



METAL TRADES COUNCIL
of
Amarillo, Texas & Vicinity, AFL-CIO

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May 31, 2005

Mr. A. J. Eggenberger
DNFSB
625 Indiana Ave. NW, Suite 700
Washington, D. C. 2004-2901

Mr. Eggenberger,

I am responding to your letter dated May 2, 2005 in which your people paint a less than flattering picture of the workers at the Pantex Plant, in particular the Production Technicians. I have worked at the Pantex Plant for 23 years and am currently the President of the Metal Trades Council (MTC), representing approximately 1300 Union employees.

The MTC strongly urges the DNFSB to look at the culture of the plant since 2001 verses the previous years. The DOE/NNSA asked for the contractor they have, and have failed to control them. Your report simply shows the results of mismanagement and promoting people that lack the ability to manage.

I want to address a certain area with you in your report. The "enclosure" to your letter repeatedly referred to the "lack of questioning attitude" of the Production Technicians. I want to set the stage as to why some of our employees are that way. We have had employees threatened with insubordination for questioning safety issues as well as the way work procedures are written. I have had members escorted out by the Guard Force for raising safety issues and disagreeing with supervision. Management has intimidated and brow beat many in the workforce to achieve the very attitude you question. I have gone to the extent of filing grievances to have the Company remove certain managers from the plant.

The MTC knows who these managers are and the areas they work. DOE/NNSA and the DNFSB to some extent know them as well. If your goal is to find something wrong in the work area, we all know where to look.

Currently the Production Technicians have an adversarial relationship with the DNFSB to the extent you are viewed as the enemy, not an entity of oversight or help. You simply have one mission in their eyes; find something wrong at all cost and at their expense.

This Council continues to fight for better tooling, procedures, and qualified managers. To date, this has fallen on deaf ears. I would hope the DNFSB and MTC could work together to be a force for change. I don't believe that could happen given the way workers view your current mission. Hopefully we can work together to change path forward.

The Production Technicians are the last depth of defense for the weapons programs at Pantex.
History shows that they are well trained and capable of carrying out the Plants mission.

Sincerely,

Henry Bagwell
President
Metal Trades Council Amarillo, Texas & Vicinity

cc: Thomas P. D'Agostino
Ron Ault
Tim Hunt
