



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

July 30, 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 the date of your letter, June 1, 2010.

This is our final response to your request and enclosed are documents 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

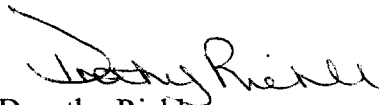
-2-

July 30, 2010

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.

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

CONCERN DISPOSITION FORM

DOE-RL Concern #: 20090033 . 01

Point of Contact: Bonnie Lazor

Intake Completion Date: 5/4/2009

Confidentiality: None

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

If yes, who?

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

Concern Type: Health

How Received: Hotline

Priority: Other than Serious Condition

Rules/Requirements: DOE O 442.1A

Concern Summary: On May 5, 2009, the CI stated that last week, (b)(6) he/she was asked to perform a scaffold inspection in Building (b)(6) which is an asbestos contaminated/critical barrier area without the proper asbestos training or PPE/decontamination certification. The CI stated he/she is concerned that workers are asked to go into asbestos contaminated areas having only the two hour asbestos awareness training. The CI stated that he/she challenged his/her supervisor, (b)(6) whereby, (b)(6) spoke with a Safety Rep. The CI stated that two days later, a co-worker (who was escorted) went into the contaminated area and conducted the scaffold inspection. The CI stated that he/she is concerned for co-workers that continue to enter contaminated areas. The CI stated that he/she thought that use of an escort is a security requirement and should not be used to by-pass training requirement(s).

The CI stated that he/she later received e-mails interpretations of required training from (b)(6) CHPRC (b)(6) and (b)(6) CHPRC, (b)(6) who advised that according to D98-08-011, personnel who enter asbestos Class I and Class II regulated areas to perform other than Class 1-IV activities fall under the requirements for "unclassified asbestos operations" which only requires the two hours asbestos awareness training. The CI believes that not all of the D98-08-011 was considered.

The CI stated that on April 30 and May 1, 2009, he/she called OSHA and was advised by (b)(6) (b)(6) that the required additional training to enter an asbestos contaminated area was contrary to what the CHPRC advised. The CI stated that he/she is concerned that this maybe a systemic issue that crosses contractor lines and that is the reason he/she came to RL-ECP. The CI would like

clarification on the training requirements and if more training is required, for the contractors (WCH, FHI, CHPRC, etc.) to give their employees training.



Background:

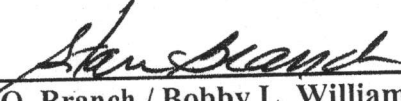
Attachments:

CI's Requested Remedy:

ECP Action: Refer to: AMSE

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

ECP Coordinator:  **Date:** 8 MAY 09
Bonnie Lazor 

ECP Program Manager:  **Date:** 8 MAY 09
Stan O. Branch / Bobby L. Williams

CONCERN DISPOSITION FORM

DOE-RL Concern #: 20090033 . 02

Point of Contact: Bonnie Lazor

Intake Completion Date: 5/4/2009

Confidentiality: None

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

If yes, who?

Concern Description: The CI believes the required eight hour annual asbestos refresher training course may have been replaced with the 15-minute (on-line) asbestos awareness refresher training.

Concern Type: Health

How Received: Hotline

Priority: Other than Serious Condition

Rules/Requirements: DOE O 442.1A

Concern Summary: On May 5, 2009, the CI stated that last week, (b)(6) he/she was asked to perform a scaffold inspection in Building (b)(6) which is an asbestos contaminated/critical barrier area without the proper asbestos training or PPE/decontamination certification. The CI stated he/she is concerned that workers are asked to go into asbestos contaminated areas having only the two hour asbestos awareness training. The CI stated that he/she challenged his/her supervisor, (b)(6) whereby, (b)(6) spoke with a Safety Rep. The CI stated that two days later, a co-worker (who was escorted) went into the contaminated area and conducted the scaffold inspection. The CI stated that he/she is concerned for co-workers that continue to enter contaminated areas. The CI stated that he/she thought that use of an escort is a security requirement and should not be used to by-pass training requirement(s).

The CI stated that he/she later received e-mails interpretations of required training from (b)(6) CHPRC (b)(6) and (b)(6) CHPRC, (b)(6) who advised that according to D98-08-011, personnel who enter asbestos Class I and Class II regulated areas to perform other than Class 1-IV activities fall under the requirements for "unclassified asbestos operations" which only requires the two hours asbestos awareness training. The CI believes that not all of the D98-08-011 was considered.

The CI stated that on April 30 and May 1, 2009, he/she called OSHA and was advised by (b)(6) (b)(6) that the required additional training to enter an asbestos contaminated area was contrary to what the CHPRC advised. The CI stated that he/she is concerned that this maybe a systemic issue that crosses contractor lines and that is the reason he/she came to RL-ECP. The CI would like clarification on the training requirements and if more training is required, for the contractors (WCH, FHI, CHPRC, etc.) to give their employees training.

Background:

Attachments:

CI's Requested Remedy:

ECP Action: Refer to: AMSE

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

ECP Coordinator: *Bonnie Lazor* **Date:** *8 May 09*
Bonnie Lazor

ECP Program Manager: *Stan O. Branch* **Date:** *8 MAY 09*
Stan O. Branch / Bobby L. Williams



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

09-MGR-0038

MAY 21 2009

(b)(6)

Dear (b)(6)

EMPLOYEE CONCERN #20090033.01 & .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 May 4, 2009. The concerns were documented as follows:

20090033.01: The CI requests further DOE clarification regarding what the training requirements are for personnel who perform what is considered “unclassified asbestos operations” but cross into regulated/roped barriers in asbestos contaminated areas

20090033.02: The CI believes the required 8-hour annual asbestos refresher training course may have been replaced with the 15-minute (on-line) asbestos awareness refresher training.

Your concerns were referred to the RL Assistant Manager for Safety and Environment (AMSE) for investigation.

With regards to concern number **20090033.01**, according to DOE and Occupational Safety and Health Administration [OSHA] interpretations, if an individual enters an area where Class I-IV asbestos removal activities (see definition below) are being performed, but does not participate in those activities, the individual is not required to have 32-hour asbestos worker training. The training given to that individual must meet the requirements of 1926.1101.(k)(9)(viii) (see below). If the individual is entering a regulated area (see definition below), then the individual must also be trained in the appropriate use of respirators and/or other Personal Protective Equipment [PPE] and decontamination requirements.

Removal means: all operations where asbestos-containing material [ACM] and/or presumed asbestos-containing material [PACM] is taken out or stripped from structures or substrates, and includes demolition operations.

Regulated area means: an area established by the employer to demarcate areas where Class I, II, and III asbestos work is conducted, and any adjoining area where debris and waste from such asbestos work accumulate; and a work area within which airborne concentrations of asbestos, exceed or there is a reasonable possibility they may exceed the permissible exposure limit. Requirements for regulated areas are set out in paragraph (e) of this section.

Mr. Tony Sibert
09-MGR-0038

-2-

MAY 21 2009

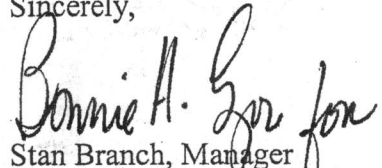
With regards to concern number **20090033.02**, RL SCO finds the concern not substantiated. No evidence to support this concern was uncovered.

If you have any questions remaining on this subject, please call Steve Bertness, AMSE at (509) 376-6221.

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



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

MAY 08 2009

09-MGR-0035

(b)(6)

Dear (b)(6)

EMPLOYEE CONCERN #20090033.01 & .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 May 4, 2009. The concerns were documented as follows:

20090033.01: The CI requests further DOE clarification regarding what the training requirements are for personnel who perform what is considered "unclassified asbestos operations" but cross into regulated/roped barriers in asbestos contaminated areas

20090033.02: The CI believes the required eight hour annual asbestos refresher training course may have been replaced with the 15-minute (on-line) asbestos awareness refresher training.

Your concerns were referred to the RL Assistant Manager for Safety and Environment 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 #: 20090034 . 01

Point of Contact: Bonnie Lazor

Intake Completion Date: 5/6/2009

Confidentiality: None

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

If yes, who?

Concern Description: CI believes he/she is being retaliated against by management for raising previous concerns.

Concern Type: Management

How Received: Walk-in/Verbal

Priority: Routine

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

Concern Summary: On May 6, 2009, the CI stated that management has made false claims of him/her for sleeping on the job and leaving work early on April 30, 2009. The CI believes this is illegal retaliation under the law because of previous concerns. The CI stated that in a meeting on May 4, 2009, that included (b)(6) and (b)(6) he/she was told that "management" saw him/her sleeping and was asked why he/she did not return to the lunchroom [work] after training. The CI stated he/she replied that they had not been sleeping and that management did not specifically tell the CI when to return to the lunchroom [work] after training. The CI stated it is his/her perception that management has conducted a retaliatory investigation in attempt to fire him/her and make him/her look bad because of the previous concerns he/she have submitted. The CI stated he/she feels discomfort and distress over this situation and is fearful of loosing his/her job. The CI believes there is a nexus with him/her reporting previous concerns and whoever made the false allegations against him/her. The CI stated that if it the individual who made the allegations is not in management, then they are trying to make him/her look bad.

The CI stated he/she does not specifically know who made the allegations against him/her and that it was (b)(6) who said it was "management" therefore the CI is assuming it is someone who works under (b)(6) The CI stated that as of date, no adverse action has been taken, but believes the action is going to occur on Thursday, May 7 at 7:30 am at which time he has an appointment with his/her management. The CI stated they would be returning to DOE ECP if he/she receives any adverse action.

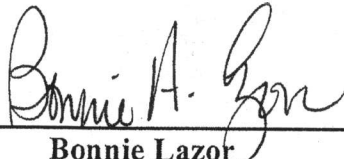
Background:


Attachments:

CI's Requested Remedy:

ECP Action: Transfer to: FHI

Rationale: This is an employer/employee related concern and is outside RL SCO's jurisdiction.

ECP Coordinator:  **Date:** 5-13-09
Bonnie Lazor

ECP Program Manager:  **Date:** 13 MAY 09
Stan O. Branch / Bobby L. Williams



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

09-MGR-0036

MAY 14 2009

(b)(6)

Dear (b)(6)

EMPLOYEE CONCERN #20090034.01

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 6, 2009. The concerns were documented as follows:

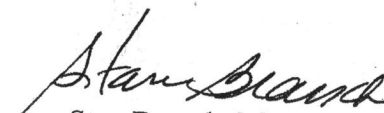
20090034.01: CI believes he/she is being retaliated against by management for raising previous concerns.

Per our discussion with you on May 7, 2009, 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, 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

Name (optional): _____

Date: _____

RL SCO Customer Survey

Please rate the following statements as they relate to your RL SCO experience, using the following scale (circle your rating choice):

	(1) strongly disagree	(2) somewhat disagree	(3) somewhat agree	(4) agree	(5) strongly agree	
1						N/A
I would use the DOE RL Employee Concerns Program if I felt I could not approach my company with a concern.						
2						N/A
The DOE RL ECP was helpful in providing feedback, resolving or facilitating the resolution of my concern through my management.						
3						N/A
I feel that the DOE RL ECP is doing an effective job at Hanford.						
4						N/A
I would use the DOE RL ECP again if I felt I couldn't use my company ECP.						
5						N/A
DOE RL ECP kept me informed throughout the concern process.						
6						N/A
I felt that DOE RL ECP did an effective job in handling my concern.						
7						N/A
I felt comfortable with the DOE RL ECP process.						

OSHA Fact Sheet

Your Rights as a Whistleblower

You may file a complaint with OSHA if your employer retaliates against you with unfavorable employment action because you were involved in protected activity relating to workplace safety and health, commercial motor carrier safety, pipeline safety, air carrier safety, nuclear safety, the environment, asbestos in schools, corporate fraud, or SEC rules or regulations.

Whistleblower Laws Enforced by OSHA

Each law requires complaints to be filed within a certain number of days after the alleged retaliation.

You may file complaints by telephone or in writing under the:

- *Occupational Safety and Health Act* (30 days)
- *Surface Transportation Assistance Act* (180 days)
- *Asbestos Hazard Emergency Response Act* (90 days)
- *International Safe Container Act* (60 days)

Under the following laws, complaints must be filed in writing:

- *Clean Air Act* (30 days)
- *Comprehensive Environmental Response, Compensation and Liability Act* (30 days)
- *Energy Reorganization Act* (180 days)
- *Federal Water Pollution Control Act* (30 days)
- *Pipeline Safety Improvement Act* (180 days)
- *Safe Drinking Water Act* (30 days)
- *Sarbanes-Oxley Act* (90 days)
- *Solid Waste Disposal Act* (30 days)
- *Toxic Substances Control Act* (30 days)
- *Wendell H. Ford Aviation Investment and Reform Act for the 21st Century* (90 days)

Unfavorable Employment Actions

Your employer may be found to have retaliated against you if your protected activity was a contributing or motivating factor in its decision to take unfavorable employment action against you. Such actions may include:

- Discharge or layoff
- Blacklisting
- Demotion

- Denial of overtime or promotion
- Disciplining
- Denial of benefits
- Failure to hire or rehire
- Intimidation
- Reassignment affecting prospects for promotion
- Reduction in pay or hours

Filing a Complaint

If you believe that your employer retaliated against you because you exercised your legal rights as an employee, contact your local OSHA office as soon as possible, because you must file your complaint within the legal time limits. You can telephone, fax, or mail your complaint to the OSHA office nearest you (see the OSHA website at www.osha.gov). OSHA conducts an in-depth interview with each complainant to determine whether to conduct an investigation.

If retaliation for protected activity relating to occupational safety and health issues takes place in a state that operates an OSHA-approved state plan, the complaint should be filed with the state agency, although persons in those states may file with Federal OSHA at the same time. Although the *Occupational Safety and Health Act* covers only private sector employees, state plans also cover state and local government employees. For details, see <http://www.osha.gov/fso/osp/index.html>.

How OSHA Determines Whether Retaliation Took Place

The investigation must reveal that:

- The employee engaged in protected activity;
- The employer knew about the protected activity; and

- The protected activity was the motivating factor (or under some laws, a contributing factor) in the decision to take the adverse action against the employee.

If the evidence supports the employee's allegation and a settlement cannot be reached, OSHA will issue an order requiring the employer to reinstate the employee, pay back wages, restore benefits, and other possible remedies to make the employee whole.

Limited Protections for Employees Who Refuse to Work

You have a limited right under the OSH Act to refuse to do a job because conditions are hazardous. You may do so under the OSH Act only when (1) you believe that you face *death or serious injury* (and the situation is so clearly hazardous that any reasonable person would believe the same thing); (2) you have tried to get your employer to correct the condition, and there is no other way to do the job safely; and (3) the situation is so urgent that you do not have time to eliminate the hazard through regulatory channels such as calling OSHA.

Regardless of the unsafe condition, you are not protected if you simply walk off the job. For details, see <http://www.osha.gov/as/opa/worker/refuse.html>. OSHA cannot enforce union contracts or state laws that give workers the right to refuse to work.

Whistleblower Protections in the Transportation Industry

Employees whose jobs directly affect commercial motor vehicle safety are protected from retaliation by their employers for refusing to violate or for reporting violations of Department of Transportation (DOT) motor carrier safety stan-

dards or regulations, or refusing to operate a vehicle because of such violations or because they have a reasonable apprehension of death or serious injury.

Similarly, employees of air carriers, their contractors or subcontractors who raise safety concerns or report violations of FAA rules and regulations are protected from retaliation, as are employees of owners and operators of pipelines, their contractors and subcontractors, who report violations of pipeline safety rules and regulations. Employees involved in international shipping who report unsafe shipping containers are also protected.

Whistleblower Protections for Voicing Environmental Concerns

A number of laws protect employees who report violations of environmental laws related to drinking water and water pollution, toxic substances, solid waste disposal, air quality and air pollution, asbestos in schools, and hazardous waste disposal sites. *The Energy Reorganization Act* protects employees who raise safety concerns in the nuclear power industry and in nuclear medicine.

Whistleblower Protections When Reporting Corporate Fraud

Employees who work for publicly traded companies or companies required to file certain reports to the Securities and Exchange Commission are protected from retaliation for reporting alleged violations of mail, wire, or bank fraud; violations of rules or regulations of the SEC, or federal laws relating to fraud against shareholders.

More Information

To obtain more information on whistleblower laws, go to www.osha.gov, click on W in the site index, then click on Whistleblowers.

This is one in a series of informational fact sheets highlighting OSHA programs, policies or standards. It does not impose any new compliance requirements. For a comprehensive list of compliance requirements of OSHA standards or regulations, refer to Title 29 of the Code of Federal Regulations. This information will be made available to sensory impaired individuals upon request. The voice phone is (202) 693-1999; teletypewriter (TTY) number: (877) 889-5627.

For more complete information:



U.S. Department of Labor
www.osha.gov
(800) 321-OSHA

CONCERN DISPOSITION FORM

DOE-RL Concern #: 20090035 . 01

Point of Contact: Bonnie Lazor

Intake Completion Date: 5/1/2009

Confidentiality: Anonymous

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

If yes, who?

Concern Description: Fire alarms are triggering the security doors to unlock in the Federal Building.

Concern Type: Security

How Received: Telephone

Priority: Routine

Rules/Requirements: DOE O 442.1A

Concern Summary: The anonymous CI stated that in the past couple of weeks the fire alarms have gone off in the Federal Building resulting in the security doors on each floor to unlock. The CI stated that it appears to be a systemic security/alarm problem.

Background:

Attachments:

CI's Requested Remedy:

ECP Action: Refer to: RL-SES

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

ECP Coordinator:

Bonnie A. Lazor
Bonnie Lazor

Date: 5.14.09

ECP Program Manager:

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

Date: 5.14.09

CONCERN DISPOSITION FORM

DOE-RL Concern #: 20090036.01

Point of Contact: Bonnie A. Lazor

Intake Completion Date: 05/27/09

Confidentiality: Anonymous

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

If yes, who?

Concern Description: CI is concerned about safety being bypassed for the sake of production.

Concern Type: Safety

How Received: Hotline

Priority: Other than Serious Condition

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

Concern Summary: Message from hotline, "Yeah hello-I am an employee with Washington Closure Hanford and I've got a few employee concerns, one is several skin contaminations from chemical lines that have been cut into. We had a meeting this morning about how we are going to address these things. A lot of safety issues were brought up and they are sending people in to this building and just totally bypassing all of our safety concerns. Something needs to be done about it. Now this is something that has been going on for months. I am not sure if you guys are aware of this problem or not."

"I am a Hanford worker at WCH at the 300 Area at D&D and I am calling about building 327. They are basically doing production over safety. We brought up many issues on safety concerns and they are being bypassed. The managers are making speculations, there has been contaminations, there has been people cutting into chemical lines, water lines etc. It's all being ignored just to get the job done."

Background:

Attachments:

CI's Requested Remedy:

ECP Action: Refer to: WCH

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

ECP Coordinator:

Bonnie A. Lazor
Bonnie A. Lazor

Date: 5.27.09

ECP Program Manager:

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

Date: 27 MAY 09

CONCERN DISPOSITION FORM

DOE-RL Concern #: 20090037.01

Point of Contact: Bonnie A. Lazor

Intake Completion Date:

Confidentiality: Confidential

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

If yes, who?

Concern Description: Two employees arguing at the N Area.

Concern Type: Management

How Received: Telephone

Priority: Routine

Rules/Requirements: DOE 442.1A, Rev.1

Concern Summary: A phone message was received on Friday May 22, 2009 reporting two Riggers having an argument out at the N Area. The message said, "there were two safety guys and Managers there and they would do something about it, but nothing has been done." Also stated, "the employees are getting really tired of working in this environment."

Background:

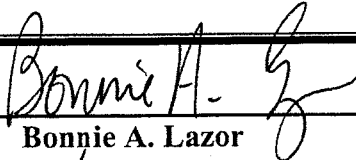
Attachments:

CI's Requested Remedy:

ECP Action: Transfer to: WCH

Rationale: This is a Management issue and is therefore outside DOE RL ECP jurisdiction.

ECP Coordinator:


Bonnie A. Lazor

Date:

May 27, 2009

ECP Program Manager:


Stan O. Branch / Bobby L. Williams

Date:

27 MAY 09

CONCERN DISPOSITION FORM

DOE-RL Concern #: 20100014 . 01

Point of Contact: Bonnie A. Lazor

Intake Completion Date: 2/22/2010

Confidentiality: Confidential

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

If yes, who?

Concern Description: 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."

Concern Type: Management

How Received: Walk-in/Verbal

Priority: Routine 30 working days

Rules/Requirements: DOE O 442.1A

Concern Summary:

My concern is that my management team under CHPRC, along with Advanced Med Hanford does not have my safety and health in their best interest. From the day that Advanced Med was notified that I had an abnormal test show up during my annual physical to the day they notified me about the results was unacceptable. I had my annual physical on 01/06/2010, Advanced Med and (b)(6) were notified about the abnormal findings on 01/11/2010 and I was notified on 01/28/2010. I met with (b)(6) on 02/01/2010. I told (b)(6) that I was upset due to how long it took someone to get back with me about my abnormal result and asked (b)(6) if this was Advanced Meds protocol as far as notification goes. (b)(6) remarks were no and that I must have slipped through the cracks. (b)(6) also told me that even if they had notified me two weeks earlier that it still would not have changed my medical situation. I then met back with (b)(6) the RN and was given a no zone work restriction due to the fact they did not know what was causing the problem nor did they have a set in stone diagnoses.

On 02/02/2010 I went back to Advanced Med to pick up the paperwork to take to Kadlec so I could have my second exam done. At this time I was also informed a couple of my managers were calling down to Advanced Med to have my medical restriction changed. I then went to Kadlec and had the second exam. On 02/03/2010 my primary physician notified me what those results were. At this point I called (b)(6) and told her I already had the results back from the second exam and was wondering if they had got them also. (b)(6) said yes but (b)(6) did not want to discuss them with me until (b)(6) from the University of Washington had a chance to look at them and give (b)(6) results. As of 02/08/2010 I had yet heard back from Advanced Med. On this same morning I took it upon myself and e-mailed (b)(6) to ask (b)(6) if (b)(6) had a chance to look at my test and if so did (b)(6) get those results sent back to Advance Med. I also asked (b)(6) if (b)(6) had the date and time that (b)(6) sent the results back. Not seeing, nor really expecting an e-mail back from (b)(6) I called (b)(6) office and was told that (b)(6) was not in. (b)(6) called me back at 2:58pm and told me at this point (b)(6) still had not heard back from (b)(6) but as soon as (b)(6) did he would let me know.

The morning of 02/09/2010 I checked my e-mail and saw that (b)(6) e-mailed me back. The e-mail was sent on 02/08/2010 at 2:27pm. (b)(6) told me (b)(6) did review my test and (b)(6) sent the result back to Advanced Med on 02/05/2010 but they probably would not see the results on 02/08/2010. (b)(6) notified me around 4:00pm on 02/09/2010 what my results were and what recommendations (b)(6) had. The big question I have is why I knew 6 days before (b)(6) what my results were and a whole day what (b)(6) results were before (b)(6) would even have the courtesy to call me?

On the morning of 02/18/2010 I went back to Advanced Med to have another LPT test done. This is when I was notified they were changing my restriction. Advanced Med told me that my first restriction had gone all the way up the chain in my management. I told (b)(6) I did not agree with this. At this point (b)(6) took me back to meet again with (b)(6) so I could tell (b)(6) what my concerns were. I told (b)(6) that because they did not know at this time what was causing my problem they should error on the conservative side. (b)(6) told me (b)(6) still disagreed and they were changing my restriction and that if I did not like what they were changing it to then I could just go home. I also told (b)(6) the only reason I thought they were changing my restriction was because my management chain kept calling them. (b)(6) told me on 02/17/2010 by e-mail this was the first time (b)(6) heard anything from my management. At this point our discussion ended as we could not see eye to eye and I left (b)(6) office shaken and upset.

(b)(6) I then met with (b)(6) one more time where (b)(6) did the paperwork and changed my restriction to as low as reasonable achievable and in accordance with the company DOE approved CBDPP. At this point in time I believe my management team and Advanced Med Hanford do not have my health and safety in there best interest, which is not acceptable.

Background:

Attachments:

CI's Requested Remedy:

ECP Action: Refer to: CHPRC

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

ECP Coordinator:

Bonnie A. G.

Date:

2.25.10

ECP Program Manager:

Stan O. Branch / Bobby L. Williams

Date:

25 Feb 10

CONCERN DISPOSITION FORM

DOE-RL Concern #: 20100014 . 02

Point of Contact: Bonnie A. Lazor

Intake Completion Date: 2/22/2010

Confidentiality: Confidential

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

If yes, who?

Concern Description: 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.

Concern Type: Management

How Received: Walk-in/Verbal

Priority: Routine 30 working days

Rules/Requirements: DOE O 442.1A



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

FEB 25 2010

10-MGR-0031

(b)(6)

Dear (b)(6)

EMPLOYEE CONCERNS 20100014.01 & .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 February 22, 2010. The concerns were documented as follows:

20100014.01: 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."

20100014.02: 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.

Your concerns were referred to the CHRPC Employee Concerns Program for investigation.

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



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

JUL 12 2010

10-MGR-0041

(b)(6)

Dear (b)(6)

EMPLOYEE CONCERNS 20100014.01 & .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 February 22, 2010. The concerns were documented as follows:

20100014.01: 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."

20100014.02: 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.

Your concerns were referred to the CH2M HILL Plateau Remediation Company (CHPRC) Employee Concerns Program (ECP) for investigation.

With regards to concern 20100014.01, was not substantiated. Based on interviews with CHPRC safety and the management team it was discovered that they were in contact with AMH for the purpose of clarifying the "No Zone Work" restriction, to find specific resolution on the work restriction and to resolve paperwork discrepancies. However, AMH did identify an observation during the investigation of your concern which was to improve the timelines in which AMH notifies employees and the accuracy of AMH generated documentation.

With regards to concern 20100014.02, your concern was partially substantiated by AMH in that the CI received Beryllium clearance by AMH from January 21, 2010 until February 2, 2010, when in fact the medical results were still pending. Once the AMH Site Occupational Medical Director (SOMD) became aware of the error, you were placed on beryllium restrictions. AMH also identified several Corrective Actions (CA) to prevent recurrence and these CAs will be tracked to closure by the RL Assistant Manager for Mission Support.

JUL 12 2010

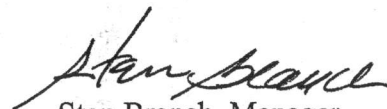
10-MGR-0041

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)

Name (optional): _____

Date: _____

RL SCO Customer Survey

Please rate the following statements as they relate to your RL SCO experience, using the following scale (circle your rating choice):

(1) strongly disagree (2) somewhat disagree (3) somewhat agree (4) agree (5) strongly agree

1	I would use the DOE RL Employee Concerns Program if I felt I could not approach my company with a concern.	1	2	3	4	5	N/A
2	The DOE RL ECP was helpful in providing feedback, resolving or facilitating the resolution of my concern through my management.	1	2	3	4	5	N/A
3	I feel that the DOE RL ECP is doing an effective job at Hanford.	1	2	3	4	5	N/A
4	I would use the DOE RL ECP again if I felt I couldn't use my company ECP.	1	2	3	4	5	N/A
5	DOE RL ECP kept me informed throughout the concern process.	1	2	3	4	5	N/A
6	I felt that DOE RL ECP did an effective job in handling my concern.	1	2	3	4	5	N/A
7	I felt comfortable with the DOE RL ECP process.	1	2	3	4	5	N/A

OSHA Fact Sheet

Your Rights as a Whistleblower

You may file a complaint with OSHA if your employer retaliates against you with unfavorable employment action because you were involved in protected activity relating to workplace safety and health, commercial motor carrier safety, pipeline safety, air carrier safety, nuclear safety, the environment, asbestos in schools, corporate fraud, or SEC rules or regulations.

Whistleblower Laws Enforced by OSHA

Each law requires complaints to be filed within a certain number of days after the alleged retaliation.

You may file complaints by telephone or in writing under the:

- *Occupational Safety and Health Act* (30 days)
- *Surface Transportation Assistance Act* (180 days)
- *Asbestos Hazard Emergency Response Act* (90 days)
- *International Safe Container Act* (60 days)

Under the following laws, complaints must be filed in writing:

- *Clean Air Act* (30 days)
- *Comprehensive Environmental Response, Compensation and Liability Act* (30 days)
- *Energy Reorganization Act* (180 days)
- *Federal Water Pollution Control Act* (30 days)
- *Pipeline Safety Improvement Act* (180 days)
- *Safe Drinking Water Act* (30 days)
- *Sarbanes-Oxley Act* (90 days)
- *Solid Waste Disposal Act* (30 days)
- *Toxic Substances Control Act* (30 days)
- *Wendell H. Ford Aviation Investment and Reform Act for the 21st Century* (90 days)

Unfavorable Employment Actions

Your employer may be found to have retaliated against you if your protected activity was a contributing or motivating factor in its decision to take unfavorable employment action against you. Such actions may include:

- Discharge or layoff
- Blacklisting
- Demotion

- Denial of overtime or promotion
- Disciplining
- Denial of benefits
- Failure to hire or rehire
- Intimidation
- Reassignment affecting prospects for promotion
- Reduction in pay or hours

Filing a Complaint

If you believe that your employer retaliated against you because you exercised your legal rights as an employee, contact your local OSHA office *as soon as possible*, because you must file your complaint within the legal time limits. You can telephone, fax, or mail your complaint to the OSHA office nearest you (see the OSHA website at www.osha.gov). OSHA conducts an in-depth interview with each complainant to determine whether to conduct an investigation.

If retaliation for protected activity relating to occupational safety and health issues takes place in a state that operates an OSHA-approved state plan, the complaint should be filed with the state agency, although persons in those states may file with Federal OSHA at the same time. Although the *Occupational Safety and Health Act* covers only private sector employees, state plans also cover state and local government employees. For details, see <http://www.osha.gov/fso/osp/index.html>.

How OSHA Determines Whether Retaliation Took Place

The investigation must reveal that:

- The employee engaged in protected activity;
- The employer knew about the protected activity; and

CONCERN DISPOSITION FORM

DOE-RL Concern #: 20100019 . 01

Point of Contact: Stan Branch

Intake Completion Date: 3/18/2010

Confidentiality: Anonymous

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

If yes, who?

Concern Description: Potential asbestos insulation falling off on steam piping that goes between 200 E and 200 W.

Concern Type: Health

How Received: Referrals from another DOE Organization/Program

Priority: Other than Serious Condition 20 working days

Rules/Requirements: DOE O 442.1A

Concern Summary: From: Pangborn, Brenda M

Sent: Thursday, March 18, 2010 10:11 AM

To: Bertness, Steven L

Cc: Bird, Jeffery L; Garcia, Pete J Jr; Branch, Stanley O

Subject: Steam pipe East to West with potential asbestos insulation falling off.

Jeff Bird, DOE called and I referred him to you since your our IH expert. As I understand it, an individual called expressing concern (but did not make a formal employee concern) about potential asbestos insulation falling off on steam piping that goes between 200 E and 200W. I did recommend the concern be logged with the employee concerns office.

The particular piping has no specific contractor assigned. Jeff would like to be sure any direction to the contractor(s) is appropriate. The preliminary plan was to talk to MSA about inspecting/sampling to see if it is in fact asbestos. After verifying MSA has the appropriate capability to do the inspection/sampling in an appropriately safe manner, a letter of direction would be sent to MSA to perform the sampling. Further action would be taken if it is in fact asbestos that needs prompt remediation.

Jeff would like your support to provide the correct DOE response to this situation, to ensure we are asking the contractor to do the right things from a safety perspective.

Brenda

Background:

Attachments:

CI's Requested Remedy:

ECP Action: Refer to: RL-AMSE

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

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

ECP Program Manager: _____ **Date:** 3/18/10
Stan O. Branch / Bobby L. Williams

OSHA Fact Sheet

Your Rights as a Whistleblower

You may file a complaint with OSHA if your employer retaliates against you with unfavorable employment action because you were involved in protected activity relating to workplace safety and health, commercial motor carrier safety, pipeline safety, air carrier safety, nuclear safety, the environment, asbestos in schools, corporate fraud, or SEC rules or regulations.

Whistleblower Laws Enforced by OSHA

Each law requires complaints to be filed within a certain number of days after the alleged retaliation.

You may file complaints by telephone or in writing under the:

- *Occupational Safety and Health Act* (30 days)
- *Surface Transportation Assistance Act* (180 days)
- *Asbestos Hazard Emergency Response Act* (90 days)
- *International Safe Container Act* (60 days)

Under the following laws, complaints must be filed in writing:

- *Clean Air Act* (30 days)
- *Comprehensive Environmental Response, Compensation and Liability Act* (30 days)
- *Energy Reorganization Act* (180 days)
- *Federal Water Pollution Control Act* (30 days)
- *Pipeline Safety Improvement Act* (180 days)
- *Safe Drinking Water Act* (30 days)
- *Sarbanes-Oxley Act* (90 days)
- *Solid Waste Disposal Act* (30 days)
- *Toxic Substances Control Act* (30 days)
- *Wendell H. Ford Aviation Investment and Reform Act for the 21st Century* (90 days)

Unfavorable Employment Actions

Your employer may be found to have retaliated against you if your protected activity was a contributing or motivating factor in its decision to take unfavorable employment action against you. Such actions may include:

- Discharge or layoff
- Blacklisting
- Demotion

- Denial of overtime or promotion
- Disciplining
- Denial of benefits
- Failure to hire or rehire
- Intimidation
- Reassignment affecting prospects for promotion
- Reduction in pay or hours

Filing a Complaint

If you believe that your employer retaliated against you because you exercised your legal rights as an employee, contact your local OSHA office *as soon as possible*, because you must file your complaint within the legal time limits. You can telephone, fax, or mail your complaint to the OSHA office nearest you (see the OSHA website at www.osha.gov). OSHA conducts an in-depth interview with each complainant to determine whether to conduct an investigation.

If retaliation for protected activity relating to occupational safety and health issues takes place in a state that operates an OSHA-approved state plan, the complaint should be filed with the state agency, although persons in those states may file with Federal OSHA at the same time. Although the *Occupational Safety and Health Act* covers only private sector employees, state plans also cover state and local government employees. For details, see <http://www.osha.gov/fso/osp/index.html>.

How OSHA Determines Whether Retaliation Took Place

The investigation must reveal that:

- The employee engaged in protected activity;
- The employer knew about the protected activity; and

CONCERN DISPOSITION FORM

DOE-RL Concern #: 20100019.01

Point of Contact: Stan Branch

Intake Completion Date: 3/18/2010

Confidentiality: Anonymous

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

If yes, who?

Concern Description: Potential asbestos insulation falling off on steam piping that goes between 200 E and 200 W.

Concern Type: Health

How Received: Referrals from another DOE Organization/Program

Priority: Other than Serious Condition 20 working days

Rules/Requirements: DOE O 442.1A

Concern Summary: From: Pangborn, Brenda M

Sent: Thursday, March 18, 2010 10:11 AM

To: Bertness, Steven L

Cc: Bird, Jeffery L; Garcia, Pete J Jr; Branch, Stanley O

Subject: Steam pipe East to West with potential asbestos insulation falling off.

Jeff Bird, DOE called and I referred him to you since your our IH expert. As I understand it, an individual called expressing concern (but did not make a formal employee concern) about potential asbestos insulation falling off on steam piping that goes between 200 E and 200W. I did recommend the concern be logged with the employee concerns office.

The particular piping has no specific contractor assigned. Jeff would like to be sure any direction to the contractor(s) is appropriate. The preliminary plan was to talk to MSA about inspecting/sampling to see if it is in fact asbestos. After verifying MSA has the appropriate capability to do the inspection/sampling in an appropriately safe manner, a letter of direction would be sent to MSA to perform the sampling. Further action would be taken if it is in fact asbestos that needs prompt remediation.

Jeff would like your support to provide the correct DOE response to this situation, to ensure we are asking the contractor to do the right things from a safety perspective.

Brenda

Background:

Attachments:

CI's Requested Remedy:

ECP Action: Refer to: RL-AMSE

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

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

ECP Program Manager: _____ **Date:** 3/18/10
Stan O. Branch / Bobby L. Williams

CONCERN DISPOSITION FORM

DOE-RL Concern #: 20100020.01

Point of Contact: Bonnie A. Lazor

Intake Completion Date: 3/29/2010

Confidentiality: Anonymous

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

If yes, who?

Concern Description: The CI stated that the Department of Energy (b)(6) (b)(6) has retaliated against the Mission Support Alliance (b)(6) (b)(6) by getting the (b)(6) removed from his/her position.

Concern Type: Reprisal - Retaliation

How Received: Transfer from Contractor ECP

Priority: Routine

Rules/Requirements: DOE O 442.1A

Concern Summary: The CI stated the following: The Department of Energy (DOE) (b)(6) (b)(6) has retaliated against the Mission Support Alliance (MSA) (b)(6) by getting the (b)(6) removed from his/her position. The MSA (b)(6) being new to the Hanford Site, had questioned the DOE (b)(6) on the work assignments his/her employee was involved in and questioned why the MSA (b)(6) was not allowed to know the scope of his/her employee's assignments. The CI stated that the MSA (b)(6) had received feedback that by the employee performing work (directed by the DOE (b)(6) not being shared with his/her own manager is inappropriate and those assignments are possibly in the realm of personal services. The CI stated that, after approximately one month after the MSA (b)(6) questioned the DOE (b)(6) the MSA (b)(6) was told (by his/her MSA Director) he/she was being removed from his/her position at the request of the DOE (b)(6)

Background:

Attachments:

CI's Requested Remedy:

ECP Action: DOE Investigation to: RL-SCO

Rationale: Due to the allegation against a DOE employee, the MSA ECP cannot fully investigate the concern.

ECP Coordinator: Bonnie A. Lazar Date: 3-30-10
Bonnie A. Lazar

ECP Program Manager: Stan O. Branch / Bobby L. Williams Date: 3/30/10
Stan O. Branch / Bobby L. Williams

CONCERN DISPOSITION FORM

DOE-RL Concern #: 20100027.01

Point of Contact: Stan Branch

Intake Completion Date: 4/14/2010

Confidentiality: None

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: Other

How Received: Transfer from another DOE Organization/Program

Priority: Routine 30 working days

Rules/Requirements: DOE O 442.1A

Concern Summary: See background section of file.

Background:

Attachments:

CI's Requested Remedy:

ECP Action: Close to: RL-SCO

Rationale: This concern is associated with RL SCO 20100021.01, .02, &.03 and therefore already being investigated.

ECP Coordinator: _____ Date: _____

Stan Branch

ECP Program Manager: _____ Date: 4/20/10

Stan O. Branch / Bobby L. Williams

CONCERN DISPOSITION FORM

DOE-RL Concern #: 20100029 . 01

Point of Contact: Stan Branch

Intake Completion Date: 4/26/2010

Confidentiality: Anonymous

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

If yes, who?

Concern Description: 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 to worker safety.

Concern Type: Safety

How Received: Telephone

Priority: Other than Serious Condition 20 working days

Rules/Requirements: DOE O 442.1A

Concern Summary: Stan,

I received a phone call from a concerned individual. The concern was 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 to worker safety. The worker wishes to remain anonymous.

Brenda Pangborn

Background:

Attachments:

CI's Requested Remedy:

ECP Action: Refer to: RL-AMSE

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

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 #: 20100031 . 01

Point of Contact: Stan Branch

Intake Completion Date: 4/26/2010

Confidentiality: Anonymous

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

If yes, who?

Concern Description: 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.

Concern Type: Health

How Received: Telephone

Priority: Other than Serious Condition 20 working days

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

Concern Summary: The CI stated he/she wanted to remain anonymous. The CI stated he/she works in (b)(6). The CI stated last week at the 284 E (Power House), Management sent a lot of employee's in the first time with no HASP to sign in, no orientation and no hazards mentioned. The CI stated employees went in to do the work and when they came out for lunch, no controls lines were present to prevent cross contamination. The CI stated a couple of employees went to AMH with throat issues. The CI stated no stop work was issued. The CI stated one employee went to Management and told them about the issues. The CI stated HAMTEC safety reps came out and talked the employee out of the concern/stop work. The CI stated CH2M Hill did the same thing at U-Plant in 200W. The CI stated Management is putting people at risk. The CI stated you can talk to (b)(6) and (b)(6).

The CI stated there is no orientation for new employees, employees not signing a HASP and no control line set up. The CI stated Management is putting production over safety. The CI stated (b)(6) talked to the HAMTEC safety rep and (b)(6) wanted to go back in to perform work and he was playing down the dust and bio-hazard.

Background:

Attachments:

CI's Requested Remedy:

ECP Action: Refer

to: MSA



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

MAY 11 2010

10-MGR-0050

(b)(6)

Dear

(b)(6)

EMPLOYEE CONCERN #20100031.01

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 April 26, 2010. The concern was documented as follows:

20100031.01: 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.

Your concern was referred to the Mission Support Alliance 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,

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

Stan Branch, Manager
Employee Concerns Program

SCO:SB

CONCERN DISPOSITION FORM

DOE-RL Concern #: 20100034 . 01

Point of Contact: Stan Branch

Intake Completion Date: 5/25/2010

Confidentiality: Confidential

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

If yes, who?

Concern Description: The CI stated he/she was required to wait in line for blood work with others that were at AMH for routine blood work.

Concern Type: Health

How Received: Hotline

Priority: Other than Serious Condition 20 working days

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

Concern Summary: The CI stated he/she received a puncture wound on May 13, 2010 and it took 2.5hrs (11:20am – 1:36pm) for Advanced Med (200W medical station) to draw blood. The CI stated he/she was required to wait in line for blood work with others that was at AMH for routine blood work. The CI stated the puncture took place while working in the Tru Waste Box at PFP-5. The CI stated he/she went down town for a whole body count and the results showed a little bit of Am241. The CI stated the process for removing him/her from the hot zone went well but the response time took a long time. The CI stated there was no skin contamination but contamination was found on his/her PC's. The CI believed due to the unknowns he/she was put at the end of the line at AMH.

The CI stated he/she was not sure if he/she should contact CHPRC ECP or SCO but decided to call SCO. The CI indicated he/she would contact CHPRC ECP after discussions with SCO. SCO provided the CHPRC ECP number to the CI.

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: Stan Branch Date: 26 MAY 10
Stan O. Branch / Bobby L. Williams



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

MAY 26 2010

10-MGR-0054

(b)(6)

Dear (b)(6)

EMPLOYEE CONCERNS 20100034.01

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 25, 2010. The concern was documented as follows:

20100034.01: The CI stated he/she was required to wait in line for blood work with others that were at AMH for routine blood work.

Your concern was referred to the CH2M HILL Plateau Remediation Company Employee Concerns Program for investigation. 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

Concern: DOERL-SCO-20100037.01 **Point Of Contact:** Stan Branch
Intake Completion Date: 06/24/2010
Confidentiality: Anonymous
Has the concerned individual (CI) sought resolution through other channels? No
If yes, who?

Concern Description: The CI stated that he/she believes that he/she is being discriminated against based on a disability.
Concern Type: HR
How Received: Walk-in/Verbal
Priority: Routine 30 working day(s)
Rules/Requirements: DOE CRD 442.1A (Supplemented Revision 2)

Concern Summary: The CI stated he/she filed a formal grievance with the Union on June 7, 2010 and is currently in phase 1 of the grievance process. The CI also stated he/she filed a formal complaint with the Equal Employment Opportunity Commission (EEOC) on June 18, 2010 because he/she believes he/she is being discriminated against based on a disability. The CI stated he/she is a (b)(6) [redacted]. The CI stated he/she was released back to work from his/her personal physician on June 7, 2010 without restrictions but AMH wants him/her to release additional medical information from his/her physicians over the last year. The CI stated he/she is weary about that because of previous released that nearly got him/her terminated because AMH released the information to his/her employer. The CI stated he/she has not talked with CHPRC ECP. The CI stated AMH has not asked for documents from other staff out on long term disability and questions why he/she is being treated differently.

The CI stated the following "I have been out on disability. I was released on June 7th. I called (b)(6) [redacted] to tell her and was instructed to wait for a call from AMH. (b)(6) [redacted] called and requested my medical records. I asked from which doc. She called back & said she wanted a release signed for all docs I saw. I asked her to produce a document saying she could ask me for those things. She called back on June 10th said there was an internal document but I couldn't have a copy or see it. CHPRC HR was kept aware and asked for help throughout. On June 14th (b)(6) [redacted] called and requested medical release, but said it wasn't mandatory. Now she wants a doctor note from a doctor I haven't seen in

