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James Knubel
Senior Vice President and
Chief Nuclear Officer

August 24, 2000
JPN-00-031
IPN-00-061

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

SUBJECT: James A. FitzPatrick Nuclear Power Plant
Docket No. 50-333
Indian Point 3 Nuclear Power Plant
Docket No. 50-286
**Fitness-for-Duty Program Performance Report
For the Period January - June 2000**

Dear Sir:

This letter transmits the James A. FitzPatrick and Indian Point 3 Fitness-for-Duty Program performance reports for the period from January through June 2000 in accordance with the requirements of 10 CFR 26.71(d). The FitzPatrick report is Attachment I and the Indian Point 3 report is Attachment II.

No new commitments are being made by the Authority in this submittal. If you have any questions, please contact Ms. Charlene D. Faison.

Very truly yours,

A handwritten signature in black ink, appearing to read 'J. Knubel', written over a large, stylized flourish.

J. Knubel
Senior Vice President and
Chief Nuclear Officer

cc: See next page
Attachments: As stated

A021

cc: Regional Administrator
U.S. Nuclear Regulatory Commission
475 Allendale Road
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Mr. George F. Wunder, Project Manager
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James A. FitzPatrick Nuclear Power Plant
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Office of the Resident Inspector
U.S. Nuclear Regulatory Commission
Indian Point Unit 3 Nuclear Power Plant
P.O. Box 337
Buchanan, NY 10511

ATTACHMENT I TO JPN-00-031 / IPN-00-061

**JAMES A. FITZPATRICK FITNESS-FOR-DUTY PROGRAM
PERFORMANCE REPORT FOR
JANUARY THROUGH JUNE 2000**

NEW YORK POWER AUTHORITY
JAMES A. FITZPATRICK NUCLEAR POWER PLANT
DOCKET NO. 50-333
DPR-59

New York Power Authority
James A. FitzPatrick Nuclear Power Plant

**Fitness-for-Duty Program Performance Report
for the Period January through June 2000**

INTRODUCTION

10 CFR 26.71(d) requires that nuclear power plant licensees periodically collect, compile and submit Fitness-for-Duty performance data. Specifically, this performance data must include:

1. Random testing rate;
2. Drugs tested for and cutoff levels, including results of tests using lower cutoff levels;
3. Workforce population tested;
4. Numbers of tests and results by population and type of test (i.e., pre-access, random, for-cause, etc.);
5. Substances identified;
6. Summary of management actions; and
7. A list of events reported.

Fitness-for-Duty performance data for the Authority's James A. FitzPatrick Nuclear Power Plant for the period from January through June 2000 are provided below and in the attached tables. Data on random testing rate, a summary of management actions, and a list of events reported (items 1, 6 and 7) are given below. Data for the remaining items (2, 3, 4 and 5) are given in the attached tables.

An additional section not required by 10 CFR 26 is included in this report. The additional section summarizes events related to the FitzPatrick Fitness-for-Duty program and lessons learned.

The Authority considers all contractors to be short-term contractors for the purposes of the Fitness-for-Duty Program. For this reason, the attached tables show "N/A" for data associated with long-term contractors.

RANDOM TESTING RATE

For this period, 27.6% of employees were tested randomly. For this period, 84.8% of contractors were tested randomly.

SUMMARY OF MANAGEMENT ACTIONS

The Authority used the definition of "Management Actions" implicit in 10 CFR 26.27 ("Management actions and sanctions to be imposed") to determine the content of this section.

Pre-Access Testing

A total of 176 pre-access tests were administered. All test results were negative.

Employee Random Testing

A total of 257 employee random tests were administered. One of the tests was confirmed positive for marijuana. The employee was denied access, referred to the Employee Assistance Program (EAP), and put into the follow-up testing program upon return to work.

Contractor Personnel Random Testing

A total of 157 contractor random tests were administered with one positive result for alcohol.

In this incident, the name was selected on June 12, 2000. Since the individual was not on site, the badge was 'flagged.' When the individual reported to work on June 22, 2000, the testing was administered and the confirmed results were positive for alcohol. The individual was denied access and was terminated.

For Cause Testing

One for cause test was administered. The test was administered because the worker was involved in a minor forklift accident. The test results were negative.

Follow-up Testing

A total of sixteen follow up tests were administered. All test results were negative.

Other

This category includes tests repeated because the results of the specimen were negative but the specimen was determined by the laboratory to have either a low specific gravity or a low concentration of creatinine. There were twelve tests conducted. All test results were negative.

EVENTS REPORTED

No events were reported this period.

LESSONS LEARNED AND PROGRAM EVENTS

Two breathalyzer machines have been re-certified and brought up to factory specifications. Two other machines will be sent out for re-certification this month.

Fitness for Duty Program Performance Data Personnel Subject to 10CFR26

<u>New York Power Authority</u>	<u>June 30, 2000</u>
Company	6 Months Ending
<u>James A. FitzPatrick Nuclear Power Plant / Docket No. 50-333</u>	
Location	
<u>Pamela D. Stell, RN, OHN Administrator</u>	<u>(315) 349-6412</u>
Contact Name	Phone (include area code)

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

Marijuana	/	Amphetamines	/	_____	/
Cocaine	/	Phencyclidine	/	_____	/
Opiates	/	Alcohol(%BAC)	/	_____	/

Testing Results		Licensee Employees		Long-Term Contractor Personnel		Short-Term Contractor Personnel	
Average Number with Unescorted Access		930.4		N/A		185.2	
Categories		# Tested	# Positive	# Tested	# Positive	# Tested	# Positive
Pre-Access		31	0	N/A	N/A	145	0
For Cause	Post accident	1	0	N/A	N/A	0	N/A
	Observed behavior	0	N/A	N/A	N/A	0	N/A
Random		257	1	N/A	N/A	157	1
Follow-up		12	0	N/A	N/A	4	0
Other		6	0	N/A	N/A	6	0
Total		307	1	N/A	N/A	312	1

Breakdown of Confirmed Positive Tests for Specific Substances

	Marijuana	Cocaine	Opiates	Ampheta- mines	Phency- clidine	Alcohol	Refusal to Test	1	2	3	4	5	
Licensee Employees	1	0	0	0	0	0	0	N/A	N/A	N/A	N/A	N/A	
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	1	0	N/A	N/A	N/A	N/A	N/A	A
Total	1	0	0	0	0	1	0	N/A	N/A	N/A	N/A	N/A	2

ATTACHMENT II TO JPN-00-031 / IPN-00-061

**INDIAN POINT 3 FITNESS-FOR-DUTY PROGRAM
PERFORMANCE REPORT FOR
JANUARY THROUGH JUNE 2000**

NEW YORK POWER AUTHORITY
INDIAN POINT 3 NUCLEAR POWER PLANT
DOCKET NO. 50-286
DPR-64

New York Power Authority
Indian Point 3 Nuclear Power Plant

**Fitness-for-Duty Program Performance Report
for the Period January through June 2000**

INTRODUCTION

10 CFR 26.71(d) requires that nuclear power plant licensees periodically collect, compile and submit Fitness-for-Duty performance data. Specifically, this performance data must include:

1. Random testing rate;
2. Drugs tested for and cutoff levels, including results of tests using lower cutoff levels;
3. Workforce population tested;
4. Numbers of tests and results by population and type of test (i.e., pre-access, random, for-cause, etc.);
5. Substances identified;
6. Summary of management actions; and
7. A list of events reported.

Fitness-for-Duty performance data for the Authority's Indian Point 3 Nuclear Power Plant for the period from January through June 2000 are provided below and in the attached tables. The random testing rate, a summary of management actions, and a list of events reported (items 1, 6, and 7) are given below. Data for the remaining items (2, 3, 4, and 5) are given in the attached tables.

An additional section not required by 10 CFR 26 is included in this report. The additional section summarizes events related to the Indian Point 3 Fitness-for-Duty program and lessons learned.

The Authority considers all contractors to be short-term contractors for purposes of the Fitness-for-Duty program. For this reason, the attached tables show "N/A" for data associated with long-term contractors.

RANDOM TESTING RATE

For this period, 26% of the personnel in the testing pool were tested randomly.

SUMMARY OF MANAGEMENT ACTIONS

The Authority used the definition of "Management Actions" implicit in 10 CFR 26.27 ("Management actions and sanctions to be imposed") to determine the content of this section.

Pre-Access Testing

A total of 81 pre-access tests were administered. All test results were negative.

Employee Random Testing

A total of 259 employee random tests were administered. All test results were negative.

Contractor Personnel Random Testing

A total of 33 contractor random tests were administered. All test results were negative.

For Cause Testing

There were two for cause tests conducted. An Authority employee was tested as a result of an alcohol like odor on his breath. The test results were confirmed positive for alcohol. The employee was relieved for the remainder of the shift and was placed in the follow-up testing program. A second Authority employee was tested as a result of a job performance issue. The test results were negative. The employee's access to the protected area was revoked based on job performance issues.

Follow-up Testing

There were 25 follow-up tests conducted during the period. All test results were negative.

Other

This category includes tests repeated because the results of the specimen were negative but the specimen was determined by the laboratory to have either a low specific gravity or a low concentration of creatinine. There were eight tests conducted. All tests were negative.

EVENTS REPORTED

There were no 10 CFR 26.73a reportable events during this period.

LESSONS LEARNED AND PROGRAM EVENTS

The Human Resources Department mailed a pamphlet describing the available Employee Assistance Programs (EAPs) to all employee homes. The purpose of this mailing was to remind employees of the services EAP offers to the employee and to eligible family members.

Attachment II to JPN-00-031 / IPN-00-061

In addition, a mandatory EAP training session was initiated in June for all supervisors and managers. The purpose of this session was to help make supervisors and managers more comfortable referring employees to EAP and using EAP as a possible resolution to problems that arise. The Continual Behavior Observation Program was also discussed in relation to Fitness for Duty concerns and monthly access lists during this training. It impressed how closely interwoven these concerns are. These classes are still being conducted and the initial feedback has been positive.

Fitness for Duty Program Performance Data Personnel Subject to 10CFR26

<u>New York Power Authority</u> Company		<u>June 30, 2000</u> 6 Months Ending					
<u>Indian Point Unit 3 Nuclear Power Plant</u> Location							
<u>Sharon Quinn</u> Contact Name		<u>(914) 788-2193</u> Phone (include area code)					
Cutoffs: Screen/Confirmation (ng/ml) [X] Appendix A to 10 CFR 26							
Marijuana	/	Amphetamines	/ _____ /				
Cocaine	/	Phencyclidine	/ _____ /				
Opiates	/	Alcohol(%BAC)	/ _____ /				
Testing Results	Licensee Employees		Long-Term Contractor Personnel	Short-Term Contractor Personnel			
Average Number with Unescorted Access	974		N/A	135			
Categories	# Tested	# Positive	# Tested	# Positive	# Tested	# Positive	
Pre-Access	8	0	N/A	N/A	73	0	
For Cause	Post accident	0	N/A	N/A	N/A	0	N/A
	Observed behavior	2	1	N/A	N/A	0	0
Random	259	0	N/A	N/A	33	0	
Follow-up	25	0	N/A	N/A	0	N/A	
Other	5	0	N/A	N/A	3	0	
Total	299	1	N/A	N/A	109	0	

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	N/A	N/A	N/A	N/A	N/A	
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	N/A	N/A	N/A	N/A	N/A	A
Total	0	0	0	0	0	1	0	N/A	N/A	N/A	N/A	N/A	1