



**North
Atlantic**

North Atlantic Energy Service Corporation
P.O. Box 300
Seabrook, NH 03874
(603) 474-9521

The Northeast Utilities System

July 30, 2001

Docket No. 50-443

NYN-01055

United States Nuclear Regulatory Commission
Attention: Document Control Desk
Washington, DC 20555

Seabrook Station
Semi-Annual Fitness-For-Duty Report

In accordance with the requirements of 10 CFR 26.71(d), enclosed, please find the North Atlantic Energy Service Corporation Semi-Annual Fitness-For-Duty Report. This report includes data from January 1, 2001 through June 30, 2001.

Should you have any questions regarding the enclosed revisions, please contact Mr. James M. Peschel, Manager - Regulatory Programs, at (603) 773-7194.

Very truly yours,

NORTH ATLANTIC ENERGY SERVICE CORP.


Ted C. Feigenbaum
Executive Vice President and
Chief Nuclear Officer

cc: H. J. Miller, NRC Region I Administrator
G. F. Wunder, NRC Project Manager, Project Directorate I-2
G. T. Dentel, NRC Senior Resident Inspector

A021

ENCLOSURE TO NYN-01055

North Atlantic Energy Service Corporation

Semi-Annual Fitness-for-Duty Report

January 01, 2001, through June 30, 2001

North Atlantic Energy Service Corporation
Semi-Annual Fitness-for-Duty Report
for period ending June 30, 2001

Table of Contents

	<u>Page</u>
I. Performance Data Sheets (NUMARC format)	1
and	2
II. Management Summary	
1. Program Effectiveness	3
2. Initiatives	4
3. Blind Report	5
4. Reported Events	5
III. Graphic Analysis	
1. Total Screenings vs. Failures by Test Type	6
2. Percentage of Failures by Test Type	6
3. Licensee Failures by Substance	7
4. Contractor Failures by Substance	7
5. Total Screenings vs. Failures by Day of Week	8
6. Reason for Failure by Day of Week	8
7. Random Screenings by Hour of Day	9
8. Random Screenings by Day of Week	9

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

North Atlantic Energy Service Corporation

Six Month Period Ending: 30 June 2001

P.O. Box 300

Seabrook, NH 03874

Contact: James J. Pandolfo

Phone: (603) 773-7047

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

Marijuana 50/ 15 Amphetamines 1000/ 500 Nitrite 500

Cocaine 300/ 150 Phencyclidine 25/ 25

Opiates 300/ 300 Alcohol (% BAC) 0.04

Random Testing Rate Required: 50% Conducted: 54%

Testing Results		Licensee Employees		Long-Term Contractors		Short-Term Contractors	
Average Number with Unescorted Access		779		3		320	
Categories		# Tested	# Positive	# Tested	# Positive	# Tested	# Positive
Pre-Access		45	0	0	0	136	4
Post Accident or Observed Behavior	For Cause	0	0	0	0	0	0
		3	1	0	0	2	1
Random		217	2	2	0	84	1
Follow-up		41	0	0	0	7	0
Other		5	0	0	0	9	0
Total		311	3	2	0	238	6

Breakdown of Confirmed Positive Tests for Specific Substances

	Marijuana		Cocaine	Opiates	Amphetamines	Phencyclidine	Alcohol	Refusal to Test	Nitrite	2	3	4	
	NRC	NAESCO											
	Cutoff Level												
	100 ng	50 ng											
Licensee Employees		1					2						
Long-Term Contractors													
Short-Term Contractors	2	2					1	1					A
Total	2	3	0	0	0	0	3	1	0	0	0	0	9

PROGRAM EFFECTIVENESS

The data compiled during this reporting period is presented in the graphic analysis beginning after the management summary in this report.

During the first half of 2001 North Atlantic Energy Service Corporation (NAESCO) conducted 551 tests. There were 9 failures, resulting in a positive test rate of 1.63%.

- Contractors account for 240 tests and 6 failures (a 2.5% failure rate). There were 4 marijuana failures, 1 alcohol failure, and 1 administrative failure (individual was notified of random test but failed to appear for testing).
- Licensees account for 311 tests and 3 failures (a 0.96% failure rate). There were 2 alcohol failures, and 1 marijuana failure.

Sixty percent (3 of 5) of the marijuana failures this period were detected at North Atlantic's 50ng cutoff level.

There were no cocaine failures during this reporting period. Monitoring of cocaine failures will continue in an effort to determine if the increase in 1999 was an anomaly or a trend, particularly in terms of the stable workforce at NAESCO.

Also during this reporting period there was one Fitness for Duty (FFD) violation for possession of alcohol in the Protected Area. The violation was discovered by the individual who immediately reported it to the supervisor. Sanctions imposed were subsequently waived after a review of the incident by the NAESCO FFD Appeal Board.

All available evidence indicates that the continued support of NAESCO management and employees has provided the basis for the FFD program's effective implementation and continued advancement toward the goal of achieving a workplace free of drugs and alcohol and the effects of such substances.

INITIATIVES

1. Developed and implemented a Change Management Plan to relocate the demarcation line (which indicates an intention to enter the Protected Area) from the turnstile readers to the beginning of the surveillance equipment. This will provide for more equitable treatment of workers.
2. Recertified nine collection personnel for proficiency in urine specimen collection and breath alcohol measurement.
3. Certified two Security Supervisors in the use of the Alco-Sensor III at the Emergency Off-Site Facility (EOF) Only.
4. Revised the North Atlantic Fitness for Duty policy
 - SP 7.1: Added clarifying information in regard to obtaining certification of rehabilitation. Prior to obtaining Certification the individual shall provide documentation of an evaluation and/or treatment by a substance abuse specialist or must do so by choosing any licensed provider and paying that provider directly.
 - SP 7.2: Changed Protected Area entry parameter for voluntary testing.
5. Revised the North Atlantic Specimen Collection Protocol for Drug and Alcohol Screening. Simplified the General Information section and added a description of an observer's role in the bathroom.
6. Updated five Office Instructions with administrative changes and to
 - OI-01: Add the Chief and Assistant Chief of Security to the list of supervisors, co-workers and relatives whose testing will always require an observer;
Provide specificity for securing items in the event of an emergency evacuation.
 - OI-02: Change the location of FFD storage at the EOF.
 - OI-03: Add Attachment 2A (Certification for Breath Testing Only at the EOF).
 - OI-04: Change Protected Area entry parameter for voluntary testing eligibility.
 - OI-13: Accommodate the fact that some of the shipping coolers come with accompanying cardboard shipping boxes, and some do not.
7. Attended the NRC Workshop in March (an FFD Supervisor, Technician, and a QA Auditor). Representatives from NRC, NRR, NEI, NMC, and many utilities from all regions met there to discuss changes in 10CFR26.
8. Appointed an FFD Technician to assist in an audit at the James A FitzPatrick Nuclear Power Plant in May. The technician performed benchmarking activities as well, resulting in North Atlantic's current consideration of the use of laminated Call-In cards (as a tool to assist supervisors in the performance of their duties).

9. Held a Fitness for Duty Committee Meeting in June. Discussion topics were the last internal FFD Audit, the last FFD Six-Month Report to the NRC (07/00-12/00), the Voluntary Testing Program, MDMA ("Ecstasy"), and two FFD Trip Reports.
10. Enhanced the Option Sheets used by FFD personnel in addressing issues of Union membership/representation, blood specimen collection as an appeal, and urine specimen retest as an appeal.

BLIND SPECIMENS

To ensure laboratory quality control, North Atlantic Energy Service Corporation contracted with Duo Research Inc., Denver, CO, to provide blind performance test specimens in accordance with the NRC Guidelines (10CFR26, Appendix A). Approximately 80 percent of these blind performance test specimens were blank (i.e., certified to contain no drug) and the remaining samples were positive for one or more drugs per sample in a distribution such that all the drugs tested were included in approximately equal frequencies of challenge.

During the first half of 2001, NAESCO submitted 63 blind performance test specimens to Quest Diagnostics, Inc., Teterboro, NJ. The following statistics are presented in such a way as to show that the requirements were met during each quarter of this six-month period as well as for the total reporting period.

<u>First Quarter of 2001</u>	<u>Second Quarter of 2001</u>	<u>First Half of 2001</u>
Tests Submitted: 250	Tests Submitted: 301	Tests Submitted: 551
Blinds Required: 25	Blinds Required: 31	Blinds Required: 56
Blinds Submitted: 27	Blinds Submitted: 36	Blinds Submitted: 63
Exceeded 10% by: 2	Exceeded 10% by: 5	Exceeded 10% by: 7
Negative: 27 (78%)	Negative: 30 (83%)	Negative: 51 (81%)
Positive: 6 (22%)	Positive: 6 (17%)	Positive: 12 (19%)

TELEPHONICALLY REPORTED EVENTS

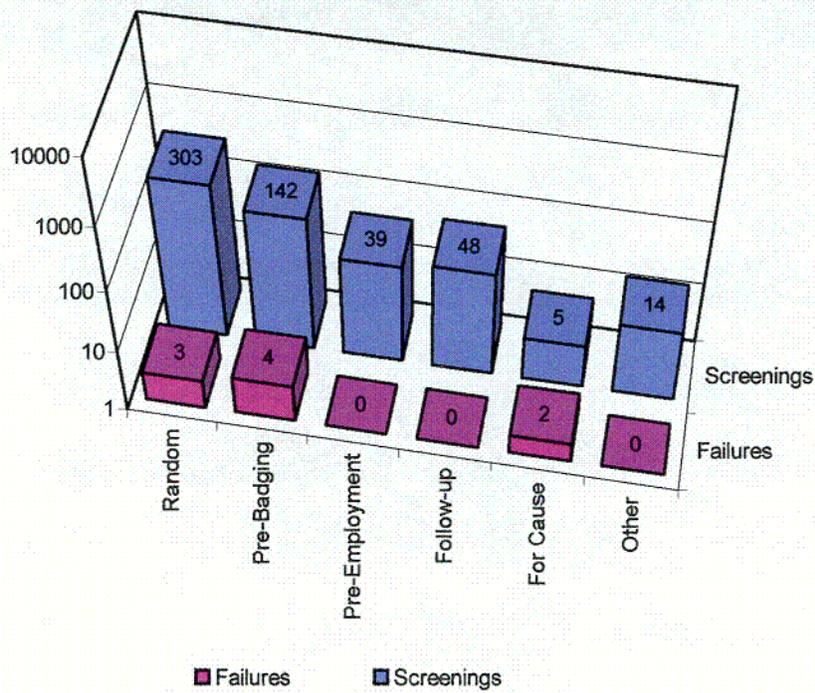
During this period there were no telephonically reported events under the reporting requirements of 10CFR26.

The following is a Graphic Analysis

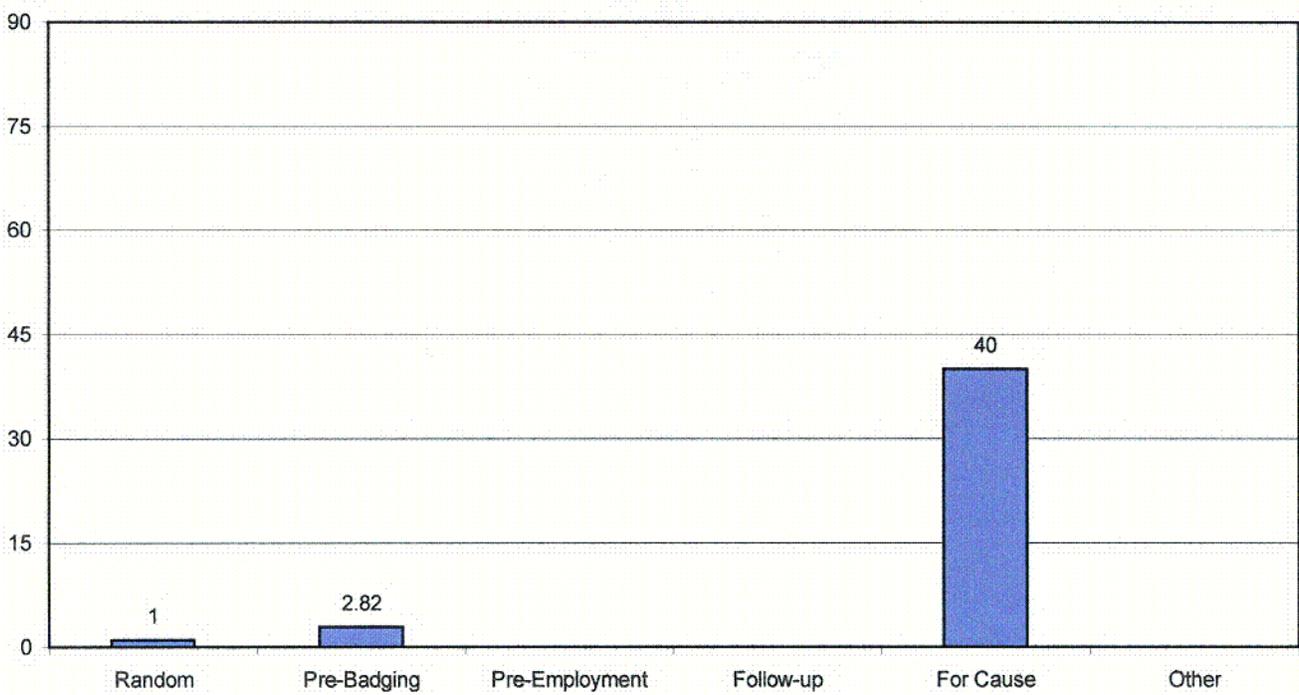
For the Period
January 01, 2001, through June 30, 2001
(pages 6-9)

Total Screenings vs. Failures by Test Type

Total Screenings: 551
Total Failures: 9

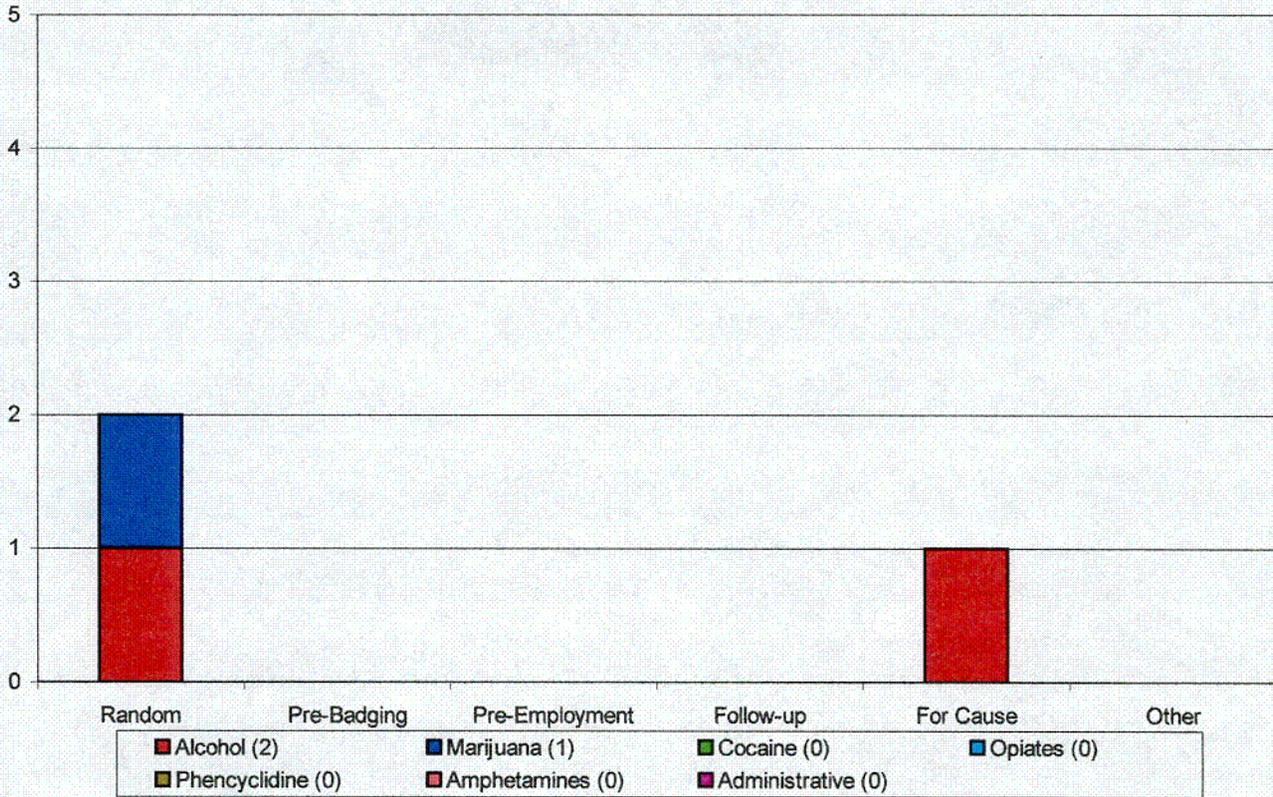


Percentage of Failures by Test Type

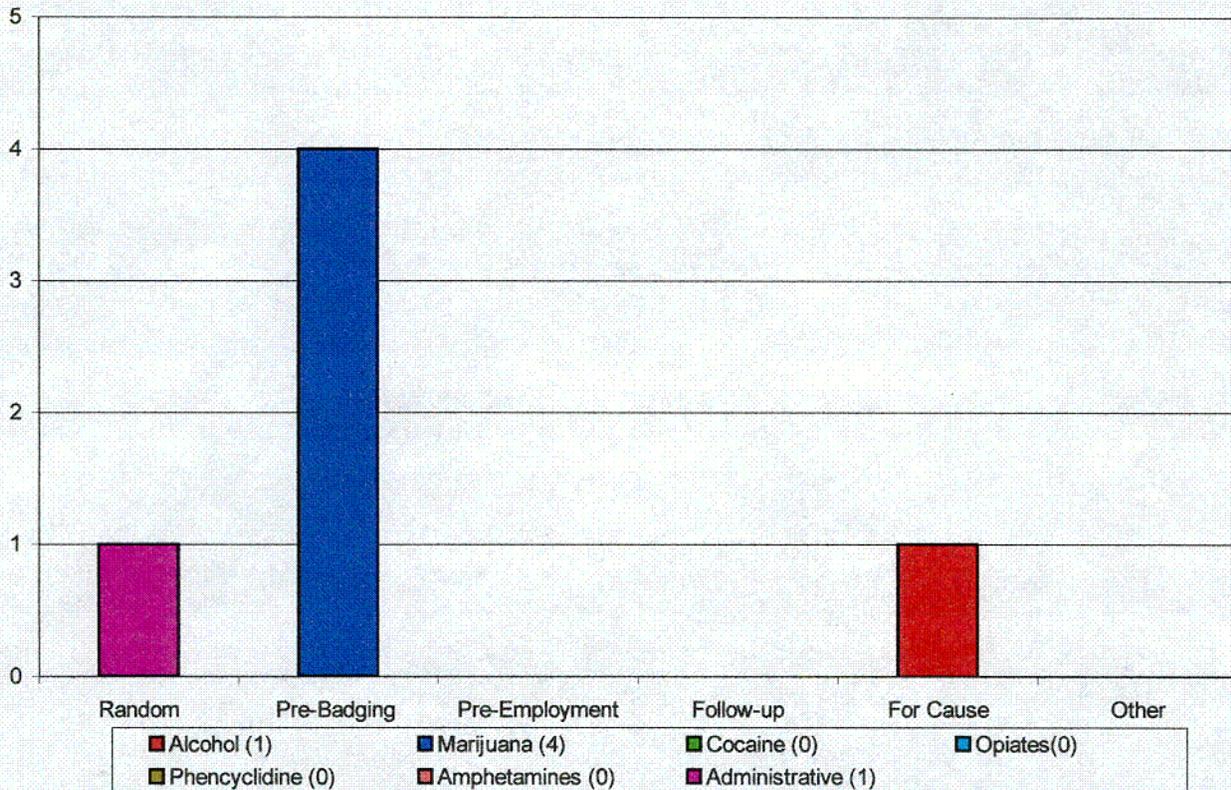


COI

Licensee Failures by Substance

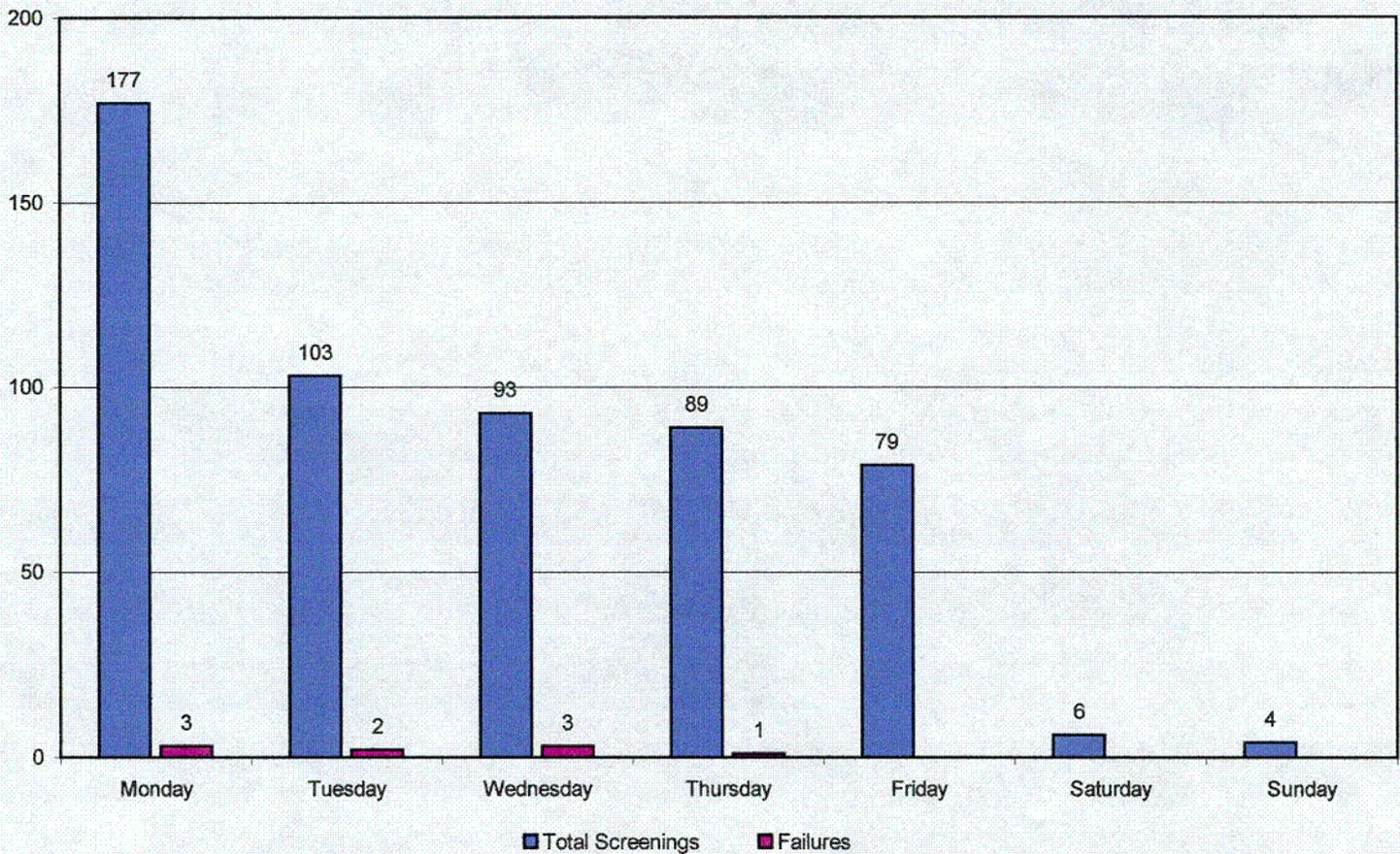


Contractor Failures by Substance

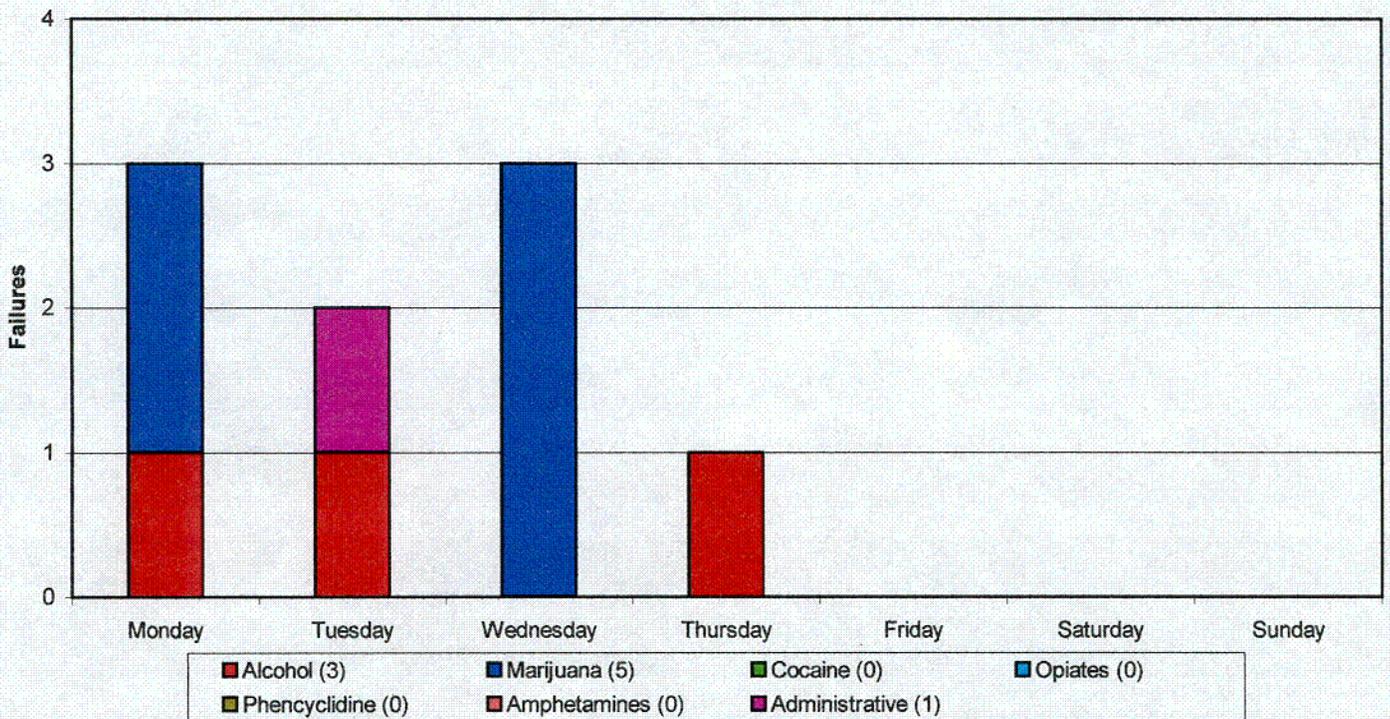


C02

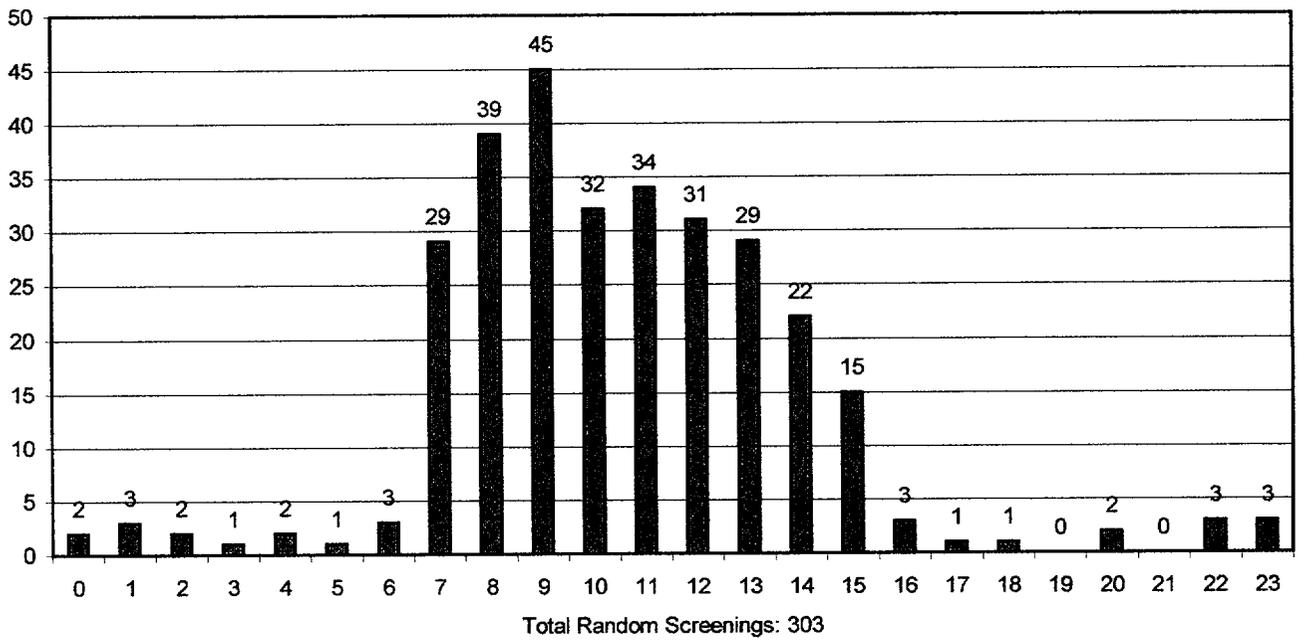
Total Screenings vs. Failures by Day of Week



Reason for Failure by Day of Week



Random Screenings by Hour of Day



Random Screenings by Day of Week

