

# NAECP 2019 FALL TRAINING SESSION

## ECP Foundations: Managing Employee Concerns Begins with Management

September 23-26, 2019 • HIRD Skills Training September 26-27  
Embassy Suites Riverwalk, San Antonio, TX

### Early Arrival Activities for Monday, September 23

Registration/Check-in will be Open 1:00 – 4:00 pm for Early Arrivals

#### Difficult Cases, Problem Solving, and 'War Stories'

Interactive Activity in 3 Parts

All of us face challenging cases in our work, and have valuable lessons we have learned in solving difficult cases. This forum is designed to enhance the valuable expertise gathered in one place, and focus attention on those cases.

Monday, September 23

1:00 – 3:00 pm

##### **Part One: Investigative Case-studies: Review & Discussion**

Note: Discussion group assignments will be made during this time. Attendees that are not yet in attendance will be included in this activity as interviewees and during discussions during the week.

Wednesday, September 24

12:00 – 1:30 pm

##### **Part Two: Seek Best Practices from Peers via Informal Survey, Metrics Gathering, and Problem Solving**

Note: Use the week to accomplish this task including the Wednesday 'walking lunch' and return findings during the wrap-up session on Thursday.

Thursday, September 25

8:30 – 10:30 am

##### **Part Three: Investigative Case-studies: Best Practices**

This session will explore the "recommended best practices" that arose for the case-studies and identify areas where we can look to expand our guidance for future ECP programs.

**BE AN ACTIVE PARTICIPANT:** Attendees are asked to volunteer or suggest a "redacted" case study - no more than one page - to be considered for the 'investigation activity'. Send these to [admin@naecp.net](mailto:admin@naecp.net) by September 12<sup>th</sup> for review by the planning committee along with the suggested objective or standing question within your described scenario. All submissions will be reviewed by the NAECP Board to ensure that all identifying information is redacted and no current litigation will be jeopardized in the course of the discussion. You are also welcome to send us 'trending items' that you think should be considered for a round table discussion or the panel discussion at the conference.

Samples of Questions/Concerns in Consideration for Round Table Discussions

- What are the best ECP practices to follow with respect to the employee's failure to identify any specific information about the safety implications?
- What obligations, if any, does the ECP have to take action on the alleged falsification of records?
- What, if any, should be the best practices for ECP programs regarding complaints of retaliation filed against the company but outside of the program?
- What should an Owner based ECP program do when the contractor's ECP program perform inadequate or incompetent investigations, but insist on their right to have their own processes?

## AGENDA FOR GENERAL ACTIVITES

### Monday, September 24<sup>th</sup>

8:30 - 5:00                    **DOE and DOE Contractor ECP Managers Meeting**  
Hosted by Michelle Rodriguez de Varela, U.S. Department of Energy ECP Director

### Tuesday, September 24<sup>th</sup>

7:00 – 9:00 am            Registration/Check-in

7:00 – 8:30 am            Continental Breakfast

7:45 – 8:30 am            First Time Attendee Breakfast

8:30 – 9:00 am            Welcome & Board Introductions  
Explain and Gather Examples for SME Panel:  
*Avoiding an ECP/HR and Operations Collision*

9:00 – 10:00 am          **Opening Speaker:**  
***Managing Employee Concerns Begins With Leadership!***  
**Eugene Balsmeier**, Chief Operating Officer Nuclear Waste Partnership  
Department of Energy Waste Isolation Pilot Plant.

10:00 – 10:30 am        Networking Break

10:30 – 11:45 am        **Keynote Speaker:**  
***The Current and Future State of Nuclear Energy in the U.S.***  
**John Wagner, PhD**, Associate Lab Director  
Idaho National Laboratory

11:45 – 1:00 pm          NAECP Group Lunch  
Lunch N Learn: SCWE and ECP by Carey Foy

1:00 – 2:00 pm            SME Session #1  
***Social Media and Its Impact on Investigations***  
Speaker: Tim Walsh

2:00 – 2:15 pm            Refreshment Break

2:15 – 3:45 pm            SME Session #2  
***Leadership Engagement and ECP: Let's Talk Details***  
Speaker: Gene Balsmeier

3:45 – 4:00 pm            Refreshment Break

4:00 – 5:30 pm            ***Safety Culture Update – Agency Implementation and Perspectives***  
Speakers:  
Julie Goeckner, Senior Advisor on Safety Culture, Office of Environment, Health, Safety  
& Security, U.S. Department of Energy  
Diane Sieracki, Senior Safety Culture Program Manager, Nuclear Regulatory  
Commission

6:00 pm – 7:30 pm        Reception for NAECP Attendees and Guests

## Wednesday, September 25<sup>th</sup>

- 7:00 – 8:30 am Continental Breakfast
- 8:30 – 9:30 am SME Session #3  
***Title Pending***  
Speaker: Donnie Brown, Vice President, BP Alaska
- 9:30 – 9:45am Refreshment Break
- 9:45 – 10:45 am SME Session #3  
***Respectful Work Environment***  
Speaker: Julie Marini, Vice President of Human Resources, Mistras Group, Inc.
- 10:45 – 11:00 am Networking Break
- 11:00 am – Noon SME Session #4  
***Understanding Contractor SCWE and Its Relationship to Site Safety Performance***  
Speaker: Scott Harriman, Employee Concerns Program Manager, Day & Zimmerman
- Noon – 1:30 pm Walking Lunch – Explore Lunch in San Antonio on the Riverwalk!
- 1:30 – 2:45 pm SME Session #5  
***Legal Trends in ECP***  
Speaker: Billie Garde, Esq., Clifford & Garde
- 2:45 – 3:00 pm Refreshment Break
- 3:00 – 4:00 pm ***SME Panel Discussion: Enhancing the ECP, HR, and Operations Collaboration***  
SME Panel with Leadership/Management, ECP and HR  
Exploring the traits of SC and SCWE; the crossroads of ECP and Operations.
- Leadership Perspective:**  
Kris Cravey, V.P. Strategy and Emerging Markets, Day & Zimmerman  
Gene Balsmeier, C.O.O, Nuclear Waste Partnership  
Donnie Brown, V.P. BP Alaska  
Fredrick Pieper, Director of Internal Audit, Idaho National Laboratory
- ECP Perspective:**  
Steve Trail, ECP Manager American Electric Power, Cook Nuclear Plant
- HR Perspective:**  
Julie Marini, VP of HR, Mistras Group, Inc.  
Danielle Collins, HR Employee Relations Investigator, Idaho National Laboratory
- 4:00 – 4:15 pm Break
- 4:15 – 5:15 pm Industry Breakouts

<b>NRC Region I – IV Regulatory Update</b> Moderator: TBD **Session in Development and Subject to Change Based on Regional Needs**  WATCH FOR UPDATES	<b>Oil &amp; Gas Industry</b> Moderator(s): TBD
	<b>DOE and DOE Contractors</b> Moderator(s): Michelle Rodriguez de Varela USDOE ECP Director Devon Jackson, Idaho National Laboratory ECP Manager

## **Thursday, September 26<sup>th</sup>**

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|------------------|---|
| 7:00 – 8:30 am   | Continental Breakfast   |
| 8:30 – 10:30 am  | <b><i>Investigative Case-studies: Best Practices</i></b><br>This session will explore the "recommended best practices" that arose for the case-studies and identify areas where we can look to expand our guidance for future ECP programs.   |
| 10:00 – 10:30 am | Refreshment Break   |
| 10:30 – 11:00 am | SME Session #6<br><b><i>Check Your Bias at the Door: How Do Our Unconscious Biases Factor Investigations and the Handling of Concerns</i></b><br>Speaker: Devon Jackson, Idaho National Laboratory  |
| 11:00 am – Noon  | Conference Wrap-up  |
| 1:30 – 3:00 PM   | <b>Working Group: What Does a NEW and IMPROVED NAECP Need?</b><br><b><i>Ideas that will influence strategy: More of/Less of/Change</i></b> <ol style="list-style-type: none"><li><b><i>1. Technology (Website, App., etc.)</i></b></li><li><b><i>2. Conference Training</i></b></li><li><b><i>3. Communication Marketing</i></b></li><li><b><i>4. Industry Voice</i></b></li><li><b><i>5. Member Participation</i></b></li></ol> <b><i>All NAECP Members are encouraged to participate.</i></b> |