



**North  
Atlantic**

North Atlantic Energy Service Corporation  
P.O. Box 300  
Seabrook, NH 03874  
(603) 474-9521

The Northeast Utilities System

February 2, 2000

Docket No. 50-443

NYN-00008

AR#98004081

United States Nuclear Regulatory Commission  
Attention: Document Control Desk  
Washington, DC 20555

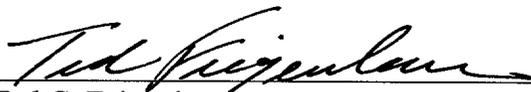
Seabrook Station  
Semi-Annual Fitness-For-Duty Report

In accordance with the requirements of 10 CFR 26.71(d), enclosed, please find the North Atlantic Energy Service Corporation Semi-Annual Fitness-For-Duty Report. This report includes data from July 1, 1999 through December 31, 1999.

Should you have any questions regarding the enclosed revisions, please contact Mr. James M. Peschel, Manager - Regulatory Programs, at (603) 773-7194.

Very truly yours,

NORTH ATLANTIC ENERGY SERVICE CORP.

  
\_\_\_\_\_  
Ted C. Feigenbaum  
Executive Vice President and  
Chief Nuclear Officer

cc: H. J. Miller, Regional Administrator  
R. M. Pulsifer, NRC Project Manager, Project Directorate 1-2  
R. K. Lorson, NRC Senior Resident Inspector

A021

**ENCLOSURE TO NYN-00008**

**North Atlantic Energy Service Corporation**

**Semi-Annual Fitness-for-Duty Report**

**July 01, 1999, through December 31, 1999**

North Atlantic Energy Service Corporation  
Semi-Annual Fitness-for-Duty Report  
for period ending December 31, 1999

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### Fitness for Duty Program Performance Data Personnel Subject to 10CFR 26

North Atlantic Energy Service Corporation

Six Month Period Ending: 31-Dec-99

P.O. Box 300

Seabrook, NH 03874

Contact: Bruce R. Seymour

Phone: (603) 773-7012

Cutoffs: Screen/Confirmation (ng/ml)       Appendix A to 10CFR 26

Marijuana      50/ 15      Amphetamines      1000/ 500      Nitrite      500

Cocaine      300/ 150      Phencyclidine      25/ 25

Opiates      300/ 300      Alcohol (% BAC)      0.04

Random Testing Rate      Required:      50%      Conducted:      54%

Testing Results		Licensee Employees		Long-Term Contractors		Short-Term Contractors	
		825		0		556	
Average Number with Unescorted Access							
Categories		# Tested	# Positive	# Tested	# Positive	# Tested	# Positive
Pre-Access		5	0	0	0	214	10
Post Accident or Observed Behavior	For Cause	0	0	0	0	0	0
Random		228	3	0	0	92	1
Follow-up		59	2	0	0	14	1
Other		7	0	0	0	12	0
Total		299	5	0	0	334	13

**Breakdown of Confirmed Positive Tests for Specific Substances**

	Marijuana		Cocaine	Opiates	Amphetamines	Phencyclidine	Alcohol	Refusal to Test	Nitrite	2	3	4	A
	NRC	NAESCO											
	100 ng	50 ng											
Licensee Employees		1	3										
Long-Term Contractors							1						
Short-Term Contractors	3	3	3				1	3					
<b>Total</b>	<b>3</b>	<b>4</b>	<b>6</b>				<b>2</b>	<b>3</b>					<b>18</b>

### PROGRAM EFFECTIVENESS

The data compiled during this reporting period is presented in the graphic analysis beginning after the management summary in this report.

During the second half of 1999 North Atlantic Energy Service Corporation (NAESCO) conducted 633 tests. There were 18 failures, resulting in a positive test rate of 2.84%. This includes 3 administrative failures (for contractors failing to report for drug and alcohol testing).

- Contractors account for 13 failures -- 10 pre-badging (5 marijuana, 2 cocaine, and 3 administrative); 1 for cause (alcohol); 1 follow-up (marijuana); and 1 random (cocaine).
- Licensees account for 5 failures -- 3 random (2 cocaine and 1 alcohol); and 2 follow-up (1 cocaine and 1 marijuana).

An October self-assessment lead to increased scrutiny of NAESCO cocaine failure statistics. In 1999 there were 10 cocaine failures (7 contractors and 2 licensees, one of which failed twice). Although this was a definite increase, continued monitoring over time will be necessary to determine if the increase is an anomaly or a trend, particularly in terms of the stable workforce at NAESCO.

A self-assessment in December lead to the recognition of a communication problem between NAESCO and Northeast Utilities regarding the administration of the blind performance testing program. For more information see page 6 of this report.

An internal audit of the NAESCO FFD program was conducted by the Oversight Department in December. There were three deficiencies and no findings.

All available evidence indicates that the continued support of NAESCO management and employees has provided the basis for the FFD program's effective implementation and continued advancement toward the goal of achieving a workplace free of drugs and alcohol and the effects of such substances.

## INITIATIVES

1. Held Fitness for Duty Committee Meeting to discuss
  - Use of testing strips to detect nitrite
  - MDMA ("Ecstasy")
  - Random testing rate
  - Taking additional precautions against subversion of observed tests
  - Adding emphasis and/or training on
    - Five hour rule – abstinence from alcohol
    - Voluntary testing
    - Reporting of medications by employees
  - Process of notifying employees of FFD tests
2. Sent one Fitness for Duty representative (and two Access Authorization representatives) to the December 1999 Region I Fitness for Duty/Access Authorization Conference.
3. Trained and certified a new Security Shift Supervisor in the specimen collection process and other FFD tasks.
4. Recertified five collection personnel for proficiency in urine specimen collection and breath alcohol measurement.
5. Revised the North Atlantic Fitness for Duty procedures to reflect administrative changes and to provide clarification on
  - adulteration
  - eligibility for voluntary testing
  - the fact that urine specimen appeal retests are of original specimen at original laboratory, and
  - the fact that employees are held responsible for what they ingest
6. Revised the North Atlantic Specimen Collection Protocol for Drug and Alcohol Screening to reflect administrative changes.
7. Found that increased use of self-assessments proved beneficial in providing increased insights with which to strengthen the FFD program.

**SUMMARY LIST OF TELEPHONICALLY REPORTED EVENTS**

During this period there was one (1) telephonically reported event under the reporting requirements of 10 CFR Part 26.

**Date of Report:** 05 November 1999

**Position of Individual:** Short Term Contractor Supervisor

**How Discovered:** Random

**Substance:** Cocaine

**Management Action Taken:**

- Suspended the individual's unescorted access to Seabrook Station for a minimum of thirty (30) calendar days per North Atlantic FFD procedure.
- Withdrew the individual's unescorted access until return to work requirements are met.
- Referred the individual to the Employee Assistance Program for assessment per North Atlantic FFD procedure.
- Reviewed the individual's prior work.

### BLIND SPECIMENS

On April 1, 1996 the Quality Assurance program (blind performance testing program) of North Atlantic Energy Service Corporation (NAESCO) became one of five such programs merged under the Northeast Utilities (NU) "umbrella". While all five facilities shared in the task of processing the blind specimens, NU took full responsibility for program administration.

To ensure laboratory quality control, NU contracted with Duo Research Inc., Denver, CO, to provide blind performance test specimens in accordance with the NRC Guidelines (10 CFR 26, Appendix A). Approximately 80 percent of these blind performance test specimens were blank (i.e., certified to contain no drug) and the remaining samples were positive for one or more drugs per sample in a distribution such that all the drugs tested were included in approximately equal frequencies of challenge.

A December 1999 self-assessment uncovered the fact that the number of blind specimens submitted by North Atlantic was below the required 10% for the first quarter of 1999, and above 10% in the second quarter of 1999. A Condition Report was written and the NRC was informed. Further investigation showed a misunderstanding between NAESCO and NU regarding current administrative responsibilities for the program. It was subsequently decided that the two programs would be separated as of January 2000.

During the second half of 1999, NAESCO submitted 77 blind performance test specimens to Quest Diagnostics, Inc., Teterboro, NJ. The following statistics are presented in such a way as to show that the requirements were met during each quarter of this six-month period as well as for the total reporting period.

<u>Third Quarter of 1999</u>	<u>Fourth Quarter of 1999</u>	<u>Second Half of 1999</u>
Tests Submitted: 311	Tests Submitted: 322	Tests Submitted: 633
Blinds Required: 31	Blinds Required: 33	Blinds Required: 64
Blinds Submitted: 40	Blinds Submitted: 37	Blinds Submitted: 77
Exceeded 10% by: 9	Exceeded 10% by: 4	Exceeded 10% by: 13
Negative: 33 (83%)	Negative: 29 (78%)	Negative: 62 (81%)
Positive: 7 (18%)	Positive: 8 (22%)	Positive: 15 (19%)

**The following is a Graphic Analysis**

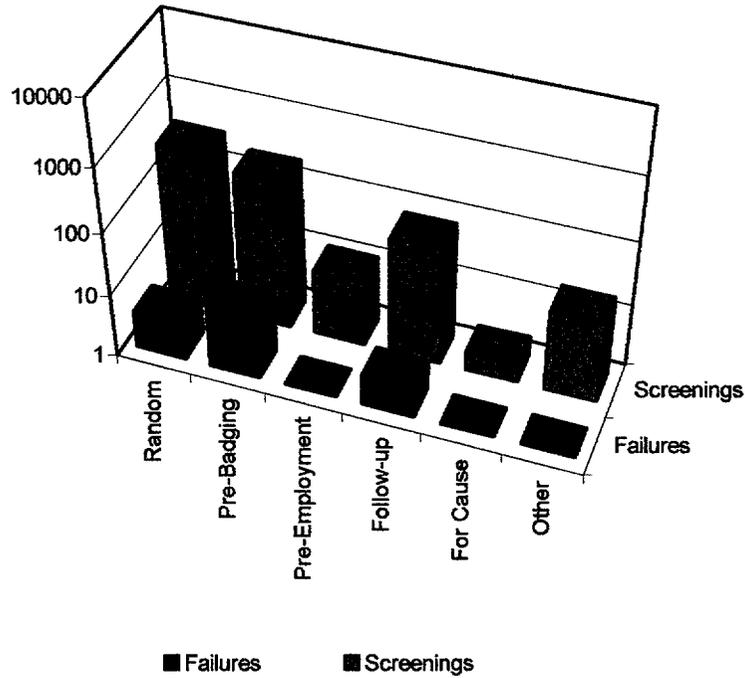
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**For the Period  
July 01, 1999, through December 31, 1999  
(pages 7-10)**

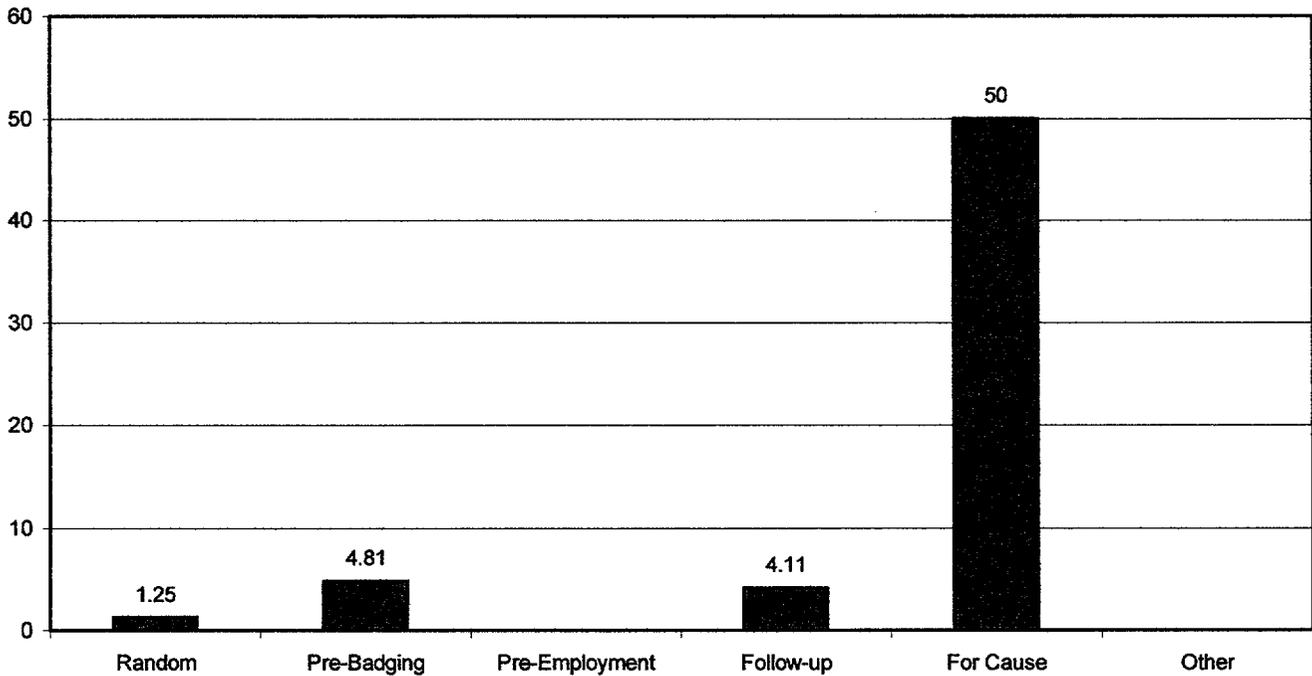
### Total Screenings vs. Failures by Test Type

Total Screenings: 363

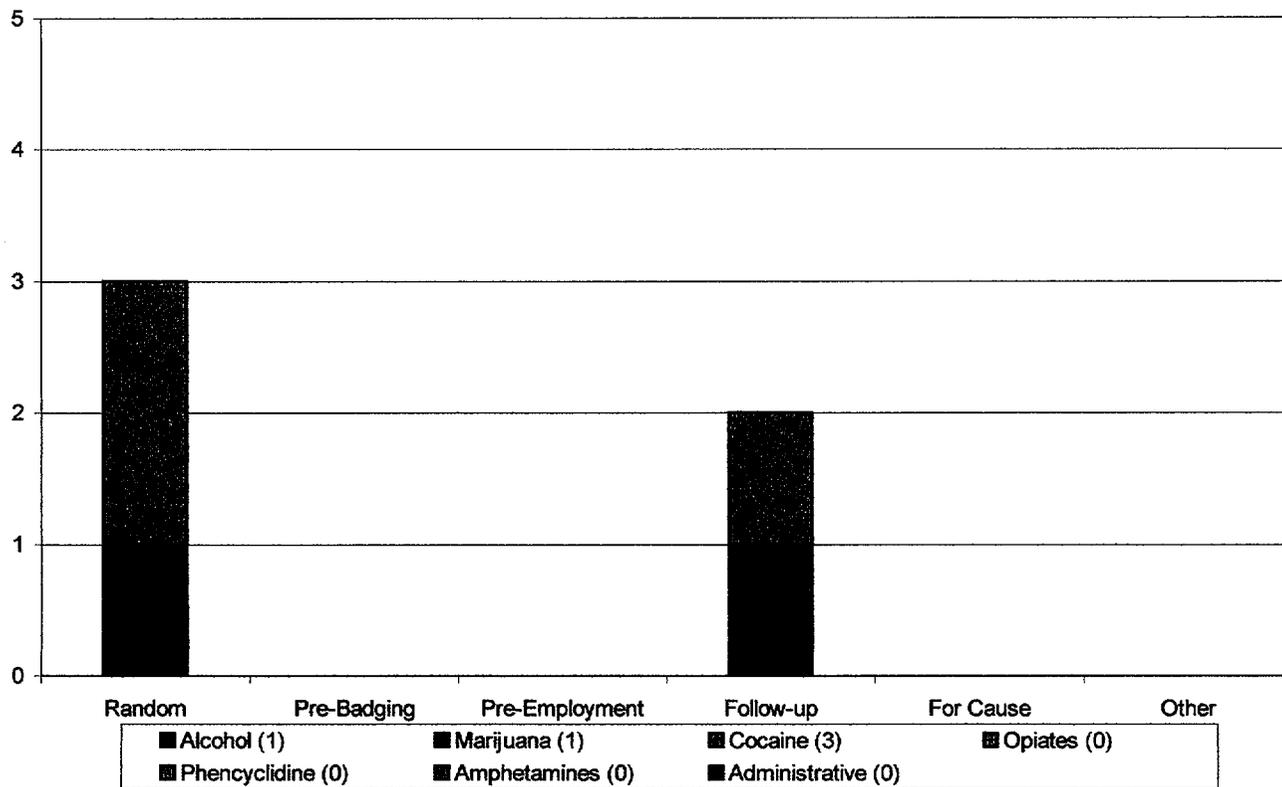
Total Failures: 18



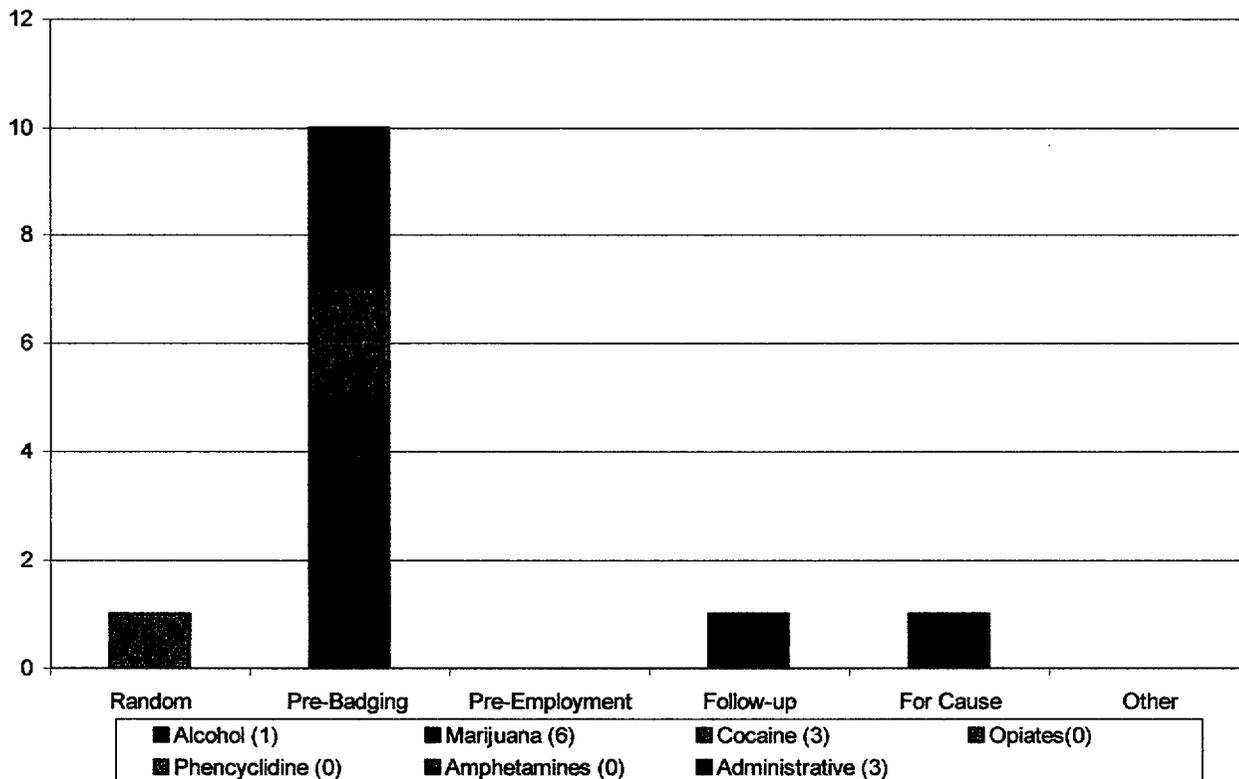
### Percentage of Failures by Test Type



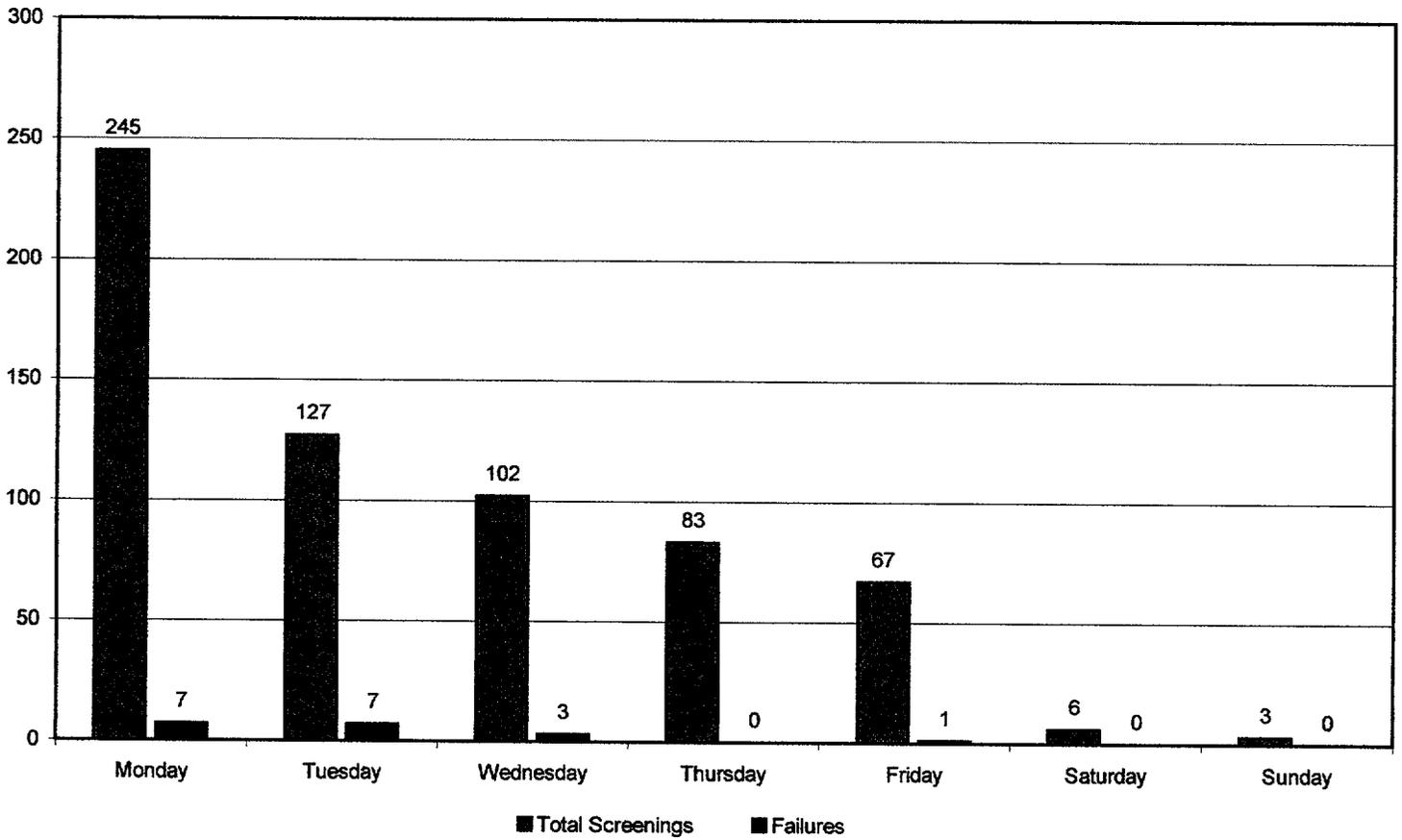
### Licensee Failures by Substance



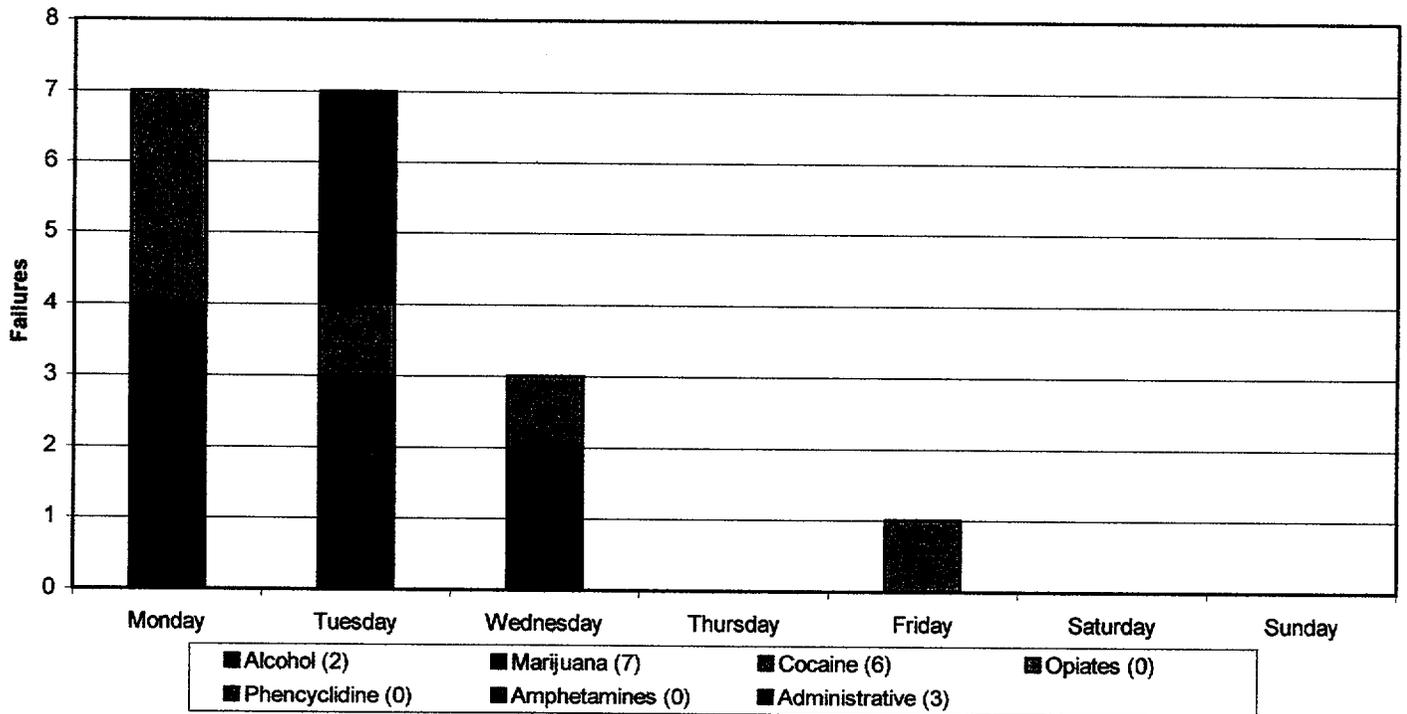
### Contractor Failures by Substance



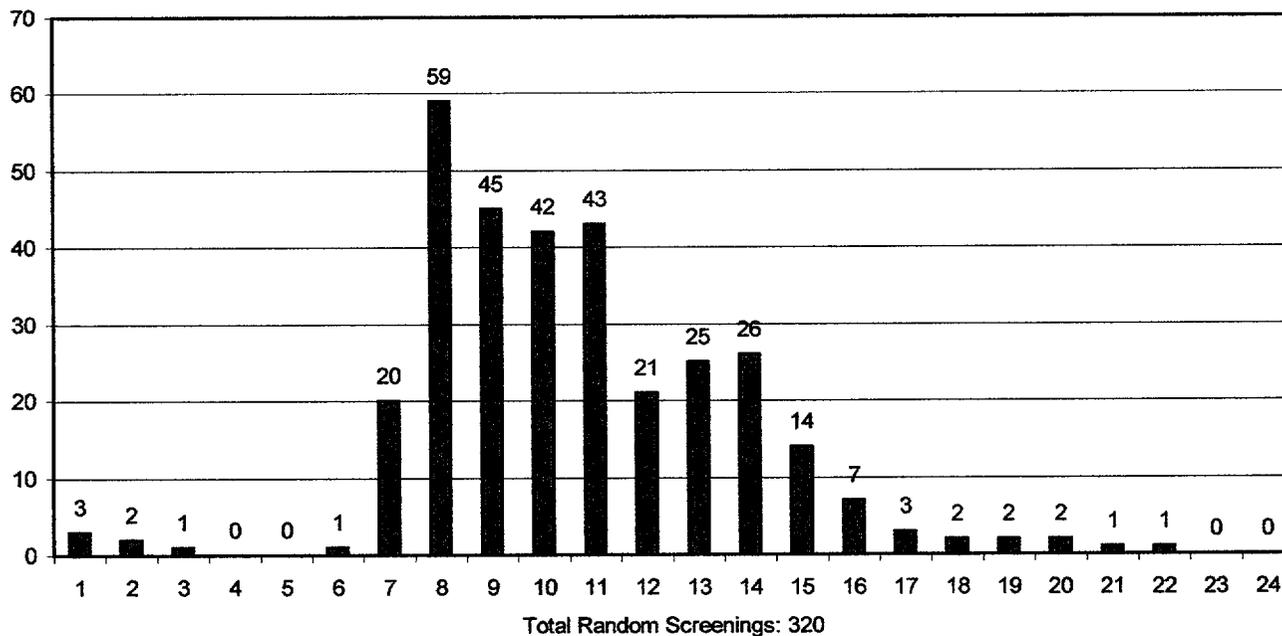
### Total Screenings vs. Failures by Day of Week



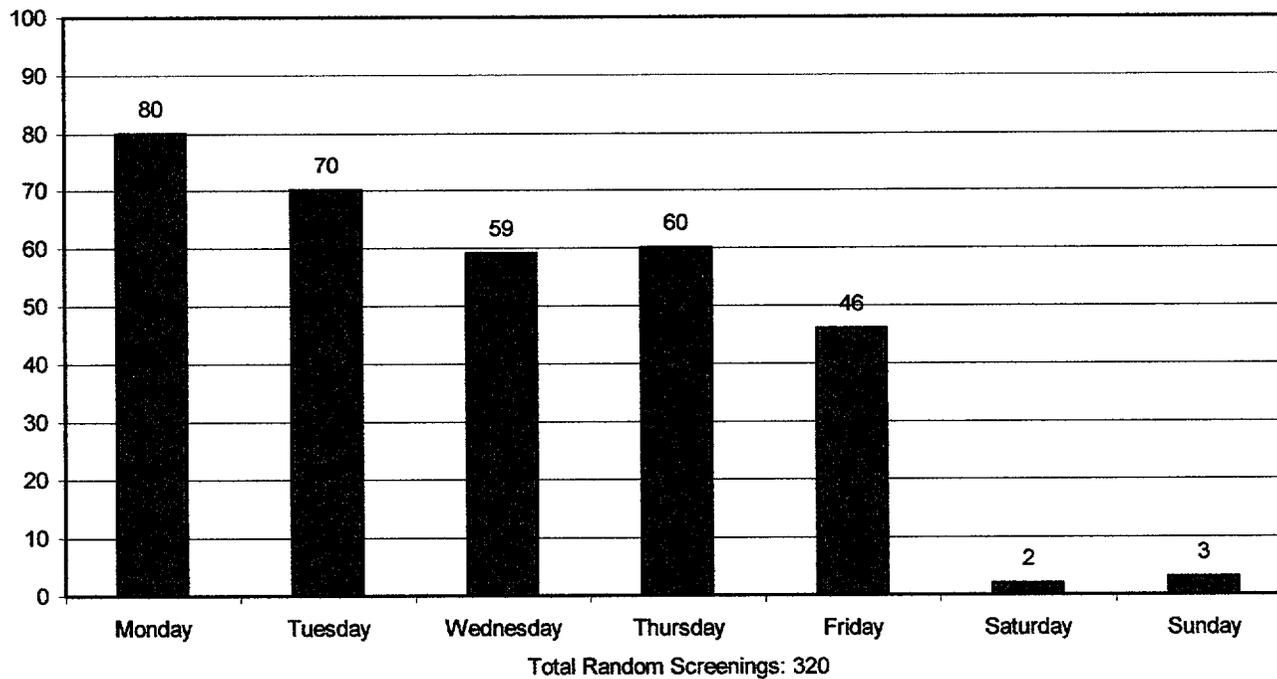
### Reason for Failure by Day of Week



### Random Screenings by Hour of Day



### Random Screenings by Day of Week



The following is a Graphic Trend Analysis

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1998 vs. 1999  
(pages 11-18)

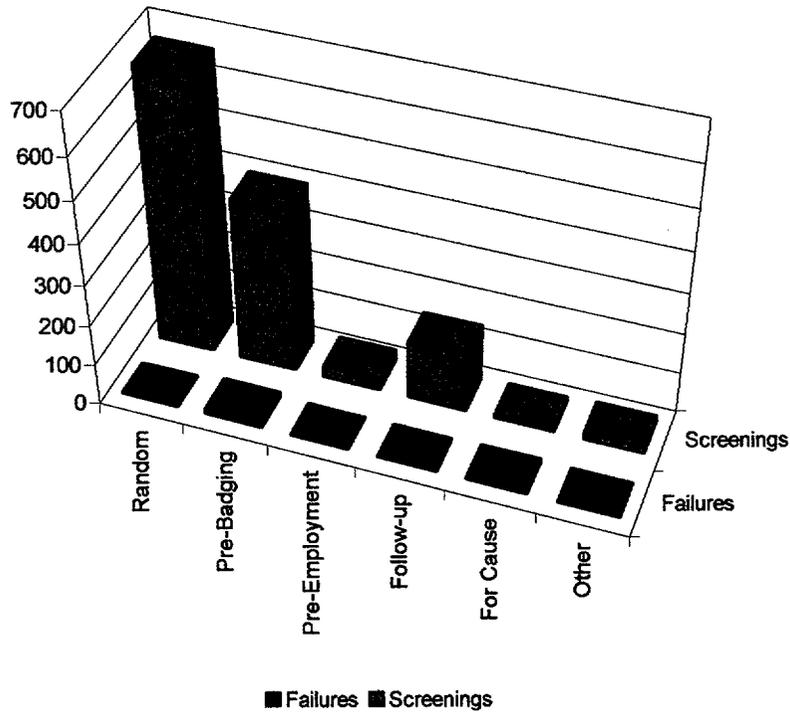
***NOTE: North Atlantic nearly doubled the number of tests from 1998 to 1999 due to a refueling outage and a number of other projects. This accounts for the dramatic increase in test and failure numbers.***

# Total Screenings vs. Failures by Test Type

1998

Total Screenings: 1262

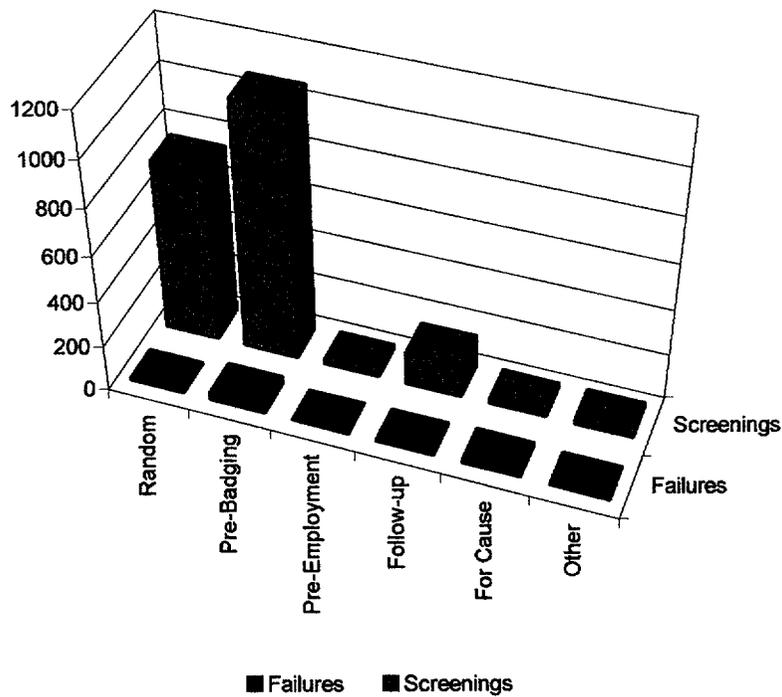
Total Failures: 19



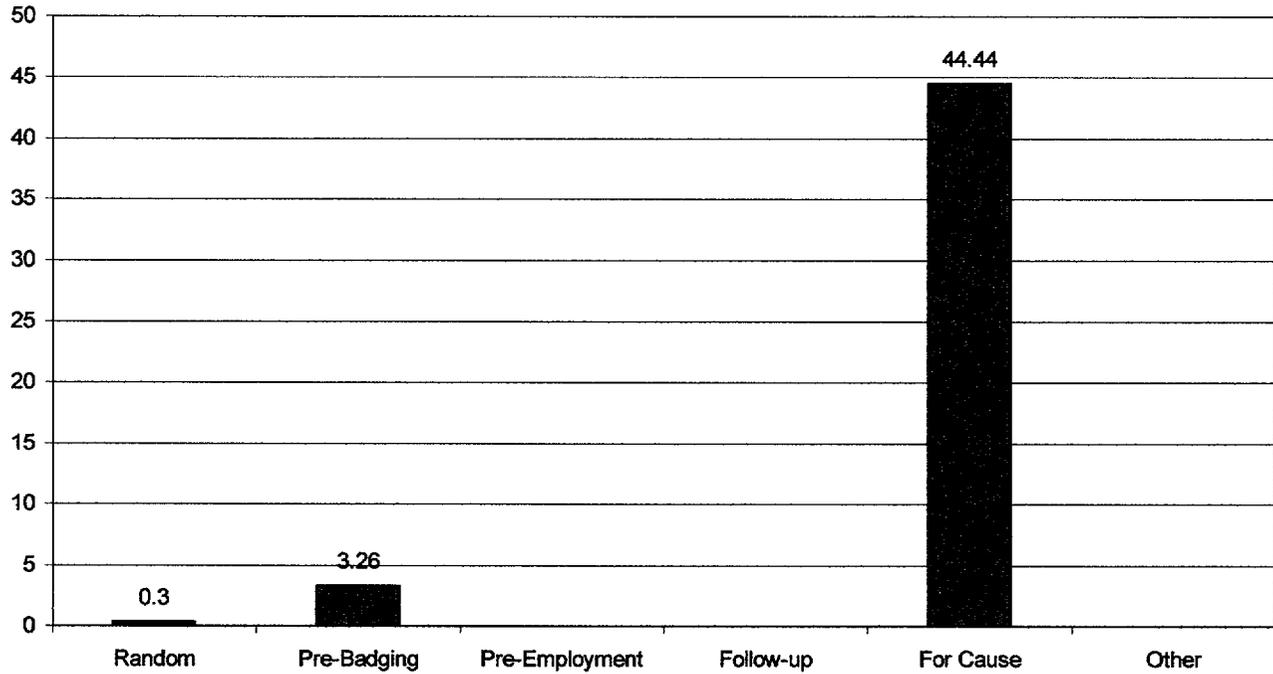
1999

Total Screenings: 2027

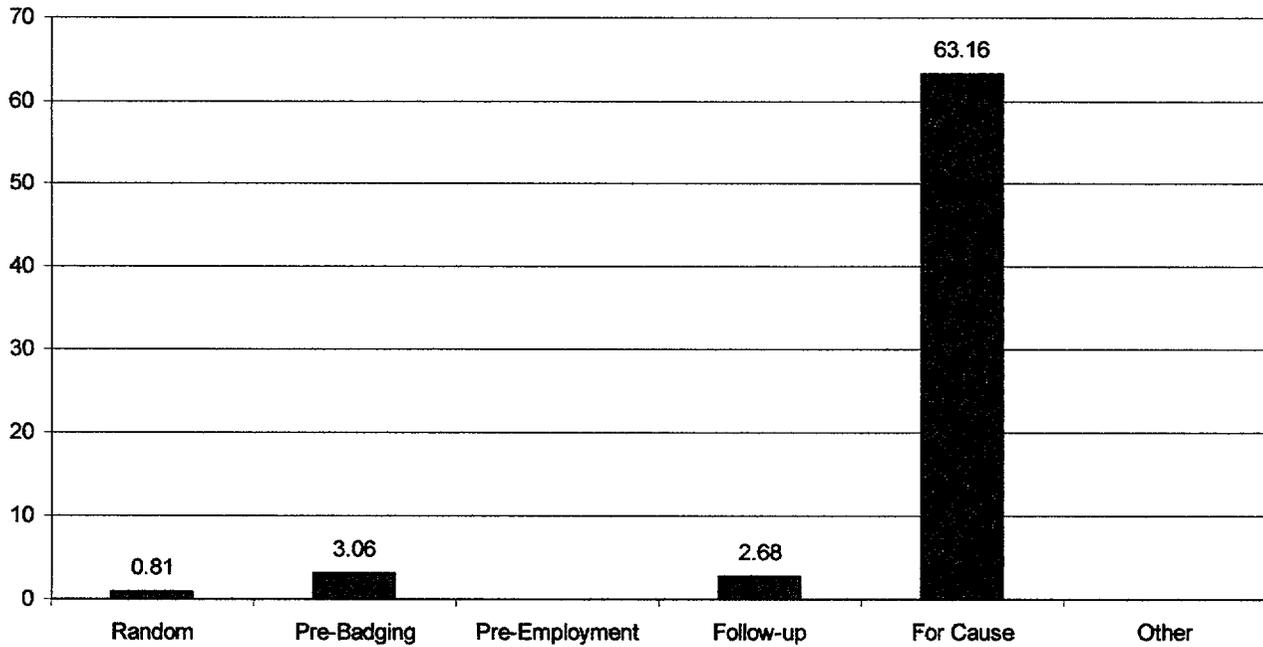
Total Failures: 55



### Percentage of Failures by Test Type 1998

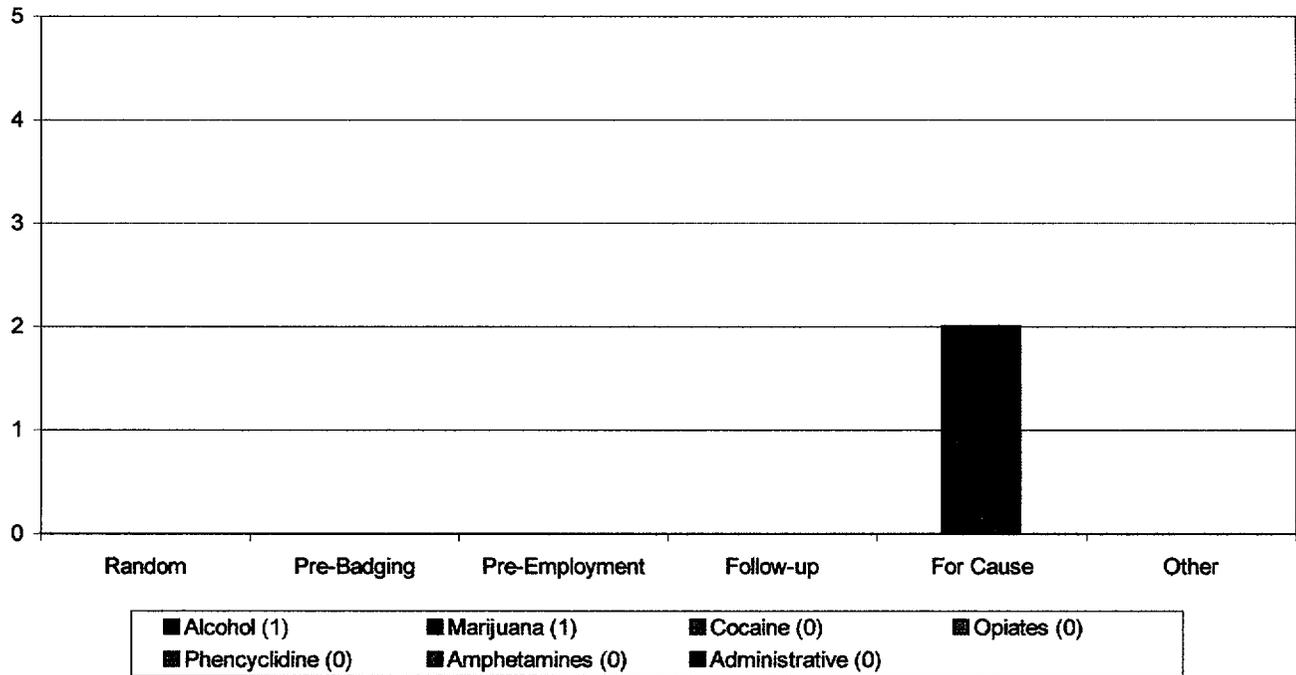


### 1999

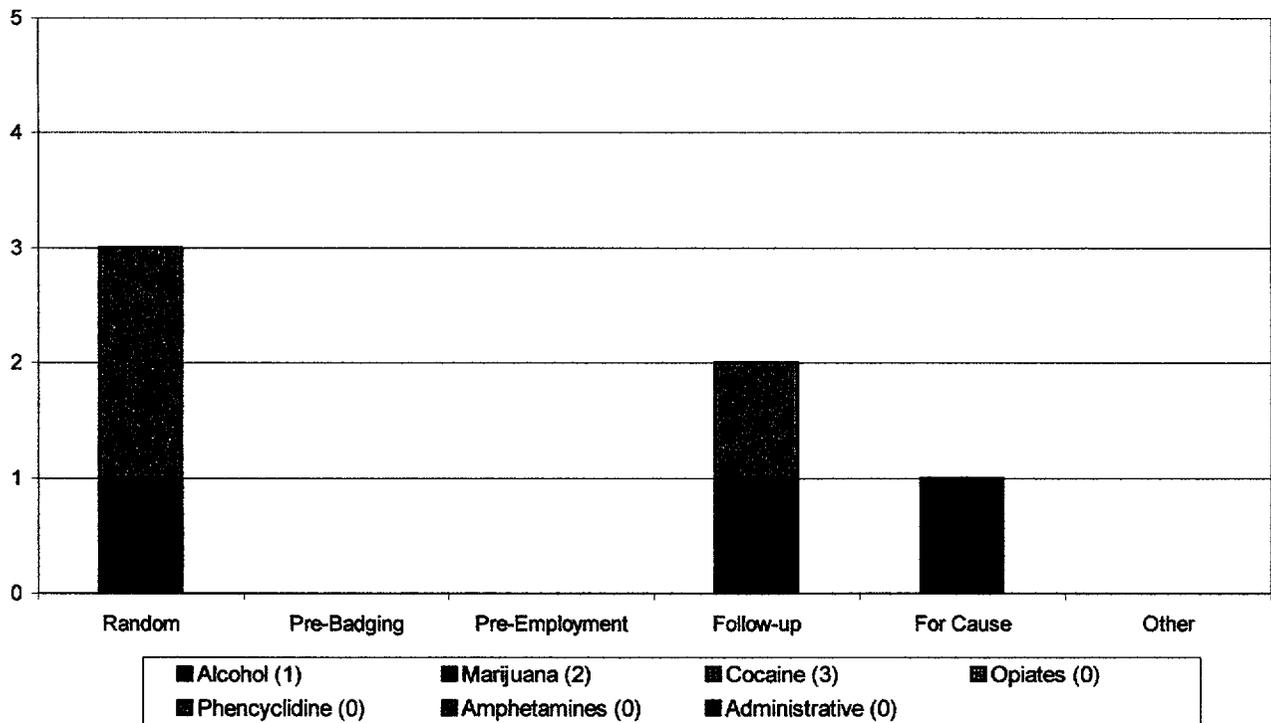


# Licensee Failures by Substance

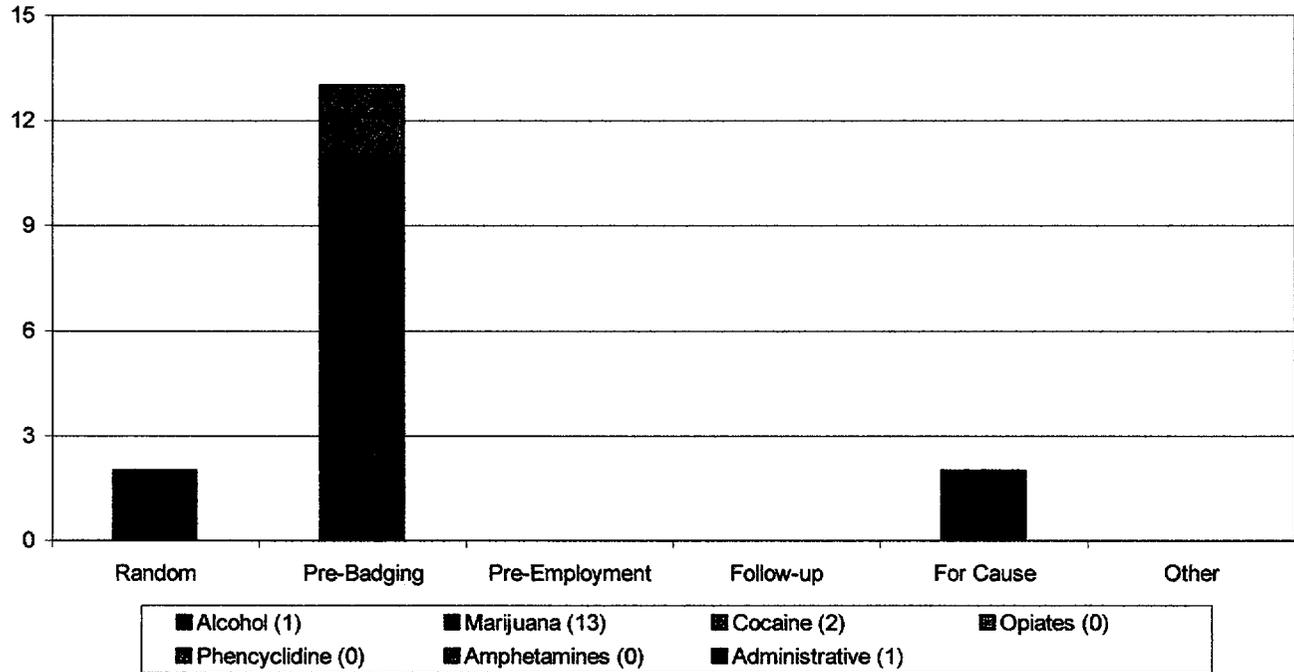
## 1998



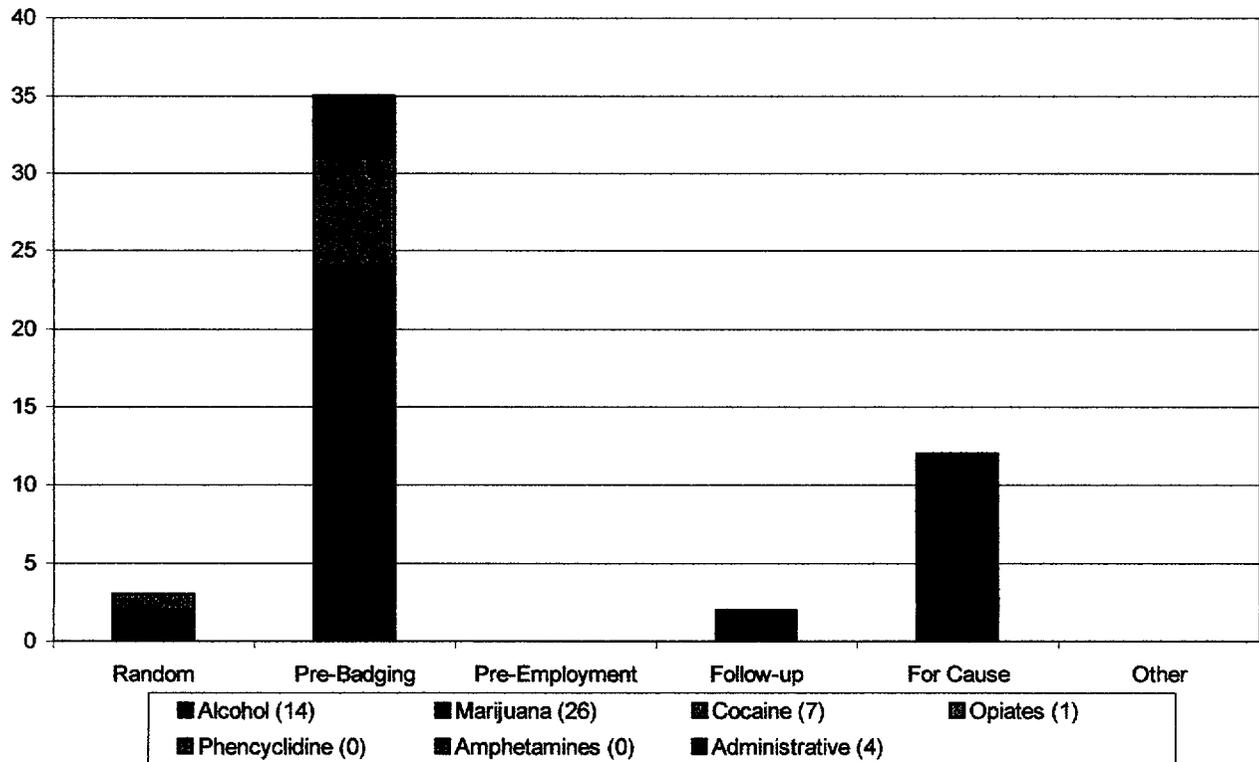
## 1999



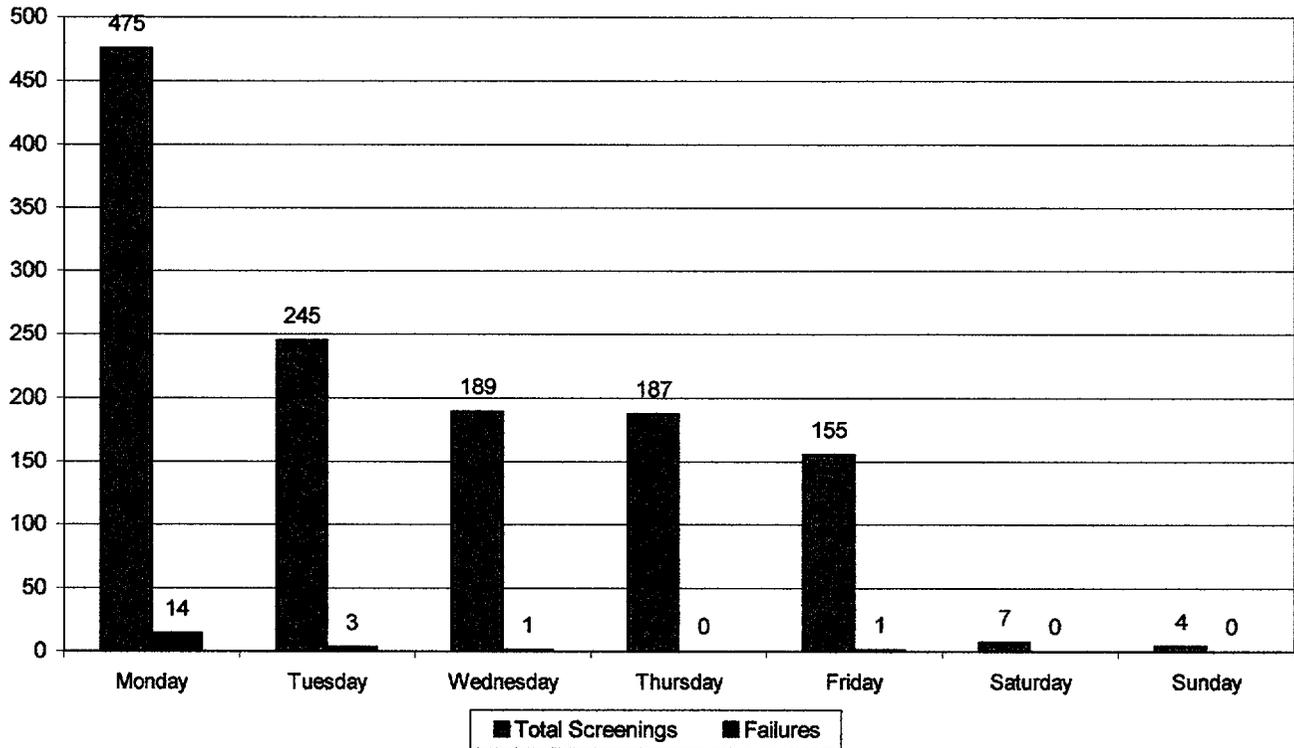
## Contractor Failures by Substance 1998



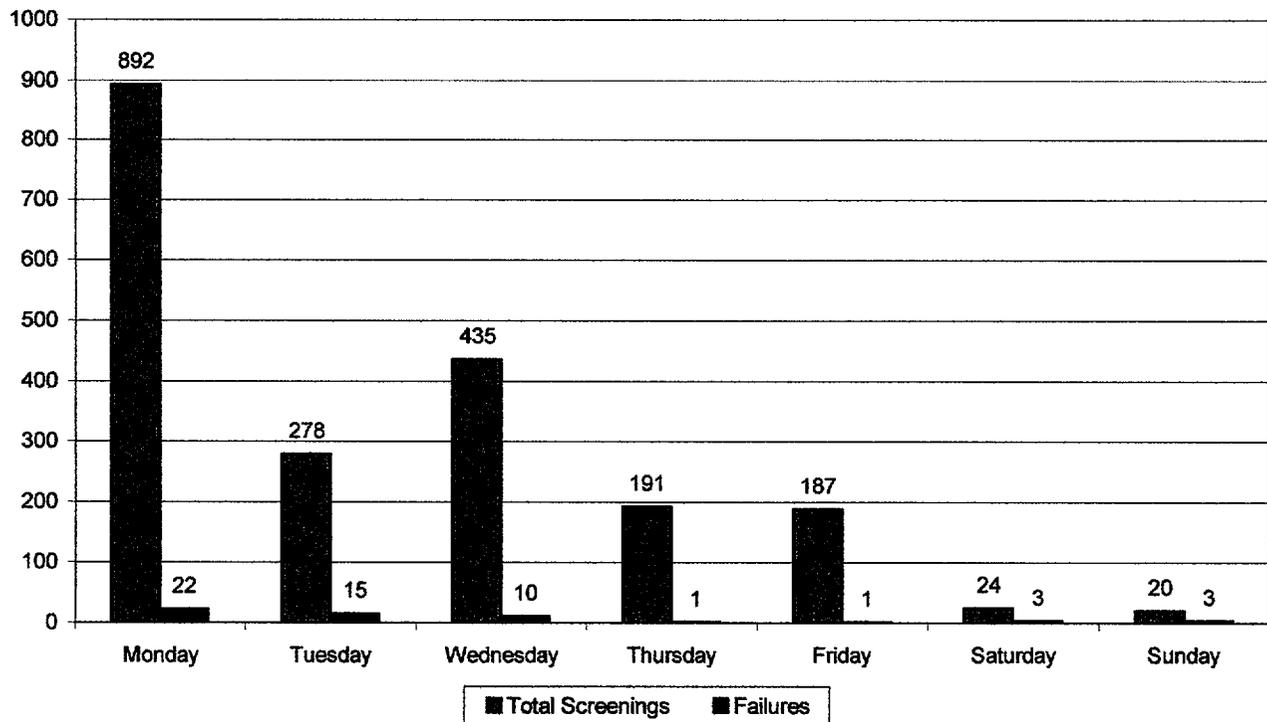
## 1999



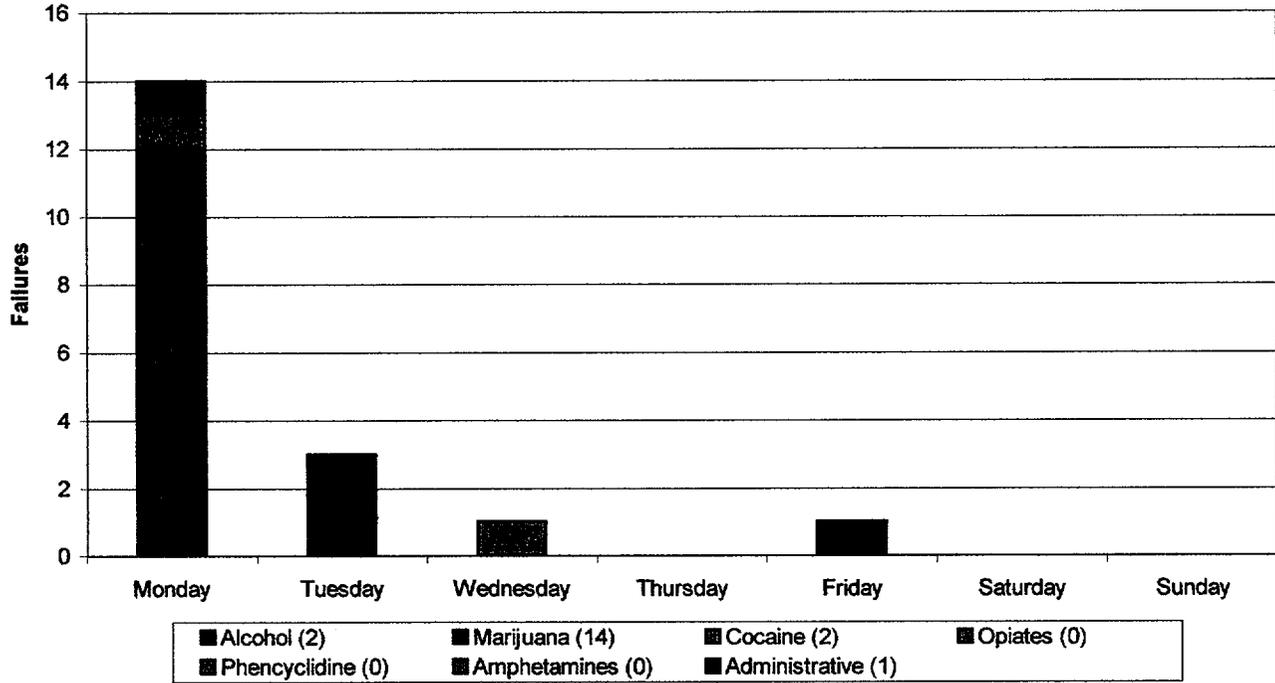
### Total Screenings vs. Failures by Day of Week 1998



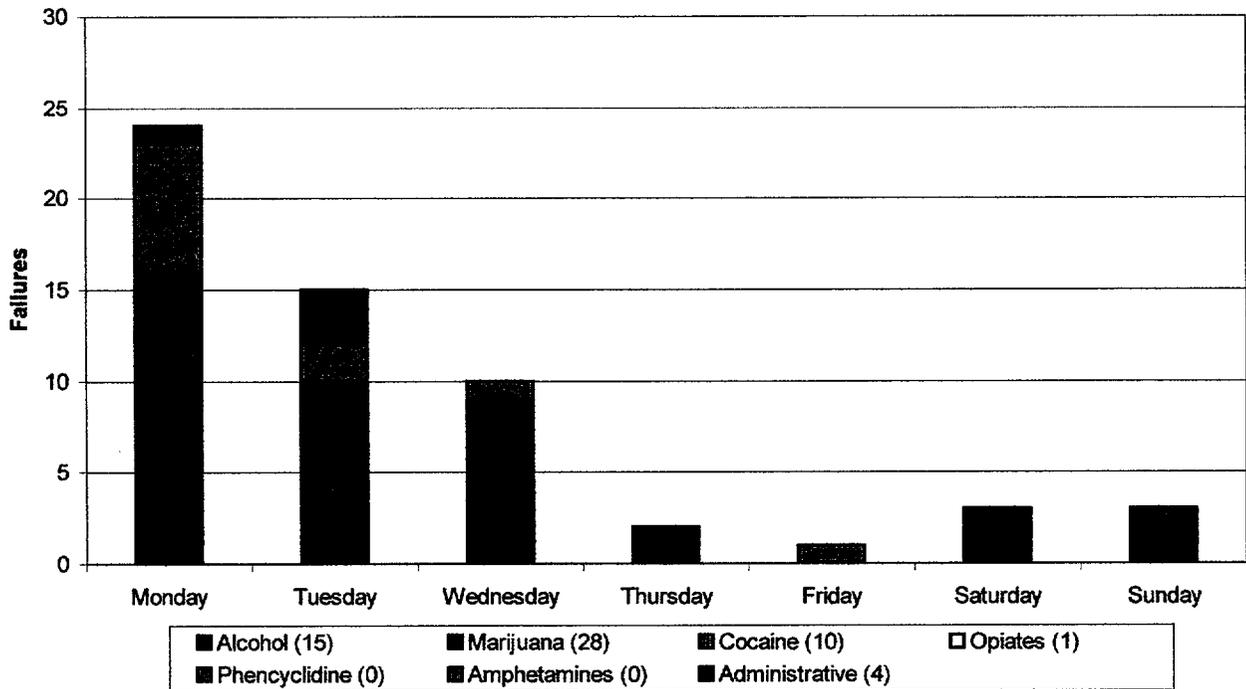
### 1999



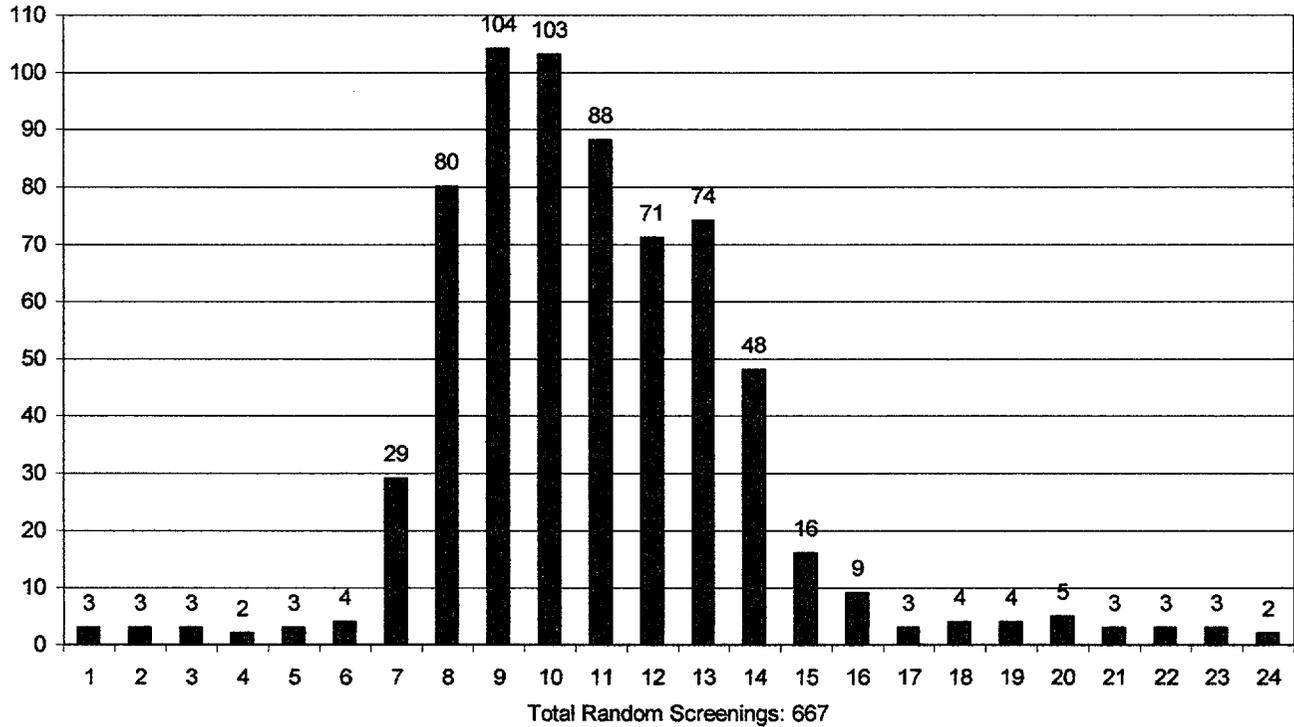
### Reason for Failure by Day of Week 1998



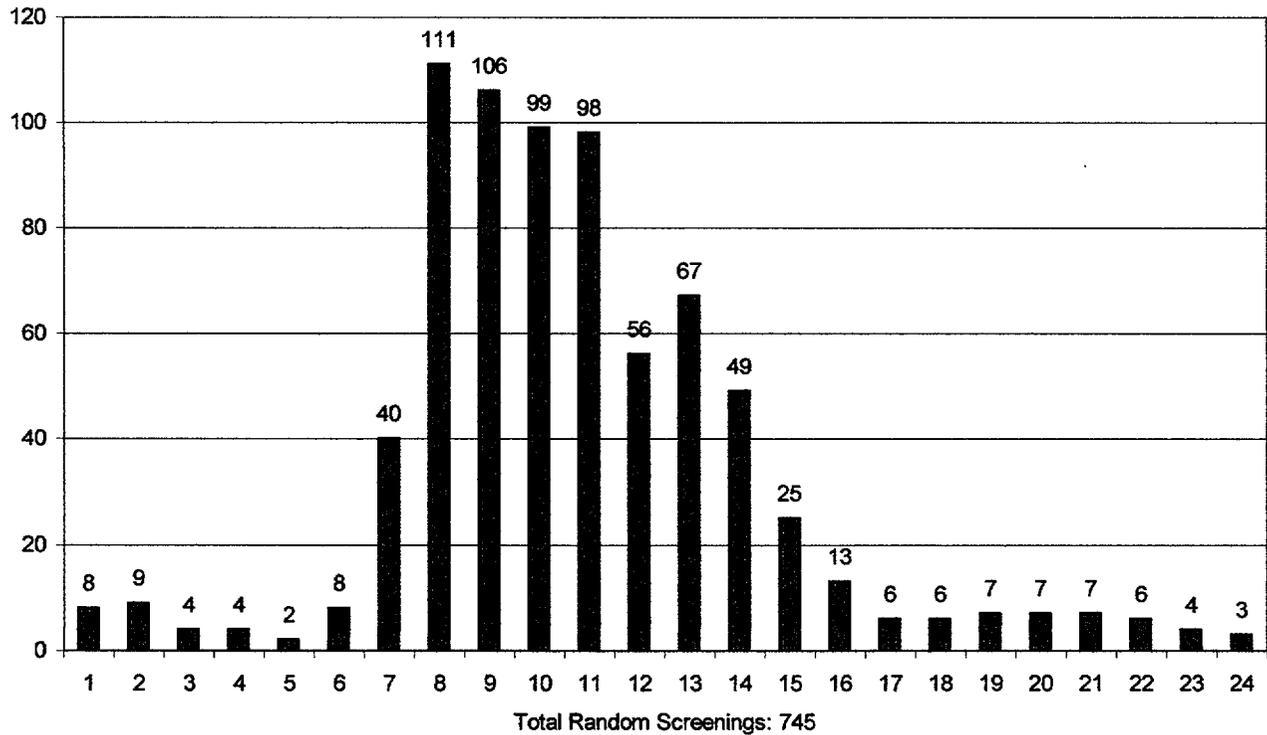
### 1999



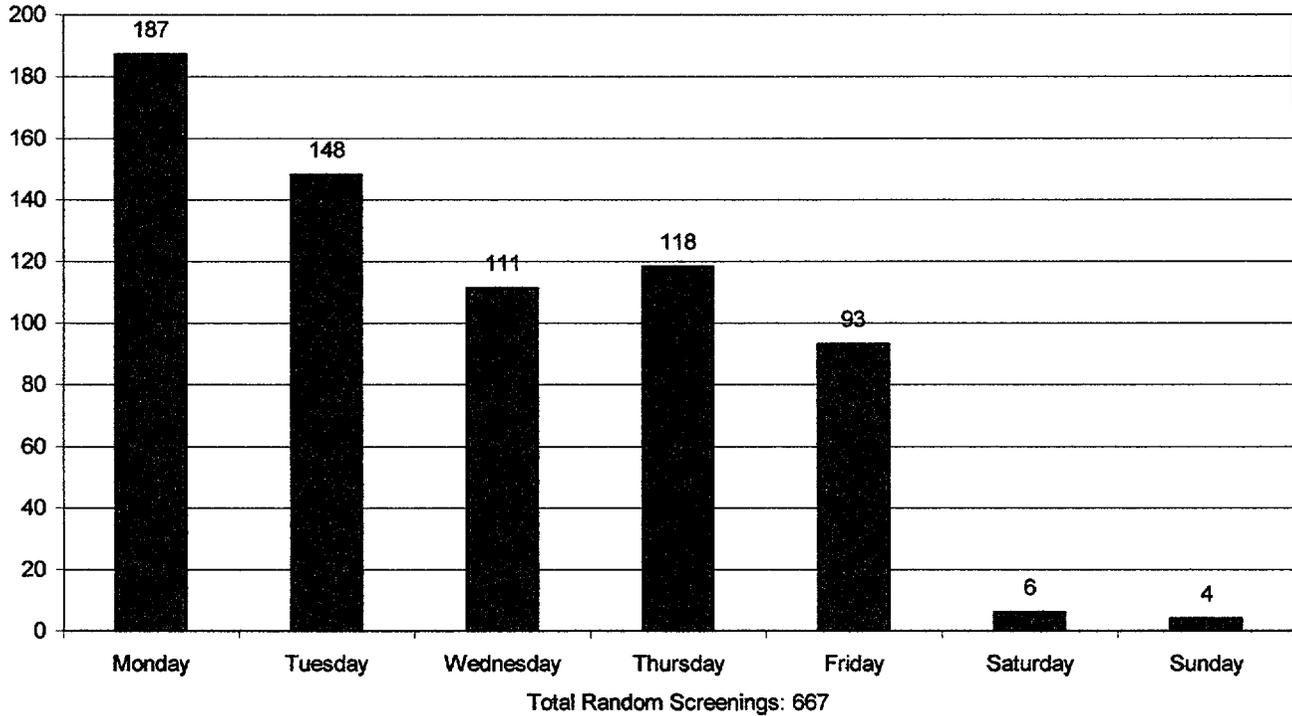
# Random Screenings by Hour of Day 1998



# 1999



# Random Screenings by Day of Week 1998



# 1999

