



Tennessee Valley Authority, 1101 Market Street, Chattanooga, Tennessee 37402-2801

FEB 22 2000

U.S. Nuclear Regulatory Commission
ATTN: Document Control Desk
Washington, D.C. 20555-0001

Gentlemen:

In the Matter of)	Docket Nos.	50-259	50-390
Tennessee Valley Authority)		50-260	50-391
			50-296	50-438
			50-327	50-439
			50-328	

FITNESS FOR DUTY (FFD) PROGRAM PERFORMANCE DATA: JULY-DECEMBER 1999

In accordance with 10 CFR 26.71(d), enclosed is TVA's FFD Program Performance Data for the six-month period of July 1-December 31, 1999. Enclosure 1 contains a discussion of recent FFD Program developments and FFD trends since the last reporting period. Enclosures 2-4 contain the performance data and summary of TVA management actions for TVA's nuclear plant sites (Browns Ferry, Sequoyah, and Watts Bar, respectively). Enclosure 5 consolidates the data for TVA's Nuclear corporate organization (primarily Knoxville and Chattanooga corporate offices) and Bellefonte Nuclear Plant. Enclosure 6 includes one FFD event that occurred during this six-month period and is reportable to NRC pursuant to 10 CFR 26.73.

The random testing rate of drug and alcohol use for the workforce that is subject to random testing is in accordance with the requirements prescribed in 10 CFR 26.24 (a)(2).

If you have any questions concerning this information, please telephone Terry Knuettel at (423) 751-6673.

Sincerely,

Mark J. Burzynski
 Mark J. Burzynski
 Manager
 Nuclear Licensing

Enclosures
cc: See page 2

A021

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U.S. Nuclear Regulatory Commission

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ENCLOSURE 1

TENNESSEE VALLEY AUTHORITY (TVA)
FITNESS FOR DUTY (FFD) PERFORMANCE DATA
JULY-DECEMBER 31, 1999

The following summarizes two matters associated with TVA's FFD Program that occurred during this reporting period:

I. TVA's "Re-screening of Specimens"

Reference: TVA's policy to re-screen specimens with a creatinine level less than 20 mg/dl, which was addressed in the February 28, 1997, FFD Performance Report

Summary

TVA Nuclear (TVAN) screened fifty-eight specimens at the lower cutoff for marijuana during this reporting period. Two positive tests were identified from this group. Refer to Enclosure 3, Page 3 of 3, for additional information.

II. Attempted FFD Testing Subversions Detected

Summary

One incident of urine adulteration was identified by the TVAN Corporate Nuclear Security FFD Staff. Refer to Enclosure 2, Page 1 of 3, and Enclosure 6. In addition, there was one incident in which an individual refused to provide a witnessed specimen following submission of an out-of-range (high) temperature specimen. Refer to Enclosure 2, Page 1 of 3.

TVAN Corporate Nuclear Security and its contract laboratories continue to research and implement the most effective methods to detect FFD testing subversion.

JULY 1-DECEMBER 31, 1999

TRENDS

The confirmed positive test rate for all categories (pre-employment, pre-access, for-cause, post-accident, random, follow-up, and other) for this reporting period was 0.71 percent (15 positive tests) which is 0.03 percent lower than the last reporting period. The rate of random confirmed positives was 0.29 percent (4 positive tests) which is 0.02 percent lower than the last reporting period.

ENCLOSURE 2

SUMMARY OF MANAGEMENT ACTIONS FOR
BROWNS FERRY NUCLEAR PLANT

In the **pre-access** test category, one contract employee (CE) was detected attempting to subvert the FFD testing process. After submitting an out-of-range (high) temperature specimen, the CE refused to submit a witnessed specimen. The CE was denied access, removed from the site, returned to the contract company, and permanently restricted from TVAN work. The CE requested an appeal. The refusal to cooperate with the testing process (subversion) decision was upheld in the appeals process.

In the **random** test category, two licensee employees (LEs) tested positive. The LEs' unescorted access was revoked and the LEs were removed from the site. The first LE's termination was effective 11/8/99 with a permanent restriction from TVAN work due to this being the LE's second positive test result. The first LE requested that a split specimen be performed. The split specimen test reconfirmed the positive results. The first LE did not request an appeal. The second LE was suspended for 14 days and was referred to the Employee Assistance Program. The second LE returned to work during this reporting period and was subsequently placed in the follow-up testing program.

Also in the **random** test category, one contract foreman (CF) was detected attempting to subvert the FFD testing process by adulteration. Due to the adulteration, the CF's test results could not be reported as negative or positive. The CF's unescorted access was revoked. The CF was removed from the site, returned to the contract company, and permanently restricted from TVAN work. The CF requested an appeal. The adulterated specimen decision was upheld in the appeals process.

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

TENNESSEE VALLEY AUTHORITY	DECEMBER 31, 1999
Company	6 Months Ending
BROWNS FERRY NUCLEAR PLANT	
Location	
REBECCA A. STANFIELD	(423) 751-8822
Contact Name	Phone (include area code)
Cut-offs: Screen/Confirmation	
<input checked="" type="checkbox"/> Appendix A to 10 CFR 26 * 50 ng/ml initial cut-off	
Marijuana *	/
Amphetamines	/
Cocaine	/
Phencyclidine	/
Opiates	/
Alcohol(%BAC)	/

*Specimens with a creatinine level less than 20 mg/dl are evaluated using a 20 ng/ml cutoff on the initial marijuana screen and the limit of quantitation as a cutoff on the GC/MS for marijuana metabolite.

Testing Results		Licensee Employees		Long-Term Contractor Personnel		Short-Term Contractor Personnel	
Average Number with Unescorted Access		1,271				370	
Categories		# Tested	# Positive	# Tested	# Positive	# Tested	# Positive
Pre-Access		41	0	N/A	N/A	188	0
For Cause	Post-accident	0	0	N/A	N/A	0	0
	Observed behavior	0	0	N/A	N/A	0	0
Random		353	2	N/A	N/A	110	0
Follow-up		6	0	N/A	N/A	N/A	N/A
Other **		0	0	N/A	N/A	0	0
Total		400	2	N/A	N/A	298	0

** The other test category includes: transfer to TVAN from other TVA organizations; administrative follow-up; program integrity clearance/update; assignment to emergency response duties.

Breakdown of Confirmed Positive Tests for Specific Substances

	Marijuana	Cocaine	Opiates	Amphetamines	Phencyclidine	Alcohol	Refusal to test	1	2	3	4	5	
Licensee Employees	2	0	0	0	0	0	0	0	0	0	0	0	
Long-Term Contractors	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Short-Term Contractors	0	0	0	0	0	0	0	0	0	0	0	0	
Total	2	0	0	0	0	0	0	0	0	0	0	0	2

Cutoff Levels of Additional Drugs

DRUG NUMBER	SUBSTANCE	Cut-off Level (ng/ml)	
		Screen	Confirmation
1	Barbiturates	300	200
2	Benzodiazepines	300	250
3	Methadone	300	250
4	Methaqualone	300	250
5	Propoxyphene	300	300

ENCLOSURE 3

SUMMARY OF MANAGEMENT ACTIONS FOR
SEQUOYAH NUCLEAR PLANT

In the **pre-access** testing category, seven contract employees (CEs) tested positive. One of the seven CEs tested positive for two substances. The CEs were denied access, removed from site, and returned to their contract company. All seven CEs were restricted from TVAN work for three years. Three of the seven CEs requested that a split specimen test be performed. All three of the split specimen tests reconfirmed the positive results. One of the 7 CEs requested an appeal. The positive test result decision was upheld in the appeals process.

In the **for-cause** test category, two CEs tested positive. The CEs' unescorted access was revoked. The CEs were removed from site, returned to their contract company, and permanently restricted from TVAN work. One of the two CEs requested that a split specimen test be performed. The split specimen test reconfirmed the positive results. This CE also requested an appeal. The positive test result decision was upheld in the appeals process.

In the **random** test category, two licensee employees (LEs) tested positive. The LEs' unescorted access was revoked. The first LE was removed from site, suspended for 14 days, and referred to the Employee Assistance Program. The first LE returned to work during this reporting period and was subsequently placed in the follow-up testing program. The first LE did not request that a split specimen test be performed nor request an appeal. The second LE was removed from the site, returned to a non-nuclear organization, and restricted from TVAN work for three years. The second LE requested that a split specimen test be performed. The split specimen test reconfirmed the positive results. The second LE requested an appeal. The positive test result decision was upheld in the appeals process.

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

TENNESSEE VALLEY AUTHORITY	DECEMBER 31, 1999
Company	6 Months Ending
SEQUOYAH NUCLEAR PLANT	
Location	
REBECCA A. STANFIELD	(423) 751-8822
Contact Name	Phone (include area code)
Cut-offs: Screen/Confirmation	
<input checked="" type="checkbox"/> Appendix A to 10 CFR 26 * 50 ng/ml initial cut-off	
Marijuana *	/
Amphetamines	/
Cocaine	/
Phencyclidine	/
Opiates	/
Alcohol(%BAC)	/

*Specimens with a creatinine level less than 20 mg/dl are evaluated using a 20 ng/ml cutoff on the initial marijuana screen and the limit of quantitation as a cutoff on the GC/MS for marijuana metabolite.

Testing Results		Licensee Employees		Long-Term Contractor Personnel		Short-Term Contractor Personnel	
Average Number with Unescorted Access		1333		N/A		372	
Categories		# Tested	# Positive	# Tested	# Positive	# Tested	# Positive
Pre-Access		63	0	N/A	N/A	242	7
For Cause	Post-accident	0	0	N/A	N/A	0	0
	Observed behavior	0	0	N/A	N/A	2	2
Random		325	2	N/A	N/A	101	0
Follow-up		5	0	N/A	N/A	N/A	N/A
Other **		0	0	N/A	N/A	0	0
Total		393	2	N/A	N/A	345	9

** The other test category includes: transfer to TVAN from other TVA organizations; administrative follow-up; program integrity clearance/update; assignment to emergency response duties.

Breakdown of Confirmed Positive Tests for Specific Substances

	Marijuana	Cocaine	Opiates	Amphetamines	Phencyclidine	Alcohol	Refusal to test	1	2	3	4	5	
Licensee Employees	1*	1	0	0	0	0	0	0	0	0	0	0	
Long-Term Contractors	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Short-Term Contractors	6*	1	1	0	0	2	0	0	0	0	0	0	
Total	7	2	1	0	0	2	0	0	0	0	0	0	12

* One specimen from this category tested negative at the 50 ng/ml cutoff limit, but positive using the 20 ng/ml cutoff limit.

Cutoff Levels of Additional Drugs

DRUG NUMBER	SUBSTANCE	Cut-off Level (ng/ml)	
		Screen	Confirmation
1	Barbiturates	300	200
2	Benzodiazepines	300	250
3	Methadone	300	250
4	Methaqualone	300	250
5	Propoxyphene	300	300

ENCLOSURE 4

SUMMARY OF MANAGEMENT ACTIONS FOR
WATTS BAR NUCLEAR PLANT

In the **pre-access** test category, one contract employee (CE) tested positive. The CE was denied access, removed from the site, returned to the contract company, and restricted from TVAN work for three years. The CE did not request that a split specimen test be performed nor did the CE request an appeal.

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

TENNESSEE VALLEY AUTHORITY		DECEMBER 31, 1999	
Company		6 Months Ending	
WATTS BAR NUCLEAR PLANT			
Location			
REBECCA A. STANFIELD		(423) 751-8822	
Contact Name		Phone (include area code)	
Cut-offs: Screen/Confirmation		<input checked="" type="checkbox"/> Appendix A to 10 CFR 26 * 50 ng/ml initial cut-off	
Marijuana *	/	Amphetamines	/
Cocaine	/	Phencyclidine	/
Opiates	/	Alcohol(%BAC)	/

*Specimens with a creatinine level less than 20 mg/dl are evaluated using a 20 ng/ml cutoff on the initial marijuana screen and the limit of quantitation as a cutoff on the GC/MS for marijuana metabolite.

Testing Results		Licensee Employees		Long-Term Contractor Personnel		Short-Term Contractor Personnel	
Average Number with Unescorted Access		993		N/A		257	
Categories		# Tested	# Positive	# Tested	# Positive	# Tested	# Positive
Pre-Access		54	0	N/A	N/A	91	1
For Cause	Post-accident	0	0	N/A	N/A	0	0
	Observed behavior	0	0	N/A	N/A	0	0
Random		234	0	N/A	N/A	80	0
Follow-up		2	0	N/A	N/A	N/A	N/A
Other **		0	0	N/A	N/A	0	0
Total		290	0	N/A	N/A	171	1

** The other test category includes: transfer to TVAN from other TVA organizations; administrative follow-up; program integrity clearance/update; assignment to emergency response duties.

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Breakdown of Confirmed Positive Tests for Specific Substances

	Marjuana	Cocaine	Opiates	Amphetamine	Phencyclidine	Alcohol	Refusal to test	1	2	3	4	5	
Licensee Employees	0	0	0	0	0	0	0	0	0	0	0	0	
Long-Term Contractors	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Short-Term Contractors	0	0	0	1	0	0	0	0	0	0	0	0	
Total	0	0	0	1	0	0	0	0	0	0	0	0	1

Cutoff Levels of Additional Drugs

DRUG NUMBER	SUBSTANCE	Cut-off Level (ng/ml)	
		Screen	Confirmation
1	Barbiturates	300	200
2	Benzodiazepines	300	250
3	Methadone	300	250
4	Methaqualone	300	250
5	Propoxyphene	300	300

ENCLOSURE 5

SUMMARY OF MANAGEMENT ACTIONS FOR
CORPORATE TVAN OFFICES AND BELLEFONTE NUCLEAR PLANT

In the **for-cause** test category, one licensee employee (LE) tested positive. The LE did not have unescorted access. The LE did not request a confirmatory blood alcohol test. The LE did request an appeal. The positive test result decision was upheld in the appeals process. Termination of LE, which includes permanent restriction from TVAN work, was effective February 11, 2000.

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

TENNESSEE VALLEY AUTHORITY	DECEMBER 31, 1999
Company	6 Months Ending
CORPORATE OFFICES (CHATTANOOGA, KNOXVILLE, BELLEFONTE, AND OTHER)	
Location	
REBECCA A. STANFIELD	(423) 751-8822
Contact Name	Phone (include area code)
Cut-offs: Screen/Confirmation	
<input checked="" type="checkbox"/> Appendix A to 10 CFR 26 * 50 ng/ml initial cut-off	
Marijuana *	/
Amphetamines	/
Cocaine	/
Phencyclidine	/
Opiates	/
Alcohol(%BAC)	/

*Specimens with a creatinine level less than 20 mg/dl are evaluated using a 20 ng/ml cutoff on the initial marijuana screen and the limit of quantitation as a cutoff on the GC/MS for marijuana metabolite.

Testing Results		Licensee Employees		Long-Term Contractor Personnel		Short-Term Contractor Personnel	
Average Number with ** Unescorted Access		N/A		N/A		N/A	
Categories		# Tested	# Positive	# Tested	# Positive	# Tested	# Positive
Pre-Access		N/A	N/A	N/A	N/A	N/A	N/A
For Cause	Post-accident	0	0	N/A	N/A	0	0
	Observed behavior	1	1	N/A	N/A	0	0
Random		154	0	N/A	N/A	17	0
Follow-up		0	0	N/A	N/A	N/A	N/A
Other ***		6	0	N/A	N/A	14	0
Total		161	1	N/A	N/A	31	0

** Persons assigned to the corporate organization or Bellefonte, but with unescorted access at a TVAN site, are included in the average for the site or sites where they hold the unescorted access authorization.

*** The other test category includes: employment (10) contract; transfer to TVAN from other TVA organizations; administrative follow-up; program integrity clearance/update (4)-TVA, (1) contract; assignment to emergency response duties (2)-TVA, (3)-contract.

REV. 1/92

Breakdown of Confirmed Positive Tests for Specific Substances

	Marijuana	Cocaine	Opiates	Amphetamines	Phencyclidine	Alcohol	Refusal to test	1	2	3	4	5	
Licensee Employees	0	0	0	0	0	1	0	0	0	0	0	0	
Long-Term Contractors	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Short-Term Contractors	0	0	0	0	0	0	0	0	0	0	0	0	
Total	0	0	0	0	0	1	0	0	0	0	0	0	1

Cutoff Levels of Additional Drugs

DRUG NUMBER	SUBSTANCE	Cut-off Level (ng/ml)	
		Screen	Confirmation
1	Barbiturates	300	200
2	Benzodiazepines	300	250
3	Methadone	300	250
4	Methaqualone	300	250
5	Propoxyphene	300	300

ENCLOSURE 6

SUMMARY OF FITNESS FOR DUTY EVENTS
 REPORTED TO THE NUCLEAR REGULATORY COMMISSION OPERATIONS CENTER

EVENTS	DATE OF NOTIFICATION	JOB TITLE	SUBSTANCE	METHOD DISCOVERED	ACTION TAKEN
2000-001	December 14, 1999	Contractor Foreman	N/A--attempted FFD testing subversion	Random testing at BFN Nitrites were detected by TVAN's contract laboratory.	The individual's unescorted access was revoked. The individual was removed from site and returned to the contractor. A review of the individual's work was performed, and no deficiencies were identified. The individual's termination and permanent restriction from TVAN were effective December 13, 1999.