

[REDACTED]

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**From:** [REDACTED]  
**Sent:** Tuesday, March 05, 2013 7:48 AM  
**To:** [REDACTED]  
**Cc:** [REDACTED]  
**Subject:** Employee Concern  
**Attachments:** employee concern.pdf; Employee Concern - ITG PAPER Carbon Releases Final Report--redacted.docx

[REDACTED]

Sorry I missed your call yesterday evening. Please call my cell at your convenience to discuss subject.

As requested, attached is the scanned version of the employee concern letter sent to me (same letter also sent to [REDACTED] and [REDACTED] DOE). Also attached is a "redacted" version of the report on the DOE investigation of the employee concern. I ask that you please be discrete in the distribution of these documents due to their sensitive nature.

[REDACTED]

AMNSP, DOE-ID  
208-526-[REDACTED] wk  
208-520-[REDACTED] cell

U.S. Department of Energy Idaho Operations Office

Attn: [REDACTED]

1955 Fremont Ave.

Idaho Falls, ID 83415

Mr [REDACTED]:

We want to make you aware of a concern that was raised related to the failure of the PAPR filters. There was a stop work in place on PAPR use, and when we were told to go back to work using the other types of filters we questioned these filters as doing the same as the others. After we were told to go back to work, we had the same problems with the other filters. Our concerns were ignored. Over the weekend we were told we were going back to PAPR work using a different type of respirator, an MSA and that the filters were okay to use. We again had concerns and when we raised them, the ES&H manager [REDACTED] became very upset with us for questioning him and belittled and chastised our supervisor because we had concerns and questions. This belittling was done in front of us, and our supervisor was told to take care of us. Our supervisor is the one that encourages us to have a questioning attitude to ensure everything is okay before the start of a job, and it's our responsibility to stop or step back if we have concerns.

These actions that [REDACTED] demonstrated were unacceptable and not worthy of a manager, especially for a concern that employees potentially were exposed to the carbon material in the filter. We were basically told to shut up and if our supervisor told he would be replaced if he didn't make us be quiet. This is wrong and the creation of a hostile work environment.

With any stop work, concerns are to be resolved and people not bullied and threatened. This is a safety and health issue we were raising, this is the area [REDACTED] is over and should have been supporting his people versus concern with production and operations.

Please investigate this matter, because this is out of hand and a true demonstration of a manager putting safety over production and not caring about his people's concern. Us in the radcon organization do our job to protect people not only from radiological hazards, but from managers who create this type of environment and our supervisor did not deserve this type of behavior, nor should it go unrecognized and unpunishable.