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SOUTHERN COMPANY
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HL-5971

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, January 2000 through June 2000, 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,

H. L. Sumner

HLS/JMG

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

A021

cc: Southern Nuclear Operating Company
Mr. P. H. Wells, Nuclear Plant General Manager
Document Management – A2.001

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-5971
File: J.02

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

Company: **Southern Nuclear Operating Company**	6 Months Ending **6-30-00**
Location **E. I. Hatch Nuclear Plant, Baxley, GA**	
Contact Name **Dianne Coley**	Phone **205-992-7231**

Cutoffs: Screen/Confirmation (ng/ml) ☒ 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		901		166		341	
Categories		# Tested	# Positive	# Tested	# Positive	# Tested	# Positive
Pre-Access		32	0	1	0	1025	16
For Cause	Post accident	0	0	0	0	0	0
	Observed Behavior	6	0	0	0	3	2
Random		260	0	28	0	78	1
Follow-up		23	1	0	0	18	0
Other: Safety & Health, Re-test, Return to work		21	0	1	0	53	3
Total		342	1	30	0	1177	22

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

	Marijuana	Cocaine	Opiates	Amphe-tamines	Phency-clidine	Alcohol	Refusal to Test	1	2	3	4	5	
Licensee Employees	0	0	0	0	0	1	0						
Long-Term Contractors	0	0	0	0	0	0	0						
Short-Term Contractors	14	3	0	1	0	1	3						A
Total	14	3	0	1	0	2	3						23

Enclosure 2

Edwin I. Hatch Nuclear Plant
Fitness For Duty Program Summary

The data generated under the Fitness for Duty (FFD) program from January 2000 through June 2000 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. Sixteen short-term contractors tested positive and were denied access – fourteen of which were due to substance-related confirmations and two of which were refusals to provide an adequate test. One of these two refusals was an incident of confirmed nitrite adulteration. Following the nitrite adulterated test, the individual tested positive for marijuana as one of the three re-tested short-term contractors. One short-term contractor tested positive on a random and two short-term contractors tested positive on for-cause tests as a result of behavioral observation – one of which was a refusal to provide an adequate test.

Management actions taken on licensee employees during this six-month period included one individual. Already in the follow-up pool for a previously confirmed positive test, this individual tested positive for alcohol. The individual was terminated from employment.

Weekly quality control checks of the FFD random pool revealed only minor discrepancies during this reporting period.

Since 1996, employees who report a substance abuse related arrest submit to for-cause FFD 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 three employees referred for evaluation.

On June 26, 2000, a sealed package containing leafy material was found inside the protected area in a roadway. The package and its contents were sent to a laboratory in the Division of Forensic Sciences in the Georgia Bureau of Investigation (GBI). The GBI laboratory notified the Appling County Sheriff's Office who in turn sent a facsimile to Plant Hatch at 1330 EDT on August 1, 2000, reporting that the leafy material was positive for marijuana in the sample tested with a total weight of less than one gram. Following the confirmation of the substance, a phone notification was made to the NRC on August 2, 2000 in accordance with 10CFR26.73(a)(1) which requires a 24-hour notification for an event involving the possession of illegal drugs within the protected area. Even though the substance was not in the direct possession of an individual upon discovery, this condition was reported because an individual had to possess the material in order to introduce it into the protected area. Due to a management directive, personnel that were in the protected area during the time frame of the discovery of the marijuana have been placed into a smaller pool for random drug screening. This Supplemental Random Testing Pool was instituted on August 7, 2000 for the personnel described above at an additional 100% annual testing rate.