

STAMP 01 – Employee Rights and Protection 05/16/01

All Contractors and Vendors performing work for Constellation Generation Company Nuclear Stations must be aware of, and comply with, all Federal laws which prohibit discrimination against workers who have engaged in protected activities as defined in Section 211 of the Energy Reorganization Act (ERA) of 1974, as amended; 10 CFR 50.7 of the Nuclear Regulatory Commission (NRC) regulations, NRC form 3; and 29 CFR 24.2 of the Department of Labor (DOL) regulations. Protected activity includes the reporting of potential nuclear safety problems to the Owner, Contractor or Vendor, or the NRC. Contractors and Vendors are required to inform their employees, and employees of their subcontractors, of these discrimination prohibitions.

Contractors and Vendors made aware of potential nuclear safety problems are required promptly to inform cognizant representatives of the Owner. In addition, Contractors and Vendors are required to promptly report to Owner, and to aggressively investigate any allegation by an employee of discrimination for engaging in protected activity. Contractors and Vendors shall also fully cooperate in any investigation by Owner or a government agency of any such allegations.

Neither Contractors nor Vendors shall include clauses in employment contracts, settlement agreements, labor agreements, or any other agreement affecting compensation, terms, conditions and privileges of employment, which prohibit or restrict a current or former employee of their organization or their subcontractors, from providing information to any member of the NRC or otherwise from engaging in such protected activities.

Owner maintains an Employee Concerns Program. This Program applies to all personnel, including the employees of Contractors and Vendors, who perform work at or provide services or components to Owner's Nuclear Stations. The Program permits employees to report safety and other workplace issues in confidence or anonymously and provides an avenue to address any such issues. Contractors and Vendors must adhere to the terms and provisions of the Owner's Employee Concerns Program and are required to inform their employees, and employees of their subcontractors, of the availability of the Program.

Contractors and Vendors shall make every attempt to provide employees of the Contractor or Vendor who work on the Owner's Nuclear sites with an opportunity for an exit interview under the Owner's approved program and shall supply the employees with a copy of the Owner's Employee Concerns Program brochure to complete and mail back to the Owner at no cost to the employee.