

**Lewis Sumner**  
Vice President  
Hatch Project Support

**Southern Nuclear  
Operating Company, Inc.**  
40 Inverness Parkway  
Post Office Box 1295  
Birmingham, Alabama 35201  
  
Tel 205.992.7279  
Fax 205.992.0341



February 22, 2000

Docket Nos. 50-321  
50-366

HL-5896

U.S. Nuclear Regulatory Commission  
ATTN: Document Control Desk  
Washington, DC 20555

Edwin I. Hatch Nuclear Plant  
Fitness For Duty Performance Data

Ladies and Gentlemen:

Southern Nuclear Operating Company (Southern Nuclear) hereby submits the Fitness For Duty Performance Data for the six-month reporting period, July 1999 through December 1999, as required by 10 CFR 26.71(d). The data reflected in this report covers employees at the Edwin I. Hatch Nuclear Plant. The report data is summarized in the attached enclosures.

Should you have any questions, please advise.

Sincerely,

A handwritten signature in cursive script that reads "Lewis Sumner".

H. L. Sumner

HLS/JMG

Enclosure 1: FFD Performance Data Sheets (2 pages)  
Enclosure 2: Hatch FFD Program Summary

cc: (See next page)

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cc: Southern Nuclear Operating Company  
Mr. P. H. Wells, Nuclear Plant General Manager  
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U. S. Nuclear Regulatory Commission, Washington, DC  
Mr. L. N. Olshan, Project Manager - Hatch

U. S. Nuclear Regulatory Commission, Region II  
Mr. L. A. Reyes, Regional Administrator  
Mr. J. T. Munday, Senior Resident Inspector - Hatch

HL-5896  
File: J.02

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

Company: <b>Southern Nuclear Operating Company</b>		6 Months Ending <b>12/31/1999</b>
Location <b>E. I. Hatch Nuclear Plant, Baxley, GA</b>		
Contact Name <b>Dianne Coley</b>		Phone <b>205-992-7231</b>
Cutoffs: Screen/Confirmation (ng/ml) <input checked="" type="checkbox"/> Appendix A to 10CFR 26		
Marijuana	50 / 15	Amphetamines / _____ /
Cocaine	/	Phencyclidine / _____ /
Opiates	/	Alcohol (% BAC) _____ /

Testing Results		Licensee Employees		Long Term Contractor Personnel		Short Term Contractor Personnel	
Average Number with unescorted access		937		148		115	
Categories		# Tested	# Positive	# Tested	# Positive	# Tested	# Positive
Pre-Access		15	0	2	0	278	6
For Cause	Post accident	0	0	0	0	0	0
	Observed behavior	5	0	0	0	0	0
Random		253	0	43	1	24	0
Follow-up		20	0	2	0	6	0
Other: Safety & Health, Re-test, Return to work		33	0	8	0	41	3
<b>Total</b>		<b>326</b>	<b>0</b>	<b>55</b>	<b>1</b>	<b>349</b>	<b>9</b>

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

**Hatch**

	Marijuana	Cocaine	Amphetamines	Phencyclidine	Alcohol	Refusal to Test	1	2	3	4	5	
Licensee Employees	0	0	0	0	0	0						
Long-Term Contractors	1	1	0	0	0	0						
Short-Term Contractors	4	5	0	0	0	1						A
<b>Total</b>	<b>5</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>						<b>12</b>

## Enclosure 2

### Edwin I. Hatch Nuclear Plant Fitness For Duty Program Summary

The data generated under the Fitness for Duty (FFD) program from July 1999 through December 1999 has been reviewed and analyzed. The data reflected in this report covers workers, including contract personnel, of the Hatch Nuclear Plant.

The random pool contains not only those badged for unescorted access, but also those employees who may, in an emergency condition, be called upon to work at the site and may require unescorted access. Contractors without approved programs are included in the testing pool while on site. Testing during this time period was performed on a nominal weekly basis to include swing shifts, weekends, and holidays. During this testing period, the rate of testing was equal to 50% yearly of the total population.

In summarizing management actions associated with the FFD program, it should be emphasized that the incidents of confirming positive tests were very low. Consequently, management actions relative to determination of FFD have been limited. Contractor employees screened as positive are denied access and no further action is taken. Six short-term contractors tested positive and were denied access. One long-term contractor was positive on a random for both marijuana and cocaine and was terminated. Three short-term contractors tested positive on return to work tests and were terminated. In addition, one short-term contractor was a refusal to test.

There were no management actions taken on licensee employees during this six-month period.

Weekly quality control checks of the Fitness for Duty random pool revealed only minor discrepancies from July through December.

Since 1996, employees who report a substance abuse related arrest submit to for-cause fitness for duty testing and are referred for Employee Assistance evaluation by a mental health professional to determine if there is a substance abuse or other problem. For this reporting period, there were two employees referred for evaluation.

In December 1999, during an NRC audit at Plant Hatch, an NRC inspector found the doors to the Medical facility (which houses the FFD facility) unlocked with no one in attendance. The inspector located a key, which gave access to the room holding the FFD equipment, FFD files and the FFD refrigerator. The NRC Resident Inspector was notified, and the FFD personnel were summoned immediately. Plant and departmental management were notified and immediate corrective actions were taken. This situation resulted in a non-cited violation. Additional corrective actions are in progress and estimated completion date is March 31, 2000.