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Michael R. Kansler
Senior Vice President &
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March 1, 2001
JPN-01-004
IPN-01-018

U.S. Nuclear Regulatory Commission
Mail Stop O-P1-17
Washington, D.C. 20555-0001
ATTN: Document Control Desk

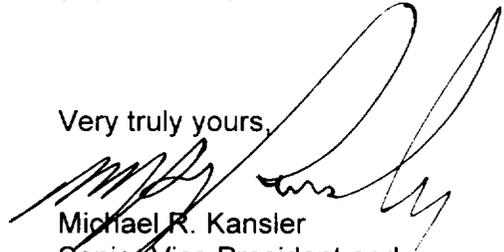
SUBJECT: Indian Point 3 Nuclear Power Plant
Docket No. 50-286
James A. FitzPatrick Nuclear Power Plant
Docket No. 50-333
**Fitness-for-Duty Program Performance
Report for the Period July - December 2000**

Dear Sir:

This letter transmits the James A. FitzPatrick and Indian Point 3 Fitness-for-Duty Program performance reports for the period from July through December 2000 in accordance with the requirements of 10 CFR 26.71(d). The FitzPatrick report is Attachment 1 and the Indian Point 3 report is Attachment II.

There are no new commitments made in this letter. If you have any questions, please contact Ms. Charlene Faison at 914-272-3378.

Very truly yours,



Michael R. Kansler
Senior Vice President and
Chief Operating Officer

Attachments: As stated
cc: See next page

A021

cc: Regional Administrator
U.S. Nuclear Regulatory Commission
475 Allendale Road
King of Prussia, PA 19406

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Indian Point Unit 3
U.S. Nuclear Regulatory Commission
P.O. Box 337
Buchanan, NY 10511

Resident Inspector's Office
James A. FitzPatrick
U.S. Nuclear Regulatory Commission
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Mr. George Wunder, Project Manager
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ATTACHMENT I to JPN-01-004/IPN-01-018

**JAMES A. FITZPATRICK FITNESS FOR DUTY
PROGRAM PERFORMANCE REPORT FOR
JULY THROUGH DECEMBER 2000**

**ENTERGY NUCLEAR OPERATIONS, INC.
JAMES A. FITZPATRICK NUCLEAR POWER PLANT
DOCKET NO. 50-333
DPR-59**

**Entergy Nuclear Operations, Inc.
James A. FitzPatrick Nuclear Power Plant**

**Fitness-for-Duty Program Performance Report
For the Period July through December 2000**

INTRODUCTION

10CFR26.71(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. Substance identified;
6. Summary of management actions; and
7. A list of events reported.

Fitness-for-Duty performance data for Entergy's James A. FitzPatrick Nuclear Power Plant for the period from July through December 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 10CFR26 is included in this report. The additional section summarizes events related to the FitzPatrick Fitness-for-Duty program and lessons learned.

Entergy 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, 27.7% of employees were tested randomly. The annual rate for 2000 is 55.2%. For this period, 60.8% of contractors were tested randomly with an annual rate of 135.7%.

SUMMARY OF MANAGEMENT ACTIONS

Entergy used the definition of "Management Actions" implicit in 10CFR26.27 ("Management actions and sanctions to be imposed") to determine the content of this section.

Pre-Access Testing

A total of 1018 pre-access tests were administered. Positive tests were confirmed for one employee and seven contractors. The employee tested positive for alcohol (0.45-0.47). Four contractors tested positive for cocaine, two tested positive for marijuana, and one tested positive for alcohol. All individuals were denied unescorted access.

Employee Random Testing

A total of 247 employee random tests were administered. All test results were negative.

Contractor Personnel Random Testing

A total of 263 contractor random tests were administered with two positive results. One contractor tested positive for cocaine. The other contractor tested positive for both cocaine and marijuana.

For Cause Testing

Four (4) for-cause tests were administered this reporting period. One of these was for a visitor. One was for an employee, a post-accident evaluation, who had hit an overhead door with a forklift. The remaining two were contractors.

- The visitor was being processed for access when the odor of alcohol was detected by security. Test results were 0.112% and 0.119%, and access was denied.
- The employee's test results were negative.
- One contractor had an odor of alcohol detected at security access, the test results were 0.049% and 0.050%, and access was denied. The other contractor also had the odor of alcohol detected during a pre-access physical. Those test results were 0.02% and 0.019% and the contractor was placed on accelerated testing.

Follow Up Testing

Of the thirty six (36) follow up tests administered, all test results were negative.

EVENTS REPORTED

No events were reported this period.

LESSONS LEARNED AND PROGRAM EVENTS

A contractor had pre-access tests on September 25, 2000. Consequently, a drug and alcohol test was not required during a subsequent pre-access physical on October 4, 2000. However, during the physical exam, the Medical Review Officer detected the odor of alcohol and requested a for-cause test be performed. The results were 0.02% and 0.019%. Although the results were below the cutoff of 0.04% (and not counted as positive) management placed the contractor on accelerated testing.

Fitness for Duty Program Performance Data Personnel Subject to 10CFR26

<u>Entergy Nuclear Operations, Inc.</u>	<u>December 31, 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) 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	
		# Tested	# Positive	# Tested	# Positive	# Tested	# Positive
Average Number with Unescorted Access		882.2		N/A		432.5	
Categories		# Tested	# Positive	# Tested	# Positive	# Tested	# Positive
Pre-Access		63	1	N/A	N/A	955	7
For Cause	Post Accident	1	0	N/A	N/A	0	0
	Observed Behavior	0	0	N/A	N/A	3	2
Random		247	0	N/A	N/A	263	2
Follow-up		4	0	N/A	N/A	32	0
Other (Atypical)		8	0	N/A	N/A	36	0
Total		323	1	N/A	N/A	1289	11

Breakdown of Confirmed Positive Tests for Specific Substances

	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	N/A	N/A	N/A	N/A	N/A	N/A	N/A						
Short-Term Contractors	3	6	0	0	0	3	0						A
TOTAL	3	6	0	0	0	4	0						13

ATTACHMENT II to JPN-01-004/IPN-01-018

**INDIAN POINT 3 FITNESS FOR DUTY
PROGRAM PERFORMANCE REPORT FOR
JULY THROUGH DECEMBER 2000**

**ENTERGY NUCLEAR OPERATIONS, INC.
INDIAN POINT 3 NUCLEAR POWER PLANT
DOCKET NO. 50-286
DPR-64**

**Entergy Nuclear Operations, Inc.
Indian Point 3 Nuclear Power Plant**

**Fitness-for-Duty Program Performance Report
For the Period July through December 2000**

INTRODUCTION

10CFR26.71(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. Substance identified;
6. Summary of management actions; and
7. A list of events reported.

Fitness-for-Duty performance data for Entergy's Indian Point 3 Nuclear Power Plant for the period from July through December 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 10CFR26 is included in this report. The additional section summarizes events related to the Indian Point 3 Fitness-for-Duty program and lessons learned.

Entergy 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, 25.6% of the personnel in the testing pool were tested randomly. The 2000 annual percentage rate for personnel random testing was 50.76%.

SUMMARY OF MANAGEMENT ACTIONS

Entergy used the definition of "Management Actions" implicit in 10CFR26.27 ("Management actions and sanctions to be imposed") to determine the content of this section.

Pre-Access Testing

A total of 94 pre-access tests were administered. Three contractors' tests were confirmed positive; one for marijuana, one for cocaine, and one for alcohol. All individuals were denied unescorted access.

Employee Random Testing

A total of 237 employee random tests were administered. Two random tests were confirmed positive.

One employee was confirmed positive for cocaine. This employee had submitted a first sample, which did not register a temperature. This action prompted a second, witnessed sample, that confirmed positive for cocaine. The employee's unescorted access was immediately revoked upon receipt of the cold sample and the individual placed on administrative suspension. When the witnessed sample confirmed positive for cocaine the employee resigned.

A second employee's test was confirmed positive for marijuana. The employee's unescorted access was revoked and the individual was referred to the Employee Assistance Program (EAP). The employee was cleared by the EAP and the Medical Review Officer (MRO) to return to work. The results of a return to work test were confirmed negative prior to reinstatement of unescorted access. The employee is now in the follow-up testing program.

Contractor Personnel Random Testing

A total of 26 contractor random tests were administered. All test results were negative.

For Cause Testing

There were two (2) for cause tests conducted.

An employee was tested as a result of an alcohol like odor on their breath. The test results were confirmed positive for alcohol and cocaine. The employee's unescorted access was revoked and the individual was referred to the EAP. The employee was cleared by the EAP and the MRO to return to work. The result of a return to work test was confirmed negative prior to the reinstatement of their unescorted access. The employee is now in the follow-up testing program.

A second employee was tested as a result of being hit in the rear bumper while driving a company vehicle. The driver of the car was tested as a precautionary action. The test result was negative.

Follow Up Testing

Of the thirty nine (39) follow up tests administered, all test results were negative.

Other

There were 11 tests conducted. All test results were negative. This category contains repeat tests for specimens that had initially tested negative but had also been determined by the laboratory to have either a low specific gravity or a low concentration of creatinine.

EVENTS REPORTED

There were no 10CFR26.73a reportable events during this period.

LESSONS LEARNED AND PROGRAM EVENTS

The EAP training sessions that were initiated in the first half of the year have concluded with approximately two thirds of managers and supervisors having attended a session. Feedback was positive.

During this period, Indian Point 3 implemented the use of ChemStix4 strips to test for elevated nitrite levels with a subsequent confirmation using Mask 87 strips. Each time a sample is tested for nitrites a ChemStix4 strip is used. If a positive reaction is obtained the results are confirmed with a Mask 87 strip. This practice has been found to be time saving, cost effective, and helps to ensure less embarrassment on an individual's part by decreasing the false positive nitrite results.

Fitness for Duty Program Performance Data Personnel Subject to 10CFR26

<u>Entergy Nuclear Operations, Inc.</u>	<u>December 31, 2000</u>
Company	6 Months Ending
<u>Indian Point Unit 3 Nuclear Power Plant</u>	
Location	
<u>Sharon Quinn</u>	<u>(914) 788-2193</u>
Contact Name	Phone (include area code)
Cutoffs: Screen/Confirmation (ng/ml) <input checked="" type="checkbox"/> 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	
		# Tested	# Positive	# Tested	# Positive	# Tested	# Positive
Average Number with Unescorted Access		886		N/A		139	
Pre-Access		24	0	N/A	N/A	70	3
For Cause	Post Accident	1	0	N/A	N/A	0	0
	Observed Behavior	1	1	N/A	N/A	0	0
Random		237	2	N/A	N/A	26	0
Follow-up		25	0	N/A	N/A	14	0
Other (Atypical)		9	0	N/A	N/A	2	0
Total		297	3	N/A	N/A	112	3

