



Go Nuke!

A newsletter from the North American Young Generation in Nuclear

Fall 2008

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Educating our Future Nuclear Leaders!!!

Girls in Science Day

By: Jessica Barfield

More than 250 middle school students gathered for the third annual Girls in Science Day at the State Museum on June 6. The event, sponsored jointly by Westinghouse and North American Young Generation in Nuclear (NA-YGN), as well as ETV and Benedict College, seeks to expose students at an early age to careers in engineering, technology and mathematics.



second time.

Kids were also encouraged to make safety their top priority, as each one was given safety goggles to wear prior to beginning the experiment.

Learning Services' Dianne Marshall attended Girls in Science Day with her granddaughter Shabreka Brown, who was participating in the event for the

Representatives from NA-YGN and Women in Nuclear (WIN) took turns sharing a presentation about electricity and nuclear power with the students. At the conclusion of the presentation, volunteers worked with the kids on a hands-on activity.



"It's a wonderful way to be educated on science and technology," Marshall said. "The fact that you have to escort your child through each exhibit allows bonding because you're experiencing and learning together."

Using Alka-Seltzer tablets, film canisters with snap-on lids and balloons, volunteers demonstrated the eventual outcome of a buildup of carbon dioxide gas.

Additionally, the day's activities included a career and information fair.

Volunteers manned the Westinghouse booth to discuss jobs that incorporate science and math and to hand out brochures and Westinghouse souvenirs.



President's Corner

By: Brent Williams

Nuclear made front-page news in Canada in late 2007. The Canadian Nuclear Safety Commission [CNSC] ordered Atomic Energy of Canada Limited [AECL]'s NRU Reactor at Chalk River be shut down because of a license violation.

NRU, which among other things is a major global supplier of medical isotopes, was found to have a discrepancy between its documented plant state and its actual physical state. Two of the main circulation pumps had not been connected to an emergency power supply. The CNSC's decision to renew the licence for the 50 year old reactor was based on the implied condition that this connection had been made.

Before the situation was resolved, the extended outage had caused a critical shortage in medical isotopes, and the Canadian Federal Government had passed legislation to have the reactor restarted. The president of the CNSC lost her job, as did a number of managers at AECL.

An independent study was commissioned by AECL and the CNSC to identify the underlying causes of this sequence of events. The complete report on the NRU incident is available at: www.aecl.ca/NewsRoom/News/Press-2008/080728.htm.

Root causes found included:

- A fundamental misunderstanding between the CNSC and AECL over whether the emergency power supply connections were part of the licensing basis
- The CNSC audit team's awareness of the missing connections, but failure to highlight them, supported the NRU managers' belief that these upgrades were not part of the license requirements for the reactor.

- CNSC staff was aware that the upgrades had not been installed but did not ensure that their senior managers understood this.

The most important impacts of this event are yet to be felt. The public needs to be able to completely trust our regulators and nuclear utilities to get it right all the time. We're starting the licensing process for new units in Canada – you can be sure that the NRU event will be raised by the public as a concern.



As young professionals, we need to learn from this.

- Make sure that you understand and have been understood, and that your information is complete and accurate.
- Make sure your concerns are heard and answered. Be accountable for your tasks, and meet your targets.
- Make sure your documentation is complete, and file it.

As with most cultural issues, the fixes look obvious. The hard part is the follow through.

Are you Attending IYNC 2008 in Switzerland?

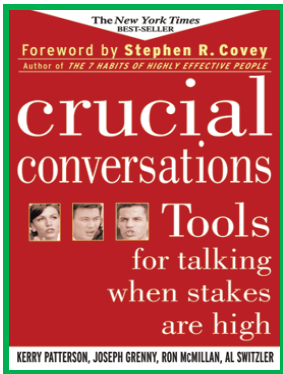
If so, Elizabeth McAndrew-Benavides is collecting individuals contact information so the entire North American Delegation can be in contact.

Elizabeth will also be organizing a North American Delegation Orientation teleconference late August for those attending the conference. Please send your name, email and cell phone number to mcandrew@na-ygn.org

Between the Covers

Between the Covers

NA-YGN Book Review



Crucial Conversations: Tools for Talking When Stakes are High

Author: Kerry Patterson, Joseph Grenny, Ron McMillan, Al Switzler

Publisher: McGraw-Hill, 2002

Rating: Excellent!

Review: Brent Williams

So there you are, driving down the highway with a co-worker, on your way to the airport for a business trip. It's about 5:30 in the morning, and you glance over to the speedometer and realize your co-worker is driving 80 miles an hour in a 40 zone.

You like and respect your co-worker – he is skilled, talented, and always ready to drop what he's doing to help you. But would you ask him to slow down (and save him a few hundred dollar speeding ticket and a conversation with his manager about how he got the company car impounded) or keep quiet because you're afraid of the conversation?

Crucial Conversations presents strategies for communicating when we are under stress without damaging relationships.

It is based upon a method for making it safe for someone to disagree with you so that you can find out what their concerns really are. It talks about how to disagree with someone, and about the consequences of taking no action at all. It reinforces building mutual respect and mutual purpose in relationships.

It is easy to read and loaded with useful tools.

The book starts by discussing how to stay focused on what we really want. It talks about how to recognize when a

conversation becomes unsafe, and the ways that people behave in unsafe conversations. It then discusses methods for making it safe for people to share dissenting opinions, and then moves on to how to stay in dialogue when you are angry, frightened or hurt.

The authors then talk about sharing your viewpoint “persuasively, not abrasively” and active listening, even when the person you are talking to doesn't want talk. The book also discusses making decisions and turning talk into action. The book ends with a chapter on dealing with very challenging situations, including sexual assault, failed trust and how to recover from saying something you regret.

Crucial Conversations is one of the best professional development books I've read. These skills are especially important for young professionals in our industry, where we work with people far more experienced than we are and need to do be able to communicate effectively in all situations.

I have recommended this book to my co-workers and friends. Take a look – you won't be disappointed.

New Chapter Questions

Do you know somebody who wants to kick-off a new NA-YGN chapter? Have them contact the NA-YGN Vice President. The VP has the responsibility to help local chapters kick-off.

Kurzeia@na-von.org

Executive's Corner

Robert Fisher, Chief Nuclear Officer Bruce Power

By: Corinne Robertson-Brown

Robert, you often talk about “sustainable performance excellence.” How does that look to you? What does it mean to each employee in the industry?

To get where we all want to be, and to stay there, we need to reach an excellence mindset. Many of us have a compliance mentality – What do we owe the regulator? What regulations do we need to comply with? These compliance things equate to a minimum standard. While it ensures that we do what we are legally supposed to do, when we simply adhere to these minimum standards, it fosters mediocrity.

No one wants to shoot for mediocrity, so we need to understand what performance excellence looks like. This is one of the things that the business planning process helps us do. We are all benchmarking ourselves against top quartile companies in all relevant key metrics, and need to continue to move away from that minimum standard, that mediocrity.

How do we go about doing that?

People need to know where they stand and what excellence looks like. Companies need to become far more transparent – sharing the good, the bad and the ugly, and in as many ways as possible. This is all judged against particular criteria – it is not merely subjective.

We must be more forthright with our WANO assessment reports. I think it is very important not to hide bad news or critical evaluations from people, because that is what helps people to grow and develop and get stronger. We need to be far more willing to share performance assessments with each other if we are going to become stronger.

It is critical for people to know where we stand, so they can answer the question “How do we get better?”

How do good performers know their work is valued?

We need to raise the bar on leadership and ownership. Day to day, it is no longer acceptable to have the same level of performance as we had before. As industry leaders, we are all stepping up to give extra effort. This is becoming more the norm than the exception.

We need everyone to understand that their roles are critical to the business – to communicate everyone’s piece of the equation – why it is relevant, how it supports higher levels of performance. We must not be afraid to set expectations, provide standards, give feedback to folks, and to share accolades or apply consequences if they don’t meet the mark. That way they know their work is important, it’s relevant, and that it matters to the future of the company and the industry.

We need to recognize truly good performance and strong individual performance. Our management staff must apply consequences fairly and consistently, and using a protocol of consensus within their company to make sure managers are not being excessively heavy-handed or inappropriately light. We should all be treated in a fair and consistent manner.

We must continue to strive for stronger nuclear safety principles – this change is not an overnight evolution. We are all making strides and are seeing a stronger leadership teams – those who can lead are stepping forward into the breach, and those who cannot are stepping into individual contributor roles or out of the companies.

Once our performance improves, there are a number of things that help create sustainability. A key tool is our industry’s hierarchy of programs, processes and documentation. It is critical to our long-term future. We must evolve it to higher and higher levels to improve our overall industry performance, and to help us ensure it is sustainable and not just a flash in the pan.



Local Chapter Updates!

New Chapters!

We'd like to welcome multiple new chapters to the NA-YGN family. We're happy to announce that Energy Northwest, Shaw-Cherry Hill, Sergeant & Lundy, Southern Nevada, Entergy and Nuclear Safety Solutions have joined NA-YGN. We're now up to 58 local chapters. This is an amazing!

Public Outreach!

Kudos to Exelon West and Areva-Charlotte! They are both planning Habitat Humanity projects for their NA-YGN chapters! This type of public outreach gives a positive face to nuclear power workers in local communities. Good Luck and Stay Safe!

Public Education!

Way to work those Californians! The SONGS Chapter spoke at a Rotary Club in their community.

OPG's Pickering NA-YGN members participated in a public robotics event. Great job exciting the future engineers and scientist of North America!

Great Lunch & Learns!

Bechtel is working the Lunch & Learns this summer. Their first lunch and learn of the summer attracted 60 participants. Their follow-up Lunch & Learn invited an NRC speaker to address the group. This attracted 80 people.

Areva-Charlotte invited CEO Tom Christopher to address their group and describe what the strategic focus and direction of the company was.

Sandia National Lab had a Japanese Atomic Energy Agency speaker visit for their first Lunch and Learn of the summer.

Public Information!

Dominion, Constellation, DC, and Bechtel NA-YGN members have been attending new nuclear public meetings all summer long.

Dominion had 10 members attend their ESP Public Meeting in May. Bechtel, DC, and Constellation NA-YGN members have shown-up to multiple CCNPP Unit 3 CPCN hearings throughout the month of August.

Internal Education!

Great Job Plant Hatch NA-YGN Members! The local chapter co-sponsored a Health Fair for plant employees. This event helped 150 understand how to live healthier lives.



Thank You IYNC2010 Proposal Team!

NA-YGN has recently submitted a bid proposal to host the International Youth Nuclear Congress in 2010. An integrated team of NA-YGN members managed to pull together a comprehensive package outlining a joint NA-YGN Professional Development and IYNC Technical Meeting in just one month.

IYNC will decide where the 2010 conference is held during the 2008 conference in Interlaken, Switzerland. The NA-YGN Core would like to say thank you to everyone who was involved pulling bid package together.

PV-YGN Reaches Out to Local Students

Palo Verde's Young Generation in Nuclear (PV-YGN) sent a team of members out to Freedom Elementary School in Buckeye as part of their community outreach and education efforts. As part of the visit, the employees shared their knowledge of nuclear power with four eighth-grade science classes.

The five representatives of PV-YGN discussed various aspects of Palo Verde, including the benefits of nuclear power, where we get our nuclear fuel, and how the plant works. The presentation also included videos designed to engage the students and several demonstrations.

The demonstrations included showing how a steam engine works, a cloud chamber to see alpha particles, drawing a vacuum to boil water at room temperature, and a Geiger counter to see how radiation is detected.

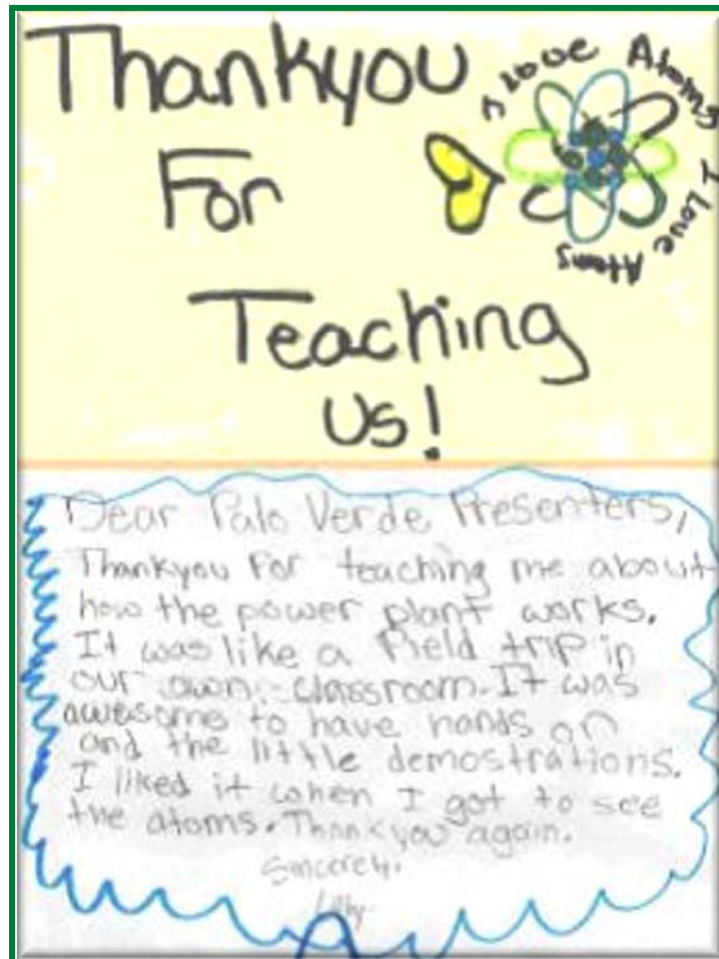
John Castro, HVAC apprentice and PV-YGN outreach chair, said, "Because most students do not have the opportunity to visit Palo Verde, we try to bring the field trip to them."

Accompanying Castro were Brannon Hampton, HVAC apprentice; Lance Martinet, Chemistry

Technician III; Cameron Porter, auxiliary operator trainee; and Mark Scharrer, machinist apprentice.

"The students really seemed to have a good time and appreciate the information we shared with them during the visit," Castro added. "We left the students three publications that put nuclear energy in a positive light and a 'Questions and Answers' booklet from the American Nuclear Society to further enhance their overall knowledge of nuclear power."

According to Roxanne Fitch, president of Palo Verde's chapter of NA-YGN and Legacy Project engineer, the group is "dedicated to developing a greater understanding of nuclear power in the communities surrounding Palo Verde, and the school presentation was just one of the many community outreach events that YGN members stage, and we will do even more in the future."



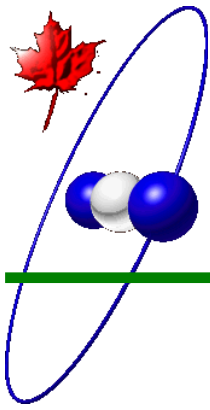
To see more photos from the event and to learn more about PV-YGN, visit the group's website. www.pv-ygn.org

Looking for Radiation Answers!

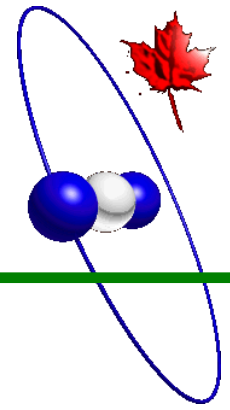
Here is a new web resource that will answer all of your questions about radiation.

www.radiationanswers.org

Hint: This is also a great website to send members of the public who have radiation question!



Canadian NA-YGN Regional Event!



Mini PD Seminar at Canadian Nuclear Society Conference, June 3, 2008

More than 80 people attended a five hour professional development seminar on June 3 2008 at the Eaton Centre Marriott Hotel in Toronto.



The theme of the session was "Knowledge + Experience = Power".

Attendees enjoyed a buffet lunch followed by an icebreaker in which each person had to fill out squares on a bingo card naming someone whom they had talked to that had some attribute listed on the card.



Chris Waugh (Chapter Lead - NA-YGN Durham Chapter) led a communication s skills session in which the audience had to practice giving negative feedback to someone.



Bob Patterson, CNO OPG, gave a very inspiring talk about how he had proactively pursued his professional development and taken opportunity to learn from each of his work experiences.



Mike Kurzeja (NA-YGN Vice President and President-Elect) gave a summary on the results of the 2008 Critical

to Your Success Survey results – in gameshow format.

Trevor Figueiredo, Senior VP, Greenspirit Strategies, talked about the role of nuclear power in a sustainable global energy market.

The session was organized with the



assistance of the Canadian Nuclear Society. Special thanks to Jim Harvie, Ben Rouben and the rest of

the CNS organizing committee for their support! Congratulations to Andrew Daley (Regional Lead - Canada) for organizing an excellent conference.

EVENTS

National and International Events

September 6, 2008

Carolinas Regional Picnic
Hosted by Catawba, SC
RSVP: Carolinas@na-ygn.org

September 13, 2008

Atlantic Regional Teambuilding Event
Hosted by Bechtel, Gaithersburg MD
RSVP: cmc@nei.org

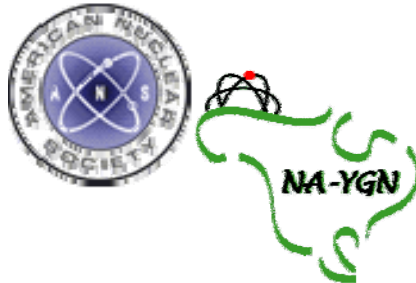
September 11, 2008

Northeast Regional NA-YGN PD Conference
Hosted by Shaw, Boston, MA
RSVP: northeast@na-ygn.org

September 20-26, 2008

IYNC 2008, Interlaken, Switzerland
www.iync.org

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Are your professional development needs being addressed? Do you want to take control of your career development? Are you looking for an opportunity to demonstrate your leadership skills?

What are you waiting for? Get Involved!

To get involved, contact one or both of the general co-chairs today!

All backgrounds, vocations, ages and experience levels are welcome.

General Co-Chair (ANS YMG):

David Pointer, Argonne National Laboratory [dpointer@anl.gov]

General Co-Chair (NA-YGN):

Amy Buu, Westinghouse Electric Company
[buu@na-ygn.org]



North American Young Generation in Nuclear
P.O. Box 10014
LaGrange, IL 60525