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**Michael R. Kansler**  
Senior Vice President &  
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August 28, 2001  
JPN-01-015  
IPN-01-061  
ENGC 1.2.01.087

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

SUBJECT:       **Fitness-for-Duty Program**  
                  **Performance Report For the Period January - June 2001**  
                  James A. FitzPatrick Nuclear Power Plant  
                  Docket No. 50-333  
                  Indian Point 3 Nuclear Generating Unit No. 3  
                  Docket No. 50-286  
                  Pilgrim Nuclear Power Station  
                  Docket No. 50-293

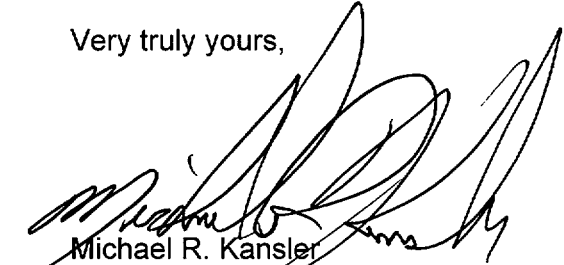
Dear Sir:

This letter transmits the James A. FitzPatrick, Indian Point 3, and Pilgrim Fitness-for-Duty Program performance reports for the period from January through June 2001 in accordance with the requirements of 10 CFR 26.71(d). The FitzPatrick report is Attachment I, the Indian Point 3 report is Attachment II, and the Pilgrim report is Attachment III.

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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:

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ATTACHMENT I TO JPN-01-015/IPN-01-061/ENGC 1.2.01.087

**JAMES A. FITZPATRICK NUCLEAR POWER PLANT**

**FITNESS FOR DUTY PROGRAM  
PERFORMANCE REPORT FOR  
JANUARY THROUGH JUNE 2001**

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 January through June 2001

## INTRODUCTION

10 CFR 26.71(d) requires that nuclear power plant licensee 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 and tests for other drugs;
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 Entergy's James A. FitzPatrick nuclear power plant for the period January through June 2001 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. This 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, 27.3% of employees were tested randomly. For this period, 70.0% of contractors were tested randomly.

## **SUMMARY OF MANAGEMENT ACTIONS**

Entergy 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 244 pre-access tests (for both employees and contractors) were administered. All test results were negative.

### **Employee Random Testing**

A total of 222 employee random tests were administered. All test results were negative.

### **Contractor Personnel Random Testing**

A total of 132 contractor random tests were administered with one positive result. One individual tested positive for cocaine.

### **For-Cause Testing**

There were no For-Cause tests this reporting period.

### **Follow Up Testing**

There were two (2) follow up tests administered this reporting 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 16 tests conducted and all test results were negative.

## **EVENTS REPORTED**

No events were reported this period.

**LESSONS LEARNED AND PROGRAM EVENTS**

During our Quality Assurance (QA) audit, it was identified that a Fitness for Duty (FFD) collector had an employee sign the tamper strip before detaching it from the Chain of Custody form instead of having it signed after the strip is attached to the specimen collector. A Deficiency Event Report (DER) was written and the wording in Procedure SDSO-99-19, "Testing Facility Procedure", was changed to reflect the wording as in 10 CFR 26, Appendix A. All FFD collectors were required to review the procedure change.

Entergy Nuclear Operations, Inc.  
 James A. FitzPatrick Nuclear Power Plant  
 Fitness for Duty Program Performance Data  
 For the Period January through June 2001

**Table I-1 Personnel Subject to 10CFR26**

<u>Entergy Nuclear Operations, Inc.</u> Company				<u>June 30, 2001</u> 6 Months Ending			
<u>James A. FitzPatrick Nuclear Power Plant</u> Location							
<u>Pamela D. Stell</u> Contact Name				<u>(315) 349-6412</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		811.9		N/A		188.7	
Categories		# Tested	# Positive	# Tested	# Positive	# Tested	# Positive
Pre-Access		53	0	N/A	N/A	191	0
For Cause	Post accident	0	0	N/A	N/A	0	0
	Observed behavior	0	0	N/A	N/A	0	0
Random		222	0	N/A	N/A	132	1
Follow-up		2	0	N/A	N/A	0	0
Other		8	0	N/A	N/A	8	0
Total		285	0	N/A	N/A	331	1

ATTACHMENT I TO JPN-01-015/IPN-01-061/ ENGC 1.2.01.087

Entergy Nuclear Operations, Inc.  
 James A. FitzPatrick Nuclear Power Plant  
 Fitness for Duty Program Performance Data  
 For the Period January through June 2001

**Table I-2 Breakdown of Confirmed Positive Tests for Specific Substances**

	Marijuana	Cocaine	Opiates	Amphetamine	Phencyclidine	Alcohol	Refusal to Test	1	2	3	4	5	
Licensee Employees	0	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	1	0	0	0	0	0	N/A	N/A	N/A	N/A	N/A	
<b>Total</b>	0	1	0	0	0	0	0	N/A	N/A	N/A	N/A	N/A	1



ATTACHMENT II TO JPN-01-015/IPN-01-061/ ENGC 1.2.01.087

**INDIAN POINT NUCLEAR GENERATING UNIT NO. 3**

**FITNESS FOR DUTY PROGRAM  
PERFORMANCE REPORT FOR  
JANUARY THROUGH JUNE 2001**

ENTERGY NUCLEAR OPERATIONS, INC.  
INDIAN POINT NUCLEAR GENERATING UNIT NO. 3  
DOCKET NO. 50-286  
DPR-64

Entergy Nuclear Operations, Inc.  
Indian Point Nuclear Generating Unit No. 3  
Fitness for Duty Program Performance Report  
For the Period January through June 2001

## 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 and tests for other drugs;
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 Entergy's Indian Point 3 Nuclear Power Plant for the period from January through June 2001 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.

Entergy considers all contractors to be short-term 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 27.16% of the personnel in the testing pool were tested randomly.

## **SUMMARY OF MANAGEMENT ACTIONS**

Entergy 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 628 pre-access tests were administered. There were 10 confirmed positive tests for contractors: four for marijuana, three for cocaine, two for both marijuana and cocaine, and one pre-access test was positive for alcohol. All individuals were denied unescorted access.

### **Employee Random Testing**

There were 245 random tests conducted for licensee employees. All employee random test results were negative.

### **Contractor Personnel Random Testing**

There were 78 contractor random tests conducted. One contractor random test result was confirmed positive for cocaine. The contractor's unescorted access was revoked.

### **For-Cause Testing**

There were four for-cause tests conducted. Three were conducted on contractors as a result of an alcohol-like odor on their breath. All three tests were confirmed positive for alcohol and unescorted access was terminated for all three contractors. An Entergy employee was tested for-cause as a result of job performance and attendance concerns. The employee tested positive for cocaine. The individual was already in IP3's follow-up testing program as a result of a previous positive drug test. The employee's unescorted access was revoked and employment was terminated.

### **Follow-up Testing**

There were 41 follow-up tests conducted during this period. A contractor's test result was confirmed positive for both cocaine and marijuana. The contractor was already in the IP3 follow-up program, at the suggestion of the MRO after evaluation of prior concerns. The contractor's unescorted access was revoked. An Entergy employee follow-up test was confirmed positive for cocaine. The employee was already in the IP3 follow-up program as a result of a previous positive drug test. The employee's unescorted access was revoked and employment was terminated.

**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 23 tests conducted, the result of one contractor's test was confirmed positive for cocaine. The individual was denied unescorted access.

**EVENTS REPORTED**

There was one 10 CFR 26.73a reportable event during this period. A licensee acting supervisor's random test was confirmed positive for cocaine. The employee's supervisor had requested a for-cause test based on job performance and behavior concerns. The individual was already in the IP3 follow-up program for a previous positive drug test. The employee's unescorted access was revoked and employment was terminated. The NRC was notified by phone within 24 hours and a review of the employee's work was conducted.

**LESSONS LEARNED AND PROGRAM EVENTS**

A schedule of maintenance and re-certification was established for the AlcoSensors used for breathanalysis. All AlcoSensors have been re-certified and have been entered into a matrix designed for bi-annual re-certification and routine maintenance.

Entergy Nuclear Operations, Inc.  
 Indian Point Nuclear Generating Unit No. 3  
 Fitness for Duty Program Performance Data  
 For the Period January through June 2001

**Table II-1 Personnel Subject to 10CFR26**

<u>Entergy Nuclear Operations, Inc.</u> Company		<u>June 30, 2001</u> 6 Months Ending					
<u>Indian Point Nuclear Generating Unit No. 3</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		856		N/A		333	
Categories		# Tested	# Positive	# Tested	# Positive	# Tested	# Positive
Pre-Access		32	0	N/A	N/A	596	10
For Cause	Post accident	0	0	N/A	N/A	0	0
	Observed behavior	1	1	N/A	N/A	3	3
Random		245	0	N/A	N/A	78	1
Follow-up		24	1	N/A	N/A	17	1
Other		3	0	N/A	N/A	20	1
Total		305	2	N/A	N/A	714	16

ATTACHMENT II TO JPN-01-015/IPN-01-061/ ENGC 1.2.01.087

Entergy Nuclear Operations, Inc.  
 Indian Point Nuclear Generating Unit No. 3  
 Fitness for Duty Program Performance Data  
 For the Period January through June 2001

**Table II-2 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	2	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	7	7	0	0	0	4	0	N/A	N/A	N/A	N/A	N/A	
Total	7	9	0	0	0	4	0	N/A	N/A	N/A	N/A	N/A	20

ATTACHMENT III TO JPN-01-015/IPN-01-061/ ENGC 1.2.01.087

**PILGRIM NUCLEAR POWER STATION**

**FITNESS FOR DUTY PROGRAM  
PERFORMANCE REPORT FOR  
JANUARY THROUGH JUNE 2001**

**ENERGY NUCLEAR GENERATION COMPANY  
PILGRIM NUCLEAR POWER STATION  
DOCKET NO. 50-293  
DPR-35**

Entergy Nuclear Generation Company  
Pilgrim Nuclear Power Station  
Fitness for Duty Program Performance Report  
For the Period January through June 2001

**INTRODUCTION**

10 CFR 26.71(d) requires that nuclear power plant licensees periodically collect, compile and submit Fitness-For-Duty (FFD) 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 and tests for other drugs;
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 Pilgrim Nuclear Power Station for the period from January through June 2001 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; and 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 Pilgrim Nuclear Fitness-For-Duty program and lessons learned.

Entergy considers all contractors to be short-term 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 TEST RATE**

During this period, 50.27% of the total work force was tested. The percent of positives for the total work force during this period was 1.78%.



## **SUMMARY OF MANAGEMENT ACTIONS**

Entergy 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 736 pre-access tests were administered. Of these tests, 77 were licensee employees and 659 were contractors. There were 17 pre-access contractor confirmed positive tests. The breakdown of these positives is as follows: 6 cocaine, 6 marijuana, 2 alcohol, 2 administrative positive tests, and one contractor attempted to subvert his test (the temperature of the urine was below the cut off) and refused to do the observed test. All of these individuals were denied access.

### **Employee Random Testing**

There were 344 random tests conducted for licensee employees. There were 2 random tests that were positive for alcohol. One of the individuals who tested positive for alcohol was a supervisor and was reported to the NRC.

### **Contractor Personnel Random Testing**

There were 198 contractor random tests conducted. Of these tests, one was a contractor supervisor who was confirmed positive for cocaine. The NRC was notified and access was terminated. Access for this individual will be denied for at least three years in accordance with our FFD program.

### **For-Cause Testing**

We performed two for-cause tests on Entergy employee's during this period. One was for a self-reported driving under the influence (DUI) ticket follow-up and the result was negative. The second for cause test was for an employee who was reported to have had the smell of alcohol. He left the site after he was informed to report to medical for a for-cause test. As a result, he was counted as an administrative positive.

### **Follow-up Testing**

We performed 120 follow-up tests during this period. Eighty-five contractor follow-up tests were performed, and four of these were positive. Three were positive for alcohol and one was positive for cocaine. Thirty-five licensee follow-up tests were performed and none of these were positive.

**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 three tests conducted on licensee employees for initial low creatinine concentration and all repeat urine tests were negative.

**EVENTS REPORTED**

Two events were reported to the NRC as a result of positive tests during random testing. On 1/17/01, we reported a contractor supervisor tested positive for cocaine. A licensee supervisor was reported to be positive for alcohol on 3/9/01.

**LESSONS LEARNED AND PROGRAM EVENTS**

As part of our self-assessment program, we reviewed our FFD and laboratory procedures periodically for continuous improvement. As an example, we found that the use of a template was both helpful in the completion of the chain of custody paperwork and in the reduction of errors. This method has been implemented in our work instructions.

A second self-assessment was to review and verify that we have proof of an adequate evaluation and rehabilitation of the individual's problem related to an FFD violation prior to reinstating access of the individual. The review confirmed that this does in fact take place. Adequate proof is required before the individual is granted access.

No performance indicators were identified during this period.

Entergy Nuclear Generation Company  
 Pilgrim Nuclear Power Station  
 Fitness for Duty Program Performance Data  
 For the Period January through June 2001

**Table III -1 Personnel Subject to 10CFR26**

<u>Entergy Nuclear Generation Company</u> Company		June 30, 2001 6 Months Ending					
<u>Pilgrim Nuclear Power Station</u> Location							
<u>Johnny Neal</u> Contact Name		<u>(508) 830-8788</u> Phone (include area code)					
Cutoffs: Screen/Confirmation (ng/ml) [X] Appendix A to 10 CFR 26							
Marijuana	50 / ng / ml	Amphetamines	1000 / ng / ml	_____	/		
Cocaine	300 / ng / ml	Phencyclidine	25 / ng / ml	_____	/		
Opiates	300 / ng / ml	Alcohol (%BAC)		_____	/		
Testing Results		Licensee Employees		Long-Term Contractor Personnel		Short-Term Contractor Personnel	
Average Number with Unescorted Access		693.79		N/A		384.35	
Categories		# Tested	# Positive	# Tested	# Positive	# Tested	# Positive
Pre-Access		77	0	N/A	N/A	659	17
For Cause	Post accident	0	0	N/A	N/A	0	0
	Observed behavior	2	1	N/A	N/A	0	0
Random		344	2	N/A	N/A	198	1
Follow-up		35	0	N/A	N/A	85	4
Other		3	0	N/A	N/A	0	0
Total		461	3	N/A	N/A	942	22

Entergy Nuclear Generation Company  
 Pilgrim Nuclear Power Station  
 Fitness for Duty Program Performance Data  
 For the Period January through June 2001

**Table III-2 Breakdown of Confirmed Positive Tests for Specific Substances**

	Marijuana 50 ng	Marijuana 100 ng	Cocaine	Opiates	Ampe- tamines	Phency- clidine	Alcohol	Refusal to Test	1	2	3	4	5	
Licensee Employees	0	0	0	0	0	0	2	1	N/A	N/A	N/A	N/A	N/A	
Contractors	3	3	8	0	0	0	5	3	N/A	N/A	N/A	N/A	N/A	
<b>Total</b>	<b>3</b>	<b>3</b>	<b>8</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>7</b>	<b>4</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>25</b>