actions will be physical but it has crossed my mind.

I can not perform this part of my job because of the emotional abuse.

When people think of me they get the impression of a (b)(6) (b)(6) The reality is I'm a (b)(6) most everyday. The bigger point is any employee should not have to work where there is emotional abuse and the impression of physical threats.

I know that there are always two sides of every story and maybe I'm the one who is out of line. If I am please let me know so I can change for the better.

I have included the appropriate emails.

Thanks for having this process to resolve issues.

(b)(6)

CONCERN DISPOSITION FORM

DOE-RL Concern #: 20100012 . 01

Point of Contact: Bonnie A. Lazor

Intake Completion Date: 2/12/2010

Confidentiality: None

Has the concerned individual (CI) sought resolution through other channels? No

If yes, who?

Concern Description: The CI stated that he/she wrote a position paper showing that RL and the RL contractors are focusing on NFPA 70E requirements and not applying the more conservative OSHA regulations in the area of electrical safety.

Concern Type: Differing Professional Opinion (DPO)

How Received: Walk-in/Verbal

Priority: Routine 30 working days

Rules/Requirements: DOE O 442.1A

Concern Summary:

Date: 2/11/2010

In January 2010 I wrote a position paper showing that RL and the RL contractors are focusing on NFPA 70E requirements and not applying the more conservative OSHA regulations in the area of electrical safety.

This was written because of a series of events that took place in December 2009. I was asked by (b)(6) to give an opinion of an electrical safety issue that one of the FRs, (b)(6) found at WRAP and if we should have the contractor give a presentation of their actions at the FR Meeting. The FR asked (b)(6) to give an analysis of the issue. I was asked my opinion of the analysis that the (b)(6) conducted.

My opinion differed from the (b)(6) the appropriate references were quoted and then my opinion was sent the (b)(6) with a copy to the (b)(6) This was conducted by email. I was asked by the (b)(6) by email for some clarification, which was provided.

On January 6, 2010 I attended a meeting at the request of the (b)(6) The meeting was with the contractor to review their corrective actions related to the issues at WRAP. This meeting showed no change from the (b)(6) December position.

I wrote the position paper in response to this meeting to fully explain my understanding of the electrical safety requirements. I had my paper reviewed by OSHA Safety Professionals to ensure correct technical content. I sent this to the (b)(6) his (b)(6) and the (b)(6) (b)(6) the other (b)(6) and the (b)(6)

My management has been stymied because the RL (b)(6) is considered (b)(6) (b)(6) issues for RL and they have lost too many times in the past to waste energy and political clout on fighting this issue. (My understanding and opinion.)

Since then I have given technical advice numerous times to the (b)(6) and as far as I can tell he has not incorporated this advice into his interfaces with the RL contractors.

This is a problem because Hanford is in the process of writing a site-wide Electrical Safety Program. It is critical to have the Program on the correct foundation to be credible with our regulators. But more important than that is the NFPA 70E requirements are not as strict as the OSHA regulations. There are some instances where this can be a safety issue. These instances would be precursors to an accident. I am not claiming "imminent danger" (I know to stop work if needed).

I have included the appropriate emails and the position paper.

Thanks for having this process to resolve issues.

Background:

Attachments:

CI's Requested Remedy:

ECP Action: Close to: RL-SCO

Rationale: This is a RL DPO concern and is within RL SCO's jurisdiction.

ECP Coordinator: Bonnie A. Lazor Date: 3/16/10
Bonnie A. Lazor

ECP Program Manager: Stan O. Branch / Bobby L. Williams Date: 5/18/10



Department of Energy
Richland Operations Office
P.O. Box 550
Richland, Washington 99352

10-MGR-0035

MAR 23 2010

(b)(6)

Dear (b)(6)

EMPLOYEE CONCERN #20100012.01

Thank you for bringing your concern to our office. We understand that it takes a lot of courage to raise a concern. This letter is in response to the concern you filed with the U.S. Department of Energy, Richland Operations Office (RL), Office of Special Concerns, on February 12, 2010. The concern was documented as follows:

20100012.01: The CI stated that he/she wrote a position paper showing that RL and the RL contractors are focusing on NFPA 70E requirements and not applying the more conservative OSHA regulations in the area of electrical safety.

In your email dated to SCO Bonnie Lazor dtd. Thursday, March 11 2010, you stated that you have decided to drop the Differing Professional Opinion because of the changing nature of the site-wide Electrical Safety Procedure as it is being developed.

Based on the criteria of DOE O 442.1A, DOE Employee Concerns Program, SCO has initiated closure of your concern. Should you have any future concerns, I encourage you to raise them through any of the avenues available.

In order to continue to improve our program, RL SCO is requesting feedback from employee's that have raised concerns with our office. Please take a few minutes to provide us with your feedback on the RL ECP process or processing of your concern. Your feedback is important to us.

Sincerely,

Stan O. Branch
Employee Concerns Program Manager

SCO: SB

Enclosures: (2)
Customer Survey
OSHA Fact Sheet

CONCERN DISPOSITION FORM

DOE-RL Concern #: 20100013 . 01

Point of Contact: Stan Branch

Intake Completion Date: 2/16/2010

Confidentiality: Confidential

Has the concerned individual (CI) sought resolution through other channels? No

If yes, who?

Concern Description: The CI believes (b)(6) is trying to get him/her fired.

Concern Type: HR

How Received: Walk-in/Verbal

Priority: Routine 30 working days

Rules/Requirements: DOE O 442.1A

Concern Summary: The CI stated he/she feels like he/she want to quit working for DOE. The CI stated (b)(6) is picking up where (b)(6) left off at. The CI stated last year (b)(6) went after him/her. The CI stated on December 16, 2009, (b)(6) found a communications class for him/her to attend at Clover Island in Kennewick. The CI stated consistent with the letter in his/her personnel file, he/she completed the class. The CI stated the letter indicated if anything happen within 1 year, he/she would receive a 3 day suspension without pay. The CI stated (b)(6) accused him/her of not completing a (b)(6) was completed. The CI stated no one came to ask him/her of the status. The CI provided examples of e-mails transmitted from (b)(6) to him/her.

On Friday, February 12, 2010, the CI stated (b)(6) scheduled a meeting to discuss work scope. The CI stated (b)(6) did not talk about work scope but chastised him/her and would not allow he/she or (b)(6) to talk/discuss the status of work activities. The CI stated he/she and (b)(6) sat back in their chair and told (b)(6) since you will not let us talk, you can talk. The CI stated (b)(6) did not talk about work load.

The CI stated on another occasion (b)(6) accused him/her of leaving early (see e-mail dated October 22, 2009) and coming in late to work but later sent an e-mail to (b)(6) stating that the CI was not late.

The CI stated on Monday, February 8, 2010 (b)(6) came and apologized to him/her after a staff meeting (b)(6) for being rude to him/her. The CI stated (b)(6) went and talked to (b)(6) also. The CI stated the next morning (b)(6) came to him/her and stated he/she was wrong.

The CI stated on one occasion (b)(6) called his/her office while in a meeting with the Contractor. The CI stated out of respect, he/she did not answer the telephone. The CI stated (b)(6) accused him/her of (b)(6) not answering the telephone and sent (b)(6) down to check and see if the CI was in his/her office.

The CI believes (b)(6) is trying to get him/her fired. The CI also believes that (b)(6) is trying to put another negative action in his/her personnel file. The CI stated (b)(6) yelled at him/her down the hallway.

The CI stated he/she does not trust (b)(6) but trusts Dave Brockman.

Background:

Attachments:

CI's Requested Remedy:

ECP Action: Transfer to: RL-HRM

Rationale: This is a HRM related concern. RL SCO is transferring this concern to HRM for disposition.

ECP Coordinator: _____ **Date:** _____
Stan Branch

ECP Program Manager: _____ **Date:** 2/16/10
Stan O. Branch / Bobby L. Williams

CONCERN DISPOSITION FORM

DOE-RL Concern #: 20100013 . 02

Point of Contact: Stan Branch

Intake Completion Date:

Confidentiality: Confidential

Has the concerned individual (CI) sought resolution through other channels? No

If yes, who?

Concern Description: The CI also believes that (b)(6) is trying to put another negative action in his/her personnel file.

Concern Type: HR

How Received: Walk-in/Verbal

Priority: Routine 30 working days

Rules/Requirements: DOE O 442.1A

Concern Summary: The CI stated he/she feels like he/she want to quit working for DOE. The CI stated (b)(6) is picking up where (b)(6) left off at. The CI stated last year (b)(6) went after him/her. The CI stated on December 16, 2009, (b)(6) found a communications class for him/her to attend at Clover Island in Kennewick. The CI stated consistent with the letter in his/her personnel file, he/she completed the class. The CI stated the letter indicated if anything happen within 1 year, he/she would receive a 3 day suspension without pay. The CI stated (b)(6) accused him/her of not completing a (b)(6) was completed. The CI stated no one came to ask him/her of the status. The CI provided examples of e-mails transmitted from (b)(6) to him/her.

On Friday, February 12, 2010, the CI stated (b)(6) scheduled a meeting to discuss work scope. The CI stated (b)(6) did not talk about work scope but chastised him/her and would not allow he/she or (b)(6) to talk/discuss the status of work activities. The CI stated he/she and (b)(6) sat back in their chair and told (b)(6) since you will not let us talk, you can talk. The CI stated (b)(6) did not talk about work load.

The CI stated on another occasion, (b)(6) accused him/her of leaving early (see e-mail dated October 22, 2009) and coming in late to work but later sent an e-mail to (b)(6) stating that the CI was not late.

The CI stated on Monday, February 8, 2010, (b)(6) came and apologized to him/her after a staff meeting (b)(6) for being rude to him/her. The CI stated (b)(6) went and talked to (b)(6) also. The CI stated the next morning, (b)(6) came to him/her and stated he/she was wrong.

The CI stated on one occasion, (b)(6) called his/her office while in a meeting with the Contractor. The CI stated out of respect, he/she did not answer the telephone. The CI stated (b)(6) accused him/her of (b)(6) not answering the telephone and sent (b)(6) down to check and see if the CI was in his/her office.

The CI believes (b)(6) is trying to get him/her fired. The CI also believes that (b)(6) is trying to put another negative action in his/her personnel file. The CI stated (b)(6) yelled at him/her down the hallway.

The CI stated he/she does not trust (b)(6) but trusts Dave Brockman.

Background:

Attachments:

CI's Requested Remedy:

ECP Action: Transfer to: RL-HRM

Rationale: This is a HRM related concern. RL SCO is transferring this concern to HRM for disposition.

ECP Coordinator: _____ **Date:** _____
Stan Branch

ECP Program Manager: _____ **Date:** 2/16/10
Stan O. Branch / Bobby L. Williams



Department of Energy
Richland Operations Office
P.O. Box 550
Richland, Washington 99352

10-MGR-0030

(b)(6)

Dear (b)(6)

EMPLOYEE CONCERN #20100013.01 & .02

Thank you for bringing your concerns to our office. We understand that it takes a lot of courage to raise a concern. This letter is in response to the concerns you filed with the U.S. Department of Energy, Richland Operations Office, (RL), Office of Special Concerns on February 16, 2010. The concerns were documented as follows:

20100013.01: The CI believes (b)(6) is trying to get him/her fired.


20100013.02: The CI also believes that (b)(6) is trying to put another negative action in his/her personnel file.

Your concerns were transferred to the RL Human Resource Management (HRM) Division, for disposition. Please contact Pamela Perrine, HRM at (509) 376-9222, regarding the disposition of your concerns.

Based on the criteria of DOE O 442.1A, DOE Employee Concerns Program, SCO has initiated closure of your concerns. Should you have any future concerns, I encourage you to raise them through any of the avenues available.

In order to continue to improve our program, RL SCO is requesting feedback from employee's that have raised concerns with our office. Please take a few minutes to provide us with your feedback on the RL ECP process or processing of your concern. Your feedback is important to us.

Sincerely,



Stan O. Branch

Employee Concerns Program Manager

SCO: SB

Enclosures: (2)
Customer Survey
OSHA Fact Sheet

CONCERN DISPOSITION FORM

DOE-RL Concern #: 20100016 . 01

Point of Contact: Bonnie A. Lazor

Intake Completion Date: 2/23/2010

Confidentiality: Anonymous

Has the concerned individual (CI) sought resolution through other channels? No

If yes, who?

Concern Description: The CI is concerned (b)(6) and (b)(6) may have used government travel funds for personal gain.

Concern Type: Other

How Received: Walk-in/Verbal

Priority: Routine 30 working days

Rules/Requirements: DOE O 442.1A

Concern Summary:

The CI requested total anonymity. The CI stated that on or about February 10, 2010, travel arrangements to D.C. were made for three RL travelers: (b)(6) and Paul Davis, Office of Chief Counsel who were leaving February 22 and returning February 27, 2010, and funded by HQ. (b)(6) chose and approved flights that cost \$1584 each and required a change of planes in Detroit, MI which is (b)(6) home town. The CI stated that during the GovTrip approval process, Davis's supervisor, Bob Carosino requested to research a less expensive flight. The CI contacted Peggy at Holiday Travel and found a flight for Davis for \$648 that returned through Atlanta, GA. The CI stated that during the approval process, Doug Aoyama, Deputy Assistant Manager for administration. Aoyama questioned the extreme price difference between (b)(6) and (b)(6) (\$1584) flight compared to Davis's (\$648). The CI stated (b)(6) told Aoyama that HQ was paying for the trip so what did it matter; whereby, Aoyama said it was still taxpayer money and (b)(6) said (b)(6) had set up some kind of dinner so he needed the return flight through Detroit. As a result, the CI stated he/she contacted Peggy at Holiday Travel and obtained the \$648 flight for both (b)(6) and (b)(6) and when (b)(6) and (b)(6) found out the flight had been changed were furious. The CI stated (b)(6) said she wasn't going if she could not get her original return flight back through Detroit and called Peggy at Holiday Travel, The CI stated (b)(6) by-passed the new (b)(6) Aoyama, and complained to Greg Jones, Assistant Manager for Administration about needing the original flights. According to the CI, Jones did not know about Aoyama's direction to (b)(6) therefore, said they could keep their flights. Subsequently, the CI stated Holiday Travel was able to get the original flights back and Aoyama was instructed to sign the travel authorizations. The CI provided (b)(6) February 18, 2010, at 2:38 p.m. final Holiday Travel itinerary that indicates a ticket price of \$1350.50 and (b)(6) February 18, 2010, at 7:30

a.m. final Holiday Travel itinerary that indicates a ticket price of \$1584.50 both of which return through Detroit, MI. The CI further stated (b)(6) and (b)(6) boasted throughout the office the reason they were going through Detroit was to go shopping.

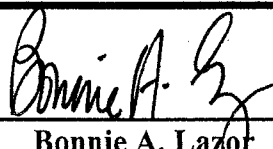
Background:


Attachments:

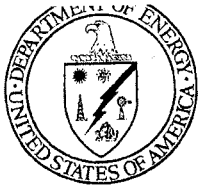
CI's Requested Remedy:

ECP Action: DOE Investigation to: RL-SCO

Rationale: RL SCO will conduct the investigation for this concern.

ECP Coordinator:  **Date:** 3.16.10
Bonnie A. Lazor

ECP Program Manager:  **Date:** 3/10
Stan O. Branch / Bobby L. Williams



Department of Energy
Richland Operations Office
P.O. Box 550
Richland, Washington 99352
MAY 13 2010

10-MGR-0051

(b)(6)

Dear (b)(6)

EMPLOYEE CONCERN #20100016.01

Thank you for bringing your concern to our office. We understand that it takes a lot of courage to raise concerns. This letter is in response to the concern you filed with the U.S. Department of Energy (DOE), Richland Operations Office (RL), Office of Special Concerns (SCO), on February 23, 2010. Your concern was documented as follows:

20100016.01: The CI is concerned (b)(6) (b)(6) and (b)(6) may have used government travel funds for personal gain.

Your anonymous concern was investigated by RL SCO. As discussed with you on Monday, May 10, 2010, (b)(6) and (b)(6) had approval from the Assistant Manager for Administration to justify the additional travel costs; and, no evidence was found that (b)(6) and (b)(6) misused government travel funds for personal gain by stopping in Detroit, MI for dinner and/or shopping.

Based on the criteria of DOE O 442.1A, DOE Employee Concerns Program, SCO has initiated closure of your concern. Should you have any future concerns, I encourage you to raise them through any of the avenues available.

In order to continue to improve our program, RL SCO is requesting feedback from employee's that have raised concerns with our office. Please take a few minutes to provide us with your feedback on the RL ECP process or processing of your concern. Your feedback is important to us.

If you have any questions regarding this case, please contact me at (509) 376-0000.

Sincerely,

Bonnie A. Gyor, for
Stan Branch, Manager
Employee Concerns Program

SCO:SB

Enclosures: (2)
Customer Survey
OSHA Fact Sheet



Department of Energy
Richland Operations Office
P.O. Box 550
Richland, Washington 99352

MAR 23 2010

10-MGR-0034

(b)(6)

Dear (b)(6)

EMPLOYEE CONCERN #20100016.01

Thank you for bringing your concern to our office. We understand that it takes a lot of courage to raise concerns. This letter is in response to the concern you filed with the U.S. Department of Energy (DOE), Richland Operations Office (RL), Office of Special Concerns (SCO), on February 23, 2010. Your concern was documented as follows:

20100016.01: The CI is concerned (b)(6) and (b)(6) may have used government travel funds for personal gain.

Your anonymous concern is being investigated by RL SCO. RL SCO will notify you in writing the results of the investigation once completed. RL SCO retains closure authority of this concern. If you have any questions regarding this case, please contact me at (509) 376-0000.

Sincerely,

Stan Branch, Manager
Employee Concerns Program

SCO:SB

CONCERN DISPOSITION FORM

DOE-RL Concern #: 20100017.01

Point of Contact: Bonnie A. Lazor

Intake Completion Date:

Confidentiality: None

Has the concerned individual (CI) sought resolution through other channels? No

If yes, who?

Concern Description: The CI states the following: How much time will be spent sending out an instrument technician to change out batteries that anyone past the third grade could do.

Concern Type: WF&A

How Received: Written

Priority: Routine 30 working days

Rules/Requirements: DOE CRD 442.1A (Supplemented Revision 2)

Concern Summary: The CI states the following: "RC.300-2.1 Requires an instrument technician to change out batteries in hand held portable instruments. Because a union demands it. How much time will be spent sending out an instrument technician to change out batteries that anyone past the third grade could do. Now multiply this by pay involved, the vehicle expense. Does it require a teamster to drive the instrument tech around since batter transport and waste weight are now included? So now we need waste transportation send a shipper involved next for proper documents of shipping old used batteries every week? This mole hill that was not flattened immediately is going to become a mountain of cost!"

Background:

Attachments:

CI's Requested Remedy:

ECP Action: Transfer to: WHC

Rationale: This is a Waste Fraud and Abuse related concern. However, RL SCO is transferring this concern to WCH for investigation.

ECP Coordinator:

Bonnie A. Lazor
Bonnie A. Lazor

Date: 3.18.10

ECP Program Manager:

Stan O. Branch / Bobby L. Williams
Stan O. Branch / Bobby L. Williams

Date: 3/18/10



Department of Energy
Richland Operations Office
P.O. Box 550
Richland, Washington 99352

10-MGR-0036

(b)(6)

Dear (b)(6)

EMPLOYEE CONCERN #20100017.01

Thank you for bringing your concerns to our office. We understand that it takes a lot of courage to raise concerns. This letter is in response to the concern you filed with the U.S. Department of Energy (DOE), Richland Operations Office (RL), Office of Special Concerns (SCO), on March 12, 2010. Your concern was documented as follows:

20100017.01: The CI states the following: How much time will be spent sending out an instrument technician to change out batteries that anyone past the third grade could do.

Your concern was transferred to Washington Closure Hanford (WCH), Employee Concerns Program (ECP) for disposition. Please contact Dennis Hurshman, WCH ECP at (509) 372-9190, regarding the disposition of your concern.

Based on the criteria of DOE CRD 442.1A (Supplemented Revision 2), DOE Employee Concerns Program, SCO has initiated closure of your concern. Should you have any future concerns, I encourage you to raise them through any of the avenues available.

In order to continue to improve our program, RL SCO is requesting feedback from employee's that have raised concerns with our office. Please take a few minutes to provide us with your feedback on the RL ECP process or processing of your concern. Your feedback is important to us.

Sincerely,

Stan Branch, Manager
Employee Concerns Program

SCO:SB

Enclosures: (2)
Customer Survey
OSHA Fact Sheet



Department of Energy
Richland Operations Office
P.O. Box 550
Richland, Washington 99352

MAY 10 2010

10-MGR-0049

(b)(6)

Dear Mr. Hutchings:

EMPLOYEE CONCERN #20100018.01, 02, .03, &.04

Thank you for bringing your concerns to our office. We understand that it takes a lot of courage to raise concerns. This letter is in response to the concerns you filed with the U.S. Department of Energy, (DOE) Richland Operations Office, (RL) Office of Special Concerns (SCO), on March 11, 2010. The concerns were documented as follows:

20100018.01: The CI wants to know what policy allowed for a (b)(6) to be in his/her exam room on January 21, 2010, while his/her medical provider performed an exam and discussed medical information.

20100018.02: The CI is requesting a copy of the Safety Power Point presentation that relates to his/her injury that was given at the February 1, 2010, All Hands meeting.

20100018.03: The CI also would like to know how the Power Point presentation that relates to his/her injury is being safeguarded.

20100018.04: The CI believes his/her HIPPA rights have been violated.

Your concerns were referred to the WCH Employee Concerns Program for investigation. With regards to concerns 20100018.01, 20100018.02 and 20100018.03, and 20100018.04, your concerns were addressed in the enclosed WCH Interoffice Memorandum, dated March 25, 2010.

Based on the criteria of DOE O 442.1A, DOE Employee Concerns Program, SCO has initiated closure of your concern. Should you have any future concerns, I encourage you to raise them through any of the avenues available.

(b)(6)

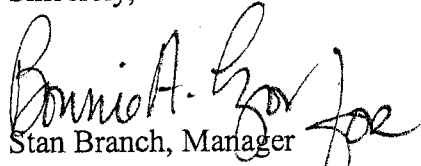
-2-

MAY 10 2010

10-MGR-0049

In order to continue to improve our program, RL SCO is requesting feedback from employee's that have raised concerns with our office. Please take a few minutes to provide us with your feedback on the RL ECP process or processing of your concern. Your feedback is important to us.

Sincerely,


Stan Branch, Manager
Employee Concerns Program

SCO:SB

Enclosures: (3)
Customer Survey
OSHA Fact Sheet
WCH Interoffice Memorandum

February 2, 2010

It is my desire to advise WCH that I feel my rights have been violated not only as an employee of WCH, but also my rights to privacy as regards HIPPA. The Office for Civil Rights enforces the HIPAA Privacy Rule, which protects the privacy of individually identifiable health information; the HIPAA Security Rule, which sets national standards for the security of electronic protected health information; and the confidentiality provisions of the Patient Safety Rule, which protect identifiable information being used to analyze patient safety events and improve patient safety.

At an appointment at 4:30 pm on Jan 21, 2010 A representative of WCH (b)(6) entered without invitation, a private exam room while I was being examined by a health care provider. Medical information was discussed between myself and my healthcare provider while in the presence of (b)(6) (b)(6)

My privacy was further violate on February 1, 2010 while during an "All-Hands" meeting where medical information specific to myself was not only displayed on a projection screen, but read to a group of my coworkers.

I fear that this private medical information's release is in violation of my HIPPA rights. I also fear that this information is being used unlawfully by WCH to assist in the determination of State Industrial Medical Benefits being extended to me, as the result of an on the job injury.

I use this instrument to inform WCH and/or its representatives, that the use and/or disclosure of this confidential medical information obtained during an uninvited and unlawful entry into a private medical screening will not be tolerated. I have authorized no WCH personal to use this information and consider it offensive that it was displayed and spoke about publicly.

(b)(6)



Department of Energy
Richland Operations Office
P.O. Box 550
Richland, Washington 99352

MAR 24 2010

10-MGR-0037

(b)(6)

Dear (b)(6)

EMPLOYEE CONCERN #20100018.01, 02, .03, &.04

Thank you for bringing your concerns to our office. We understand that it takes a lot of courage to raise concerns. This letter is in response to the concerns you filed with the U.S. Department of Energy, (DOE) Richland Operations Office, (RL) Office of Special Concerns (SCO), on March 11, 2010. The concerns were documented as follows:

20100018.01: The CI wants to know what policy allowed for a (b)(6) to be in his/her exam room on January 21, 2010, while his/her medical provider performed an exam and discussed medical information.

20100018.02: The CI is requesting a copy of the Safety Power Point presentation that relates to his/her injury that was given at the February 1, 2010, All Hands meeting.

20100018.03: The CI also would like to know how the Power Point presentation that relates to his/her injury is being safeguarded.

20100018.04: The CI believes his/her HIPPA rights have been violated.

Your concerns were referred to the WCH Employee Concerns Program for investigation and a copy of your concerns were also provided to the RL Assistant Manager for Safety and Environment.

SCO will notify you in writing, regarding the results of the investigation, once completed. SCO retains closure authority of this concern. If you have any questions regarding this case, please contact me at (509) 376-0000.

Sincerely,

Stan Branch, Manager
Employee Concerns Program

SCO:SB

CONCERN DISPOSITION FORM

DOE-RL Concern #: 20100022 . 01

Point of Contact: Stan Branch

Intake Completion Date: 4/6/2010

Confidentiality: Anonymous

Has the concerned individual (CI) sought resolution through other channels? No

If yes, who?

Concern Description: An individual is using her status as a black woman and manager to intimidate and coerce subservient behavior by threat of filing harassment charges against coworkers.

Concern Type: Intimidation

How Received: Written

Priority: Routine 30 working days

Rules/Requirements: DOE O 442.1A

Concern Summary: The anonymous CI wrote the following: "A recently hired individual is using her status as a black woman and manager to intimidate and coerce subservient behavior by threat of filing harassment charges against coworkers. This is creating a fearful and hesitant working environment within that work group, probably causing a reduction in effectiveness among the group, including her own.

The same behavior was displayed by this person at her previous place of employment, (b)(6) where she had filed complaints against at least three white males and was termed a "nightmare" to work with."

Background:

Attachments:

CI's Requested Remedy:

ECP Action: Transfer to: DOE- ORP

Rationale: This is a WRPS related concern and falls under DOE ORP ECP jurisdiction.

ECP Coordinator: _____ Date: _____
Stan Branch

ECP Program Manager: _____ Date: 4/13/10
Stan O. Branch / Bobby L. Williams

CONCERN DISPOSITION FORM

DOE-RL Concern #: 20100023 . 01

Point of Contact: Stan Branch

Intake Completion Date: 4/6/2010

Confidentiality: Anonymous

Has the concerned individual (CI) sought resolution through other channels? No

If yes, who?

Concern Description: Management is putting production over safety.

Concern Type: Safety

How Received: Written/e-mail

Priority: Other than Serious Condition 20 working days

Rules/Requirements: DOE CRD 442.1A (Supplemented Revision 2)

Concern Summary: The CI wrote the following: "I have worked on the Hanford site for many years but nothing has made me more concerned for my safety and the safety of my co-workers than the last few months at PFP. Only one thing seems to matter to senior management and that is production. I am sure that DIE has taken notice to the recent issues that have taken place: Chemical uptake, inhalation event, continuing ventilation issues, un-planned entry into an LCO, and the recent electrical ark flash. All of this is being driven by three individuals who are pushing the work teams to the brink of accidents. These 3 individuals are (b)(6) Two of these managers know nothing about D&D while the third individual believes he knows everything. These managers are pressuring the first line supervisors to OT even when they are too tired to work. They require OT to be worked every Tuesday, Thursday, and Friday. These overworked personnel are one of the reasons accidents are occurring. Senior management has been pressuring work teams to adopt unsafe work practices (cutting pipes without glovebags or gloveboxes and hoods without first performing the mandatory Be wipes and sample results...this is just so they can make their production goals. I do not see this environment changing for the better, just getting worse as this management teams just continues to bring in more and more managers who are just YES-MEN (new (b)(6) even though some serious questions about this individual ability to perform work in a safe and compliant manner.

I am not the only employee at PFP who feels this way.

I hope this concern will be heard and taken seriously because if not, I will be required to take this concern elsewhere"

Background:

Attachments:

CI's Requested Remedy:

ECP Action: Refer to: CHPRC

Rationale: This is a Safety related concern. However, RL SCO is referring this concern to CHPRC for investigation.

ECP Coordinator: _____ **Date:** _____
Stan Branch

ECP Program Manager: _____ **Date:** 7/11/10
Stan O. Branch / Bobby L. Williams

CONCERN DISPOSITION FORM

DOE-RL Concern #: 20100023 . 02

Point of Contact: Stan Branch

Intake Completion Date: 4/6/2010

Confidentiality: Anonymous

Has the concerned individual (CI) sought resolution through other channels? No

If yes, who?

Concern Description: Management is requiring employees to work overtime even though they are tired.

Concern Type: Safety

How Received: Written

Priority: Other than Serious Condition 20 working days

Rules/Requirements: DOE CRD 442.1A (Supplemented Revision 2)

Concern Summary: The CI wrote the following: "I have worked on the Hanford site for many years but nothing has made me more concerned for my safety and the safety of my co-workers than the last few months at PFP. Only one thing seems to matter to senior management and that is production. I am sure that DIE has taken notice to the recent issues that have taken place: Chemical uptake, inhalation event, continuing ventilation issues, un-planned entry into an LCO, and the recent electrical ark flash. All of this is being driven by three individuals who are pushing the work teams to the brink of accidents. These 3 individuals are (b)(6) Two of these managers know nothing about D&D while the third individual believes he knows everything. These managers are pressuring the first line supervisors to OT even when they are too tired to work. They require OT to be worked every Tuesday, Thursday, and Friday. These overworked personnel are one of the reasons accidents are occurring. Senior management has been pressuring work teams to adopt unsafe work practices (cutting pipes without glovebags or gloveboxes and hoods without first performing the mandatory Be wipes and sample results...this is just so they can make their production goals. I do not see this environment changing for the better, just getting worse as this management teams just continues to bring in more and more managers who are just YES-MEN (new (b)(6) even though some serious questions about this individual ability to perform work in a safe and compliant manner.

I am not the only employee at PFP who feels this way.

I hope this concern will be heard and taken seriously because if not, I will be required to take this concern elsewhere"

Background:

Attachments:

CI's Requested Remedy:

ECP Action: Refer to: CHPRC

Rationale: This is a Safety related concern. However, RL SCO is referring this concern to CHPRC for investigation.

ECP Coordinator: _____ **Date:** _____
Stan Branch

ECP Program Manager: _____ **Date:** 7 APR 10
Stan O. Branch / Bobby L. Williams

CONCERN DISPOSITION FORM

DOE-RL Concern #: 20100023 . 03

Point of Contact: Stan Branch

Intake Completion Date: 4/6/2010

Confidentiality: Anonymous

Has the concerned individual (CI) sought resolution through other channels? No

If yes, who?

Concern Description: Sr. Management is pressuring work teams to adopt unsafe work practices (cut pipe without glovebags or sleeves) in order to speed up work.

Concern Type: Safety

How Received: Written

Priority: Other than Serious Condition 20 working days

Rules/Requirements: DOE CRD 442.1A (Supplemented Revision 2)

Concern Summary: The CI wrote the following: "I have worked on the Hanford site for many years but nothing has made me more concerned for my safety and the safety of my co-workers than the last few months at PFP. Only one thing seems to matter to senior management and that is production. I am sure that DIE has taken notice to the recent issues that have taken place: Chemical uptake, inhalation event, continuing ventilation issues, un-planned entry into an LCO, and the recent electrical ark flash. All of this is being driven by three individuals who are pushing the work teams to the brink of accidents. These 3 individuals are (b)(6) Two of these managers know nothing about D&D while the third individual believes he knows everything. These managers are pressuring the first line supervisors to OT even when they are too tired to work. They require OT to be worked every Tuesday, Thursday, and Friday. These overworked personnel are one of the reasons accidents are occurring. Senior management has been pressuring work teams to adopt unsafe work practices (cutting pipes without glovebags or gloveboxes and hoods without first performing the mandatory Be wipes and sample results...this is just so they can make their production goals. I do not see this environment changing for the better, just getting worse as this management teams just continues to bring in more and more managers who are just YES-MEN (new (b)(6) even though some serious questions about this individual ability to perform work in a safe and compliant manner.

I am not the only employee at PFP who feels this way.
I hope this concern will be heard and taken seriously because if not, I will be required to take this concern elsewhere"

Background:

Attachments:

CI's Requested Remedy:

ECP Action: Refer to: CHPRC

Rationale: This is a Safety related concern. However, RL SCO is referring this concern to CHPRC for investigation.

ECP Coordinator: _____ Date: _____
Stan Branch

ECP Program Manager: _____ Date: 7/19/10
Stan O. Branch / Bobby L. Williams

CONCERN DISPOSITION FORM

DOE-RL Concern #: 20100023 . 04

Point of Contact: Stan Branch

Intake Completion Date: 4/6/2010

Confidentiality: Anonymous

Has the concerned individual (CI) sought resolution through other channels? No

If yes, who?

Concern Description: Management is pressuring personnel to release gloveboxes and hoods without first performing the mandatory Be wipes and sample results.

Concern Type: Health

How Received: Written

Priority: Other than Serious Condition 20 working days

Rules/Requirements: DOE CRD 442.1A (Supplemented Revision 2)

Concern Summary: The CI wrote the following: "I have worked on the Hanford site for many years but nothing has made me more concerned for my safety and the safety of my co-workers than the last few months at PFP. Only one thing seems to matter to senior management and that is production. I am sure that DIE has taken notice to the recent issues that have taken place: Chemical uptake, inhalation event, continuing ventilation issues, un-planned entry into an LCO, and the recent electrical ark flash. All of this is being driven by three individuals who are pushing the work teams to the brink of accidents. These 3 individuals are (b)(6) Two of these managers know nothing about D&D while the third individual believes he knows everything. These managers are pressuring the first line supervisors to OT even when they are too tired to work. They require OT to be worked every Tuesday, Thursday, and Friday. These overworked personnel are one of the reasons accidents are occurring. Senior management has been pressuring work teams to adopt unsafe work practices (cutting pipes without glovebags or gloveboxes and hoods without first performing the mandatory Be wipes and sample results...this is just so they can make their production goals. I do not see this environment changing for the better, just getting worse as this management teams just continues to bring in more and more managers who are just YES-MEN (new (b)(6) even though some serious questions about this individual ability to perform work in a safe and compliant manner.

I am not the only employee at PFP who feels this way.

I hope this concern will be heard and taken seriously because if not, I will be required to take this concern elsewhere"

Background:

Attachments:

CI's Requested Remedy:

ECP Action: Refer to: CHPRC

Rationale: This is a Health related concern. However, RL SCO is referring this concern to CHPRC for investigation.

ECP Coordinator: _____ **Date:** _____
Stan Branch

ECP Program Manager: _____ **Date:** 7 APR 10
Stan O. Branch / Bobby L. Williams

CONCERN DISPOSITION FORM

DOE-RL Concern #: 20100024 . 01

Point of Contact: Bonnie A. Lazor

Intake Completion Date: 4/6/2010

Confidentiality: Anonymous

Has the concerned individual (CI) sought resolution through other channels? No

If yes, who?

Concern Description: Does not work her scheduled work hours and if she has an approved telecommuting agreement to work at home she is not actually working at home, but taking care of her child.

Concern Type: Management

How Received: Other

Priority: Routine 30 working days

Rules/Requirements: DOE O 442.1A

Concern Summary: While conducting RL-SCO case #20100020, anonymous allegations surfaced concerning (b)(6)

Background:

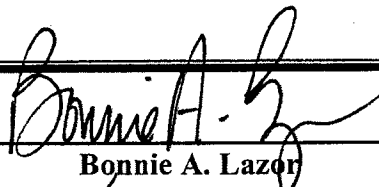
Attachments:

CI's Requested Remedy:

ECP Action: Transfer to: RL-HRM

Rationale: This is a HR related concern. However, RL SCO is transferring this concern to HRM for investigation and disposition.


ECP Coordinator:


Bonnie A. Lazor

Date:

4.8.10

ECP Program Manager:


Stan O. Branch / Bobby L. Williams

Date:

4/8/10

CONCERN DISPOSITION FORM

DOE-RL Concern #: 20100024 . 02

Point of Contact: Bonnie A. Lazor

Intake Completion Date: 4/6/2010

Confidentiality: Anonymous

Has the concerned individual (CI) sought resolution through other channels? No

If yes, who?

Concern Description: During work time uses the government phone to make several personal long-distance calls to California.

Concern Type: Management

How Received: Other

Priority: Routine 30 working days

Rules/Requirements: DOE O 442.1A

Concern Summary: While conducting RL-SCO case #20100020, anonymous allegations surfaced concerning (b)(6)

Background:

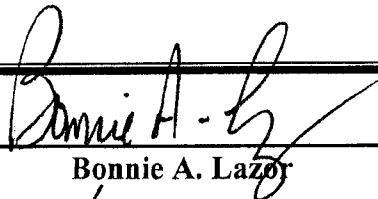
Attachments: DOE cell phone log dating January 2, 2010, through April 1, 2010.

CI's Requested Remedy:

ECP Action: Transfer to: RL-HRM

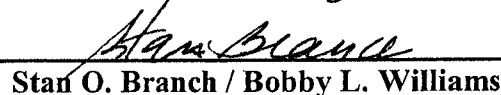
Rationale: This is a HR related concern. However, RL SCO is transferring this concern to HRM for investigation and disposition.

ECP Coordinator:


Bonnie A. Lazor

Date: 4.8.10

ECP Program Manager:


Stan O. Branch / Bobby L. Williams

Date: 4/8/10



Department of Energy
Richland Operations Office
P.O. Box 550
Richland, Washington 99352

MAY 27 2010

10-MGR-0045

(b)(6)

Dear (b)(6)

EMPLOYEE CONCERN #20100025.01

Thank you for bringing your concern to our office. We understand that it takes a lot of courage to raise concerns. This letter is in response to the concern you filed with the U.S. Department of Energy (DOE), Richland Operations Office, (RL) Office of Special Concerns (SCO), on April 9, 2010. The concern(s) were documented as follows:

20100025.01: The CI stated that it appears that he/she is suffering from workplace harassment (retaliation) for disclosing workplace violence during his/her tenure at tank farms.

Your concern was investigated by SCO and was found to be unsubstantiated. The investigation concluded that no one within your organization or RL harassed or retaliated against you for disclosing workplace violence during your tenure at tank farms. In addition, SCO did not find evidence that a Hostile Work Environment exist within the (b)(6)

(b)(6) However, SCO did confirm the (b)(6) did make one inappropriate comment in the work place and no other comments were validated. The Assistant Manager for Safety and Environment took the appropriate actions regarding the inappropriate comment made by the (b)(6)

Per your request, the Human Resource Management Division realigned you from the (b)(6) to the (b)(6) (b)(6) Your realignment to (b)(6) will be effective on June 6, 2010.

Based on the criteria of DOE O 442.1A, DOE Employee Concerns Program, SCO has initiated closure of your concern. Should you have any future concerns, I encourage you to raise them through any of the avenues available.

(b)(6)

10-MGR-0045

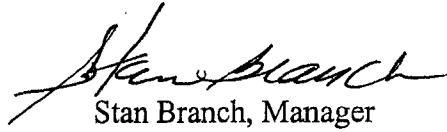
-2-

MAY 27 2010

In order to continue to improve our program, SCO is requesting feedback from employees that have raised concerns with our office. Please take a few minutes to provide us with your feedback on the Employee Concerns Program process or processing of your concern. Your feedback is important to us.

If you have any questions regarding this case, please contact me at (509) 376-0000.

Sincerely,



Stan Branch, Manager
Employee Concerns Program

SCO:SB

Enclosures: (2)
Customer Survey
OSHA Fact Sheet

CONCERN DISPOSITION FORM

DOE-RL Concern #: 20100025 . 01

Point of Contact: Stan Branch

Intake Completion Date: 4/9/2010

Confidentiality:

Has the concerned individual (CI) sought resolution through other channels? No

If yes, who?

Concern Description: The CI stated that it appears that he/she is suffering from workplace harassment (retaliation) for disclosing workplace violence during his/her tenure at tank farms.

Concern Type: Retaliation

How Received: Referrals from another DOE Organization/Program

Priority: Routine 30 working days

Rules/Requirements: DOE O 442.1A

Concern Summary: The CI stated the following:

April 7, 2010

It appears that I am suffering continued workplace harassment (retaliation) for disclosing work-place violence during my tenure at tank farms. In fall 2007, after returning from family leave due to illness, someone told a lie about me to DOE Security and six months later to my then new supervisor (b)(6). (b)(6) The unknown person said I had told them I was contemplating suicide. I know this is a lie because I never contemplated suicide or spoke to anyone on the topic. Furthermore, I was raised a Roman Catholic and suicide is a sin. I surrendered my clearance because DOE Security required too much personal information about me at the time. I assumed the person who lied to DOE Security and later to (b)(6) was in my division.

This week, I learned that the person who lied to DOE Security and to (b)(6) was not from my division or even in my AM. Thus, it appears the person who lied was most likely the same person involved in the work-place violence at tank farms. This person took advantage of my family illness and later having a new boss (with whom the person was friends) to spread a lie about me. I believe the person was retaliating by trying to have me terminated from my job with DOE or trying to have me placed in a Fitness for Duty program, leading to dismissal.

As I investigate this workplace harassment (retaliation), I discover a cover up is in full swing. My boss, (b)(6) refuses to speak on the subject. The (b)(6) security (b)(6) tells me he will look into the issue; but upon follow up has done nothing. The DOE attorney (b)(6) refuses to spend (b)(6) valuable time on the issue. DOE's (b)(6) (b)(6) tells me a FOIA request will be disallowed because of exemption #6; but when I read Exemption #6, I find that it is not even close to being applicable in this case. (b)(6) also said a FOIA appeal would be denied.

The fact that my management, DOE Security, and DOE Legal appear to willing assist in retaliation and harassment of a federal employee is both disturbing and possibly illegal.

RL SCO Branch and Lazor met with the CI and his/her spouse on 4/9/10.

On April 9, 2010, the CI stated he/she received a voice message from Gary Loiacono stating he retrieved the file from achieves. The CI stated he/she asked (b)(6) if he had raised a concern to RL security about he/she stating he/she was going to commit suicide. The CI stated he/she is Roman Catholic and committing suicide is against his/her religion. The CI stated (b)(6) said no. The CI stated he/she then went to his/her supervisor (b)(6) and asked him who told him, and he said he could not tell him/her. The CI stated (b)(6) went to (b)(6) a long time ago and asked him if he made the statement. The CI stated (b)(6) loyalty is with his buddies.

The CI stated in October 2007, he/she turned in his/her "L" Clearance badge. The CI stated he/she talked to (b)(6) approximately February 2008 time frame and indicated he/she suspected (b)(6). The CI stated he/she talked to (b)(6) and asked if he made the statement and he said no. The CI stated he/she went to Gary and asked if he/she were to FOIA his/her file would he/she find out who filed the suicide concern. The CI stated (b)(6) told him/her it was a man not in our division or AM who filed the concern. The CI stated he/she was told by Jill Spargur he/she could not FOIA his/her file.

During the interview, the CI's spouse asked the question, what is DOE going to do to the person who filed this crime against my spouse? The CI's spouse stated there has been monetary loss, mental issues, etc. for oneself not to include what his/her spouse has endured.

The CI's spouse stated if it's in the security file, it has to be true. The CI's spouse stated if no one can (b)(6) tell who committed this crime, then it is (b)(6) because she did the interview. The CI stated he/she was asked to see a psychiatrist and the psychiatrist wrote a note to DOE stating he/she was not suicidal. The CI's spouse stated the "L" clearance is for DOE's benefit not his/hers. The CI stated he/she turned in his/her "L" clearance badge in October 2007. The CI stated (b)(6) was very rough during the interview. (b)(6) The CI stated (b)(6) is very indiscrete and let others in DOE know and laugh about those who lose their clearance.

The CI stated he/she lost his/her clearance shortly after (b)(6) came on board. The CI stated (b)(6) and he/she went to (b)(6) about the tank farm issues and (b)(6) did nothing. When SCO asked this issue occurred in 2007, what prompted you to come forward, the CI replied he/she thought about it this week and believes that (b)(6) was attempting to get him/her terminated. The CI stated when (b)(6) came on board with DOE, he/she went to him and said, let's bury the hatchet and let the past stay in the past.

The CI stated regarding the training course at HAMMER, Ray Corey has not responded to him/her. SCO indicated Bonnie Lazor contacted you and you indicated that you have no plans to file a concern with RL SCO. RL SCO indicated to the CI that we will follow up with Ray and obtain the status/closure on this item.

Background:

Attachments:

CI's Requested Remedy:

ECP Action: to:

CONCERN DISPOSITION FORM

DOE-RL Concern #: 20100026 . 01

Point of Contact: Bonnie A. Lazor

Intake Completion Date: 4/12/2010

Confidentiality: Confidential

Has the concerned individual (CI) sought resolution through other channels? No

If yes, who?

Concern Description: The CI stated that he/she does not want anything done with his/her concern but wanted to document his/her issues.

Concern Type: Management

How Received: Walk-in/Verbal

Priority: Routine

Rules/Requirements: DOE O 442.1A

Concern Summary: The CI stated that he/she had four major concerns:

- Treats me differently than the other (b)(6)
- Holds me to a higher standard than the other (b)(6)
- Promotion to a GS-13; and
- Not having an education.

Background: See background of file.

Attachments:

CI's Requested Remedy:

ECP Action: Documentation Only to: RL-SCO

Rationale: The CI stated that he/she does not want anything done with his/her concern but wanted to document his/her issues.

ECP Coordinator:

Bonnie A. Lazor

Bonnie A. Lazor

Date:

4/19/10

ECP Program Manager:

Stan O. Branch / Bobby L. Williams

Stan O. Branch / Bobby L. Williams

Date:

4/19/10

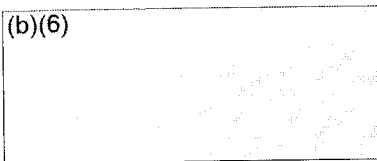


Department of Energy
Richland Operations Office
P.O. Box 550
Richland, Washington 99352

10-MGR-0042

APR 21 2010

(b)(6)



Dear (b)(6)

EMPLOYEE CONCERNS #20100026.01

Thank you for bringing your concerns to our office. We understand that it takes a lot of courage to raise concerns. This letter is in response to the concerns you filed with the U. S. Department of Energy (DOE), Richland Operations Office (RL), Office of Special Concerns (SCO), on April 12, 2010. The concerns were documented as follows:

20100026.01: The CI stated that he/she does not want anything done with his/her concerns but wanted to document his/her issues.

During your interview with SCO, you requested SCO take no action with regard to your concerns but wanted SCO to document your concerns. Based on the criteria of DOE O 442.1A, DOE Employee Concerns Program, SCO has initiated closure of your concern. Should you have any future concerns, I encourage you to raise them through any of the avenues available.

In order to continue to improve our program, RL SCO is requesting feedback from employee's that have raised concerns with our office. Please take a few minutes to provide us with your feedback on the RL ECP process or processing of your concern. Your feedback is important to us.

Sincerely,

Stan Branch, Manager
Employee Concerns Program

SCO:SB

Enclosures: (2)
Customer Survey
OSHA Fact Sheet

CONCERN DISPOSITION FORM

DOE-ORP Concern #: 20100032 . 01

Point of Contact: Bobby L Williams

Intake Completion Date: 4/13/10

Confidentiality:

Has the concerned individual (CI) sought resolution through other channels? No

If yes, who?

Concern Description: Concern over circumstances that led to the dismissal of (b)(6)

(b)(6)

Concern Type: Management

How Received: Written

Priority: Routine 30 working days

Rules/Requirements: DOE O 442.1A

Concern Summary:

(b)(6)

cc: Shirley Olinger DOE ORP Manager a letter to Advanced Med RE: No Confidence Vote. See case file for copy of letter and details.

Background:

Attachments: (b)(6) letter dated April 8, 2010.

CI's Requested Remedy:

ECP Action: Transfer to: RL-ECP

Rationale: This is a AMH related concern and falls under DOE RL ECP jurisdiction.

ECP Coordinator: _____ Date: _____
Bobby L Williams

ECP Program Manager: _____ Date: 4/14/10
Stan O. Branch / Bobby L. Williams

(b)(6)

(b)(6)

Chairman

April 8, 2010

Advanced Med
Attn: Brian Fawcett
Richland, Washington 99353

RE: No Confidence Vote

Dear Dr. Fawcett:

(b)(6) would like to express their concerns over the unfortunate set of circumstances that led to the dismissal of (b)(6). The decision to fire (b)(6) is a very big blow to the (b)(6) worker. (b)(6) was a trusted resource at Advance Med Hanford ("AMH"), and sometimes the only one advocating for decisions that were truly in the best interest of the worker. This decision has resulted in a lack of confidence among the (b)(6) workers about the care they will receive from AMH. (b)(6) has followed up with the (b)(6) workers to assure they have received the proper work restriction to eliminate further (b)(6) blood test, and helped facilitate any further testing and/or trips to (b)(6).
(b)(6) Unfortunately, because of (b)(6) willingness to try to protect the worker, (b)(6) placed (b)(6) job in jeopardy. (b)(6)

(b)(6) It is a sad day when a truly caring employee doing (b)(6) job to provide the necessary care to the worker, to assure their (b)(6) health and safety on the job, is rewarded for (b)(6) efforts by being fired. This sends a very dire message to the workforce. The message being that the health and safety of the worker is only important when it does not interfere with the Contractor's ability to get the job done quickly and cheaply.

(b)(6) has given this considerable thought, and the decision to express their "no confidence" in the care provided by AMH was not done without great deliberation. (b)(6) believes that firing (b)(6) is a grievous error on behalf of AMH and one that cannot be easily remedied. (b)(6) Worker now believes that the only one looking out for his or her best interest as to their safety and health on the job is themselves. Most workers do not have the knowledge to do this, this is the role AMH is contracted to provide. Until AMH can show by ACTION that they are worker advocates and not simply a tool for the contractor to keep the job manned at all costs, this "no confidence vote" will remain.

(b)(6) (b)(6)
(b)(6)

cc:
Dave Brockman, DOE-RL
Shirley Olinger, DOE- ORP
Doug Shoop, DOE-RL
Glenn Podonsky
Inez Triay

received
4-8-10
via fax in Mgrs ofc

CONCERN DISPOSITION FORM

DOE-RL Concern #: 20100028 . 01

Point of Contact: Bonnie A. Lazor

Intake Completion Date: 4/19/2010

Confidentiality: Anonymous

Has the concerned individual (CI) sought resolution through other channels? No

If yes, who?

Concern Description: The (b)(6) shows favoritism and holds some staff to higher standard than the others.

Concern Type: Management

How Received: Written

Priority: Routine 30 working days

Rules/Requirements: DOE O 442.1A

Concern Summary: The anonymous CI wrote the following:

(b)(6) shows favoritism

Holds some staff to a higher standard than others

Allows clicks at Team Leader level

Belittles staff in front of others

Outbursts at meetings

Fears of retaliation

Now that I am no longer here I am free to speak my mind"

Background:

Attachments:

CI's Requested Remedy:

ECP Action: DOE Investigation to: RL-AMA

Rationale: This is a management related concern and is therefore within RL SCO's jurisdiction.

ECP Coordinator:

Bonnie A. Lazor
Bonnie A. Lazor

Date: 7.19.10

ECP Program Manager:

Stan O. Branch / Bobby L. Williams
Stan O. Branch / Bobby L. Williams

Date: 4/22/10

CONCERN DISPOSITION FORM

DOE-RL Concern #: 20100030.01

Point of Contact: Stan Branch

Intake Completion Date: 4/27/2010

Confidentiality: None

Has the concerned individual (CI) sought resolution through other channels? No

If yes, who?

Concern Description: The CI stated that I was not eligible to be hired by this company because of the ecology block deal. I see this as discrimination.

Concern Type: Reprisal

How Received: Referrals from another Federal Agency (HQ)

Priority: Routine 30 working days

Rules/Requirements: DOE CRD 442.1A (Supplemented Revision 2)

Concern Summary:

Message: I was recently involved in a incident at once of your facilities there was a problem at the Hanford project I was working for a subcontractor loading ecology blocks one of them fell off the forks on the forklift i was operating this was deemed a near Miss by (b)(6) we had a what I was told a fact finding mission only no retaliation of discrimination this was toward the end of Feburary the problem was resolved I thouhgt until the middle of March when My Union hall call to see If I wanted to go to work for Fluor Iwas out of work at the timeso I said sure a little later Iws called again and I was told that (b)(6) and sent a fax saying that Iwas not eligible to be hire by this company because of the ecology block deal I see this as discrimmation this cannot be condoned In my mind I ahve worked with clear consconsuion for many years accidents do happen this was very unfortunet but should not be condoned please reply to (b)(6) or Email at (b)(6)

Background:

Attachments:

CI's Requested Remedy:

ECP Action: Refer to: CHPRC

Rationale: This concern was referred from DOE HQ.

ECP Coordinator:

_____ **Stan Branch**

Date: _____

ECP Program Manager:

Stan Branch
_____ **Stan O. Branch / Bobby L. Williams**

Date: *4/28/10*

CONCERN DISPOSITION FORM

DOE-RL Concern #: 20100032 . 01

Point of Contact: Bonnie A. Lazor

Intake Completion Date: 5/4/2010

Confidentiality: Anonymous

Has the concerned individual (CI) sought resolution through other channels? No

If yes, who?

Concern Description: Based on adverse weather conditions, such as on May 3, 2010, when experiencing 40 mph wind with 60 mph gusts that blew sand and other debris, why does it take so long to close the site?

Concern Type: Safety

How Received: Telephone

Priority: Other than serious condition – 20 working days

Rules/Requirements: DOE CRD 442.1A (Supplemented Revision 2)

Concern Summary: The CI left a voice mail stating the following: "My name is [CI name] and I am an (b)(6) out here at PFP, and I'm calling with a concern about the wind out here at PFP with 40 miles an hour of sustained wind and 60 miles an hour gusts that are supposed to last through tomorrow morning or afternoon. Due to the weather that we're having out here, there is so much blowing sand, there's tumbleweeds, there's debris blowing around. To come out of the trailer and go to the bathroom is dangerous because 1. You're trying to keep your eyes closed for as long as you can – even though I have safety goggles on - There's sand on the floor of the bathroom – they're slippery, you could get hit by a tumbleweed, you could trip over something because you're trying to keep your eyes closed for as long as you can because you're getting them filled with sand. I think that in my own opinion it is absolutely ridiculous that we are even out here still right now. To drive home is going to be dangerous. You can give me a call back on my cell phone at [CI number]. And I'm just curious that when there is horrible weather like this out her why it takes so long to get us home where it's safe instead of leaving us out here where its dangerous in this type of weather. Anyway my name is [CI name] and I would appreciate a call back. Have a good day."

Background:

Attachments:

CI's Requested Remedy:

ECP Action: Refer

to: CHPRC

Rationale: This is a safety related concern. However, RL SCO is referring this concern to CHPRC for investigation.

ECP Coordinator:

Bonnie A. Lazor
Bonnie A. Lazor

Date:

5.4.10

ECP Program Manager:

Stan O. Branch / Bobby L. Williams
Stan O. Branch / Bobby L. Williams

Date:

5/5/10



Department of Energy

Richland Operations Office
P.O. Box 550
Richland, Washington 99352

MAY 26 2010

10-MGR-0053

(b)(6)

Dear (b)(6)

EMPLOYEE CONCERN #20100032.01

Thank you for bringing your concern to our office. We understand that it takes a lot of courage to raise concerns. This letter is in response to the concern you filed with the U.S. Department of Energy, Richland Operations Office, (RL) Office of Special Concerns (SCO), on May 4, 2010. The concern was documented as follows:

2010003201: Based on adverse weather conditions, such as on May 3, 2010, when experiencing 40 mph wind with 60 mph gusts that blew sand and other debris, why does it take so long to close the site?

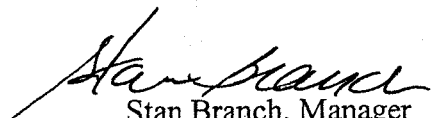
Your anonymous concern was referred to the CHRPC Employee Concerns Program for investigation. Your concern was found to be substantiated. PFP management initiated immediate corrective actions to clarify stop work conditions due to adverse weather and distributed the policy for initiating early release of employees to all its managers and supervisors. Also, in conjunction with the broader scope investigation at PFP, this matter was added to the list of other conditions requiring additional action and clarification to the workforce.

Based on the criteria of DOE O 442.1A, DOE Employee Concerns Program, SCO has initiated closure of your concern. Should you have any future concerns, I encourage you to raise them through any of the avenues available.

In order to continue to improve our program, RL SCO is requesting feedback from employee's that have raised concerns with our office. Please take a few minutes to provide us with your feedback on the RL ECP process or processing of your concern. Your feedback is important to us.

If you have any questions regarding this case, please contact me at (509) 376-0000.

Sincerely,


Stan Branch, Manager
Employee Concerns Program

SCO:SB
Enclosures: (2)

CONCERN DISPOSITION FORM

DOE-RL Concern #: 20100033 . 01

Point of Contact: Stan Branch

Intake Completion Date: 5/4/2010

Confidentiality: Confidential

Has the concerned individual (CI) sought resolution through other channels? No

If yes, who?

Concern Description: The CI stated the Director (b)(6) is singling him/her out, subjected to a HWE, harassment, and discrimination based on religion.

Concern Type: Retaliation

How Received: Walk-in/Verbal

Priority: Routine 30 working days

Rules/Requirements: DOE O 442.1A

Concern Summary: The CI stated the Director (b)(6) is singling him/her out. The CI stated he/she was put on a task to do a (b)(6). The CI stated he/she is subjected to a hostile work environment, harassment and has filed a complaint with the EEO office. The CI stated five (5) people have left the organization because of the Director. The CI stated the Director behaved similarly at Fluor Hanford Inc (FHI). The CI stated (b)(6) is the Director (b)(6). The CI stated HR is assisting in her goals to terminate him/her. The CI stated Legal told the Director to cease and desist in April 2010. The CI stated on December 1, 2009, they had an open house for their group, was removed from supervisory responsibilities and the CI asked to post out of that group the same day. The CI stated the post out was granted.

The CI stated one week later (December 14, 2009), he/she was put on a STR (needs improvement). The CI stated he/she was placed on a Performance Improvement Plan (PIP) on February 26, 2010. The CI stated on April 23, 2010, documents were given to HR and a copy to (b)(6) on April 26, 2010. The CI stated he/she asked (b)(6) to follow up with him/her but as of April 29, 2010, no response has been received. The CI stated while on his/her PIP, a weekly meeting was to occur with HR, (b)(6) and a peer to discuss performance. The CI stated he/she was concerned about a peer being present and knowledgeable of his/her PIP.

The CI stated he/she was asked by (b)(6) to put on the PNNL party. The CI stated on November 30, 2009, (b)(6) came by and asked how much does the party cost, and he/she replied, not sure. The CI stated (b)(6) informed him/her the budget for the year was \$4,000. The CI stated the party cost \$500.00. The CI stated The CI stated (b)(6) came in and told him/her to cancel the party on November 30, 2009. The CI stated (b)(6) was in the meeting also. The CI stated (b)(6) is passive aggressive and is not happy when he/she does not do anything without his/her involvement. The CI stated the following:

- September 24, 2009 – Received Meets Expectations on Performance Appraisal

- December 1, 2009 – Company Party
- December 7, 2009 – Stripped of Responsibilities
- December 17, 2009 – Received STR, needs Improvement
- February 12, 2009 – CI on Vacation (b)(6) sends STR to HR
- February 26, 2010 – CI Placed on a PIP
- May 4, 2010 – Placed on unpaid Suspension pending PNNL investigation

The CI stated (b)(6) told him/her that she hates working with him/her and no one in the group wants to work with you (b)(6). The CI stated (b)(6) stated she took a poll of staff in the organization and everyone scored him/her as a 1-2 and 1 being worst score. The CI stated he/she went to the staff and they indicated they were not polled.

The CI stated his/her performance appraisal ended in September 2009 but the performance appraisal has items related to December 2009. The CI stated HR failed to investigate his/her concerns.

The CI stated his/her weekly PIP meetings turned into an accusatory document and the deck was stacked against him/her. The CI stated his/her original STR is missing. The CI stated the steps in the HR process was not followed, his/her STR is not signed the same date as others, and (b)(6) has never seen his/her performance appraisal. The CI stated between December 17, 2009 and February 26, 2010, there were no issues.

The CI stated he/she filed an EEO complaint with the PNNL EEO based on religion and have not had a response on the issue. The CI stated he/she observes the Sabbath day and was told he/she could work 4/10's but (b)(6) gave him/her a hard time about it. The CI stated part of the harassment was getting off on Friday's. The CI stated (b)(6) has a flexible work schedule but he receives no flack. The CI stated the EEO office said there is no issue because (b)(6) approved his/her time card on Friday.

The CI stated on April 23, 2010, (b)(6) was asked about the HWE investigation and (b)(6) stated she was not aware she was to conduct a HWE investigation. The CI stated (b)(6) told him/her that (b)(6) does not want to meet with him/her. The CI stated (b)(6) was supposed to be his/her mentor. The CI stated (b)(6) do not want to be a part of the weekly meetings with (b)(6) because they fear retaliation. The CI stated previous auditors quit because (b)(6) would not budge on his/her time off.

The CI stated he/she asked (b)(6) to stop the weekly bashing meetings with (b)(6). The CI believes HR threw him/her under the bus. The CI stated (b)(6) shared information regarding his/her performance/personal matters with a (b)(6) (General Services). See e-mail provided.

Background:

Attachments:

CI's Requested Remedy:

ECP Action: Transfer to: DOE-ORO

Rationale: PNNL is under the ORO jurisdiction.

ECP Coordinator: _____ Date: _____
Stan Branch

ECP Program Manager: _____ Date: 6/14/10
Stan O. Branch / Bobby L. Williams



Department of Energy
Richland Operations Office
P.O. Box 550
Richland, Washington 99352

JUN 09 2009

09-MGR-0044

(b)(6)

Dear (b)(6)

EMPLOYEE CONCERN #20090038.01

Thank you for bringing your concerns to our office. We understand that it takes a lot of courage to raise concerns. This letter is in response to the concern you filed with the U.S. Department of Energy, Richland Operations Office, (RL) Office of Special Concerns (SCO), on May 28, 2009. The concerns were documented as follows:

20090038.01: CI is concerned that the DOE recall of vehicles due to lack of mileage usage at the Vit Plant will cause potential injuries impacts because craft will now have to walk and carry their 50 lb tool box and/or slow the process down by having to wait for the teamsters.

Your concern was transferred to DOE Office of River Protection (ORP), Employee Concerns Program (ECP) for disposition. Please contact Bobby Williams, ORP ECP Manager at (509) 376-0034, regarding the disposition of your concern.

Based on the criteria of DOE O 442.1A, DOE Employee Concerns Program, the RL SCO initiated closure of your concern. Should you have any future concerns, I encourage you to raise them through any of the avenues available.

In order to continue to improve our program, RL SCO is requesting feedback from employee's that have raised concerns with our office. Please take a few minutes to provide us with your feedback on the RL ECP process or processing of your concern. Your feedback is important to us.

Sincerely,

Stan Branch, Manager
Employee Concerns Program

SCO:SOB

Enclosures: (2)
Customer Survey
OSHA Fact Sheet

Recorded voice mail for case number 20090038:

(b)(6) [redacted] called and left a message about the recall of the vehicles. By the letter it says they do not have enough mileage on them to justify keeping all the vehicles. CI works on a job that takes [redacted] 65 miles over the site for repairing anything electrical. What this is doing is making it four times as hard to get the work done. If they have no cars for quick response to repairs they will be waiting on teamsters and getting in line for service requests which is a great detriment to their job. CI cannot get to the job carrying all the equipment necessary for repairing electrical malfunctions without a car. They carry everything from conduits to appliance engines and parts. [redacted] number is (b)(6) [redacted] if anyone wants to call [redacted] and if [redacted] is not there you can (b)(6) find [redacted] 'walking [redacted] happy ass all over the site without a car to try to get the job done.' (b)(6)

CONCERN DISPOSITION FORM

DOE-RL Concern #: 20090039 . 01

Point of Contact: Bonnie Lazor

Intake Completion Date: 6/9/2009

Confidentiality:

Has the concerned individual (CI) sought resolution through other channels? No

If yes, who?

Concern Description: The CI stated that he/she is concerned over an incident that injured an employee at U plant.

Concern Type: Safety

How Received: Written

Priority: Other than Serious Condition

Rules/Requirements:DOE CRD 442.1A, Rev.1

Concern Summary: The CI stated the following: " I am concerned over an incident that injured an employee at U plant on Wednesday, May 27, 09. I would like to know what training this individual had to do this particular job. PHMS Accident Prevention Training & Education describes processes involving motorized equipment or tools, and calls out training or instructions to operate such equipment.

There are guidelines used to calculate drill r.p.m.s. based on the hole size and material being drilled.

I believe this incident could be an indicator of things to come with the large influx of new employees not familiar with various job assignments or working in contamination areas."

Background:

Attachments:

CI's Requested Remedy:

ECP Action: Refer to: FHI

Rationale: This is a safety related concern. However, RL SCO is referring this concern to FHI for investigation.

ECP Coordinator: Bonnie A. Lazor Date: 6.9.09
Bonnie Lazor

ECP Program Manager: Stan O. Branch Date: 6/9/09
Stan O. Branch / Bobby L. Williams



Department of Energy
Richland Operations Office
P.O. Box 550
Richland, Washington 99352

AUG 04 2009

09-MGR-0065

(b)(6)

Dear (b)(6)

EMPLOYEE CONCERN #20090039.01

Thank you for bringing your concerns to our office. We understand that it takes a lot of courage to raise concerns. This letter is in response to the concern you filed with the U.S. Department of Energy, (DOE) Richland Operations Office, (RL) Office of Special Concerns (SCO), on June 5, 2009. The concern was documented as follows:

20090039.01: The CI stated that he/she is concerned over an incident that injured an employee at U plant.

Your concerns were referred to Fluor Hanford, Inc. (FHI). In discussion with the HAMMER training manager, he provided job specific D&D worker training documentation outlining D&D Fundamentals, Training Activity No. 105000 that all D&D workers are required to take. This training covers the purpose of power and hand tool safety rules and operation, electrical safety requirements, and general procedures and conduct of tool handling in the D&D environment. The same document also provided information on rotary powered drill operation. In addition, each student received a student handout titled OSHA Power Tools and Electrical Cord Safety which follows the HAMMER student lesson plan.

To ensure the FH ECP was in-line with the CHPRC ECP, on this issue, interaction took place to share information regarding Training Standards and CHPRC workers. The CHPRC ECP stated that the U-Ancillary management retained three experienced workers until July 13, 2009, to work with new D&D personnel.

Based on the criteria of DOE O 442.1A, DOE Employee Concerns Program, the RL SCO initiated closure of your concern. Should you have any future concerns, I encourage you to raise them through any of the avenues available.

In order to continue to improve our program, RL SCO is requesting feedback from employees

(b)(6)

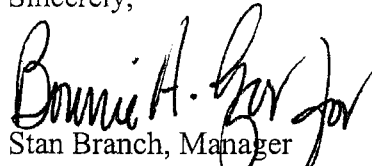
09-MGR-0065

AUG 04 2009

that have raised concerns with our office. Please take a few minutes to provide us with your feedback on the RL ECP process or processing of your concern. Your feedback is important to us.

If you have any questions regarding this case, please contact me at (509) 376-0000.

Sincerely,


Stan Branch, Manager
Employee Concerns Program

SCO:SOB

Enclosures: (2)
Customer Survey
OSHA Fact Sheet



Department of Energy
Richland Operations Office
P.O. Box 550
Richland, Washington 99352

JUL 30 2009

09-MGR-0069

(b)(6)

Dear (b)(6)

EMPLOYEE CONCERN #20090040.01

Thank you for bringing your concern to our office. We understand that it takes a lot of courage to raise concerns. This letter is in response to the concern you filed with the U.S. Department of Energy (DOE), Richland Operations Office (RL), Office of Special Concerns (SCO), on June 9, 2009. The concern was documented as follows:

20090040.01- The CI is concerned about WCH not allowing any type of on-the-job transitional/mentoring training for the CHPRC D&D new hires.

This concern centered around the transfer of D&D workers between the CHPRC and WCH. On June 15, 2009 certain D&D workers were being hired and/or transferred between the CHPRC and WCH and there was concern among many of the workers that there was not sufficient on the job training between the new D&D workers and the more experienced workers. Initially, the CHPRC workforce was told that the new hire employees coming over from WCH or those being newly hired to Hanford would have approximately 2 to 3 weeks of training with experienced workers before being allowed to work alone. Because of scheduling problems at HAMMER and other factors, the on the job training for CHPRC employees was proposed to be reduced to less than one week. This caused concern by many of the more experienced workers and these concerns were raised to U-Ancillary management, the CHPRC ECP, DOE-RL ECP and the Union. As a means to reach a remedy, the CHPRC ECP held a series of meeting between the workers, management and union representatives to reach a mutually acceptable resolution. The final resolution reached by all CHPRC parties was that three experienced works from the U-Ancillary facility would be held back from their new work assignments from June 15 through July 13, thereby allowing for more on the job training. This agreement was mutually acceptable to all CHPRC parties however there was still concern about the workers being transferred to WCH.

Based on the criteria of DOE O 442.1A, DOE Employee Concerns Program, the RL SCO has initiated closure of your concern. Should you have any future concerns, I encourage you to raise them through any of the avenues available.

(b)(6)

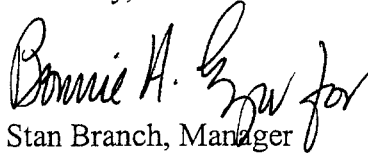
09-MGR-0069

-2-

JUL 30 2009

In order to continue to improve our program, RL SCO is requesting feedback from employee's that have raised concerns with our office. Please take a few minutes to provide us with your feedback on the RL ECP process or processing of your concern. Your feedback is important to us.

Sincerely,



Stan Branch, Manager
Employee Concerns Program

SCO:SOB

Enclosure: Customer Survey



Department of Energy
Richland Operations Office
P.O. Box 550
Richland, Washington 99352

JUL 30 2009

09-MGR-0068

(b)(6)

Dear (b)(6)

EMPLOYEE CONCERN #20090041.01

Thank you for bringing your concern to our office. We understand that it takes a lot of courage to raise concerns. This letter is in response to the concern you filed with the U.S. Department of Energy (DOE), Richland Operations Office (RL), Office of Special Concerns (SCO), on June 9, 2009. The concern was documented as follows:

20090041.01- The CI is concerned about CHPRC and/or WCH not allowing any type of on-the-job transitional/mentoring training for the D&D new hires who start work on June 15, 2009.

This concern centered around the transfer of D&D workers between the CHPRC and WCH. On June 15, 2009, certain D&D workers were being hired and/or transferred between the CHPRC and WCH and there was concern among many of the workers that there was not sufficient on the job training between the new D&D workers and the more experienced workers. Initially, the CHPRC workforce was told that the new hire employees coming over from WCH or those being newly hired to Hanford would have approximately two to three weeks of training with experienced workers before being allowed to work alone. Because of scheduling problems at HAMMER and other factors, the on the job training for CHPRC employees was proposed to be reduced to less than one week. This caused concern by many of the more experienced workers and these concerns were raised to U-Ancillary management, the CHPRC ECP, DOE-RL ECP and the Union. As a means to reach a remedy, the CHPRC ECP held a series of meeting between the workers, management and union representatives to reach a mutually acceptable resolution. The final resolution reached by all CHPRC parties was that three experienced works from the U-Ancillary facility would be held back from their new work assignments from June 15 through July 13, 2009, thereby allowing for more on the job training. This agreement was mutually acceptable to all CHPRC parties however there was still concern about the workers being transferred to WCH.

Based on the criteria of DOE O 442.1A, DOE Employee Concerns Program, the RL SCO has initiated closure of your concern. Should you have any future concerns, I encourage you to raise them through any of the avenues available.

(b)(6)

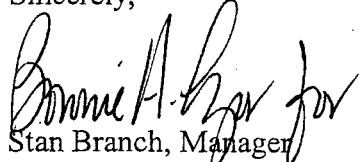
09-MGR-0068

-2-

JUL 30 2009

In order to continue to improve our program, RL SCO is requesting feedback from employee's that have raised concerns with our office. Please take a few minutes to provide us with your feedback on the RL ECP process or processing of your concern. Your feedback is important to us.

Sincerely,



Stan Branch, Manager
Employee Concerns Program

SCO:SOB

Enclosure: Customer Survey



Department of Energy
Richland Operations Office
P.O. Box 550
Richland, Washington 99352

JUN 17 2009

09-MGR-048

(b)(6)

Dear (b)(6)

EMPLOYEE CONCERN #20090041.01

Thank you for bringing your concerns to our office. We understand that it takes a lot of courage to raise concerns. This letter is in response to the concern you filed with the U.S. Department of Energy, (DOE) Richland Operations Office, (RL) Office of Special Concerns (SCO), on June 9, 2009. The concern was documented as follows:

20090040.01: CI is concerned about WCH not allowing any type of transitional training for CHPRC D&D new hires.

Your concern was referred to the CH2M HILL Plateau Remediation Company and Washington Closure Hanford for investigation.

RL SCO will notify you in writing, regarding the results of the investigation, once completed. RL SCO retains closure authority of this concern. If you have any questions regarding this case, please contact me at (509) 376-0000.

Sincerely,

Stan Branch, Manager
Employee Concerns Program

SCO:SB

1st message - CI called to report that he had filed a concern with WCH about all the Sr. people being released from the high hazardous areas by CHPRC. They have put people to work without proper training and with no supervision in these hazardous areas. CI went through the chain of command to try to get it rectified but nothing yet.

2nd message - CI called back on cell phone (b)(6) to talk to Bonnie (SCO) again about CHPRC removing all the Sr. people from WCH that could make sure the new people they put to work were properly trained. This happened today, please call back.

20090041

Phone Message from CI – 6/15/09.

(b)(6)

Yea Bonnie- This is (b)(6) I filed that employee concern against WCH. I'd like to talk to you about that if I could as soon as you get this message. Yesterday WCH has released all the Senior people from WCH and now we have people right off the street working in those high hazardous areas. I also believe it's a major concern and it should be addressed as soon as possible. Give me a call on my cell phone. (b)(6) Just to let you know I already went through my chain of command and to (b)(6) who could have allowed those Sr. people to stay there- He could have chose not to...ok? And also WCH that's the company I am talking about. Please give me a call when you get this message because definitely we've got new people that are going to be in those domes without experienced people to guide them. Give me a call.

20090041

Phone Message from CI – 6/15/09.

(b)(6)

Hey Bonnie- This is (b)(6) I'll call you back on my company cell phone. I think it's got a better reception and then we wont get a dropped call. I wonder if you'd give me a call back at (b)(6) We can have a meeting with my president. They may be addressing on the CHPRC side. But CHPRC sill removed all the people at WCH that was experienced. That happened and it happened today. Like I say, give me a call on this cell phone and we will continue talking about it. Thank you.

CONCERN DISPOSITION FORM

DOE-RL Concern #: 20090042 . 01

Point of Contact: Bonnie Lazor

Intake Completion Date: 6/8/2009

Confidentiality: None

Has the concerned individual (CI) sought resolution through other channels? Yes

If yes, who? Contractor;

Concern Description: I am concerned that the Hanford contractors are hiring people to work as instrument and electrical workers who do not have the electrical experience needed to work safely.

Concern Type: Management

How Received: E-Mail

Priority: Routine

Rules/Requirements: DOE CRD 442.1A, Rev.1

Concern Summary: The CI wrote the following letter to

(b)(6)

(b)(6)

It has come to my attention that several employees have recently been hired into the instrument classification who do not meet the qualifications of instrument specialists. I feel it is dangerous to hire people who have no electrical experience ,no knowledge of the dangers of pressurized systems and no knowledge in calibrations. I think that hiring these people , who at some time may be working with qualified instrument techs ,is unfair and dangerous to the qualified tech. It is my understanding that several qualified applicants "Instrument Specialists" with degrees from Perry posted for these jobs but were not hired . A qualified (person) is required to be able to do more than hook up computers. It is no secret that 1 of the new hires is the son of a current worker in the group, the others are friends of a current employee. Would this be a conflict of interest? With all this information disclosed I was wondering if Fluor is following the EEO rules as highlighted below.

"Fluor Hanford and its Project Hanford Management Contractors are Equal Employment Opportunity Employers. It is our policy to make all employment decisions free from discrimination on the basis of race, gender, religion, age, national or ethnic origin, disability, marital status or veteran status. All matters relating to employment, including recruitment and selection, compensation, benefits, transfer, promotion, training, and education are decided purely on the basis of the qualification, experience, merit, ability, and performance of the applicant or employee."

Also having reviewed the ANNUAL NOTICE ON REPORTING FRAUD, WASTE, AND ABUSE FOR THE U.S. DEPARTMENT OF ENERGY (DOE) OFFICE OF INSPECTOR GENERAL (OIG) that was issued on 3/5/09, I was wondering if this practice of hiring unqualified people (not fitting instrument

specialist qualifications), and calling them instrument specialists and paying them at the rate of qualified techs is fraud. If so, am I required to report this?

If you are not the right person to answer my questions, please let me know who I need to talk to.

Thank you,
[CI name]"

The CI wrote the following: I didn't get a response from (b)(6) so I sent this letter to my HAMTC reps. They seem to be willing to help but are running into brick walls.

Background:

Attachments:

CI's Requested Remedy:

ECP Action: Transfer to: CHPRC

Rationale: This is a management related concern. RL SCO is transferring this concern to CHPRC for disposition.

ECP Coordinator:

Bonnie A. Lazor

Bonnie Lazor

Date:

6-16-09

ECP Program Manager:

Bonnie A. Lazor for
Stan O. Branch / Bobby D. Williams

Date:

6-16-09



Department of Energy
Richland Operations Office
P.O. Box 550
Richland, Washington 99352

JUN 17 2009

09-MGR-0049

(b)(6)

Dear (b)(6)

EMPLOYEE CONCERN #20090042.01

Thank you for bringing your concerns to our office. We understand that it takes a lot of courage to raise concerns. This letter is in response to the concern you filed with the U.S. Department of Energy (DOE), Richland Operations Office (RL), Office of Special Concerns (SCO), on June 4, 2009. The concern was documented as follows:

20090042.01: I am concerned that the Hanford contractors are hiring people to work as instrument and electrical workers who do not have the electrical experience needed to work safely.

Your concern was transferred to CH2M HILL Plateau Remediation Company, LLC (CHPRC) Employee Concerns Program (ECP) for disposition. Please contact Chris Jensen, CHPRC, ECP at (509) 376-7067 regarding the disposition of your concern.

Based on the criteria of DOE O 442.1A, DOE Employee Concerns Program, the RL SCO initiated closure of your concern. Should you have any future concerns, I encourage you to raise them through any of the avenues available.

In order to continue to improve our program, RL SCO is requesting feedback from employee's that have raised concerns with our office. Please take a few minutes to provide us with your feedback on the RL ECP process or processing of your concern. Your feedback is important to us.

Sincerely,

Stan Branch, Manager
Employee Concerns Program

SCO:SOB

Enclosures: (2)
Customer Survey
OSHA Fact Sheet

I feel if this practice is continued we will soon be hiring "electricians" whose only qualification is being able to change light bulbs because that is all the hiring employer needs him for, fitters who only need to be able to unplug toilets, ect....

Since this letter was written there have been many more hirings/ postings for the electrical unions. The job posting require only a high school diploma or equivalent.

External Job Opportunity

Title	Instrument Specialist (TEMP)
Position Number	18113
Company	Fluor Hanford
Location	MO404/6/1100
Posted	5/1/2009
Closes	5/4/2009

Job Duties/Scope Of Work

FLUOR HANFORD PROJECT OPENING

Perform application work involving all types of adaptation and installation of highly complex instruments, control systems, and related equipment. Devise multiple instrument assemblies and improvise temporary equipment. Work from sketches, prints or oral instructions. Direct others. Primary support for computer and related equipment installs and fixes.

Basic Qualifications

High school or equivalent. Computer user skills familiar with Windows. Candidate should have a working knowledge of the operation and repair of computers and related computer equipment.

Desired Qualifications

Candidate should be self-motivated, a self-starter, and a good listener. Should be able to interpret technical documentation, including schematics, and apply to daily work. Should be a quick study and require minimal supervision. Strong customer skills are necessary.

Relocation Funding Provided	No
U.S. Citizenship Required	Yes
Clearance Required	No
Job Classification	HAMTC
Shift Work Required	No

LAMP Opportunity: Instrument Specialist

JOB TITLE: Instrument Specialist	JOB OPPORTUNITY NUMBER: 18455
LOCATION: 234-5z/340A/200W	CLEARANCE REQUIREMENTS:
COMPANY: CHPRC	MANAGER: Charlette Johnson
POSTED: 6/4/09	CLOSES: 6/11/09

JOB RESPONSIBILITIES:

Install and maintain highly complex instruments, control systems, and related equipment used in the Laboratory to generate, accumulate, and record scientific data from experimental operations and processes. Assemble instrument components into complex workable systems as designed to accomplish stated results. Work from sketches, prints, or oral instructions. May direct others.

REQUIRED QUALIFICATIONS:

High School education, or equivalent

DESIRED QUALIFICATIONS:

Experience with PCM-2 and radiological instrumentation and calibration

Thanks,

(b)(6)

CONCERN DISPOSITION FORM

DOE-RL Concern #: 20090043 . 01

Point of Contact: Bonnie Lazor

Intake Completion Date: 6/9/2009

Confidentiality: Confidential

Has the concerned individual (CI) sought resolution through other channels? No

If yes, who?

Concern Description: CI has safety concerns with mock-up drills being conducted in Zones versus the Training Pit.

Concern Type: Safety

How Received: Walk-in/Verbal

Priority: Other than Serious Condition

Rules/Requirements: DOE O 442.1A

Concern Summary: On June 9, 2009, the CI stated that on Wednesday morning, May 27, 2009, a mock-up drill was to be conducted in the Zone (next to the RBA and CA) instead of the Training Pit. The drill was to simulate a barrel with the bottom falling out, check radio communications, and fire department responsiveness. A "stop work" was called and co-workers were told to do this because it is "done all over the site" and that doing in the Zone was more realistic than the Training Pit. The CI stated that he/she does not know who plans the drills, but that no training objectives were communicated and since a stop work was called on May 27, management has rescheduled another drill for June 12. The CI believes this contrary to ALARA and questions the risk versus benefit of the training drill.

Background:

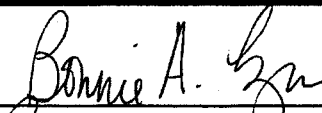
Attachments:

CI's Requested Remedy:

ECP Action: Refer to: RL-OOD

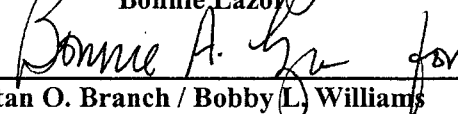
Rationale: This is a safety related concern. RL SCO is referring this concern to RL OOD for investigation.

ECP Coordinator:


Bonnie Lazor

Date: 6.22.09

ECP Program Manager:


Stan O. Branch / Bobby L. Williams

Date: 6.22.09

CONCERN DISPOSITION FORM

DOE-RL Concern #: 20090043 . 02

Point of Contact:

Bonnie Lazor

Intake Completion Date: 6/9/2009

Confidentiality: Confidential

Has the concerned individual (CI) sought resolution through other channels?

No

If yes, who?

Concern Description: CI would like to know whether wood planks used on scaffolding should be fireproof and whether there is a written standard.

Concern Type: Safety

How Received: Walk-in/Verbal

Priority: Routine

Rules/Requirements: DOE O 442.1A

Concern Summary: Although the topic came up and was discussed at a pre-job, the CI would like to know if there is a standard regarding the type of wood planking used on scaffolding; and whether it should be fire proof because of D&D work performed and auxiliary ignition sources still present.

Background:

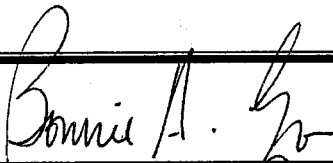
Attachments:

CI's Requested Remedy:

ECP Action: Refer to: RL-SED

Rationale: This is a safety related concern. RL SCO is referring this concern to RL SED for investigation.

ECP Coordinator:

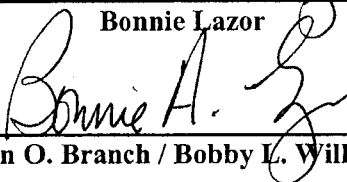


Bonnie Lazor

Date:

6.22.09

ECP Program Manager:



Stan O. Branch / Bobby L. Williams

Date:

6.22.09



Department of Energy
Richland Operations Office
P.O. Box 550
Richland, Washington 99352

AUG 05 2009

09-MGR-0067

(b)(6)

Dear (b)(6)

EMPLOYEE CONCERN #20090043.01 & 20090043.02

Thank you for bringing your concerns to our office. We understand that it takes a lot of courage to raise concerns. This letter is in response to the concerns you filed with the U.S. Department of Energy, (DOE) Richland Operations Office, (RL) Office of Special Concerns (SCO), on June 9, 2009. The concerns were documented as follows:

20090043.01: CI has safety concerns with mock-up drills being conducted in Zones versus the Training Pit.

20090043.02: CI would like to know whether wood planks used on scaffolding should be fireproof and whether there is a written standard.

Concern 20090043.01 was referred to the RL Operation Oversight Division for investigation and found to be unsubstantiated. Appropriate response to the issue was provided by safety personnel and management in a short period of time. Planning and conducting drills is very difficult and time consuming.

Concern 20090043.02 was referred to the RL Safety and Engineering Division for investigation and found to be unsubstantiated. Wood planks used on scaffolding inside radiological facilities are required to be non-combustible or fire retardant treated per the requirements of NFPA 801, Standard for Fire Protection for Facilities Handling Radioactive Materials. Wood planks used on scaffolding outside of radiological facilities, or used inside and outside of non-radiological facilities, should be steel or approved fire retardant lumber, although is it not a requirement.

Based on the criteria of DOE O 442.1A, DOE Employee Concerns Program, the RL SCO initiated closure of your concern. Should you have any future concerns, I encourage you to raise them through any of the avenues available.

AUG 05 2009

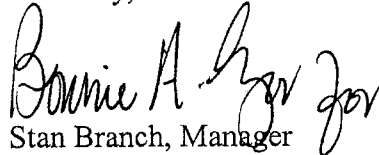
(b)(6)

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09-MGR-0067

In order to continue to improve our program, RL SCO is requesting feedback from employee's that have raised concerns with our office. Please take a few minutes to provide us with your feedback on the RL ECP process or processing of your concern. Your feedback is important to us.

Sincerely,



Stan Branch, Manager
Employee Concerns Program

SCO:SOB

Enclosures: (2)
Customer Survey
OSHA Fact Sheet



Department of Energy
Richland Operations Office
P.O. Box 550
Richland, Washington 99352

JUN 23 2009

09-MGR-0054

(b)(6)

Dear (b)(6)

EMPLOYEE CONCERN #20090043.01 & 20090043.02

Thank you for bringing your concerns to our office. We understand that it takes a lot of courage to raise concerns. This letter is in response to the concerns you filed with the U.S. Department of Energy, (DOE) Richland Operations Office, (RL) Office of Special Concerns (SCO), on June 9, 2009. The concerns were documented as follows:


20090043.01: CI has safety concerns with mock-up drills being conducted in Zones versus the Training Pit.

20090043.02: CI would like to know whether wood planks used on scaffolding should be fireproof and whether there is a written standard.

Concern 20090043.01 was referred to the RL Operation Oversight Division for investigation. Concern 20090043.02 was referred to the RL Safety and Engineering Division for investigation. RL SCO will notify you in writing, regarding the results of the investigations, once completed.

RL SCO retains closure authority of these concerns. If you have any questions regarding this case, please contact me at (509) 376-0000.

Sincerely,


Stan Branch, Manager
Employee Concerns Program

SCO:SB

CONCERN DISPOSITION FORM

DOE-RL Concern #: 20090044 . 01

Point of Contact: Bonnie Lazor

Intake Completion Date: 6/9/2009

Confidentiality: None

Has the concerned individual (CI) sought resolution through other channels? No

If yes, who?

Concern Description: The CI believes he/she is working in a hostile environment and does not feel safe or secure in current job.

Concern Type: Reprisal - Hostile Work Environment

How Received: Telephone

Priority: Routine

Rules/Requirements: DOE CRD 442.1A, Rev.1

Concern Summary: On June 9, 2009, the CI stated he/she is working in a hostile environment and does not feel safe or secure in current job because of receiving suspensions and reprimands for violating company policy. The CI requested that DOE assist in transferring him/her to another contractor. The CI stated he/she has done nothing wrong and has filed Union grievances for his/her suspensions. The CI stated his/her last disciplinary action was a 10-day suspension for unprofessional behavior and berating his/her supervisor. The CI feels like they are "walking on eggshells" in their current position and has applied for one other position, but was not selected. The CI stated they are a journeyman mill rite with 28 years experience and is actively looking for work with another contractor.

The CI stated he/she has spoken to CHPRC-ECP but requests the assistance of DOE to be transferred to another contractor which would be in everyone's best interest. The CI stated that he/she has done nothing wrong and that the allegations against him/her were false which has created the hostile work environment. The CI stated he/she just wants to work safely and is not permitted to; therefore, wants to move on to another contractor and start over. The CI stated he/she would not sign the SCO Concerned Individual (CI) Release Form without thoroughly reviewing, did not request confidentiality and verbally gave permission to release his/her name to CHPRC-ECP.

Background:

Attachments:

CI's Requested Remedy:

ECP Action: Transfer to: CHPRC

Rationale: This is an employer/employee related concern and is outside RL SCO's jurisdiction.

ECP Coordinator: Bonnie A. Lazor Date: 6.17.09
Bonnie Lazor

ECP Program Manager: Bonnie A. Lazor for Date: 6.17.09
Stan O. Branch / Bobby L. Williams



Department of Energy
Richland Operations Office
P.O. Box 550
Richland, Washington 99352

JUN 18 2009

09-MGR-0052

(b)(6)

Dear (b)(6)

EMPLOYEE CONCERN #20090044.01

Thank you for bringing your concerns to our office. We understand that it takes a lot of courage to raise concerns. This letter is in response to the concern you filed with the U.S. Department of Energy (DOE), Richland Operations Office (RL), Office of Special Concerns (SCO), on February 27, 2009. The concern was documented as follows:

20090044.01: The CI believes he/she is working in a hostile environment and does not feel safe or secure in current job.

Your concern was transferred to CH2M HILL Plateau Remediation Company, LLC (CHPRC) Employee Concerns Program (ECP) for disposition. Please contact Chris Jensen, CHPRC, ECP at (509) 376-7067 regarding the disposition of your concerns.

Based on the criteria of DOE O 442.1A, DOE Employee Concerns Program, the RL SCO initiated closure of your concern. Should you have any future concerns, I encourage you to raise them through any of the avenues available.

In order to continue to improve our program, RL SCO is requesting feedback from employee's that have raised concerns with our office. Please take a few minutes to provide us with your feedback on the RL ECP process or processing of your concern. Your feedback is important to us.

Sincerely,

Stan Branch, Manager
Employee Concerns Program

SCO:SOB

Enclosures: (2)
Customer Survey
OSHA Fact Sheet

CONCERN DISPOSITION FORM

DOE-RL Concern #: 20090045 .01

Point of Contact: Bonnie Lazor

Intake Completion Date: 6/15/2009

Confidentiality: Confidential

Has the concerned individual (CI) sought resolution through other channels? No

If yes, who?

Concern Description: The CI is concerned over a WCH sub-contractor burying asphalt near 7th Street in Richland.

Concern Type: Environment

How Received: Telephone

Priority: Serious Condition

Rules/Requirements: DOE O 442.1A

Concern Summary: On June 15, 2009, the CI stated he/she was an (b)(6) working on a composite crew for (b)(6) who is a sub-contractor for works for either Watts Construction or Grant under WCH. CI stated that on Thursday, June 4, 2009, the CI was digging fence post holes out at the end of 7th Street and either Chicago or Cleveland Streets in Richland when he/she was told by (b)(6) to bury asphalt into the post holes. The CI stated to (b)(6) that he/she was going to report the asphalt as it shouldn't be buried, maybe recycled or something; in which (b)(6) replied, "this is how we do it." The CI stated he/she was going to report the asphalt burial to DOE. The CI stated that (b)(6) does not use a check list and did not have a backhoe/bob cat operator so (b)(6) was operating the equipment himself without a back-up alarm which the CI thought was unsafe. The CI stated the following day, Friday, June 5 he/she was again working very hard and (b)(6) said to the CI, "I can't believe what the f—k is taking you so long?" Further, he CI stated he/she received no breaks to hydrate his/herself while working for (b)(6)

The CI stated that the next day, Saturday, June 6 he/she received a call at home at 8:00 am from (b)(6) stating, "We don't require your services anymore" which the CI took as he/she being a lay-off. The CI thought that the call was improper and believes that companies have to lay you off face-to-face and during a workday. Additionally, the CI stated that (b)(6) and (b)(6) witnessed the burial and other issues. The CI stated that (b)(6) is not playing by the rules and should. As resolution, the CI would like to see the asphalt cleaned up, back-up alarm safety issue fixed, and to be able to work. CI knows he/she probably can't have his/her job back with (b)(6) but would like a job and feels it its wrong to be laid off for reporting the buried asphalt.

Background:

Attachments:

CI's Requested Remedy:

ECP Action: Refer to: WCH

Rationale: This is an environmental related concern. However, RL SCO is referring this concern to WCH for investigation.

ECP Coordinator: Bonnie A. Gze **Date:** 6.22.09
Bonnie Lazor

ECP Program Manager: Bonnie A. Gze **Date:** 6.22.09
Stan O. Branch / Bobby L. Williams

CONCERN DISPOSITION FORM

DOE-RL Concern #: 20090045 . 02

Point of Contact: Bonnie Lazor

Intake Completion Date: 6/15/2009

Confidentiality: Confidential

Has the concerned individual (CI) sought resolution through other channels? No

If yes, who?

Concern Description: The CI is concerned that sub-contractor is not operating safe equipment by not having a back-up alarm.

Concern Type: Safety

How Received: Telephone

Priority: Other than Serious Condition

Rules/Requirements: DOE O 442.1A

Concern Summary:

On June 15, 2009, the CI stated he/she was an (b)(6) working on a composite crew for (b)(6) who is a sub-contractor for works for either Watts Construction or Grant under WCH. CI stated that on Thursday, June 4, 2009, the CI was digging fence post holes out at the end of 7th Street and either Chicago or Cleveland Streets in Richland when he/she was told by (b)(6) to bury asphalt into the post holes. The CI stated to (b)(6) that he/she was going to report the asphalt as it shouldn't be buried, maybe recycled or something; in which (b)(6) replied, "this is how we do it." The CI stated he/she was going to report the asphalt burial to DOE. The CI stated that (b)(6) does not use a check list and did not have a backhoe/bob cat operator so (b)(6) was operating the equipment himself without a back-up alarm which the CI thought was unsafe. The CI stated the following day, Friday, June 5 he/she was again working very hard and (b)(6) said to the CI, "I can't believe what the f—k is taking you so long?" Further, he CI stated he/she received no breaks to hydrate his/herself while working for (b)(6)

The CI stated that the next day, Saturday, June 6 he/she received a call at home at 8:00 am from (b)(6) stating, "We don't require your services anymore" which the CI took as he/she being a lay-off. The CI thought that the call was improper and believes that companies have to lay you off face-to-face and during a workday. Additionally, the CI stated that (b)(6) and (b)(6) witnessed the burial and other issues. The CI stated that (b)(6) is not playing by the rules and should. As resolution, the CI would like to see the asphalt cleaned up, back-up alarm safety issue fixed, and to be able to work. CI knows he/she probably can't have his/her job back with (b)(6) but would like a job and feels it its wrong to be laid off for reporting the buried asphalt.

Background:

Attachments:

CI's Requested Remedy:

ECP Action: Refer to: WCH

Rationale: This is a safety related concern. However, RL SCO is referring this concern to WCH for investigation.

ECP Coordinator: Bonnie A. Lazor **Date:** 6.22.09
Bonnie Lazor

ECP Program Manager: Bonnie A. Lazor **Date:** 6.22.09
Stan O. Branch / Bobby L. Williams

CONCERN DISPOSITION FORM

DOE-RL Concern #: 20090045 . 03

Point of Contact: Bonnie Lazor

Intake Completion Date: 6/15/2009

Confidentiality: Confidential

Has the concerned individual (CI) sought resolution through other channels? No

If yes, who?

Concern Description: The CI believes he/she was laid off during non-work hours for reporting the buried asphalt.

Concern Type: Reprisal - Retaliation

How Received: Telephone

Priority: Routine

Rules/Requirements: DOE O 442.1A

Concern Summary: On June 15, 2009, the CI stated he/she was an (b)(6) working on a composite crew for (b)(6) who is a sub-contractor for works for either Watts Construction or Grant under WCH. CI stated that on Thursday, June 4, 2009, the CI was digging fence post holes out at the end of 7th Street and either Chicago or Cleveland Streets in Richland when he/she was told by (b)(6) to bury asphalt into the post holes. The CI stated to (b)(6) that he/she was going to report the asphalt as it shouldn't be buried, maybe recycled or something; in which (b)(6) replied, "this is how we do it." The CI stated he/she was going to report the asphalt burial to DOE. The CI stated that (b)(6) does not use a check list and did not have a backhoe/bob cat operator so (b)(6) was operating the equipment himself without a back-up alarm which the CI thought was unsafe. The CI stated the following day, Friday, June 5 he/she was again working very hard and (b)(6) said to the CI, "I can't believe what the f—k is taking you so long?" Further, the CI stated he/she received no breaks to hydrate him/herself while working for (b)(6)

The CI stated that the next day, Saturday, June 6 he/she received a call at home at 8:00 am from (b)(6) stating, "We don't require your services anymore" which the CI took as he/she being a lay-off. The CI thought that the call was improper and believes that companies have to lay you off face-to-face and during a workday. Additionally, the CI stated that (b)(6) and (b)(6) witnessed the burial and other issues. The CI stated that (b)(6) is not playing by the rules and should. As resolution, the CI would like to see the asphalt cleaned up, back-up alarm safety issue fixed, and to be able to work. CI knows he/she probably can't have his/her job back with (b)(6) but would like a job and feels it its wrong to be laid off for reporting the buried asphalt.

Background:

Attachments:

CI's Requested Remedy:

ECP Action: Refer to: WCH

Rationale: This is a Reprisal/Retaliation related concern. However, RL SCO is referring this concern to WCH for investigation.

ECP Coordinator: Bonnie A. Lazor **Date:** 6.22.09
Bonnie Lazor

ECP Program Manager: Bonnie A. Lazor for **Date:** 6.22.09
Stan O. Branch / Bobby L. Williams



Department of Energy
Richland Operations Office
P.O. Box 550
Richland, Washington 99352

09-MGR-0062

JUL 09 2009

(b)(6)

Dear (b)(6)

EMPLOYEE CONCERN #20090045.01, 20090045.02, & 20090045.03

Thank you for bringing your concerns to our office. We understand that it takes a lot of courage to raise concerns. This letter is in response to the concerns you filed with the U.S. Department of Energy, (DOE) Richland Operations Office, (RL) Office of Special Concerns (SCO), on June 15, 2009. The concerns were documented as follows:

20090045.01: The CI is concerned over a WCH sub-contractor burying asphalt near 7th Street in Richland.

20090045.02: The CI is concerned that sub-contractor is not operating safe equipment by not having a back-up alarm.

20090045.03: The CI believes he/she was laid off during non-work hours for reporting the buried asphalt.

Your concerns were referred to WCH for investigation. The WCH investigation found that (b)(6) was/is not a sub-contractor to WCH.

Based on the criteria of DOE O 442.1A, DOE Employee Concerns Program, the RL SCO initiated closure of your concern. Should you have any future concerns, I encourage you to raise them through any of the avenues available.

In order to continue to improve our program, RL SCO is requesting feedback from employee's that have raised concerns with our office. Please take a few minutes to provide us with your feedback on the RL ECP process or processing of your concern. Your feedback is important to us.

If you have any questions regarding this case, please contact me at (509) 376-0000.

Sincerely,

Stan Branch, Manager
Employee Concerns Program

SCO:SOB

Enclosures: (2)
Customer Survey
OSHA Fact Sheet



Department of Energy
Richland Operations Office
P.O. Box 550
Richland, Washington 99352

JUN 23 2009

09-MGR-0053

(b)(6)

Dear (b)(6)

EMPLOYEE CONCERN #20090045.01, 20090045.02, & 20090045.03

Thank you for bringing your concerns to our office. We understand that it takes a lot of courage to raise concerns. This letter is in response to the concerns you filed with the U.S. Department of Energy, (DOE) Richland Operations Office, (RL) Office of Special Concerns (SCO), on June 15, 2009. The concerns were documented as follows:

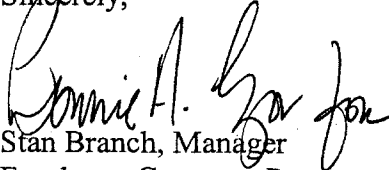
20090045.01: The CI is concerned over a WCH sub-contractor burying asphalt near 7th Street in Richland.

20090045.02: The CI is concerned that sub-contractor is not operating safe equipment by not having a back-up alarm.

20090045.03: The CI believes he/she was laid off during non-work hours for reporting the buried asphalt.

Your concerns were referred to Washington Closure Hanford for investigation. RL SCO will notify you in writing, regarding the results of the investigation, once completed. RL SCO retains closure authority of this concern. If you have any questions regarding this case, please contact me at (509) 376-0000.

Sincerely,


Stan Branch, Manager
Employee Concerns Program

SCO:SB



Department of Energy
Richland Operations Office
P.O. Box 550
Richland, Washington 99352
JUN 17 2009

09-MGR-051

(b)(6)

Dear (b)(6)

EMPLOYEE CONCERN #20090046.01

Thank you for bringing your concerns to our office. We understand that it takes a lot of courage to raise concerns. This letter is in response to the concern you filed with the U.S. Department of Energy, (DOE) Richland Operations Office, (RL) Office of Special Concerns (SCO), on June 9, 2009. The concern was documented as follows:

20090046.01: The CI is concerned that neither CHPRC or WCH has provided adequate on-the-job/field training to new WCH D&D workers and that the lack of training could become a safety issue.

Your concern was referred to the CH2M HILL Plateau Remediation Company and Washington Closure Hanford for investigation.

RL SCO will notify you in writing, regarding the results of the investigation, once completed. RL SCO retains closure authority of this concern. If you have any questions regarding this case, please contact me at (509) 376-0000.

Sincerely,

A handwritten signature in black ink that reads "Stan Branch".

Stan Branch, Manager
Employee Concerns Program

SCO:SB

20090046

Phone Message from CI – 6/15/09 at 4:32 p. m.

(b)(6)

Hi Bonnie- This is (b)(6) I just left WCH and was recalled back to CHPRC and I wanted to express concern over WCH not keeping any of us D&D people behind to train the new people. I think they're going to be in danger because they're not familiar with the work. If you'd like to discuss this with me my number is (b)(6) Thank you.



Department of Energy
Richland Operations Office
P.O. Box 550
Richland, Washington 99352

JUL 30 2009

09-MGR-0070

(b)(6)

Dear (b)(6)

EMPLOYEE CONCERN #20090046.01

Thank you for bringing your concern to our office. We understand that it takes a lot of courage to raise concerns. This letter is in response to the concern you filed with the U.S. Department of Energy (DOE), Richland Operations Office (RL), Office of Special Concerns (SCO), on June 16, 2009. The concern was documented as follows:

20090046.01: The CI is concerned that neither CHPRC or WCH has provided adequate on-the-job training to new WCH D&D workers and that the lack of training could become a safety issue.

This concern centered around the transfer of D&D workers between the CHPRC and WCH. On June 15, 2009, certain D&D workers were being hired and/or transferred between the CHPRC and WCH and there was concern among many of the workers that there was not sufficient on the job training between the new D&D workers and the more experienced workers. Initially, the CHPRC workforce was told that the new hire employees coming over from WCH or those being newly hired to Hanford would have approximately two to three weeks of training with experienced workers before being allowed to work alone. Because of scheduling problems at HAMMER and other factors, the on the job training for CHPRC employees was proposed to be reduced to less than one week. This caused concern by many of the more experienced workers and these concerns were raised to U-Ancillary management, the CHPRC ECP, DOE-RL ECP and the Union. As a means to reach a remedy, the CHPRC ECP held a series of meeting between the workers, management and union representatives to reach a mutually acceptable resolution. The final resolution reached by all CHPRC parties was that three experienced works from the U-Ancillary facility would be held back from their new work assignments from June 15 through July 13, 2009, thereby allowing for more on the job training. This agreement was mutually acceptable to all CHPRC parties however there was still concern about the workers being transferred to WCH.

Based on the criteria of DOE O 442.1A, DOE Employee Concerns Program, the RL SCO has initiated closure of your concern. Should you have any future concerns, I encourage you to raise them through any of the avenues available.

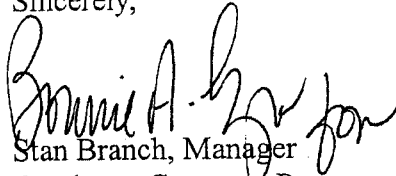
(b)(6)

09-MGR-0070

-2- JUL 30 2009

In order to continue to improve our program, RL SCO is requesting feedback from employees that have raised concerns with our office. Please take a few minutes to provide us with your feedback on the RL ECP process or processing of your concern. Your feedback is important to us.

Sincerely,



Stan Branch, Manager
Employee Concerns Program

SCO:SOB

Enclosure: Customer Survey

CONCERN DISPOSITION FORM

DOE-RL Concern #: 20090047.01

Point of Contact: Bonnie Lazor

Intake Completion Date:

Confidentiality: Confidential

Has the concerned individual (CI) sought resolution through other channels? No

If yes, who?

Concern Description: The CI stated he/she has an issue of overtime.

Concern Type: Management

How Received: Telephone

Priority: Routine

Rules/Requirements: DOE O 442.1A

Concern Summary: No information received.

Background:

Attachments:

CI's Requested Remedy:

ECP Action: Close to: SCO

Rationale: The CI did not return any calls or provide any information for SCO to process a case.

ECP Coordinator:

Bonnie A. Lazor
Bonnie Lazor

Date: 6.24.09

ECP Program Manager:

Bonnie A. Lazor for
Stan O. Branch / Bobby L. Williams

Date: 6.24.09

CONCERN DISPOSITION FORM

DOE-RL Concern #: 20090048 .01

Point of Contact: Bonnie Lazor

Intake Completion Date: 6/22/2009

Confidentiality: None

Has the concerned individual (CI) sought resolution through other channels? No

If yes, who?

Concern Description: The CI believes he/she is being unjustly fired from his/her engineer position.

Concern Type: Union Issue

How Received: Walk-in/Verbal

Priority: Routine

Rules/Requirements: DOE O 442.1A

Concern Summary: On June 22, 2009, Santos Ortega, DOE EEO Manager accompanied the CI to the RL-ECP. The CI stated that the June 16, 2009, "Notice of Proposal to Remove" letter he/she received is unjust, not true, and is a result of him/her reporting engineering concept design deficiencies to his/her supervisor, (b)(6) and (b)(6). The CI requested the EEO and the ECP investigate the contents and elements used in the proposed dismissal letter. Mr. Ortega thoroughly explained the administrative removal, EEO, and ECP process to the CI; whereby, the CI still requested EEO and ECP to investigate. When questioned for the basis of an EEO complaint the CI the CI stated it was because he/she was bi-lingual. Ortega requested specific discrimination; whereby, the CI agreed to e-mail the specifics by June 23, 2009. Further, the CI later stated that on or before March 4, 2009, he/she reported to (b)(6) that during a training class, co-worker (b)(6) stared at him/her which made him/her feel uncomfortable. The CI stated it was because he/she reported (b)(6) who is (b)(6) (b)(6) that he/she received a March 4, 2009, counseling letter from (b)(6) Ortega was going to follow-up on the (b)(6) incident. When asked about the specific deficiencies, the CI stated that past deficiencies and data were not being considered. ECP requested specific deficiency incidents; whereby, the CI agreed to e-mail the specifics by June 23, 2009. The CI also stated that the deficiencies were fraud, waste, and abuse and requested IG contact information. The CI stated he/she had not contacted the Union, but intended to call Rick McNulty because of the timeframes involved.

On June 24, 2009, CI stated he/she had contacted McNulty and requested Union representation and intends to use the Union process. The CI also stated he/she along with McNulty intends to file an extension regarding responding to the proposed removal letter. The CI stated that is his/her priority and would not be providing specific details regarding scope of work deficiencies found (i.e., discrepancy between scope of work and WTP conceptual design in WTP contract and BNI design process). CI was advised that since using Union process, ECP had no venue.

Background:

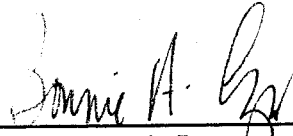
Attachments:

CI's Requested Remedy:

ECP Action: Close to: DOE-ORP

Rationale: The CI stated that he/she had contacted and requested Union representation and intends to use the Union process.

ECP Coordinator:

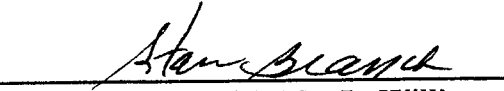


Bonnie Lazor

Date:

7-1-09

ECP Program Manager:



Stan O. Branch / Bobby L. Williams

Date:

7/1/09

From: Lazor, Bonnie A
Sent: Wednesday, June 24, 2009 7:59 AM
To: (b)(6)
Cc: Lamoureux, S J (Sandi)
Subject: Meeting Follow-up

Importance: High

Categories: Bonnie Lazor

Good Morning (b)(6)

This is a follow-up from our meeting on June 22. As we discussed, you were to provide specific "design concept deficiencies" information to our office by June 23. As of date, we have not received a response from you. Please advise me of the status (i.e., whether you still intend to send specific details or whether you have chosen another avenue for resolution such as the Union or IG). As we discussed, based on the nature of your position and pre-existing design concept issues without specific details we will not be able to investigate your allegations and will close your concern. Should you provide specifics, you will be required to sign a SCO Concerned Individual (CI) Release Form. Please advise as soon as possible. Thanks, Bonnie

Bonnie A. Lazor, CIG, CFE, CBM
U.S. Department of Energy, Richland Operations Office
Office of Special Concerns - ECP
Office: (509) 376-6230 Blackberry: (509) 539-0462
Fax: (509) 372-0998
bonnie_a_lazor@rl.gov



Department of Energy
Richland Operations Office
P.O. Box 550
Richland, Washington 99352

JUL 07 2009

09-MGR-059

(b)(6)

Dear (b)(6)

EMPLOYEE CONCERN #20090049.01

Thank you for bringing your concern to our office. We understand that it takes a lot of courage to raise concerns. This letter is in response to the concern you filed with the U.S. Department of Energy, (DOE) Richland Operations Office, (RL) Office of Special Concerns (SCO), on June 29, 2009. The concern was documented as follows:

20090049.01: The CI stated that he/she believes it is a health concern for him/her to be working in an area that has not been beryllium characterized (-5) when he/she has a permanent restriction.

Your concern was referred to the CH2M HILL Plateau Remediation Company for investigation and a copy of your concern was also provided to the RL Assistant Manager for Safety and Environment.

Your concern was partially substantiated. The investigation concluded that the CHPRC Management and HR are aware of your beryllium restriction and have discussed your workplace location and will accommodate your restriction.

Based on the criteria of DOE O 442.1A, DOE Employee Concerns Program, the RL SCO initiated closure of your concern. Should you have any future concerns, I encourage you to raise them through any of the avenues available.

(b)(6)

-2-

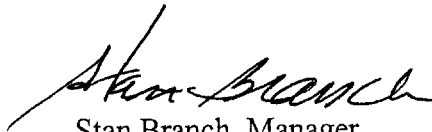
JUL 07 2009

09-MGR-059

In order to continue to improve our program, RL SCO is requesting feedback from employee's that have raised concerns with our office. Please take a few minutes to provide us with your feedback on the RL ECP process or processing of your concern. Your feedback is important to us.

If you have any questions regarding this case, please contact me at (509) 376-0000.

Sincerely,



Stan Branch, Manager
Employee Concerns Program

SCO:SOB

Enclosures: (2)
Customer Survey
OSHA Fact Sheet



Department of Energy
Richland Operations Office
P.O. Box 550
Richland, Washington 99352

JUN 29 2009

09-MGR-057

(b)(6)

Dear (b)(6)

EMPLOYEE CONCERN #20090049.01

Thank you for bringing your concern to our office. We understand that it takes a lot of courage to raise concerns. This letter is in response to the concern you filed with the U.S. Department of Energy, (DOE) Richland Operations Office, (RL) Office of Special Concerns (SCO), on June 29, 2009. The concern was documented as follows:

20090049.01: The CI stated that he/she believes it is a health concern for him/her to be working in an area that has not been beryllium characterized (-5) when he/she has a permanent restriction.

Your concern was referred to the CH2M HILL Plateau Remediation Company for investigation and a copy of your concern was also provided to the RL Assistant Manager for Safety and Environment.

SCO will notify you in writing, regarding the results of the investigation, once completed. SCO retains closure authority of this concern. If you have any questions regarding this case, please contact me at (509) 376-0000.

Sincerely,

Stan Branch, Manager
Employee Concerns Program

SCO:SB

Concern Call.

Hi Mr. Branch - This is (b)(6) calling. I was just trying to reach you. I talked to Mr. Cavanaugh- he referred me to you on a problem I had with beryllium and placement on the site. I was wondering if you might be able to give me a call. I sure would appreciate it. The number is (b)(6) and it is June 22 about 4:13 in the afternoon. Thank you Bye.

CONCERN DISPOSITION FORM

DOE-RL Concern #: 20090050 . 01

Point of Contact: Bonnie Lazor

Intake Completion Date: 6/25/2009

Confidentiality: None

Has the concerned individual (CI) sought resolution through other channels? No

If yes, who?

Concern Description: CI believes he/she is harassed and working in a hostile work environment.

Concern Type: Management

How Received: Telephone

Priority: Routine

Rules/Requirements: DOE CRD 442.1A, Rev.1

Concern Summary: On June 25, 2009, the CI stated that he/she feels harassed and is working in a hostile work environment because of Team Lead, (b)(6) CI stated he/she has reported (b)(6) poor communication (condescending, mean, abrasive, and disrespectful) and attitude. For examples, the CI stated (b)(6) has told him/her to "shut-up" during meetings and has openly accused the CI of time fraud in front of others. CI stated he/she has gone for weeks not talking to and avoiding (b)(6) CI stated that (b)(6) has made other employees feel uncomfortable as well.

CI stated he/she has reported (b)(6) behavior to (b)(6) (b)(6) and (b)(6) on more than one occasion. CI stated that instead of fixing the problem (b)(6) he/she is now being moved to a different site effective June 29, as he/she has been told they [management] can't get rid of (b)(6) CI believes he/she is being moved for reporting a problem. CI stated the move will cost him/her money as it interferes with his/her car pool and has thought about quitting. CI requests staying at (b)(6) and that (b)(6) is no longer is a Team Lead. The CI did not request confidentiality.

Background:

Attachments:

CI's Requested Remedy:

ECP Action: Transfer to: WCH

Rationale: This is a management related concern. RL SCO is transferring this concern to WCH for disposition.

ECP Coordinator:

Bonnie A. Lazor
Bonnie Lazor

Date: 7.1.09

ECP Program Manager:

Stan O. Branch / Bobby L. Williams
Stan O. Branch / Bobby L. Williams

Date: 7/1/09

CONCERN DISPOSITION FORM

DOE-RL Concern #: 20090050 . 02

Point of Contact: Bonnie Lazor

Intake Completion Date: 6/25/2009

Confidentiality: None

Has the concerned individual (CI) sought resolution through other channels? No

If yes, who?

Concern Description: CI believes he/she is being moved to a different site for reporting poor management and communication skills by a Team Lead.

Concern Type: Management

How Received: Telephone

Priority: Routine

Rules/Requirements: DOE CRD 442.1A, Rev.1

Concern Summary: On June 25, 2009, the CI stated that he/she feels harassed and is working in a hostile work environment because of Team Lead, (b)(6) CI stated he/she has reported (b)(6) poor communication (condescending, mean, abrasive, and disrespectful) and attitude. For examples, the CI stated (b)(6) has told him/her to "shut-up" during meetings and has openly accused the CI of time fraud in front of others. CI stated he/she has gone for weeks not talking to and avoiding (b)(6) CI stated that (b)(6) has made other employees feel uncomfortable as well.

CI stated he/she has reported (b)(6) behavior to (b)(6) (b)(6) and (b)(6) on more than one occasion. CI stated that instead of fixing the problem (b)(6) he/she is now being moved to a different site effective June 29, as he/she has been told they [management] can't get rid of a Lead. CI believes he/she is being moved for reporting a problem. CI stated the move will cost him/her money as it interferes with his/her car pool and has thought about quitting. CI requests staying at (b)(6) and that (b)(6) is no longer is a Team Lead. The CI did not request confidentiality.

Background:

Attachments:

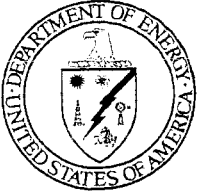
CI's Requested Remedy:

ECP Action: Transfer to: WCH

Rationale: This is a management related concern. RL SCO is transferring this concern to WCH for disposition.

ECP Coordinator: Bonnie A Lazor Date: 7.1.09
Bonnie Lazor

ECP Program Manager: Stan O. Branch / Bobby L. Williams Date: 7/1/09



Department of Energy
Richland Operations Office
P.O. Box 550
Richland, Washington 99352

09-MGR-0058

JUL 07 2009

(b)(6)

Dear (b)(6)

EMPLOYEE CONCERN #20090050.01, & .02

Thank you for bringing your concerns to our office. We understand that it takes a lot of courage to raise concerns. This letter is in response to the concerns you filed with the U.S. Department of Energy (DOE), Richland Operations Office (RL), Office of Special Concerns (SCO), on June 25, 2009. The concerns were documented as follows:

20090050.01: CI believes he/she is harassed and working in a hostile work environment.

20090050.02: CI believes he/she is being moved to a different site for reporting poor management and communication skills by a Team Lead.

Your concerns were transferred to Washington Closure Hanford (WCH) for disposition. Please contact Dennis Hurshman, WCH, Employee Concerns Program (ECP) at (509) 372-9190 regarding the disposition of your concerns.

Based on the criteria of DOE O 442.1A, DOE Employee Concerns Program, the RL SCO initiated closure of your concern. Should you have any future concerns, I encourage you to raise them through any of the avenues available.

In order to continue to improve our program, RL SCO is requesting feedback from employee's that have raised concerns with our office. Please take a few minutes to provide us with your feedback on the RL ECP process or processing of your concern. Your feedback is important to us.

Sincerely,

Stan Branch, Manager
Employee Concerns Program

SCO:SOB

Enclosures: (2)
Customer Survey
OSHA Fact Sheet

CONCERN DISPOSITION FORM

DOE-RL Concern #: 20090051 . 01

Point of Contact: Bonnie Lazor

Intake Completion Date: 7/1/2009

Confidentiality: None

Has the concerned individual (CI) sought resolution through other channels? No

If yes, who?

Concern Description: CI is concerned that WCH has on-going unsafe working conditions which led to WCH employee, (b)(6) falling through a cat walk at Building 336, today.

Concern Type: Safety

How Received: Telephone

Priority: Other than Serious Condition

Rules/Requirements: DOE O 442.1A

Concern Summary: On July 1, 2009, the CI stated he/she is concerned that WCH has on-going safety problems and concerns which led to a WCH employee, (b)(6) falling through a catwalk this morning. CI stated he/she was shocked we [ECP} did not know about it. CI stated that approximately a month ago, Dennis Hurshman, WCH ECP was talking to employees, but that nothing has changed regarding safety issues. The CI stated he/she no longer works for WCH, but for CHPRC and has had previous safety concerns and asked, "What will it take to fix things? Someone getting killed?" CI stated they would come into the DOE-ECP office and provide all of past WCH safety issues, but is concerned with today's incident. CI stated he/she is not sure of injuries (b)(6) suffered, but is in the hospital. CI stated his/her identity may be shared as necessary for investigative purposes.

Background:

Attachments:

CI's Requested Remedy:

ECP Action: Refer to: WCH

Rationale: This is a safety related concern. However, RL SCO is referring this concern to WCH for investigation.

ECP Coordinator: Bonnie A. Lazor Date: 7.7.09
Bonnie Lazor

ECP Program Manager: Stan O. Branch Date: 6 Jul 09
Stan O. Branch / Bobby L. Williams



Department of Energy
Richland Operations Office
P.O. Box 550
Richland, Washington 99352

OCT 19 2009

10-MGR-0009

(b)(6)

Dear (b)(6)

EMPLOYEE CONCERN #20090051.01

Thank you for bringing your concern to our office. We understand that it takes a lot of courage to raise concerns. This letter is in response to the concern you filed with the U.S. Department of Energy, (DOE) Richland Operations Office, (RL) Office of Special Concerns (SCO), on July 1, 2009. The concern was documented as follows:

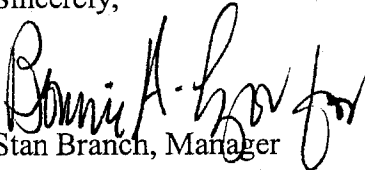
20090051.01: CI is concerned that WCH has on-going unsafe working conditions which led to WCH employee, (b)(6) falling through a cat walk at Building 336, today.

Although your concern was referred to the Washington Closure Hanford, LLC (WCH) Employee Concerns Program (ECP) for investigation, a Type B Accident Investigation was also conducted into, WCH Employee Fall Injury on July 1, 2009, at the 336 Building, Hanford Site, Washington in which Several Judgments of Needs/Corrective Actions were identified and continue to be monitored by DOE RL Assistant Manager for Safety and Environment.

Based on the criteria of DOE O 442.1A, DOE Employee Concerns Program, SCO has initiated closure of your concern. Should you have any future concerns, I encourage you to raise them through any of the avenues available.

In order to continue to improve our program, RL SCO is requesting feedback from employee's that have raised concerns with our office. Please take a few minutes to provide us with your feedback on the RL ECP process or processing of your concern. Your feedback is important to us.

Sincerely,


Stan Branch, Manager
Employee Concerns Program

SCO:SB

Enclosures: (2)



Department of Energy
Richland Operations Office
P.O. Box 550
Richland, Washington 99352

JUL 07 2009

09-MGR-0060

(b)(6)

Dear (b)(6)

EMPLOYEE CONCERN #20090051.01

Thank you for bringing your concern to our office. We understand that it takes a lot of courage to raise concerns. This letter is in response to the concern you filed with the U.S. Department of Energy, (DOE) Richland Operations Office, (RL) Office of Special Concerns (SCO), on July 1, 2009. The concern was documented as follows:

20090051.01: CI is concerned that WCH has on-going unsafe working conditions which led to WCH employee (b)(6) falling through a cat walk at Building 336, today.

Your concern was referred to the WCH Employee Concerns Program for investigation and a copy of your concern was also provided to the RL Assistant Manager for Safety and Environment.

SCO will notify you in writing, regarding the results of the investigation, once completed. SCO retains closure authority of this concern. If you have any questions regarding this case, please contact me at (509) 376-0000.

Sincerely,

A handwritten signature in black ink that reads "Stan Branch".

Stan Branch, Manager
Employee Concerns Program

SCO:SB

Record of event on July 1, 2009 for case# 20090051

(b)(6) called with this message at 4:40pm. (b)(6) was talking about the guy that got hurt and was taken to the hospital. He fell through the vertical grate/ladder. Didn't have much information except that he has a broken leg and arm with a possibility of internal injuries. He brought back a hook (d-ring) that was cut off/broken. There was also a work stand down. There has been a lot of things happen for the teamster guy such as adjusting procedures that maybe don't need to be done and other stuff. That's what has been happening.

CONCERN DISPOSITION FORM

DOE-RL Concern #: 20090052 . 01

Point of Contact: Bonnie Lazor

Intake Completion Date: 7/7/2009

Confidentiality: Anonymous

Has the concerned individual (CI) sought resolution through other channels? No

If yes, who?

Concern Description: [Unidentifiable name], FHI is using illegal drugs (marijuana) and uses prescription pain killers that aren't prescribed for her.

Concern Type: Management

How Received: Telephone

Priority: Routine

Rules/Requirements: DOE O 442.1A

Concern Summary:

Background:

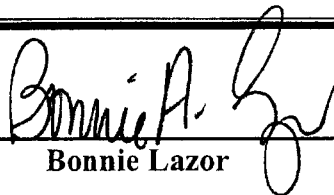
Attachments:

CI's Requested Remedy:

ECP Action: Close to: RL-SCO


Rationale: No Information. The name provided to RL SCO was not in the Hanford Pop-Phone. This concern is considered frivolous and closed.

ECP Coordinator:


Bonnie Lazor

Date: 7.7.09

ECP Program Manager:


Stan O. Branch / Bobby L. Williams

Date: 7/7/09

CONCERN DISPOSITION FORM

DOE-RL Concern #: 20090053 . 01

Point of Contact: Stan Branch

Intake Completion Date: 7/2/2009

Confidentiality: Confidential

Has the concerned individual (CI) sought resolution through other channels? No

If yes, who?

Concern Description: The CI stated that WCH Management does not address safety concerns.

Concern Type: Safety

How Received: Telephone

Priority: Other than Serious Condition

Rules/Requirements: DOE O 442.1A

Concern Summary: The CI stated that he/she is concerned about what is going on at the site. The CI stated that the event that happened yesterday was unnecessary (person falling off the cat-walk). The CI stated that he/she attempted to talk to Management but WCH does address safety issues. The CI stated that he/she was not present when the accident occurred but heard about it. The CI stated that it's all about Management's attitude. The CI stated that he/she has brought up concerns to (b)(6) and (b)(6) regarding the Long Reach PC 800 Kumatsu Excavator and was told that we will use the PC 800 or sub-contract out the work. The CI stated that WCH spends approximately \$50K per month renting the PC 800. The CI stated that the load charts does not match the implements. The CI stated that (b)(6) told him/her that WCH was not going to modify the equipment and to use it as configured. The CI stated that he/she has been threatened that the work will be sub-contracted out.

The CI stated that he/she has not gone to WCH ECP and does not know who or where it is. The CI stated that the event where the man fell through the building (cat-walk) could have been prevented. The CI stated that WCH Management chose to use the PC 800 Excavator instead of the 1250 Kumatsu Excavator or 365 Caterpillar Excavator and that if the 1250 Kumatsu or 365 Caterpillar was used there would not have been a reason for the man to be on the cat-walk. The CI stated that the 1250 Kumatsu and 365 Caterpillar have a better load range than the PC 800 Kumatsu that has a lesser load range but longer reach. The CI stated that WCH Management has gone backwards since receiving their VPP status.

Background:

Attachments:

CI's Requested Remedy:

ECP Action: Refer to: WCH

Rationale: This is a safety related concern. However, RL SCO is referring this concern to WCH for investigation.

ECP Coordinator: _____ **Date:** _____
Stan Branch

ECP Program Manager: _____ **Date:** 7/8/09
Stan O. Branch / Bobby L. Williams



Department of Energy
Richland Operations Office
P.O. Box 550
Richland, Washington 99352

OCT 19 2009

10-MGR-0007

(b)(6)

Dear (b)(6)

EMPLOYEE CONCERN #20090053.01

Thank you for bringing your concern to our office. We understand that it takes a lot of courage to raise concerns. This letter is in response to the concern you filed with the U.S. Department of Energy, (DOE) Richland Operations Office, (RL) Office of Special Concerns (SCO), on July 2, 2009. The concern was documented as follows:

20090053.01: The CI stated that WCH Management does not address safety concerns.

Although your concern was referred to the Washington Closure Hanford, LLC (WCH) Employee Concerns Program (ECP) for investigation, a Type B Accident Investigation was also conducted into, WCH Employee Fall Injury on July 1, 2009, at the 336 Building, Hanford Site, Washington in which Several Judgments of Needs/Corrective Actions were identified and continue to be monitored by DOE RL Assistant Manager for Safety and Environment.

Based on the criteria of DOE O 442.1A, DOE Employee Concerns Program, SCO has initiated closure of your concern. Should you have any future concerns, I encourage you to raise them through any of the avenues available.

In order to continue to improve our program, RL SCO is requesting feedback from employee's that have raised concerns with our office. Please take a few minutes to provide us with your feedback on the RL ECP process or processing of your concern. Your feedback is important to us.

Sincerely,

Stan Branch, Manager

Employee Concerns Program

SCO:SB

Enclosures: (2)



Department of Energy
Richland Operations Office
P.O. Box 550
Richland, Washington 99352

JUL 08 2009

09-MGR-0061

(b)(6)

Dear (b)(6)

EMPLOYEE CONCERN #20090053.01

Thank you for bringing your concern to our office. We understand that it takes a lot of courage to raise concerns. This letter is in response to the concern you filed with the U.S. Department of Energy, (DOE) Richland Operations Office, (RL) Office of Special Concerns (SCO), on July 2, 2009. The concern was documented as follows:

20090053.01: The CI stated that WCH Management does not address safety concerns.

Your concern was referred to the WCH Employee Concerns Program for investigation and a copy of your concern was also provided to the RL Assistant Manager for Safety and Environment.

SCO will notify you in writing, regarding the results of the investigation, once completed. SCO retains closure authority of this concern. If you have any questions regarding this case, please contact me at (509) 376-0000.

Sincerely,

A handwritten signature in cursive script that reads "Stan Branch".

Stan Branch, Manager
Employee Concerns Program

SCO:SB

CONCERN DISPOSITION FORM

DOE-RL Concern #: 20090054 . 01

Point of Contact: Bonnie Lazor

Intake Completion Date: 7/15/2009

Confidentiality: Confidential

Has the concerned individual (CI) sought resolution through other channels? No

If yes, who?

Concern Description: CI is concerned about what appears to be a WCH and site-wide policy to first cut off the electrical power in buildings scheduled for demolition as a function of award fees which later could turn out to be safety hazards when temporary lighting is needed.

Concern Type: Safety

How Received: Telephone

Priority: Other than Serious Condition

Rules/Requirements: DOE O 442.1A

Concern Summary: The CI stated that his/her concern relates to buildings that are scheduled for demolition and the way contractors get paid for demolition. Specifically, how electricity/power is first cut off then temporary power such as head lamps and temporary lights are needed for actual demolition which could cause tripping and insufficient lightening safety hazards. Such an example is Building 337 that has been vacant for five years and the power is off. Once demolition prep work starts, temporary lighting will be needed. The CI stated that he/she believes the policy and procedure is a way for contractors to get more money from DOE. The CI also stated that perhaps if the electricity would have been on, perhaps the recent accident on the catwalk involving (b)(6) would not have happened? The CI stated that he/she is aware that a safety investigation is currently taking place. The CI stated that he/she believes the electricity/power shut off should be the last thing to occur prior to demolition, and could be multi-contractor related, not just WCH.

The CI is concerned with the recent July 1 accident involving (b)(6) and the time it took for the ambulance to arrive. The CI stated that (b)(6) never lost consciousness and 911 was called and advised to not move (b)(6). CI stated that Dispatch required all pertinent information to give to the Medics before a unit would be released. The CI stated that the fire department overheard the radio transmission and was only two blocks away but did not respond. The CI is concerned that in a life threatening situation, seconds count and waiting to obtain all information could cause someone to get killed.

Background:

Attachments:

CI's Requested Remedy:

ECP Action: Refer to: WCH

Rationale: This is a safety related concern. However, RL SCO is referring this concern to WCH for investigation.

ECP Coordinator: Bonnie A. Lazor Date: 7-21-09
Bonnie Lazor

ECP Program Manager: Bonnie A. Lazor for Date: 7-21-09
Stan O. Branch / Bobby L. Williams

CONCERN DISPOSITION FORM

DOE-RL Concern #: 20090054 . 02

Point of Contact: Bonnie Lazor

Intake Completion Date: 7/15/2009

Confidentiality: Confidential

Has the concerned individual (CI) sought resolution through other channels? No

If yes, who?

Concern Description: CI is concerned about Hanford 911 ambulance policy/procedure and the requirement to obtain all injured person information prior to actual responding which may be too time consuming in life threatening situations.

Concern Type: Safety

How Received: Telephone

Priority: Other than Serious Condition

Rules/Requirements:

Concern Summary: The CI stated that his/her concern relates to buildings that are scheduled for demolition and the way contractors get paid for demolition. Specifically, how electricity/power is first cut off then temporary power such as head lamps and temporary lights are needed for actual demolition which could cause tripping and insufficient lightening safety hazards. Such an example is Building 337 that has been vacant for five years and the power is off. Once demolition prep work starts, temporary lighting will be needed. The CI stated that he/she believes the policy and procedure is a way for contractors to get more money from DOE. The CI also stated that perhaps if the electricity would have been on, perhaps the recent accident on the catwalk involving (b)(6) would not have happened? The CI stated that he/she is aware that a safety investigation is currently taking place. The CI stated that he/she believes the electricity/power shut off should be the last thing to occur prior to demolition, and could be multi-contractor related, not just WCH.

The CI is concerned with the recent July 1 accident involving (b)(6) and the time it took for the ambulance to arrive. The CI stated that (b)(6) never lost consciousness and 911 was called and advised to not move (b)(6) CI stated that Dispatch required all pertinent information to give to the Medics before a unit would be released. The CI stated that the fire department overheard the radio transmission and was only two blocks away but did not respond. The CI is concerned that in a life threatening situation, seconds count and waiting to obtain all information could cause someone to get killed.

Background:

Attachments:

CI's Requested Remedy:

ECP Action: Refer to: WCH

Rationale: This is a safety related concern. However, RL SCO is referring this concern to FHI for investigation.

ECP Coordinator: Bonnie A. Lazor Date: 7.21.09
Bonnie Lazor

ECP Program Manager: Bonnie A. Lazor for Date: 7.21.09
Stan O. Branch / Bobby L. Williams



Department of Energy
Richland Operations Office
P.O. Box 550
Richland, Washington 99352

10-MGR-0008

OCT 19 2009

(b)(6)

Dear (b)(6)

EMPLOYEE CONCERN #20090054.01 & .02

Thank you for bringing your concerns to our office. We understand that it takes a lot of courage to raise concerns. This letter is in response to the concerns you filed with the U.S. Department of Energy, (DOE) Richland Operations Office, (RL) Office of Special Concerns (SCO), on July 15, 2009. The concerns were documented as follows:

20090054.01: CI is concerned about what appears to be a WCH and site-wide policy to first cut off the electrical power in buildings scheduled for demolition as a function of award fees which later could turn out to be safety hazards when temporary lighting is needed.

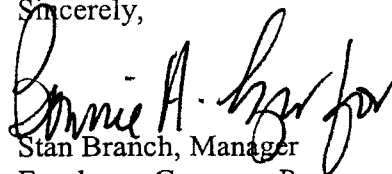
20090054.02: CI is concerned about Hanford 911 ambulance policy/procedure and the requirement to obtain all injured person information prior to actual responding which may be too time consuming in life threatening situations.

Although your concern was referred to the Washington Closure Hanford, LLC (WCH) Employee Concerns Program (ECP) for investigation, a Type B Accident Investigation was also conducted into, WCH Employee Fall Injury on July 1, 2009, at the 336 Building, Hanford Site, Washington in which Several Judgments of Needs/Corrective Actions were identified and continue to be monitored by DOE RL Assistant Manager for Safety and Environment.

Based on the criteria of DOE O 442.1A, DOE Employee Concerns Program, SCO has initiated closure of your concern. Should you have any future concerns, I encourage you to raise them through any of the avenues available.

In order to continue to improve our program, RL SCO is requesting feedback from employee's that have raised concerns with our office. Please take a few minutes to provide us with your feedback on the RL ECP process or processing of your concern. Your feedback is important to us.

Sincerely,


Stan Branch, Manager
Employee Concerns Program

SCO:SB
Enclosures: (2)

CONCERN DISPOSITION FORM

DOE-RL Concern #: 20090055 . 01

Point of Contact: Bonnie Lazor

Intake Completion Date: 7/17/2009

Confidentiality: None

Has the concerned individual (CI) sought resolution through other channels? No

If yes, who?

Concern Description: The CI stated that he/she believes that Fluor Hanford, Inc. (FHI) circumvents safety by having untrained riggers/laborers complete lineman work.

Concern Type: Safety

How Received: Telephone

Priority: Other than Serious Condition

Rules/Requirements: DOE O 442.1A

Concern Summary: The CI stated that on July 17, 2009, at approximately 9-9:30 am while in the (b)(6) area lineman (b)(6) observed some light poles being pulled out by laborers using a track-hoe which was not the proper equipment, and the laborers are not properly trained. The CI stated the incident was reported to (b)(6) Safety; whereby, (b)(6) advised that it was okay and that he (b)(6) approved it; therefore, no Stop Work was called. The CI stated that later that day, a meeting was held where (b)(6) a Safety Representative (SR), and the CI attended. Subsequently, a follow-up meeting was scheduled for Monday, July 20 at 8:00 am in (b)(6) office at (b)(6)

The CI stated that linemen are the only workers certified and line trucks are only ones approved to work on light poles.

On July 21 the CI stated that he/she attended the Monday morning meeting and stated that he/she is concerned that FHI does not hold contractors to the same standards, rules, and regulations as lineman and gave an example of Rad Worker II training. CI stated that he/she would put together rigging vs. pole activities differences and set up a meeting to meet at RL ECP, FHI ECP and possible SR. CI requested no confidentiality.

Background:

Attachments:

CI's Requested Remedy:

ECP Action: Refer to: FHI

Rationale: This is a safety related concern. However, RL SCO is referring this concern to FHI for investigation.

ECP Coordinator:

Bonnie A. Lazor

Bonnie Lazor

Date: 8.3.09

ECP Program Manager:

Bonnie A. Lazor for

Stan O. Branch / Bobby L. Williams

Date: 8.3.09



Department of Energy
Richland Operations Office
P.O. Box 550
Richland, Washington 99352

FEB 18 2010

10-MGR-0014

(b)(6)

Dear (b)(6)

EMPLOYEE CONCERN #20090055.01

Thank you for bringing your concern to our office. We understand that it takes a lot of courage to raise concerns. This letter is in response to the concern you filed with the U.S. Department of Energy, (DOE) Richland Operations Office, (RL) Office of Special Concerns (SCO), on July 17, 2009. The concern was documented as follows:

20090055.01: The CI stated that he/she believes that Fluor Hanford, Inc. (FHI) circumvents safety by having untrained riggers/laborers complete lineman work.

Your concern was initially referred to the FHI Employee Concerns Program (ECP) and subsequently on to the Mission Support Alliance (MSA) ECP for investigation. The allegation that FHI circumvents safety by having untrained riggers/laborers complete lineman work was partially substantiated. MSA has established the site-wide Safety Program organization to develop, manage, and administrate the development of common safety processes and to standardize training associated with implementation of these site-wide programs. MSA also identified Corrective Actions (CA) associated with this concern. The CAs have been reviewed and concurred on by a subject matter expert from the DOE Assistant Manager for Safety and Environment.

Based on the criteria of DOE O 442.1A, DOE Employee Concerns Program, the RL SCO initiated closure of your concern. Should you have any future concerns, I encourage you to raise them through any of the avenues available.

In order to continue to improve our program, RL SCO is requesting feedback from employees that have raised concerns with our office. Please take a few minutes to provide us with your feedback on the RL ECP process or processing of your concern. Your feedback is important to us.

(b)(6)

10-MGR-0014

FEB 18 2010

If you have any questions regarding this case, please contact me at (509) 376-0000.

Sincerely,

A handwritten signature in black ink, appearing to read "Stan Branch". The signature is written in a cursive style with a long horizontal stroke at the end.

Stan Branch, Manager
Employee Concerns Program

SCO:SOB

Enclosures: (2)
Customer Survey
OSHA Fact Sheet



Department of Energy
Richland Operations Office
P.O. Box 550
Richland, Washington 99352

AUG 04 2009

09-MGR-0071

(b)(6)

Dear (b)(6)

EMPLOYEE CONCERN #20090055.01

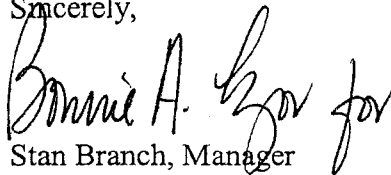
Thank you for bringing your concern to our office. We understand that it takes a lot of courage to raise concerns. This letter is in response to the concern you filed with the U.S. Department of Energy, (DOE) Richland Operations Office, (RL) Office of Special Concerns (SCO), on July 17, 2009. The concern was documented as follows:

20090055.01: The CI stated that he/she believes that Fluor Hanford, Inc. (FHI) circumvents safety by having untrained riggers/laborers complete lineman work.

Your concerns were referred to the FHI Employee Concerns Program for investigation and a copy of your concern was also provided to the RL Assistant Manager for Safety and Environment.

SCO will notify you in writing, regarding the results of the investigation, once completed. SCO retains closure authority of this concern. If you have any questions regarding this case, please contact me at (509) 376-0000.

Sincerely,


Stan Branch, Manager
Employee Concerns Program

SCO:SB

CONCERN DISPOSITION FORM

DOE-RL Concern #: 20090056 . 01

Point of Contact: Bonnie Lazor

Intake Completion Date: 7/17/2009

Confidentiality: None

Has the concerned individual (CI) sought resolution through other channels? No

If yes, who?

Concern Description: The CI stated that he/she did not resign from his/her position with Jones and Company.

Concern Type: Management

How Received: Walk-in/Verbal

Priority: Routine

Rules/Requirements: DOE O 442.1A

Concern Summary: On July 17, 2009, the CI stated that he/she took a position with Jones & Company as a (b)(6) and reported to work at DOE on July 6, as a contractor employee. The CI stated that he/she was promised relocation expenses IAW GTR/FTR regulations by (b)(6). The CI stated he/she was promised \$1500.00 for travel expenses upon arriving at Richland and additional lodging and per diem expenses from (b)(6). As of date he/she has not been paid anything and is in fear the hotel he/she is staying in is going to kick her out since he/she has been unable to pay the bill. The CI stated that he/she has used his/her personal credit card to cover all expenses and his/her credit card is maxed out. The CI stated that he/she has been staying at the Red Lion, Richland, Room 155 since July 6.

The CI stated that on July 16, he/she had been terminated from employment from Jones & Company in which (b)(6) advised him/her that he/she had resigned; whereby, the CI vehemently denied resigning from his/her position. The CI stated he/she intends to permanently relocate from San Francisco, CA to Richland, WA and just wants to be paid. Further, the CI stated (b)(6) may have had insider contract bid information and requested the telephone number to the Inspector General to discuss.

Background:

Attachments:

CI's Requested Remedy:

ECP Action: DOE Investigation to: RL-SCO

Rationale:

ECP Coordinator:

Bonnie A. Lazor

Bonnie Lazor

Date:

1.29.09

ECP Program Manager:

Stan Branch

Stan O. Branch / Bobby L. Williams

Date:

7/29/09

CONCERN DISPOSITION FORM

DOE-RL Concern #: 20090056 . 02

Point of Contact: Bonnie Lazor

Intake Completion Date: 7/17/2009

Confidentiality: None

Has the concerned individual (CI) sought resolution through other channels? No

If yes, who?

Concern Description: The CI stated that he/she has not been paid by Jones and Company for wages, moving expenses, lodging, or per diem.

Concern Type: Management

How Received: Walk-in/Verbal

Priority: Routine

Rules/Requirements: DOE O 442.1A

Concern Summary: On July 17, 2009, the CI stated that he/she took a position with Jones & Company as a (b)(6) and reported to work at DOE on July 6, as a contractor employee. The CI stated that he/she was promised relocation expenses IAW GTR/FTR regulations by (b)(6). The CI stated he/she was promised \$1500.00 for travel expenses upon arriving at Richland and additional lodging and per diem expenses from (b)(6). As of date he/she has not been paid anything and is in fear the hotel he/she is staying in is going to kick her out since he/she has been unable to pay the bill. The CI stated that he/she has used his/her personal credit card to cover all expenses and his/her credit card is maxed out. The CI stated that he/she has been staying at the Red Lion, Richland, Room 155 since July 6.

The CI stated that on July 16, he/she had been terminated from employment from Jones & Company in which (b)(6) advised him/her that he/she had resigned; whereby, the CI vehemently denied resigning from his/her position. The CI stated he/she intends to permanently relocate from San Francisco, CA to Richland, WA and just wants to be paid. Further, the CI stated (b)(6) may have had insider contract bid information and requested the telephone number to the Inspector General to discuss.

Background:

Attachments:

CI's Requested Remedy:

ECP Action: DOE Investigation to: RL-SCO

Rationale: This is a management related concern

ECP Coordinator: Bonnie A. Lazor Date: 7.29.09
Bonnie Lazor

ECP Program Manager: Stan O. Branch Date: 7/29/09
Stan O. Branch / Bobby L. Williams



Department of Energy
Richland Operations Office
P.O. Box 550
Richland, Washington 99352
AUG 12 2009

09-MGR-0079

(b)(6)

Dear (b)(6)

EMPLOYEE CONCERN #20090056.01 & .02

Thank you for bringing your concerns to our office. We understand that it takes a lot of courage to raise concerns. This letter is in response to the concerns you filed with the U.S. Department of Energy (DOE), Richland Operations Office (RL), Office of Special Concerns (SCO), on July 17, 2009. The concerns were documented as follows:

20090056.01: CI stated he/she did not resign from his/her position with Jones & Company.

20090056.02: CI stated he/she has not been paid by Jones & Company for wages, moving expenses, lodging, or per diem.

Concern 20090056.01 was investigated by RL for disposition. On July 17, 2009, you stated to SCO that you had not resigned your position with Jones & Company and that you believed your reason for termination was because you reported wrong-doing to RL by your employer, (b)(6) Jones & Company. Specifically, you stated (b)(6) had wrongfully not paid your wages and not reimbursed you for your travel expenses (i.e., moving expenses, air fare, storage, lodging, per diem). The investigation found that you were not terminated for reporting wrong-doing, but as a result of miscommunication between yourself and your employer. On July 20, 2009, you reported back to work as a Jones & Company employee.

Regarding 20090056.02, it was found you were timely paid for your wages on July 24, 2009. However, any problems and confusion involving travel reimbursements between you and your employer are not within the jurisdiction of SCO. Further, you also reported this concern to the DOE RL Inspector General, the U.S. Department of Labor, and various Congressional Offices.

Based on the criteria of DOE O 442.1A, DOE Employee Concerns Program, the RL SCO initiated closure of your concern. Should you have any future concerns, I encourage you to raise them through any of the avenues available.

(b)(6)

09-MGR-0079

-2-

AUG 12 2009

In order to continue to improve our program, RL SCO is requesting feedback from employee's that have raised concerns with our office. Please take a few minutes to provide us with your feedback on the RL ECP process or processing of your concern. Your feedback is important to us.

Sincerely,



Stan Branch, Manager
Employee Concerns Program

SCO:SOB

Enclosures: (2)
Customer Survey
OSHA Fact Sheet



Department of Energy
Richland Operations Office
P.O. Box 550
Richland, Washington 99352

JUL 30 2009

09-MGR-0066

(b)(6)

Dear (b)(6)

EMPLOYEE CONCERN #20090056.01 & .02

Thank you for bringing your concerns to our office. We understand that it takes a lot of courage to raise concerns. This letter is in response to the concerns you filed with the U.S. Department of Energy, (DOE) Richland Operations Office, (RL) Office of Special Concerns (SCO), on July 17, 2009. The concerns were documented as follows:

20090056.01: The CI stated that he/she did not resign from his/her position with Jones and Company.

20090056.02: The CI stated that he/she has not been paid by Jones and Company for wages, moving expenses, lodging, or per diem.

Your concerns are being investigated by SCO. SCO will notify you in writing, regarding the results of the investigation, once completed. SCO retains closure authority of this concern. If you have any questions regarding this case, please contact me at (509) 376-0000.

Sincerely,

A handwritten signature in cursive script that reads "Stan Branch".

Stan Branch, Manager
Employee Concerns Program

SCO:SB

CONCERN DISPOSITION FORM

DOE-RL Concern #: 20090057 . 01

Point of Contact: Bonnie Lazor

Intake Completion Date: 7/20/2009

Confidentiality: None

Has the concerned individual (CI) sought resolution through other channels? No

If yes, who?

Concern Description: The CI stated he/she has not been paid by Jones & Company for wages, rental car, travel, lodging, or per diem expenses.

Concern Type: Management

How Received: Walk-in/Verbal

Priority: Routine

Rules/Requirements: DOE O 442.1A, Rev.1

Concern Summary: On July 20, 2009, the CI stated that, he/she took a position with Jones & Company as (b)(6) and reported to work at DOE on July 6, 2009, as a contractor employee. The CI stated that as of date, he/she has not been reimbursed various expenses which were promised to him/her and has not gotten paid from his/her employer, (b)(6) Jones & Company. The CI stated that (b)(6) was to pay for his/her rental car, travel expenses to Texas, and per diem. The CI stated that, at (b)(6) request, he/she is currently staying at the Days Inn which is filthy and below the per diem rate. The CI stated, he/she needs to travel home to see his/her doctor as all of this has him/her stressed out to the max; however, doesn't know if (b)(6) has obtained medical insurance as promised.

The CI stated that (b)(6) told him that (b)(6) DOE gave her the number/dollar amounts to win the DOE contract to fulfill the small, disadvantaged, minority, business contract quota which is insider contractor information and requested the telephone number to the Inspector General.

Background:

Attachments:

CI's Requested Remedy:

ECP Action: DOE Investigation to: RL-SCO

Rationale: This is a DOE-RL related issue and is therefore within RL-SCO jurisdiction.

ECP Coordinator:

Bonnie A. Lazor

Bonnie Lazor

Date: 8.5.09

ECP Program Manager:

Bonnie A. Lazor

Stan O. Branch / Bobby L. Williams

Date: 8.5.09

CONCERN DISPOSITION FORM

DOE-RL Concern #: 20090057.02

Point of Contact: Bonnie Lazor

Intake Completion Date: 07/29/09

Confidentiality: None

Has the concerned individual (CI) sought resolution through other channels? No

If yes, who?

Concern Description: CI alleged that DOE may have given Jones & Company insider contract information.

Concern Type: Management

How Received: Walk-in/Verbal

Priority: Routine

Rules/Requirements: DOE O 442.1, Rev.1A

Concern Summary: On July 20, 2009, the CI stated that, he/she took a position with Jones & Company as (b)(6) and reported to work at DOE on July 6, 2009, as a contractor employee. The CI stated that as of date, he/she has not been reimbursed various expenses which were promised to him/her and has not gotten paid from his/her employer, (b)(6) Jones & Company. The CI stated that (b)(6) was to pay for his/her rental car, travel expenses to Texas, and per diem. The CI stated that, at (b)(6) request, he/she is currently staying at the Days Inn which is filthy and below the per diem rate. The CI stated, he/she needs to travel home to see his/her doctor as all of this has him/her stressed out to the max; however, doesn't know if (b)(6) has obtained medical insurance as promised.

(b)(6) The CI stated that (b)(6) told [redacted] that (b)(6) DOE gave her the number/dollar amounts to win the DOE contract to fulfill the small, disadvantaged, minority, business contract quota which is insider contractor information and requested the telephone number to the Inspector General.

Background:

Attachments:

CI's Requested Remedy:

ECP Action: DOE Investigation to: DOE-RL

Rationale: This is a DOE related issue and is therefore within RL SCO jurisdiction.

ECP Coordinator: _____ **Date:** _____
Bonnie Lazor

ECP Program Manager: _____ **Date:** _____
Stan O. Branch / Bobby L. Williams



Department of Energy
Richland Operations Office
P.O. Box 550
Richland, Washington 99352

AUG 12 2009

09-MGR-0080

(b)(6)

Dear (b)(6)

EMPLOYEE CONCERN #20090057.01 & .02

Thank you for bringing your concerns to our office. We understand that it takes a lot of courage to raise concerns. This letter is in response to the concerns you filed with the U.S. Department of Energy (DOE), Richland Operations Office (RL), Office of Special Concerns (SCO), on July 29, 2009. The concerns were documented as follows:

20090057.01: CI stated he/she has not been paid by Jones & Company for wages, rental car travel, lodging, or per diem expenses.

20090057.02: CI alleged that DOE may have given Jones & Company insider contract information.

Your concerns are being investigated by SCO. SCO will notify you in writing, regarding the results of the investigation, once completed. SCO retains closure authority of this concern. If you have any questions regarding this case, please contact me at (509) 376-0000.

Sincerely,

A handwritten signature in cursive script that reads "Stan Branch".

Stan Branch, Manager
Employee Concerns Program

SCO:SB



Department of Energy
Richland Operations Office
P.O. Box 550
Richland, Washington 99352

AUG 12 2009

09-MGR-0078

(b)(6)

Dear

(b)(6)

EMPLOYEE CONCERN #20090057.01, & .02

Thank you for bringing your concerns to our office. We understand that it takes a lot of courage to raise concerns. This letter is in response to the concerns you filed with the U.S. Department of Energy (DOE), Richland Operations Office (RL), Office of Special Concerns (SCO), on July 29, 2009. The concerns were documented as follows:

20090057.01: CI stated he/she has not been paid by Jones & Company for wages, rental car travel, lodging, or per diem expenses.

20090057.02: CI alleged that DOE may have given Jones & Company insider contract information.

Regarding concern 20090057.01, you stated to RL SCO that your employer, (b)(6) (b)(6) Jones & Company had not paid your wages or travel expenses (i.e., rental car, lodging or per diem). It was found that on July 24, 2009, you were timely paid for your wages. However, any problems and confusion involving travel reimbursements between you and your employer are not within the jurisdiction of RL SCO.

Concern 20090057.02 was investigated by RL SCO. On July 29, 2009, you alleged RL may have given insider contract information to your employer, (b)(6) (b)(6). Specifically, you stated (b)(6) (b)(6) told you, that prior to contract award, the DOE (b)(6) (b)(6) gave her "the numbers" to win the DOE contract. The investigation found your allegations to be unsubstantiated.

Based on the criteria of DOE O 442.1A, DOE Employee Concerns Program, the RL SCO initiated closure of your concern. Should you have any future concerns, I encourage you to raise them through any of the avenues available.

(b)(6)

-2-

AUG 12 2009

09-MGR-0078

In order to continue to improve our program, RL SCO is requesting feedback from employee's that have raised concerns with our office. Please take a few minutes to provide us with your feedback on the RL ECP process or processing of your concern. Your feedback is important to us.

Sincerely,



Stan Branch, Manager
Employee Concerns Program

SCO:SOB

Enclosures: (2)

Customer Survey
OSHA Fact Sheet

CONCERN DISPOSITION FORM

DOE-RL Concern #: 20090058 . 01

Point of Contact: Bonnie Lazor

Intake Completion Date:

Confidentiality: Anonymous

Has the concerned individual (CI) sought resolution through other channels? No

If yes, who?

Concern Description: CI believes Hanford Patrol Management fosters an unprofessional political environment.

Concern Type: Management

How Received: Walk-in/Verbal

Priority: Routine

Rules/Requirements: DOE O 442.1A

Concern Summary: On August 3, 2009, the CI stated that several of Hanford Patrol Managers encourage various political positions within the workplace. Specifically, (b)(6) and (b)(6) openly display their political positions with pictures in their offices and openly make political statements as to their various political positions.

CI stated that on July 23, 2009, a racially offensive and discriminatory e-mail titled "Moving" was sent to various employees using a government computer, during work hours. The e-mail ridicules Mexicans and President Obama. The CI provided a copy of the e-mail. The CI stated that everyone is entitled to their opinions, but racial and political statements should stay out of the workplace.

As a resolution, the CI stated he/she would like to see the political pictures removed from management's offices, the unprofessional behavior to stop, and perhaps Hanford Patrol Management should attend a diversity class to remind them of professional and proper workplace behavior and how to lead by example. The CI requested totally anonymous for fear of retaliation.

Background:

Attachments:

CI's Requested Remedy: Wants it stopped and feels management needs diversity classes. Pictures removed from offices.

ECP Action: Refer to: FHI

Rationale: This is a discriminative issue and is therefore within RL SCO jurisdiction

ECP Coordinator:

Bonnie A. Lazor

Bonnie Lazor

Date:

8.4.89

ECP Program Manager:

Bonnie A. Lazor
Stan O. Branch / Bobby L. Williams

Stan O. Branch / Bobby L. Williams

Date:

8.4.89

CONCERN DISPOSITION FORM

DOE-RL Concern #: 20090058 . 02

Point of Contact: Bonnie Lazor

Intake Completion Date: 8/3/2009

Confidentiality: Anonymous

Has the concerned individual (CI) sought resolution through other channels? No

If yes, who?

Concern Description: CI believes Hanford Patrol Management encourages an offensive racial environment.

Concern Type: Management

How Received: Walk-in/Verbal

Priority: Routine

Rules/Requirements: DOE O 442.1A

Concern Summary: On August 3, 2009, the CI stated that several of Hanford Patrol Managers encourage various political positions within the workplace. Specifically, (b)(6) and (b)(6) openly display their political positions with pictures in their offices and openly make political statements as to their various political positions.

CI stated that on July 23, 2009, a racially offensive and discriminatory e-mail titled "Moving" was sent to various employees using a government computer, during work hours. The e-mail ridicules Mexicans and President Obama. The CI provided a copy of the e-mail. The CI stated that everyone is entitled to their opinions, but racial and political statements should stay out of the workplace.

As a resolution, the CI stated he/she would like to see the political pictures removed from management's offices, the unprofessional behavior to stop, and perhaps Hanford Patrol Management should attend a diversity class to remind them of professional and proper workplace behavior and how to lead by example. The CI requested totally anonymous for fear of retaliation.

Background:

Attachments:

CI's Requested Remedy:

ECP Action: Refer to: FHI

Rationale: This is a discriminative issue and is therefore within RL SCO jurisdiction.

ECP Coordinator:

Bonnie A. Lazor

Bonnie Lazor

Date: 8.4.09

ECP Program Manager:

Bonnie A. Lazor for

Stan O. Branch / Bobby L. Williams

Date: 8.4.09



Department of Energy
Richland Operations Office
P.O. Box 550
Richland, Washington 99352

OCT 23 2009

10-MGR-0011

(b)(6)

Dear (b)(6)

EMPLOYEE CONCERN #20090058.01 & .02

Thank you for bringing your concerns to our office. We understand that it takes a lot of courage to raise concerns. This letter is in response to the concerns you filed with the U.S. Department of Energy, Richland Operations Office, (RL) Office of Special Concerns (SCO), on August 3, 2009. The concerns were documented as follows:

20090058.01: CI believes Hanford Patrol Management fosters an unprofessional political environment.

20090058.02: CI believes Hanford Patrol Management encourages an offensive racial environment.

Your anonymous concerns were referred to the Fluor Hanford, Inc. Employee Concerns Program for investigation.

ECP 20090058.01, was found to be unsubstantiated. Although one political postcard was observed and was immediately removed; and several personal photo accomplishments and awards with political personnel were displayed, no posters or pictures of a political nature encouraging a political view were displayed.

ECP 20090058.02, was substantiated. Appropriate disciplinary action was given to the individual who forwarded the e-mail and management sent an e-mail reminder regarding keeping the workplace free of any politicization or Equal Employment of Opportunity rules and not allowing discrimination or harassment of any employee based on sex, religion, race, age, etc.

Based on the criteria of DOE O 442.1A, DOE Employee Concerns Program, SCO has initiated closure of your concern. Should you have any future concerns, I encourage you to raise them through any of the avenues available.

(b)(6)

10-MGR-0011

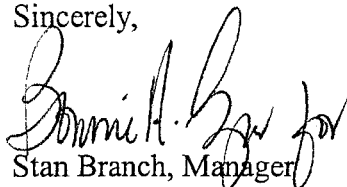
-2-

OCT 23 2009

In order to continue to improve our program, RL SCO is requesting feedback from employee's that have raised concerns with our office. Please take a few minutes to provide us with your feedback on the RL ECP process or processing of your concern. Your feedback is important to us.

If you have any questions regarding this case, please contact me at (509) 376-0000.

Sincerely,



Stan Branch, Manager
Employee Concerns Program

SCO:SB

Enclosures: (2)
Customer Survey
OSHA Fact Sheet



Department of Energy
Richland Operations Office
P.O. Box 550
Richland, Washington 99352

09-MGR-0073

AUG 04 2009

(b)(6)

Dear

(b)(6)

EMPLOYEE CONCERN #20090058.01 & .02

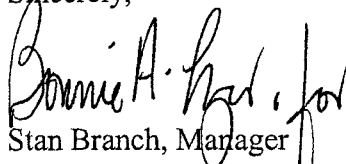
Thank you for bringing your concerns to our office. We understand that it takes a lot of courage to raise concerns. This letter is in response to the concerns you filed with the U.S. Department of Energy, Richland Operations Office, (RL) Office of Special Concerns (SCO), on August 3, 2009. The concerns were documented as follows:

20090058.01: CI believes Hanford Patrol Management fosters an unprofessional political environment.

20090058.02: CI believes Hanford Patrol Management encourages an offensive racial environment.

Your anonymous concerns were referred to the Fluor Hanford, Inc. Employee Concerns Program for investigation. RL SCO will notify you in writing the results of the investigation once completed. RL SCO retains closure authority of this concern. If you have any questions regarding this case, please contact me at (509) 376-0000.

Sincerely,



Stan Branch, Manager
Employee Concerns Program

SCO:SB

CONCERN DISPOSITION FORM

DOE-RL Concern #: 20090059 . 01

Point of Contact: Bonnie Lazor

Intake Completion Date:

Confidentiality:

Has the concerned individual (CI) sought resolution through other channels? No

If yes, who?

Concern Description: CI is concerned of losing benefits (3161) at Hanford that have been in place since 1991.

Concern Type: Management

How Received: Written

Priority: Routine

Rules/Requirements: DOE CRD 442.1A, Rev.1

Concern Summary: CI wrote, I would like to voice my disappointment with the U.S. Department of Energy's lack of commitment to some of the Hanford working community. As an employee who has worked to provide continuity and quality to the ongoing effort at Hanford. I find the disregard for the "Enterprise" employee benefits disheartening.

I have been employed at the Hanford Site for 20 years. I went from being employed by Westinghouse to being mapped to Fluor Government Group (an Enterprise company.) I am doing the same job, and working with the same people as I did previously, only without my Hanford benefits. I as well as many others in the same situation have been doing the same job as we did when we worked for Westinghouse or Kaiser (the former contractors) without the benefits of being so-called "inside the fence". I have tolerated that but now the DOE plans to take away my 3161 benefits. I earned that benefit and it has nothing to do with the company I work for. That benefit comes from working here during the "cold war" before September 30, 1991. Changes to that plan have been made over the years since 1996 and the benefit now is 1 week of pay for each year we have worked at Hanford, in my case 20 weeks. It appears that on August 23, 2009, approximately 150 employees will be unfairly removed from the severance benefits system (3161) among several others of the few benefits we have.

I work on the new MSA work and when that occurs I will be treated as a "new hire" with benefits as any new hire will have. This action does not seem right and we truly need to have some support to look into this unfair DOE contracting practice.

Background:

Attachments:

CI's Requested Remedy: To have someone look into the unfair practice of changing benefits.

ECP Action: Transfer to: FHI

Rationale: This is a contracting related issue and is therefore outside RL SCO jurisdiction.

ECP Coordinator: Bonnie A. Lazor **Date:** 8.5.09
Bonnie Lazor

ECP Program Manager: Bonnie A. Lazor **Date:** 8.5.09
Stan O. Branch / ~~Bobby L. Williams~~



Department of Energy
Richland Operations Office
P.O. Box 550
Richland, Washington 99352

09-MGR-0081

AUG 12 2009

(b)(6)

Dear (b)(6)

EMPLOYEE CONCERN #20090059.01

Thank you for bringing your concerns to our office. We understand that it takes a lot of courage to raise concerns. This letter is in response to the concern you filed with the U.S. Department of Energy (DOE), Richland Operations Office (RL), Office of Special Concerns (SCO), on February 18, 2009. Your concern was documented as follows:

20090059.01: CI is concerned of losing benefits (3161) at Hanford that have been in place since 1991.

Your concern was transferred to Fluor Hanford, Inc. (FHI), Employee Concerns Program (ECP) for disposition. Please contact Sally Lamson, FHI ECP at (509) 373-3661, regarding the disposition of your concern.

Based on the criteria of DOE O 442.1A, DOE Employee Concerns Program, SCO has initiated closure of your concern. Should you have any future concerns, I encourage you to raise them through any of the avenues available.

In order to continue to improve our program, RL SCO is requesting feedback from employee's that have raised concerns with our office. Please take a few minutes to provide us with your feedback on the RL ECP process or processing of your concern. Your feedback is important to us.

Sincerely,

Stan Branch, Manager
Employee Concerns Program

SCO:SB

Enclosures: (2)
Customer Survey
OSHA Fact Sheet

CONCERN DISPOSITION FORM

DOE-RL Concern #: 20090060 . 01

Point of Contact: Bonnie A. Lazor

Intake Completion Date: 8/27/2009

Confidentiality: Anonymous

Has the concerned individual (CI) sought resolution through other channels? No

If yes, who?

Concern Description: On Monday, August 24, 2009, (b)(6) was so enraged that (b)(6) threw (b)(6) company cell phone almost hitting another coworker.

Concern Type: Work Place Violence

How Received: Hotline

Priority: Other than Serious Condition

Rules/Requirements: DOE O 442.1A

Concern Summary: Anonymous call to RL SCO Hotline on 8/25/09 at 8:01 p.m.

“Yes, I’m calling to report an extremely Hostile Work Environment with the WCH (b)(6) department. On Monday, August 24, 2009, employee (b)(6) became so overcome with rage that (b)(6) threw (b)(6) company cell phone almost hitting another training coworker. Two coordinators and many RCT students were sitting outside of the (b)(6) building where WCH’s (b)(6) department is. When (b)(6) again, opened the door in front of them and threw (b)(6) cell phone in the (b)(6) direction of (b)(6). The phone struck the pavement and broke into pieces. (b)(6) would have (b)(6) seriously hurt her co-worker if the phone had hit her. This was a baseball style throw.

Several weeks ago, there was a similar event when (b)(6) threw (b)(6) phone out of (b)(6) office and into the (b)(6) adjacent wall.

WCH management and HR have been notified on many occasions. This has been documented within Emails and with investigations. There is a great deal of fear within the (b)(6) department because they have reported incidents regarding (b)(6) behavior to the manager (b)(6) and to the HR department and have been harassed and intimidated for doing so. It is documented in emails. This is a problem and it’s getting worse. Someone needs to help them because the employees are afraid (b)(6) will intentionally (b)(6) harm someone. This is an anonymous phone call.”

Background:

Attachments:

CI's Requested Remedy:

ECP Action: DOE Investigation **to:** RL-SCO

Rationale: This is a Work Place Violence concern and is within RL SCO's jurisdiction.

ECP Coordinator:

Bonnie A. Lazor
Bonnie A. Lazor

Date:

8-27-09

ECP Program Manager:

Stan O. Branch / Bobby L. Williams
Stan O. Branch / Bobby L. Williams

Date:

8/31/09

CONCERN DISPOSITION FORM

DOE-RL Concern #: 20090064 . 01

Point of Contact: Bonnie A. Lazor

Intake Completion Date: 9/11/2009

Confidentiality: Anonymous

Has the concerned individual (CI) sought resolution through other channels? No

If yes, who?

Concern Description: Senior Management's improper use of power in the workplace.

Concern Type: Management

How Received: Written

Priority: Routine

Rules/Requirements: DOE CRD 442.1A, Rev.1

Concern Summary: The CI stated the following: "The (b)(6) (b)(6) has used (b)(6) position to make sure (b)(6) (b)(6) hired (b)(6) (b)(6) and her daughter, (b)(6) These two people were not employed at this site before the contract change."

Background:

Attachments:

CI's Requested Remedy:

ECP Action: Transfer to: CHPRC

Rationale: This is a management related concern. RL SCO is transferring this concern to CHPRC for disposition.

ECP Coordinator:

Bonnie A. Lazor
Bonnie A. Lazor

Date:

9.14.09

ECP Program Manager:

Stan O. Branch / Bobby L. Williams
Stan O. Branch / Bobby L. Williams

Date:

14 Sep 09

EMPLOYEE CONCERNS REPORTING FORM

DOE has established the DOE Employee Concerns Program to help identify concerns relating to DOE programs. Your assistance in informing us about such concerns is essential to the success of those programs. Please fill out this form as completely as possible, fold it, and drop it in the mail, or call the 24-hour Hot Line number below and be prepared to provide the same information as requested in this form. If you choose anonymity, please insert any three letters of the alphabet in the signature line. Record the letter's date and time for your reference. When you call in on the Hot Line, you will identify your concern with the letter's date and time and will be given a **digit code** that will identify your concern with the letter's date and time. In subsequent calls, always refer to the assigned digit code to identify the report.

NOTE: YOU ARE ENCOURAGED TO REPORT YOUR CONCERN IN ACCORDANCE WITH YOUR ORGANIZATION'S ESTABLISHED CONCERN REPORTING PROCEDURES.

YOUR REPORT SHOULD NOT CONTAIN CLASSIFIED INFORMATION.

PLEASE FILL IN APPROPRIATE SPACES AND CHECK ALL ITEMS BELOW WHICH APPLY TO YOUR CONCERN.

THIS CONCERN IS: Unique Recurring

NATURE OF CONCERN:

- Violation
- Hazard
- Other (Specify): Senior Management's improper use of power in the workplace.

CONCERN LOCATION: CHPRC, (b)(6) Project

WHAT DO YOU BELIEVE MAY BE THE CONSEQUENCE(S) IF YOUR CONCERN REMAINS UNSOLVED?

- Loss of life or injury
- Damage or loss of safety-related hardware
- Damage or loss of safety-related facilities
- Other (Specify): Lose of respect for Senior Management

WHERE ELSE HAVE YOU REPORTED YOUR CONCERN?

- Immediate Supervisor
- DOE
- Nowhere
- Other (Specify): _____

WHO IS YOUR EMPLOYER?

- DOE
- Contractor
- Subcontractor
- Other (Specify): _____

WHAT IS YOUR ROLE WITH REGARD TO THE AREA OF CONCERN?

- Operations
- Technical Support
- Environment
- Administrative Support
- Management
- Security
- Quality Assurance
- Safety
- Other (Specify): Concerned employee
- Health

I do not want my name involved or revealed (Check one)

My name may be revealed

XYZ

Signature

09-08-09

(Date/time)

Fold as indicated, fasten and mail. Thank you for your cooperation.

I do not want my name revealed to anyone other than the Employee Concerns Program Manager.

Signature _____

(Date/time) _____

Name _____

Address _____

Telephone No. _____

Include only if anonymity not desired

DESCRIBE YOUR CONCERN

Describe your concern as explicitly but concisely as possible. Discuss anything you think is important. Include what you believe really caused the problem, and what can be done to prevent a recurrence, or correct the situation. Provide or identify documents that will assist in the resolution of your concern. (Use additional sheets if necessary.)

MARK HERE IF YOU BELIEVE YOUR CONCERN MERITS IMMEDIATE REVIEW AND RESOLUTION.

The (b)(6) _____ has used (b)(6) position to make sure two of (b)(6) contract companies M&EC and Cavanagh Services Group hired (b)(6) (b)(6) and her daughter, (b)(6). These two people were not employed at this site before contract change.

PRIVACY ACT STATEMENT

The collection of this information is authorized pursuant to the Atomic Energy Act, as amended; the Energy Reorganization Act of 1974; the Department of Energy (DOE) Organization Act of 1977; the Whistleblower Protection Act of 1989; and the Department of Energy Contractor Employee Protection Program (10 CFR 708). The primary use of this information is by DOE in its investigation of complaints by DOE contractor employees, at government-owned, contractor-operated facilities, of any conditions or practices that they consider hazardous to their safety or health, or which they believe are in violation of DOE-prescribed Occupational Safety and Health Administration (OSHA) standards. Additional disclosures of the information may be: to other hazards and conditions; to appropriate Federal, State, or local agencies in the event the information indicates a violation or potential violation of law, and in the course of an administrative or judicial proceeding. Completion of this form is voluntary; however, failure to provide this information could result in the DOE's inability to complete the investigation of an alleged violation or condition. Identification is not required, however, failure to identify yourself will not allow DOE to provide you with information regarding your concern.

- IMPORTANT -

YOU HAVE AN OPTION FOR REPORTING OR CHECKING ON YOUR CONCERNS

376-1934 HOT LINE NUMBER

EMPLOYEE CONCERNS OFFICE A0-95

CONCERN DISPOSITION FORM

DOE-RL Concern #: 20090065 . 01

Point of Contact: Bonnie A. Lazor

Intake Completion Date: 9/14/2009

Confidentiality: Anonymous

Has the concerned individual (CI) sought resolution through other channels? No

If yes, who?

Concern Description: The CI stated that while driving in the 200 Areas he/she noticed signs that are stabilized using bags of Salt/Snow Melt.

Concern Type: Environment

How Received: Written

Priority: Routine

Rules/Requirements: DOE O 442.1A

Concern Summary: The anonymous CI wrote the following: "While driving in the 200 Areas I noticed signs that are stabilized using bags of Salt/Snow melt. This is a toxic material and should only be used for it's intended purpose. These bags may break or tear resulting in a spill to the environment. The signs are for the new MSA. Nice message about safety & customer service. Not "safe" to use this material. Should use sand bags like other signs in the areas."

Background:

Attachments:

CI's Requested Remedy:

ECP Action: DOE Investigation to: MSA

Rationale:

ECP Coordinator:

Bonnie A. Lazor
Bonnie A. Lazor

Date: 9.17.09

ECP Program Manager:

Stan O. Branch / Bobby L. Williams
Stan O. Branch / Bobby L. Williams

Date: 9/17/09

I do not want my name revealed to anyone other than the Employee Concerns Program Manager.

Signature _____

(Date/time) _____

Name _____

Address _____

Telephone No. _____

Include only if anonymity not desired

DESCRIBE YOUR CONCERN

Describe your concern as explicitly but concisely as possible. Discuss anything you think is important. Include what you believe really caused the problem, and what can be done to prevent a recurrence, or correct the situation. Provide or identify documents that will assist in the resolution of your concern. (Use additional sheets if necessary.)

MARK HERE IF YOU BELIEVE YOUR CONCERN MERITS IMMEDIATE REVIEW AND RESOLUTION.

While driving in the 200 Areas I noticed signs that are stabilized using bags of Salt/Snow melt. This is a toxic material and should only be used for it's intended purpose. These bags may break or tear resulting in a spill to the environment. The signs are for the new MSA. Nice message about safety & customer service. Not "Safe" to use this material. Should use sand bags like other signs in the Areas.

PRIVACY ACT STATEMENT

The collection of this information is authorized pursuant to the Atomic Energy Act, as amended; the Energy Reorganization Act of 1974; the Department of Energy (DOE) Organization Act of 1977; the Whistleblower Protection Act of 1989; and the Department of Energy Contractor Employee Protection Program (10 CFR 708). The primary use of this information is by DOE in its investigation of complaints by DOE contractor employees, at government-owned, contractor-operated facilities, of any conditions or practices that they consider hazardous to their safety or health, or which they believe are in violation of DOE-prescribed Occupational Safety and Health Administration (OSHA) standards. Additional disclosures of the information may be: to other hazards and conditions; to appropriate Federal, State, or local agencies in the event the information indicates a violation or potential violation of law, and in the course of an administrative or judicial proceeding. Completion of this form is voluntary; however, failure to provide this information could result in the DOE's inability to complete the investigation of an alleged violation or condition. Identification is not required, however, failure to identify yourself will not allow DOE to provide you with information regarding your concern.

- IMPORTANT -

YOU HAVE AN OPTION FOR REPORTING OR CHECKING ON YOUR CONCERNS

376-1934 HOT LINE NUMBER

EMPLOYEE CONCERNS OFFICE A0-95

CONCERN DISPOSITION FORM

DOE-RL Concern #: 20090063 . 01

Point of Contact: Bonnie A. Lazor

Intake Completion Date: 8/28/2009

Confidentiality: Anonymous

Has the concerned individual (CI) sought resolution through other channels? No

If yes, who?

Concern Description: The anonymous CI call stated SCO needs to look at the PHMC (b)(6) (b)(6) specifically at time recorded when (b)(6) was not in the office for potential time card fraud.

Concern Type: WF&A

How Received: Hotline

Priority: Routine

Rules/Requirements: DOE O 442.1A

Concern Summary: The CI stated the following: "I would like to report a potential time card fraud. You need to look at the PHMC (b)(6) specifically time recorded (b)(6) when (b)(6) was not in the office. One meeting was the CIAD another was a meeting (b)(6) recorded time (b)(6) when (b)(6) actually was on vacation in Florida. And again I would look at the last week of employment. (b)(6) specifically was not in the office Tuesday or Wednesday, and potentially not Thursday. It's a potential time card fraud. (b)(6) of the PHMC. Thank you"

Background:

Attachments:

CI's Requested Remedy:

ECP Action: DOE Investigation to: RL-SCO

Rationale: This is Waste Fraud and Abuse related concern and is therefore within RL SCO's jurisdiction.

ECP Coordinator:

Bonnie A. Lazor
Bonnie A. Lazor

Date: 8-31-09

ECP Program Manager:

Stan O. Branch / Bobby L. Williams
Stan O. Branch / Bobby L. Williams

Date: 8/31/09

CONCERN DISPOSITION FORM

DOE-RL Concern #: 20090062 . 01

Point of Contact: Stan Branch

Intake Completion Date: 8/25/2009

Confidentiality: Anonymous

Has the concerned individual (CI) sought resolution through other channels? No

If yes, who?

Concern Description: The CI stated that there is no way to determine if the caller or electronic messenger (e-mail) is a Contractor, Federal or State employee when an e-mail or telephone message is received.

Concern Type: Management

How Received: Walk-in/Verbal

Priority: Routine

Rules/Requirements: DOE O 442.1A

Concern Summary:

The CI stated that there is no way to determine if the caller or electronic messenger (e-mail) is a Contractor, Federal or State employee when an e-mail or telephone message is received. The CI stated that it should be noted in the telephone call and e-mail as to who you are communicating with.

Background:

Attachments:

CI's Requested Remedy:

ECP Action: DOE Investigation to: RL

Rationale: This is a management related concern. SCO will be investigating this issue.

ECP Coordinator: _____


Stan Branch

Date: _____

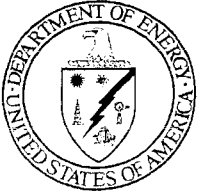
8/28/09

ECP Program Manager: _____


Stan O. Branch / Bobby L. Williams

Date: _____

8/28/09



Department of Energy
Richland Operations Office
P.O. Box 550
Richland, Washington 99352

OCT 28 2009

10-MGR-0012

(b)(6)

Dear (b)(6)

EMPLOYEE CONCERN #20090062.01

Thank you for bringing your concern to our office. We understand that it takes a lot of courage to raise concerns. This letter is in response to the concern you filed with the U.S. Department of Energy, Richland Operations Office, (RL) Office of Special Concerns (SCO), on August 25, 2009. The concern was documented as follows:

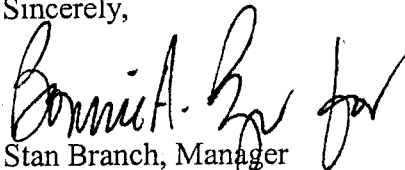
20090062.01: The CI stated that there is no way to determine if the caller or electronic messenger (e-mail) is a Contractor, Federal or State employee when an e-mail or telephone message is received.

Your anonymous concern was investigated by RL SCO.

HLAN does not have capability to identify whether callers are contractors or Federal employees and not aware of any type of telephones that have that type of identifying criteria. Only type of identifying criteria is what exists on caller id. Currently, DOE Unified Messaging does identify who (DOE or contractor name, company, and e-mail address) has called whether a voice mail message is left or not. If you do not know who is calling, then allow the system to answer the call and identity may be checked by either right clicking on "who is" or going into Outlook Properties and right clicking. Additionally, if only a telephone number is left, you may search PopFon to identify who called.

If you have any questions regarding this case, please contact me at (509) 376-0000.

Sincerely,


Stan Branch, Manager
Employee Concerns Program

SCO:SB



Department of Energy
Richland Operations Office
P.O. Box 550
Richland, Washington 99352

09-MGR-0084

AUG 28 2009

(b)(6)

Dear (b)(6)

EMPLOYEE CONCERN #20090062.01

Thank you for bringing your concern to our office. We understand that it takes a lot of courage to raise concerns. This letter is in response to the concern you filed with the U.S. Department of Energy, Richland Operations Office, (RL) Office of Special Concerns (SCO), on August 25, 2009. The concern was documented as follows:

20090062.01: The CI stated that there is no way to determine if the caller or electronic messenger (e-mail) is a Contractor, Federal or State employee when an e-mail or telephone message is received.

Your anonymous concern is being investigated by RL SCO. RL SCO will notify you in writing the results of the investigation once completed. RL SCO retains closure authority of this concern. If you have any questions regarding this case, please contact me at (509) 376-0000.

Sincerely,

A handwritten signature in cursive script that reads "Stan Branch".

Stan Branch, Manager
Employee Concerns Program

SCO:SB

CONCERN DISPOSITION FORM

DOE-RL Concern #: 20090061 . 01

Point of Contact: Bonnie A. Lazor

Intake Completion Date: 8/31/2009

Confidentiality: Confidential

Has the concerned individual (CI) sought resolution through other channels? No

If yes, who?

Concern Description: Was there a Lock and Tag installed on the UPS that the JT Packard vendor worked on?

Concern Type: Safety

How Received: Telephone

Priority: Other than Serious Condition

Rules/Requirements: DOE O 442.1A

Concern Summary: On August 26, 2009, the CI expressed his/her concern and wanted to report continuing problems with LMIT Group regarding violating Lock & Tag procedures. The CI stated that since May 2009 LMIT has done a lot of electrical work and was caught never using Lock & Tag procedures or following NFPA 70-E Standards and LMIT's vendor, JT Packard personnel were not Lock & Tag trained.

The CI stated that in May 2009 a letter of info was sent by Local 77 IBEW to LMIT requesting answers to ten questions regarding work performed by JT Packard, UPS Lock & Tag, NFPA 70-E training and qualifications, but received no response. Recently, JT Packard put a sticker on a UPS that indicated they performed 56 hours of work on the system, but when asked, lied to DOE FR Cliff Ashley about it; which the CI stated that he/she believes is almost a criminal act. The CI stated that LMIT had a one year contract with JT Packard; however, the concerns were brought to the attention to Curt Larson, FHI and the contract with JT Packard was terminated.

Dave Patrick, WPRS, Tom McMahon, Business Agent, and Cliff Ashley, DOE Safety have also been involved with the concern, in which Ashley advised the CI to report concerns to RL SCO. The CI has requested meeting with RL SCO and requests Patrick, McCann, and Ashley also attend.

Background:

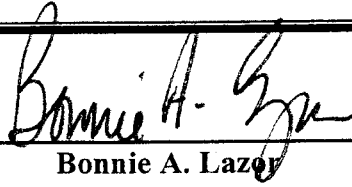
Attachments:

CI's Requested Remedy:

ECP Action: DOE Investigation to: RL-SCO

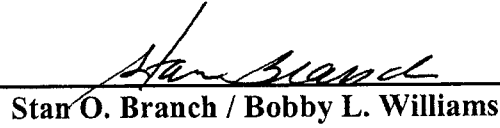
Rationale: This is a safety related concern. RL SCO is investigating this concern

ECP Coordinator:


Bonnie A. Lazer

Date: 9.1.09

ECP Program Manager:


Stan O. Branch / Bobby L. Williams

Date: 9/8/09

CONCERN DISPOSITION FORM

DOE-RL Concern #: 20090061 . 02

Point of Contact: Bonnie A. Lazor

Intake Completion Date: 8/31/2009

Confidentiality: Confidential

Has the concerned individual (CI) sought resolution through other channels? No

If yes, who?

Concern Description: Was there an 8-step criteria tag hung on the equipment?

Concern Type: Safety

How Received: Telephone

Priority: Other than Serious Condition

Rules/Requirements: DOE O 442.1A

Concern Summary: On August 26, 2009, the CI expressed his/her concern and wanted to report continuing problems with LMIT Group regarding violating Lock & Tag procedures. The CI stated that since May 2009 LMIT has done a lot of electrical work and was caught never using Lock & Tag procedures or following NFPA 70-E Standards and LMIT's vendor, JT Packard personnel were not Lock & Tag trained.

The CI stated that in May 2009 a letter of info was sent by Local 77 IBEW to LMIT requesting answers to ten questions regarding work performed by JT Packard, UPS Lock & Tag, NFPA 70-E training and qualifications, but received no response. Recently, JT Packard put a sticker on a UPS that indicated they performed 56 hours of work on the system, but when asked, lied to DOE FR Cliff Ashley about it; which the CI stated that he/she believes is almost a criminal act. The CI stated that LMIT had a one year contract with JT Packard; however, the concerns were brought to the attention to Curt Larson, FHI and the contract with JT Packard was terminated.

Dave Patrick, WPRS, Tom McMahon, Business Agent, and Cliff Ashley, DOE Safety have also been involved with the concern, in which Ashley advised the CI to report concerns to RL SCO. The CI has requested meeting with RL SCO and requests Patrick, McCann, and Ashley also attend.

Background:

Attachments:

CI's Requested Remedy:

ECP Action: DOE Investigation to: RL-SCO

Rationale: This is a safety related concern. RL SCO is investigating this concern.

ECP Coordinator:

Bonnie A. Lazor
Bonnie A. Lazor

Date:

9-1-09

ECP Program Manager:

Stan O. Branch / Bobby L. Williams
Stan O. Branch / Bobby L. Williams

Date:

9/8/09

CONCERN DISPOSITION FORM

DOE-RL Concern #: 20090061 . 03

Point of Contact: Bonnie Lazor

Intake Completion Date: 8/31/2009

Confidentiality: Confidential

Has the concerned individual (CI) sought resolution through other channels? No

If yes, who?

Concern Description: Who was the Controlling Organization that hung the tag and who performed the walk down?

Concern Type: Safety

How Received: Telephone

Priority: Other than Serious Condition

Rules/Requirements: DOE O 442.1A

Concern Summary: On August 26, 2009, the CI expressed his/her concern and wanted to report continuing problems with LMIT Group regarding violating Lock & Tag procedures. The CI stated that since May 2009 LMIT has done a lot of electrical work and was caught never using Lock & Tag procedures or following NFPA 70-E Standards and LMIT's vendor, JT Packard personnel were not Lock & Tag trained.

The CI stated that in May 2009 a letter of info was sent by Local 77 IBEW to LMIT requesting answers to ten questions regarding work performed by JT Packard, UPS Lock & Tag, NFPA 70-E training and qualifications, but received no response. Recently, JT Packard put a sticker on a UPS that indicated they performed 56 hours of work on the system, but when asked, lied to DOE FR Cliff Ashley about it; which the CI stated that he/she believes is almost a criminal act. The CI stated that LMIT had a one year contract with JT Packard; however, the concerns were brought to the attention to Curt Larson, FHI and the contract with JT Packard was terminated.

Dave Patrick, WPRS, Tom McMahon, Business Agent, and Cliff Ashley, DOE Safety have also been involved with the concern, in which Ashley advised the CI to report concerns to RL SCO. The CI has requested meeting with RL SCO and requests Patrick, McCann, and Ashley also attend.

Background:

Attachments:

CI's Requested Remedy:

ECP Action: DOE Investigation to: RL-SCO

Rationale: This is a safety related concern. RL SCO is investigating this concern.

ECP Coordinator: Bonnie A. Lazor **Date:** 9.1.09
Bonnie Lazor

ECP Program Manager: Stan O. Branch **Date:** 9/8/09
Stan O. Branch / Bobby L. Williams

CONCERN DISPOSITION FORM

DOE-RL Concern #: 20090061 . 04

Point of Contact: Bonnie A. Lazor

Intake Completion Date: 8/31/2009

Confidentiality: Confidential

Has the concerned individual (CI) sought resolution through other channels? No

If yes, who?

Concern Description: Who performed the Safe to Work Check and was there an ark flash or shock hazard analysis done on this equipment?

Concern Type: Safety

How Received: Telephone

Priority: Other than Serious Condition

Rules/Requirements: DOE O 442.1A

Concern Summary: On August 26, 2009, the CI expressed his/her concern and wanted to report continuing problems with LMIT Group regarding violating Lock & Tag procedures. The CI stated that since May 2009 LMIT has done a lot of electrical work and was caught never using Lock & Tag procedures or following NFPA 70-E Standards and LMIT's vendor, JT Packard personnel were not Lock & Tag trained.

The CI stated that in May 2009 a letter of info was sent by Local 77 IBEW to LMIT requesting answers to ten questions regarding work performed by JT Packard, UPS Lock & Tag, NFPA 70-E training and qualifications, but received no response. Recently, JT Packard put a sticker on a UPS that indicated they performed 56 hours of work on the system, but when asked, lied to DOE FR Cliff Ashley about it; which the CI stated that he/she believes is almost a criminal act. The CI stated that LMIT had a one year contract with JT Packard; however, the concerns were brought to the attention to Curt Larson, FHI and the contract with JT Packard was terminated.

Dave Patrick, WPRS, Tom McMahon, Business Agent, and Cliff Ashley, DOE Safety have also been involved with the concern, in which Ashley advised the CI to report concerns to RL SCO. The CI has requested meeting with RL SCO and requests Patrick, McCann, and Ashley also attend.

Background:

Attachments:

CI's Requested Remedy:ECP Action: DOE Investigation to: RL-SCO

Rationale: This is a safety related concern. RL SCO is investigating this concern.

ECP Coordinator:

Bonnie A. Lazor
Bonnie A. Lazor

Date: 9.1.09

ECP Program Manager:

Stan O. Branch
Stan O. Branch / Bobby L. Williams

Date: 9/8/09

CONCERN DISPOSITION FORM

DOE-RL Concern #: 20090061 . 05

Point of Contact: Bonnie A. Lazor

Intake Completion Date: 8/31/2009

Confidentiality: Confidential

Has the concerned individual (CI) sought resolution through other channels? No

If yes, who?

Concern Description: Did the vendor put his personal lock on the breaker that powered the UPS?

Concern Type: Safety

How Received: Telephone

Priority: Other than Serious Condition

Rules/Requirements: DOE O 442.1A

Concern Summary: On August 26, 2009, the CI expressed his/her concern and wanted to report continuing problems with LMIT Group regarding violating Lock & Tag procedures. The CI stated that since May 2009 LMIT has done a lot of electrical work and was caught never using Lock & Tag procedures or following NFPA 70-E Standards and LMIT's vendor, JT Packard personnel were not Lock & Tag trained.

The CI stated that in May 2009 a letter of info was sent by Local 77 IBEW to LMIT requesting answers to ten questions regarding work performed by JT Packard, UPS Lock & Tag, NFPA 70-E training and qualifications, but received no response. Recently, JT Packard put a sticker on a UPS that indicated they performed 56 hours of work on the system, but when asked, lied to DOE FR Cliff Ashley about it; which the CI stated that he/she believes is almost a criminal act. The CI stated that LMIT had a one year contract with JT Packard; however, the concerns were brought to the attention to Curt Larson, FHI and the contract with JT Packard was terminated.

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Background:

Attachments:

CI's Requested Remedy:ECP Action: DOE Investigation to: RL-SCO

Rationale: This is a safety related concern. RL SCO is investigating this concern.

ECP Coordinator:

Donnie A. Lazor
Bonnie A. Lazor

Date: 9.1.09

ECP Program Manager:

Stan O. Branch
Stan O. Branch / Bobby L. Williams

Date: 9/8/09

CONCERN DISPOSITION FORM

DOE-RL Concern #: 20090061 . 06

Point of Contact: Bonnie A. Lazor

Intake Completion Date: 8/31/2009

Confidentiality: Confidential

Has the concerned individual (CI) sought resolution through other channels? No

If yes, who?

Concern Description: Is the vendor Lock and Tag trained qualified?

Concern Type: Safety

How Received: Telephone

Priority: Other than Serious Condition

Rules/Requirements: DOE O 442.1A

Concern Summary: On August 26, 2009, the CI expressed his/her concern and wanted to report continuing problems with LMIT Group regarding violating Lock & Tag procedures. The CI stated that since May 2009 LMIT has done a lot of electrical work and was caught never using Lock & Tag procedures or following NFPA 70-E Standards and LMIT's vendor, JT Packard personnel were not Lock & Tag trained.

The CI stated that in May 2009 a letter of info was sent by Local 77 IBEW to LMIT requesting answers to ten questions regarding work performed by JT Packard, UPS Lock & Tag, NFPA 70-E training and qualifications, but received no response. Recently, JT Packard put a sticker on a UPS that indicated they performed 56 hours of work on the system, but when asked, lied to DOE FR Cliff Ashley about it; which the CI stated that he/she believes is almost a criminal act. The CI stated that LMIT had a one year contract with JT Packard; however, the concerns were brought to the attention to Curt Larson, FHI and the contract with JT Packard was terminated.

Dave Patrick, WPRS, Tom McMahon, Business Agent, and Cliff Ashley, DOE Safety have also been involved with the concern, in which Ashley advised the CI to report concerns to RL SCO. The CI has requested meeting with RL SCO and requests Patrick, McCann, and Ashley also attend.

Background:

Attachments:

CI's Requested Remedy:ECP Action: DOE Investigation **to:** RL-SCO

Rationale: This is a safety related concern. RL SCO is investigating this concern.

ECP Coordinator:

Bonnie A. Lazar
Bonnie A. Lazar

Date:

9.1.01

ECP Program Manager:

Stan O. Branch / Bobby L. Williams
Stan O. Branch / Bobby L. Williams

Date:

9/8/09

CONCERN DISPOSITION FORM

DOE-RL Concern #: 20090061 . 07

Point of Contact: Bonnie A. Lazor

Intake Completion Date: 8/31/2009

Confidentiality: Confidential

Has the concerned individual (CI) sought resolution through other channels? No

If yes, who?

Concern Description: Is the vendor trained and qualified in NFPA 70-E?

Concern Type: Safety

How Received: Telephone

Priority: Other than Serious Condition

Rules/Requirements: DOE O 442.1A

Concern Summary: On August 26, 2009, the CI expressed his/her concern and wanted to report continuing problems with LMIT Group regarding violating Lock & Tag procedures. The CI stated that since May 2009 LMIT has done a lot of electrical work and was caught never using Lock & Tag procedures or following NFPA 70-E Standards and LMIT's vendor, JT Packard personnel were not Lock & Tag trained.

The CI stated that in May 2009 a letter of info was sent by Local 77 IBEW to LMIT requesting answers to ten questions regarding work performed by JT Packard, UPS Lock & Tag, NFPA 70-E training and qualifications, but received no response. Recently, JT Packard put a sticker on a UPS that indicated they performed 56 hours of work on the system, but when asked, lied to DOE FR Cliff Ashley about it; which the CI stated that he/she believes is almost a criminal act. The CI stated that LMIT had a one year contract with JT Packard; however, the concerns were brought to the attention to Curt Larson, FHI and the contract with JT Packard was terminated.

Dave Patrick, WPRS, Tom McMahon, Business Agent, and Cliff Ashley, DOE Safety have also been involved with the concern, in which Ashley advised the CI to report concerns to RL SCO. The CI has requested meeting with RL SCO and requests Patrick, McCann, and Ashley also attend.

Background:

Attachments:

CI's Requested Remedy: ECP Action: DOE Investigation **to:** RL-SCO

Rationale: This is a safety related concern. RL SCO is investigating this concern.

ECP Coordinator:

Bonnie A. Lazor

Bonnie A. Lazor

Date:

9.1.09

ECP Program Manager:

Stan O. Branch

Stan O. Branch / Bobby L. Williams

Date:

9/8/09

CONCERN DISPOSITION FORM

DOE-RL Concern #: 20090061 . 08

Point of Contact: Bonnie A. Lazor

Intake Completion Date: 8/31/2009

Confidentiality: Confidential

Has the concerned individual (CI) sought resolution through other channels? No

If yes, who?

Concern Description: Was there a work package for this job?

Concern Type: Safety

How Received: Telephone

Priority: Other than Serious Condition

Rules/Requirements: DOE O 442.1A

Concern Summary: On August 26, 2009, the CI expressed his/her concern and wanted to report continuing problems with LMIT Group regarding violating Lock & Tag procedures. The CI stated that since May 2009 LMIT has done a lot of electrical work and was caught never using Lock & Tag procedures or following NFPA 70-E Standards and LMIT's vendor, JT Packard personnel were not Lock & Tag trained.

The CI stated that in May 2009 a letter of info was sent by Local 77 IBEW to LMIT requesting answers to ten questions regarding work performed by JT Packard, UPS Lock & Tag, NFPA 70-E training and qualifications, but received no response. Recently, JT Packard put a sticker on a UPS that indicated they performed 56 hours of work on the system, but when asked, lied to DOE FR Cliff Ashley about it; which the CI stated that he/she believes is almost a criminal act. The CI stated that LMIT had a one year contract with JT Packard; however, the concerns were brought to the attention to Curt Larson, FHI and the contract with JT Packard was terminated.

Dave Patrick, WPRS, Tom McMahon, Business Agent, and Cliff Ashley, DOE Safety have also been involved with the concern, in which Ashley advised the CI to report concerns to RL SCO. The CI has requested meeting with RL SCO and requests Patrick, McCann, and Ashley also attend.

Background:

Attachments:

CI's Requested Remedy:ECP Action: DOE Investigation to: RL-SCO

Rationale: This is a safety related concern. RL SCO is investigating this concern.

ECP Coordinator:

Bonnie A. Lazor
Bonnie A. Lazor

Date:

9.1.09

ECP Program Manager:

Stan O. Branch
Stan O. Branch / Bobby L. Williams

Date:

9/1/09

CONCERN DISPOSITION FORM

DOE-RL Concern #: 20090061 . 09

Point of Contact: Bonnie A. Lazor

Intake Completion Date: 8/31/2009

Confidentiality: Confidential

Has the concerned individual (CI) sought resolution through other channels? No

If yes, who?

Concern Description: Was the vendor dressed in the proper PPE?

Concern Type: Safety

How Received: Telephone

Priority: Other than Serious Condition

Rules/Requirements: DOE O 442.1A

Concern Summary: On August 26, 2009, the CI expressed his/her concern and wanted to report continuing problems with LMIT Group regarding violating Lock & Tag procedures. The CI stated that since May 2009 LMIT has done a lot of electrical work and was caught never using Lock & Tag procedures or following NFPA 70-E Standards and LMIT's vendor, JT Packard personnel were not Lock & Tag trained.

The CI stated that in May 2009 a letter of info was sent by Local 77 IBEW to LMIT requesting answers to ten questions regarding work performed by JT Packard, UPS Lock & Tag, NFPA 70-E training and qualifications, but received no response. Recently, JT Packard put a sticker on a UPS that indicated they performed 56 hours of work on the system, but when asked, lied to DOE FR Cliff Ashley about it; which the CI stated that he/she believes is almost a criminal act. The CI stated that LMIT had a one year contract with JT Packard; however, the concerns were brought to the attention to Curt Larson, FHI and the contract with JT Packard was terminated.

Dave Patrick, WPRS, Tom McMahon, Business Agent, and Cliff Ashley, DOE Safety have also been involved with the concern, in which Ashley advised the CI to report concerns to RL SCO. The CI has requested meeting with RL SCO and requests Patrick, McCann, and Ashley also attend.

Background:

Attachments:

CI's Requested Remedy: ECP Action: DOE Investigation to: RL-SCO

Rationale: This is a safety related concern. RL SCO is investigating this concern.

ECP Coordinator: Bonnie A. Lazor **Date:** 9.1.09
Bonnie A. Lazor

ECP Program Manager: Stan O. Branch / Bobby L. Williams **Date:** 9/8/09

CONCERN DISPOSITION FORM

DOE-RL Concern #: 20090061 . 10

Point of Contact: Bonnie A. Lazor

Intake Completion Date: 8/31/2009

Confidentiality: Confidential

Has the concerned individual (CI) sought resolution through other channels? No

If yes, who?

Concern Description: Please provide a copy of the Lock and Tag or the 8-step criteria that has to be kept with the work package and kept for records to be archived, along with all paperwork and all information that was involved with this job.

Concern Type: Safety

How Received: Telephone

Priority: Other than Serious Condition

Rules/Requirements: DOE O 442.1A

Concern Summary: On August 26, 2009, the CI expressed his/her concern and wanted to report continuing problems with LMIT Group regarding violating Lock & Tag procedures. The CI stated that since May 2009 LMIT has done a lot of electrical work and was caught never using Lock & Tag procedures or following NFPA 70-E Standards and LMIT's vendor, JT Packard personnel were not Lock & Tag trained.

The CI stated that in May 2009 a letter of info was sent by Local 77 IBEW to LMIT requesting answers to ten questions regarding work performed by JT Packard, UPS Lock & Tag, NFPA 70-E training and qualifications, but received no response. Recently, JT Packard put a sticker on a UPS that indicated they performed 56 hours of work on the system, but when asked, lied to DOE FR Cliff Ashley about it; which the CI stated that he/she believes is almost a criminal act. The CI stated that LMIT had a one year contract with JT Packard; however, the concerns were brought to the attention to Curt Larson, FHI and the contract with JT Packard was terminated.

Dave Patrick, WPRS, Tom McMahon, Business Agent, and Cliff Ashley, DOE Safety have also been involved with the concern, in which Ashley advised the CI to report concerns to RL SCO. The CI has requested meeting with RL SCO and requests Patrick, McCann, and Ashley also attend.

Background:

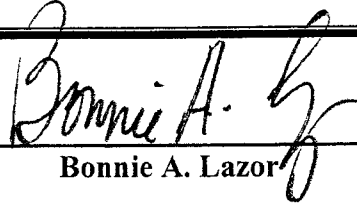
Attachments:

CI's Requested Remedy:

ECP Action: DOE Investigation to: RL-SCO

Rationale: This is a safety related concern. RL SCO is investigating this concern.

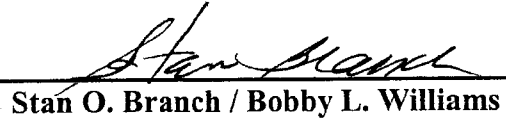
ECP Coordinator:


Bonnie A. Lazor

Date:

9.1.09

ECP Program Manager:


Stan O. Branch / Bobby L. Williams

Date:

9/8/09



Department of Energy
Richland Operations Office
P.O. Box 550
Richland, Washington 99352

OCT 15 2009

10-MGR-0005

(b)(6)

Dear (b)(6)

EMPLOYEE CONCERNS #20090061.01, .02, .03, .04, .05, .06, .07, .08, .09, AND .10

Thank you for bringing your concern to our office. We understand that it takes a lot of courage to raise concerns. This letter is in response to the concerns you filed with the U.S. Department of Energy, Richland Operations Office, (RL) Office of Special Concerns (SCO), on August 26, 2009. The concerns were documented as follows:

- 20090061.01: Was there a Lock and Tag installed on the UPS that the JT Packard vendor worked on?**
- 20090061.02: Was there an 8-step criteria tag hung on the equipment?**
- 20090061.03: Who was the Controlling Organization that hung the tag and who performed the walk down?**
- 20090061.04: Who performed the Safe to Work Check and was there an ark flash or shock hazard analysis done on this equipment?**
- 20090061.05: Did the vendor put his personal lock on the breaker that powered the UPS?**
- 20090061.06: Is the vendor Lock and Tag trained qualified?**
- 20090061.07: Is the vendor trained and qualified in NFPA 70-E?**
- 20090061.08: Was there a work package for this job?**
- 20090061.09: Was the vendor dressed in the proper PPE?**
- 20090061.10: Please provide a copy of the Lock and Tag or the 8-step criteria that has to be kept with the work package and kept for records to be archived, along with all paperwork and all information that was involved with this job.**

(b)(6)

-2-

OCT 16 2009

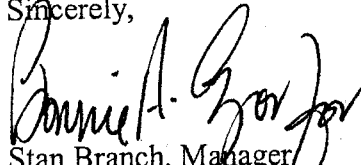
10-MGR-0005

With regards to 20090061.01 through 20090061.08, and 20090061.10 the DOE Safety & Engineering Division conducted an assessment of Fluor Hanford, Inc. Electrical Practices, A-09-SED-FHI-017, dated June 16, 2009. The assessment identified findings and observations that directly relate to your concerns. All findings are tracked with an approved corrective action plan and require RL Lead Assessor Closure. With regards to 20090061.09, a Critique/ Investigation Form dated June 25, 2009; the PPE worn by the vendor was appropriate for hazard category 1 and was listed as a positive aspect. Mr. Ashley has approved the release of the SED Assessment, Occurrence Report, and Corrective Actions which is enclosed.

Based on the criteria of DOE O 442.1A, DOE Employee Concerns Program, SCO has initiated closure of your concern. Should you have any future concerns, I encourage you to raise them through any of the avenues available.

In order to continue to improve our program, RL SCO is requesting feedback from employee's that have raised concerns with our office. Please take a few minutes to provide us with your feedback on the RL ECP process or processing of your concern. Your feedback is important to us.

Sincerely,



Stan Branch, Manager
Employee Concerns Program

SCO:SB

Enclosures: (4)



Department of Energy
Richland Operations Office
P.O. Box 550
Richland, Washington 99352

SEP 10 2009

09-MGR-0085

(b)(6)

Dear (b)(6)

EMPLOYEE CONCERNS #20090061.01, .02, .03, .04, .05, .06, .07, .08, .09, AND .10

Thank you for bringing your concern to our office. We understand that it takes a lot of courage to raise concerns. This letter is in response to the concerns you filed with the U.S. Department of Energy, Richland Operations Office, (RL) Office of Special Concerns (SCO), on August 26, 2009. Your concerns and request were documented as follows:

- 20090061.01: Was there a Lock and Tag installed on the UPS that the JT Packard vendor worked on?**
- 20090061.02: Was there an 8-step criteria tag hung on the equipment?**
- 20090061.03: Who was the Controlling Organization that hung the tag and who performed the walk down?**
- 20090061.04: Who performed the Safe to Work Check and was there an ark flash or shock hazard analysis done on this equipment?**
- 20090061.05: Did the vendor put his personal lock on the breaker that powered the UPS?**
- 20090061.06: Is the vendor Lock and Tag trained qualified?**
- 20090061.07: Is the vendor trained and qualified in NFPA 70-E?**
- 20090061.08: Was there a work package for this job?**
- 20090061.09: Was the vendor dressed in the proper PPE?**
- 20090061.10: Please provide a copy of the Lock and Tag or the 8-step criteria that has to be kept with the work package and kept for records to be archived, along with all paperwork and all information that was involved with this job.**

(b)(6)

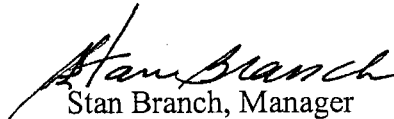
-2-

SEP 10 2009

09-MGR-0085

Your concerns are being investigated by RL SCO. RL SCO will notify you in writing the results of the investigation once completed. RL SCO retains closure authority of these concerns. If you have any questions regarding this case, please contact me at (509) 376-0000.

Sincerely,



Stan Branch, Manager
Employee Concerns Program

SCO:SB



Department of Energy
Richland Operations Office
P.O. Box 550
Richland, Washington 99352

10-MGR-0006

OCT 20 2009

(b)(6)

Dear (b)(6)

EMPLOYEE CONCERN #20090066.01

Thank you for bringing your concern to our office. We understand that it takes a lot of courage to raise concerns. This letter is in response to the concern you filed with the U. S. Department of Energy, Richland Operations Office, (RL) Office of Special Concerns (SCO), on September 11, 2009. The concern was documented as follows:

20090066.01: As a result of cancelled over time, the CI is concerned about his/her direct manager's response to a morning meeting reporting incident that occurred on September 11, 2009.

Your concern that your manager was "rash and unpredictable" on September 11, 2009, was investigated by RL SCO and was found to be unsubstantiated. Management has the responsibility to ask employees about their activities such as in this case.

Based on the criteria of DOE O 442.1A, DOE Employee Concerns Program, SCO has initiated closure of your concern. Should you have any future concerns, I encourage you to raise them through any of the avenues available.

In order to continue to improve our program, RL SCO is requesting feedback from employee's that have raised concerns with our office. Please take a few minutes to provide us with your feedback on the RL ECP process or processing of your concern. Your feedback is important to us.

If you have any questions regarding this case, please contact me at (509) 376-0000.

Sincerely,

Stan Branch, Manager
Employee Concerns Program

SCO:SB

Enclosures: (2)
Customer Survey
OSHA Fact Sheet

CONCERN DISPOSITION FORM

DOE-RL Concern #: 20090066 .01

Point of Contact: Bonnie A. Lazor

Intake Completion Date: 9/14/2009

Confidentiality: Confidential

Has the concerned individual (CI) sought resolution through other channels? No

If yes, who?

Concern Description: As a result of cancelled over time, the CI is concerned about his/her direct manager's response to a morning meeting reporting incident that occurred on September 11, 2009.

Concern Type: Management

How Received: E-Mail

Priority: Routine

Rules/Requirements:DOE O 442.1A

Concern Summary: In the CI's e-mails dated September 9, September 11, and September 14, 2009, the CI advised he/she was concerned over a cancelled overtime job scheduled for Sunday, September 6, 2009. The CI stated he/she was not told the overtime was cancelled and requested cancellation pay and was denied. The CI described management as negative and unproductive and that management is not positive, constructive or motivating. On September 11, 2009, the CI e-mailed that his/her manager, (b)(6) was exhibiting rash and unpredictable behavior and the CI was accused of sneaking around and not at work on time. The CI requested this be handled as an employee concern to Stan Branch and copied Sally Lamson, Bennie Dooley, Ed Ham, Terry Ostrander, Curt Larson, and Don Landry.

Background:

Attachments:

CI's Requested Remedy:

ECP Action: DOE Investigation to: RL SCO

Rationale: This is a management related concern. However RL SCO will conduct the investigation for this concern.

ECP Coordinator: Bonnie A. Lazor Date: 9.17.09
Bonnie A. Lazor

ECP Program Manager: Bonnie A. Lazor for Date: 10.14.09
Stan O. Branch / Bobby L Williams

CONCERN DISPOSITION FORM

DOE-RL Concern #: 20090067 . 01

Point of Contact: Stan Branch

Intake Completion Date: 9/30/2009

Confidentiality: Confidential

Has the concerned individual (CI) sought resolution through other channels? No

If yes, who?

Concern Description: The CI stated that his/her Manager is slow to react in changing his/her EJTA so that he/she could take a blood borne pathogen shot.

Concern Type: Management

How Received: Telephone

Priority: Routine

Rules/Requirements: DOE CRD 442.1A, Rev.1

Concern Summary: The CI stated that he/she attended a blood borne pathogen class on July 15, 2009 and was told that he/she and others could take shots for blood borne pathogens. The CI stated that he/she was told that he/she and others would have to change their EJTA in order to take the shots. The CI stated that he/she went to his/her supervisor (b)(6) requesting a change to his/her EJTA. The CI stated that he/she went to his/her supervisor again on August 24, 2009 requesting a change to his/her EJTA but nothing is being done (slow to react). The CI stated that 3 other staff (b)(6) (b)(6) want to take the shot. The CI stated that he/she is a 1st aid provider.

Background:

Attachments:

CI's Requested Remedy:

ECP Action: Transfer to: CHPRC

Rationale: This is a management related concern and is being transferred to CHPRC ECP.

ECP Coordinator: _____ Date: _____
Stan Branch

ECP Program Manager: *Hans Brand* Date: 9/30/09
Stan O. Branch / Bobby L. Williams



Department of Energy
Richland Operations Office
P.O. Box 550
Richland, Washington 99352

SEP 30 2009

09-MGR-0091

(b)(6)

Dear (b)(6)

EMPLOYEE CONCERN #20090067.01

Thank you for bringing your concerns to our office. We understand that it takes a lot of courage to raise concerns. This letter is in response to the concern you filed with the U.S. Department of Energy (DOE), Richland Operations Office (RL), Office of Special Concerns (SCO), on September 30, 2009. Your concern was documented as follows:

20090067.01: The CI stated that his/her Manager is slow to react in changing his/her EJTA so that he/she could take a blood borne pathogen shot.

Your concern was transferred to CH2M HILL Plateau Remediation Company (CHPRC), Employee Concerns Program (ECP) for disposition. Please contact Chris Jensen, CHPRC ECP at (509) 376-7067, regarding the disposition of your concern.

Based on the criteria of DOE O 442.1A, DOE Employee Concerns Program, SCO has initiated closure of your concern. Should you have any future concerns, I encourage you to raise them through any of the avenues available.

In order to continue to improve our program, RL SCO is requesting feedback from employee's that have raised concerns with our office. Please take a few minutes to provide us with your feedback on the RL ECP process or processing of your concern. Your feedback is important to us.

Sincerely,

Stan Branch, Manager
Employee Concerns Program

SCO:SB

Enclosures: (2)
Customer Survey
OSHA Fact Sheet

CONCERN DISPOSITION FORM

DOE-RL Concern #: 20090068 . 01

Point of Contact: Stan Branch

Intake Completion Date: 9/29/2009

Confidentiality: Confidential

Has the concerned individual (CI) sought resolution through other channels? No

If yes, who?

Concern Description: A federal employee came to RL SCO and asked what are his/her options regarding a medical accommodation.

Concern Type: HR

How Received: Walk-in/Verbal

Priority: Routine

Rules/Requirements: DOE O 442.1A

Concern Summary: A federal employee (b)(6) came to RL SCO and asked what are his/her options regarding a medical accommodation. SCO informed him/her that HR (Nancy Hieb) would be the best to meet with on that topic. He/she requested that I call Nancy for him/her. SCO called HR (Nancy Hieb). Nancy indicated that Connie N. is the person managing that task. He/she then asked SCO to schedule a meeting between HR, his/her supervisor and him/herself to discuss his/her medical condition. SCO arranged a meeting for today (October 1, 2009) at 3:00pm for Branch, Nottingham, Ortega and Holten. The federal employee indicated that he/she wants to retire in August 2010 but is concerned that his/her medical condition may affect his/her performance.

Background:

Attachments:

CI's Requested Remedy: The federal employee is requesting that he/she be removed from the Management Board he/she is currently working on and given other task at the same grade level. In addition, the federal employee is requesting that he/she be allowed to work 32 hours a week and take 8 hours of sick leave/use or lose (40 hours total) in order to manage his/her medical condition.

ECP Action: Transfer to: RL-HRM

Rationale: This is a HR related concern. SCO is transferring this concern to HR for disposition.



Department of Energy
Richland Operations Office
P.O. Box 550
Richland, Washington 99352

OCT 01 2009

10-MGR-0001

(b)(6)

Dear (b)(6)

EMPLOYEE CONCERN #20090068.01

Thank you for bringing your concerns to our office. We understand that it takes a lot of courage to raise concerns. This letter is in response to the concern you filed with the U.S. Department of Energy (DOE), Richland Operations Office (RL), Office of Special Concerns (SCO), on September 29, 2009. Your concern was documented as follows:

20090068.01: A federal employee came to RL SCO and asked what are his/her options regarding a medical accommodation.

Your concern was transferred to the RL Human Resources Management Division (HRM), for disposition. Please contact Pam Perrine at, HRM (509) 376-9222, regarding the disposition of your concern.

Based on the criteria of DOE O 442.1A, DOE Employee Concerns Program, SCO has initiated closure of your concern. Should you have any future concerns, I encourage you to raise them through any of the avenues available.

In order to continue to improve our program, RL SCO is requesting feedback from employee's that have raised concerns with our office. Please take a few minutes to provide us with your feedback on the RL ECP process or processing of your concern. Your feedback is important to us.

Sincerely,


Stan Branch, Manager

Employee Concerns Program

SCO:SB

Enclosures: (2)
Customer Survey
OSHA Fact Sheet