



**North  
Atlantic**

North Atlantic Energy Service Corporation  
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The Northeast Utilities System

February 8, 2002

Docket No. 50-443

NYN-02011

United States Nuclear Regulatory Commission  
Attention: Document Control Desk  
Washington, DC 20555-0001

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 July 1, 2001 through December 31, 2001.

Should you have any questions regarding the enclosed report, please contact Mr. James J. Pandolfo, Security Manager, at (603) 773-7047.

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

1021

**ENCLOSURE TO NYN-02011**

**North Atlantic Energy Service Corporation**

**Semi-Annual Fitness-for-Duty Report**

**July 01, 2001, through December 31, 2001**

North Atlantic Energy Service Corporation  
Semi-Annual Fitness-for-Duty Report  
for period ending December 31, 2001

Table of Contents

	<u>Page</u>
<b>I. Performance Data Sheets (NUMARC format)</b>	1
and	2
<b>II. Management Summary</b>	
1. Program Effectiveness	3
2. Initiatives	4
3. Blind Specimen Report	5
4. Telephonically Reported Events	5
<b>III. Graphic Analysis</b>	
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

**IV. Graphic Trend Analysis 2000 vs. 2001**

1.	Total Screening vs. Failures by Test Type	10
2.	Percentage of Failures by Test Type	11
3.	Licensee Failures by Substance	12
4.	Contractor Failures by Substance	13
5.	Total Screening vs. Failures by Day of Week	14
6.	Reason for Failure by Day of Week	15
7.	Random Screenings by Hour of Day	16
8.	Random Screenings by Day of Week	17

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

North Atlantic Energy Service Corporation

Six Month Period Ending: 31 December 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: 51%

Testing Results		Licensee Employees		Long-Term Contractors		Short-Term Contractors	
		# Tested	# Positive	# Tested	# Positive	# Tested	# Positive
Average Number with Unescorted Access		799		3		374	
Categories		# Tested	# Positive	# Tested	# Positive	# Tested	# Positive
Pre-Access		36	0	0	0	182	1
Post Accident or Observed Behavior	For Cause	0	0	0	0	0	0
Random		217	0	1	0	79	0
Follow-up		36	0	0	0	5	0
Other		3	0	0	0	10	0
Total		292	0	1	0	282	4

**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													
Long-Term Contractors													
Short-Term Contractors	1	1					2						A
<b>Total</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>4</b>

## PROGRAM EFFECTIVENESS

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

In the second half of 2001 North Atlantic Energy Service Corporation (NAESCO) conducted 575 tests. There were 4 positive tests, resulting in an overall positive test rate of 0.7%.

- Licenseses account for 292 tests and no failures.
- Contractors account for 283 tests and 4 failures. There were 2 alcohol failures and 2 marijuana failures

One of the two marijuana failures for this period was detected because of North Atlantic's 50ng cutoff level.

Since 1999, when the number of cocaine failures dramatically increased, NAESCO has been monitoring cocaine failures in an effort to determine if that increase was an anomaly or a trend, particularly in terms of the stable workforce. In order to thoroughly evaluate the entire workforce, monitoring will continue through the upcoming OR08 refueling outage and a final determination will be reported in the next six-month report.

In December the Oversight Department conducted an internal audit of the NAESCO Fitness-for-Duty (FFD) program. The audit team included a Fitness-for-Duty technical specialist from Region 4. The issues identified during the audit were considered isolated and not indicative of a program breakdown. They described the program as "well managed" and the FFD personnel as "cognizant of their responsibilities and implement their duties professionally and conscientiously."

The audit team noted the following program strengths:

- having the Employee Assistance Program on site
- having a Voluntary Alcohol Testing Program
- having the Security Shift Supervisors certified in the collection process

There are no "safe periods" at NAESCO. During this six-month period there were no random tests conducted on Sundays or during four different hours of the day. However, Sunday random selections were made, and collectors were available around the clock to conduct tests. During reporting periods in which there is no outage the workforce numbers are reduced, and fewer workers are scheduled to work weekends and backshifts.

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. Recertified two Security Shift Supervisors for proficiency in urine specimen collection and breath alcohol measurement.
2. Updated five Office Instructions for the following purposes in addition to administrative changes.
  - OI-01 added provision for granting Screening Facility access to two individuals for specific purposes
  - OI-03 added certification forms for future use of new breath alcohol devices
  - OI-06 revised to reflect change in laboratory reporting of dilute specimens, and also clarified steps to be taken after adulteration confirmed by MRO.
  - OI-11 (administrative changes only)
  - OI-13 changed to reflect new security computer system
3. Updated the North Atlantic Specimen Collection Protocol for Drug and Alcohol Screening, and also the Confirmatory Blood Specimen Collection Protocol to reflect use of the new Federal Drug Testing Custody and Control form.
4. Purchased new breath alcohol testing devices from Intoximeters, Inc.
5. Changed work hours of FFD technicians in order to increase cross-training opportunities between FFD and Access Authorization personnel.
6. FFD/AA Supervisor attended a NRC public meeting in November to discuss (1) Fitness For-Duty-Rule (SECY-01-0134) and (2) NRC Staff review results concerning Industry Guidelines for Nuclear Power Plant Access Authorization Programs (99-08).
7. One FFD technician went to Rochester Gas & Electric Company's Ginna nuclear power plant to participate as a technical specialist in their in-house audit.
8. Provided reminders during the holidays to the site population regarding the availability of the voluntary alcohol testing program and its eligibility requirements. It was printed in NAESCo's weekly newsletter and was displayed on the NAESCo home page. In addition, the Security Manager briefed management on the subject so they could pass the word along to their departments.

BLIND SPECIMEN REPORT

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 second half of 2001, NAESCo submitted 70 blind performance test specimens to Quest Diagnostics, Inc., Norristown, PA. 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>Third Quarter of 2001</u>	<u>Fourth Quarter of 2001</u>	<u>Second Half of 2001</u>
Tests Submitted: 344	Tests Submitted: 334	Tests Submitted: 678
Blinds Required: 35	Blinds Required: 34	Blinds Required: 68
Blinds Submitted: 35	Blinds Submitted: 35	Blinds Submitted: 70
Exceeded 10% by: 0	Exceeded 10% by: 1	Exceeded 10% by: 2
Negative: 28 (80%)	Negative: 28 (80%)	Negative: 56 (80%)
Positive: 7 (20%)	Positive: 7 (20%)	Positive: 14 (20%)

TELEPHONICALLY REPORTED EVENTS

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

The following is a Graphic Analysis

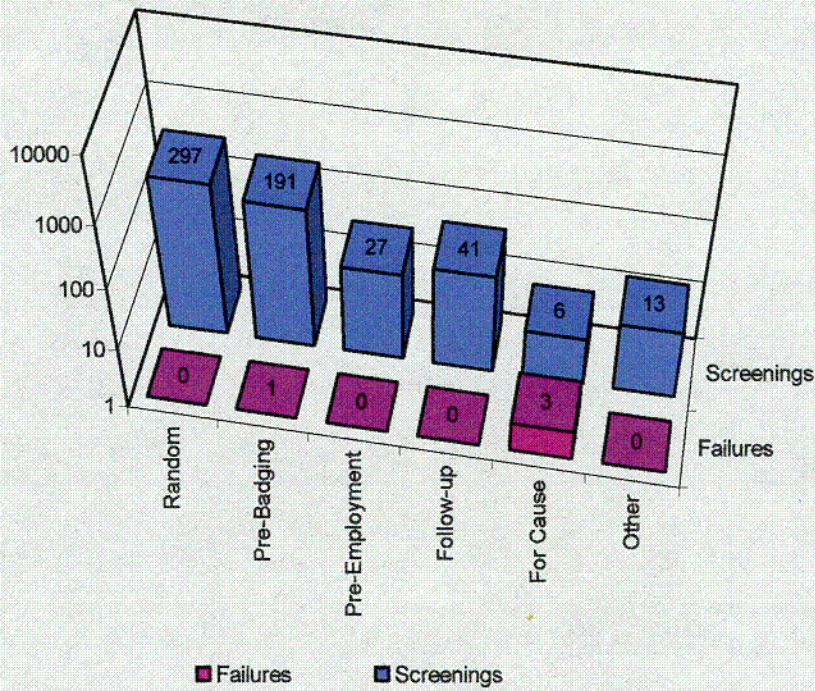
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For the Period  
July 01, 2001, through December 31, 2001  
(pages 6-9)

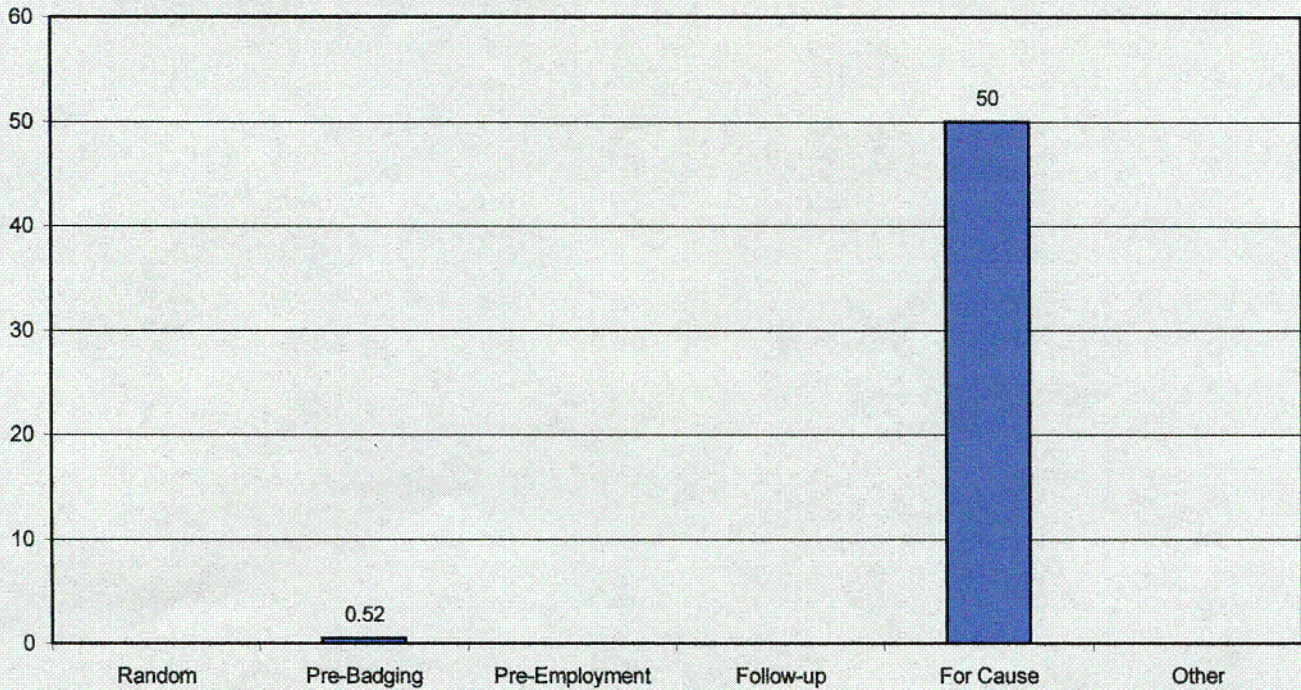


### Total Screenings vs. Failures by Test Type

Total Screenings: 575  
Total Failures: 4



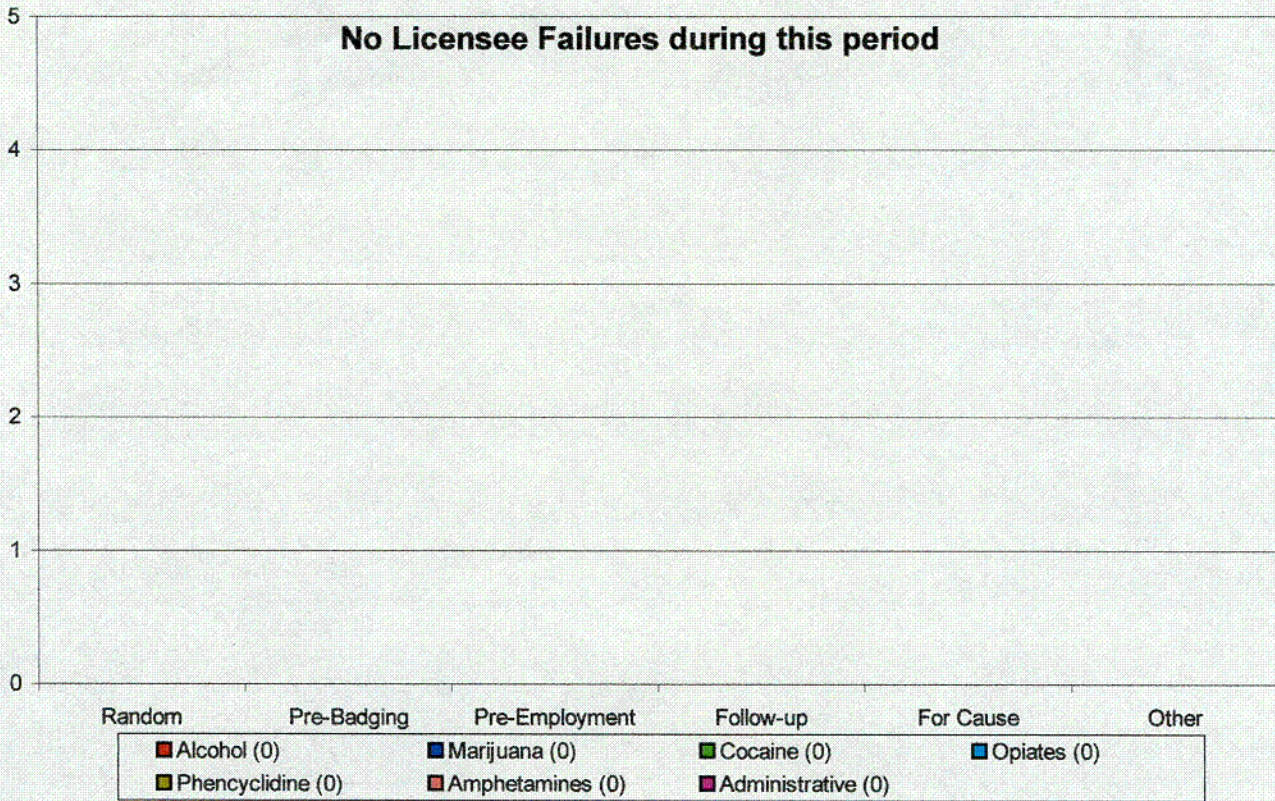
### Percentage of Failures by Test Type



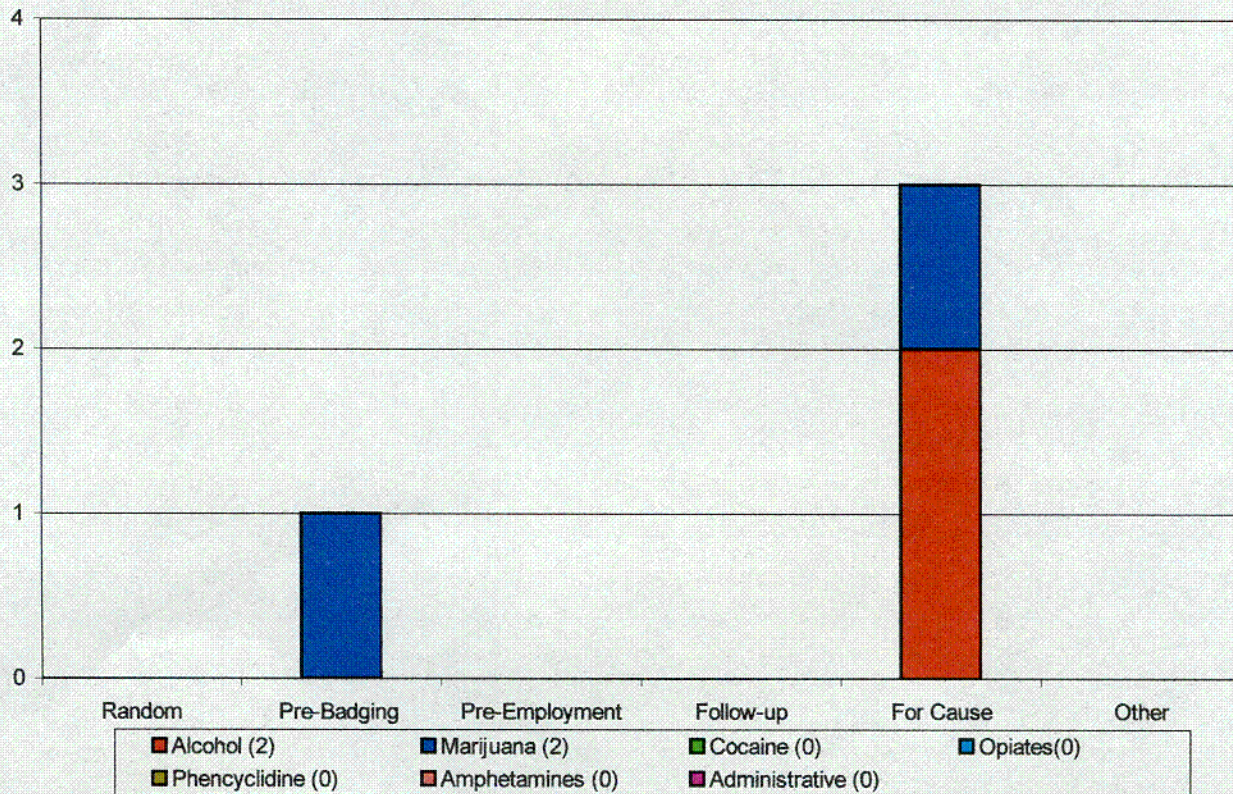
COI



### Licensee Failures by Substance



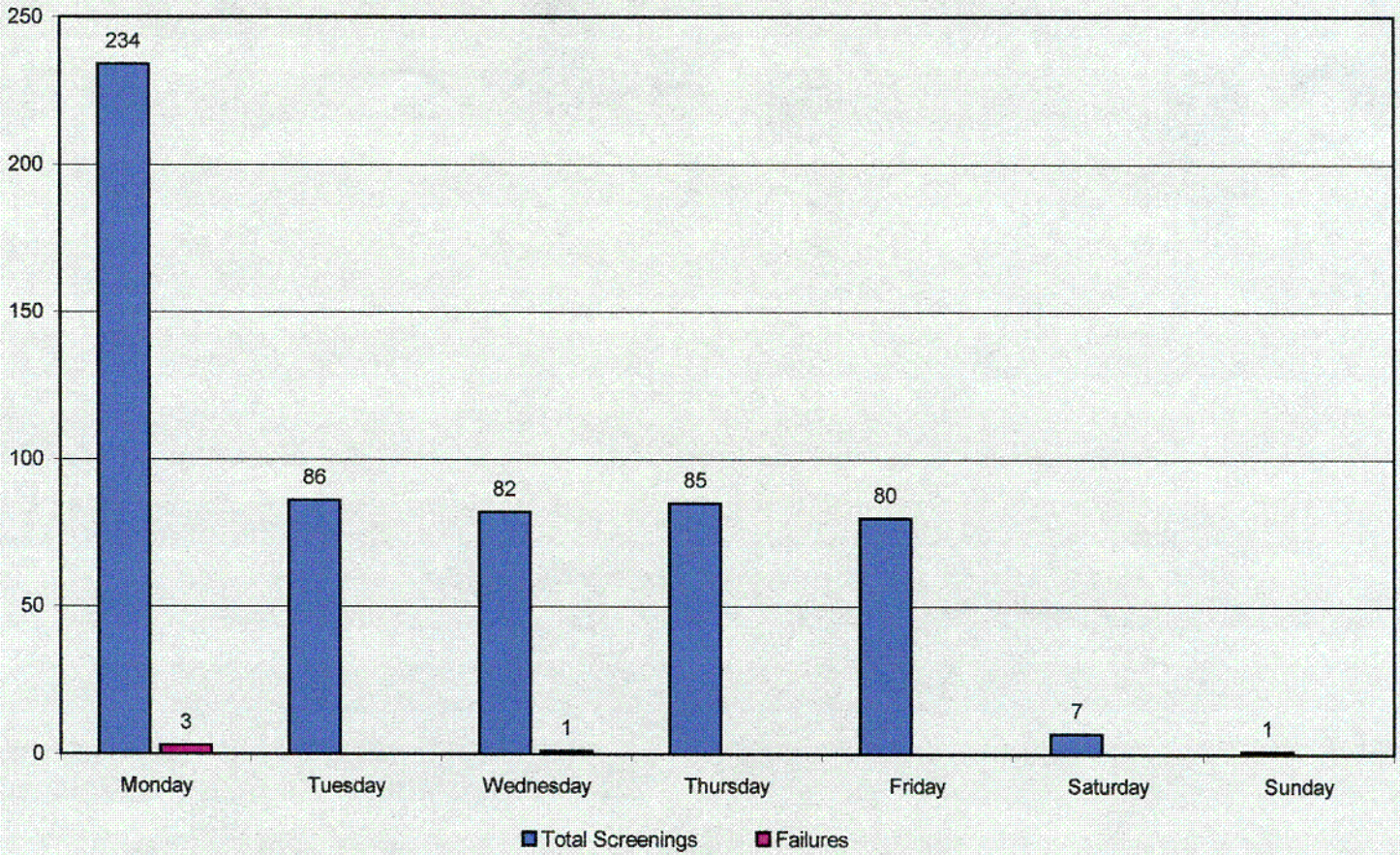
### Contractor Failures by Substance



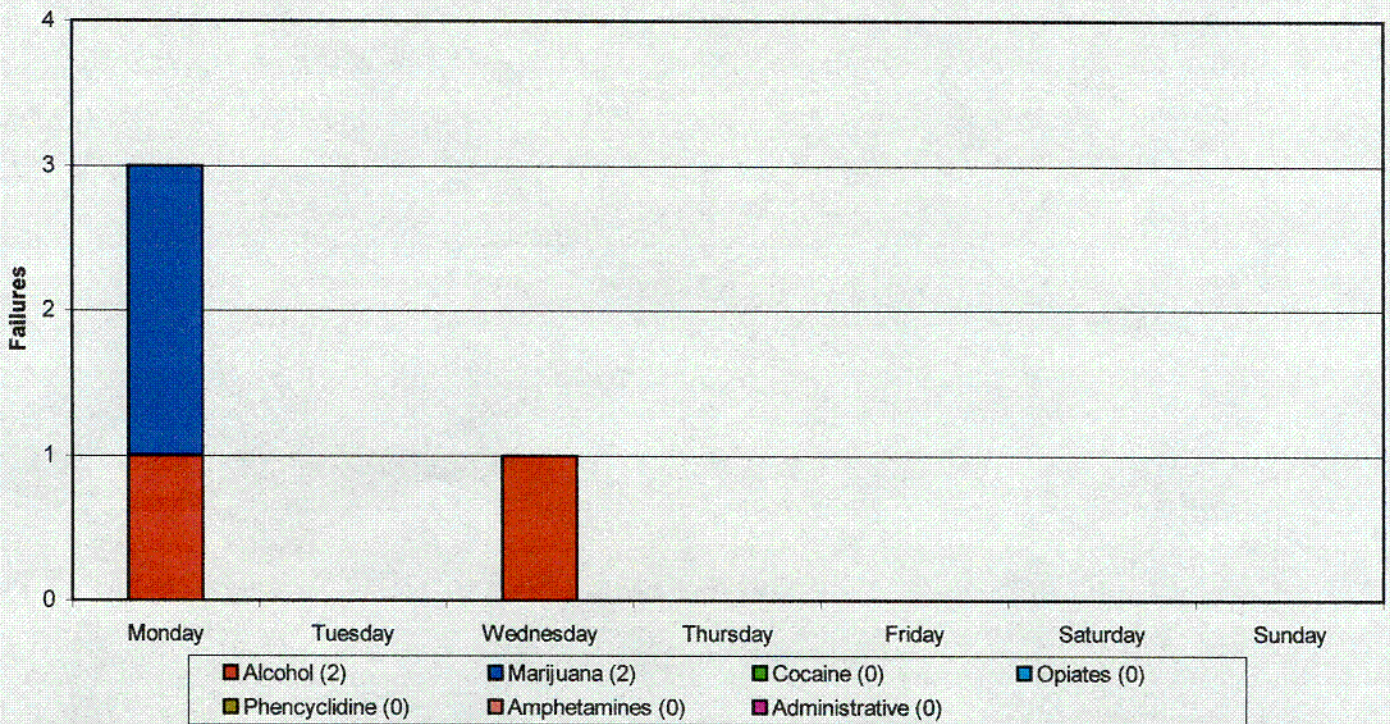
*CO2*



### Total Screenings vs. Failures by Day of Week



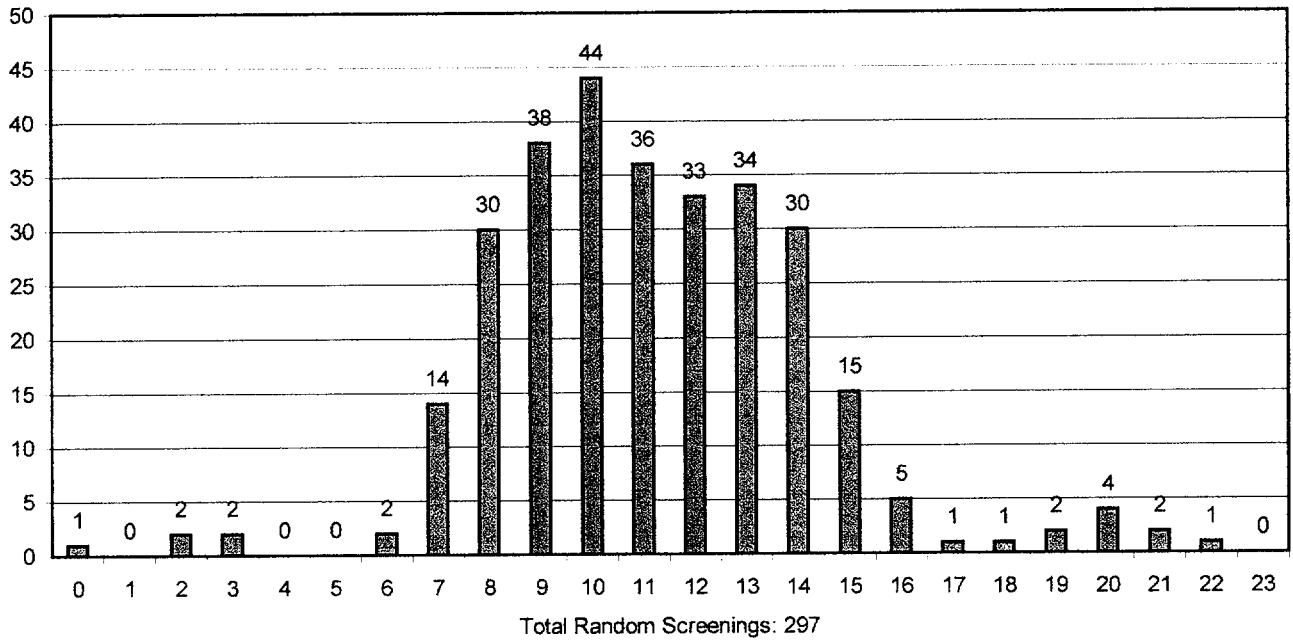
### Reason for Failure by Day of Week



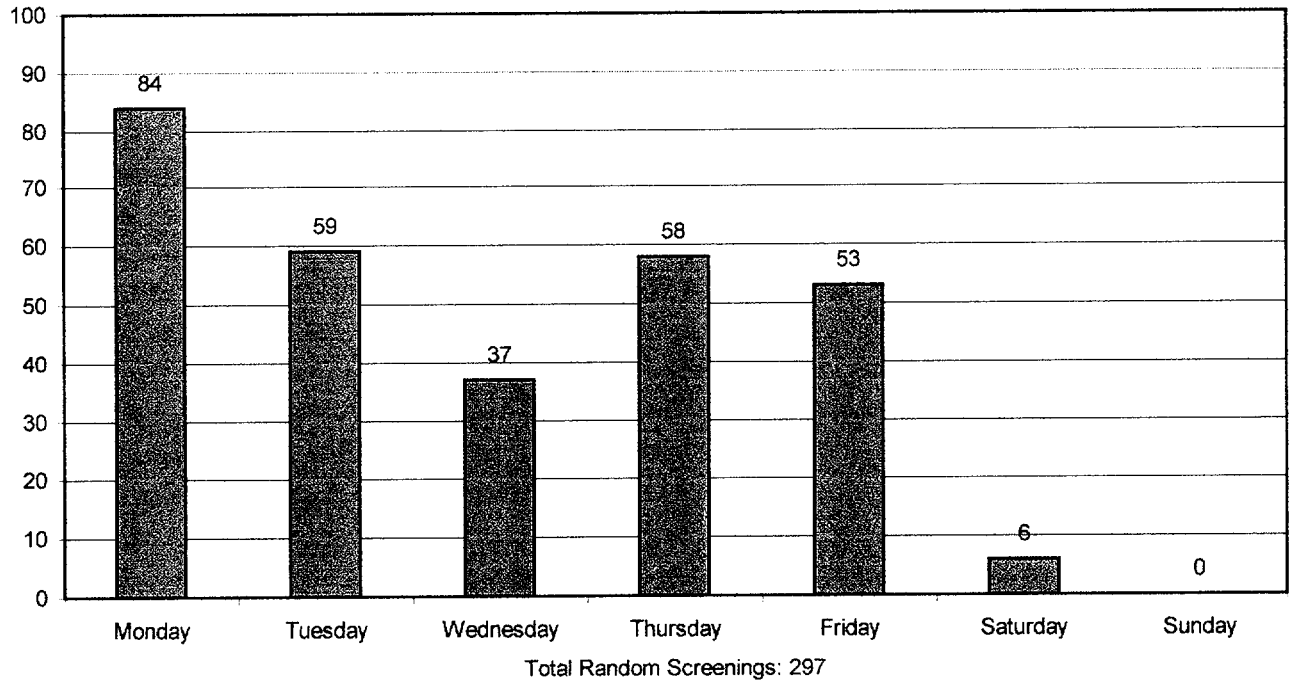
COB



### Random Screenings by Hour of Day



### Random Screenings by Day of Week



The following is a Graphic Trend Analysis

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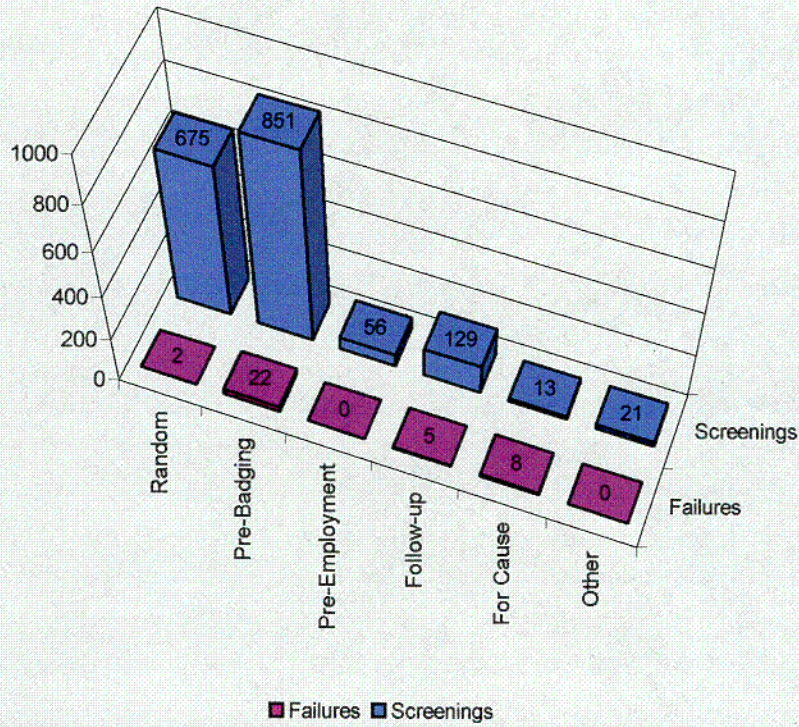
2000 vs. 2001  
(pages 10-17)



# Total Screenings vs. Failures by Test Type

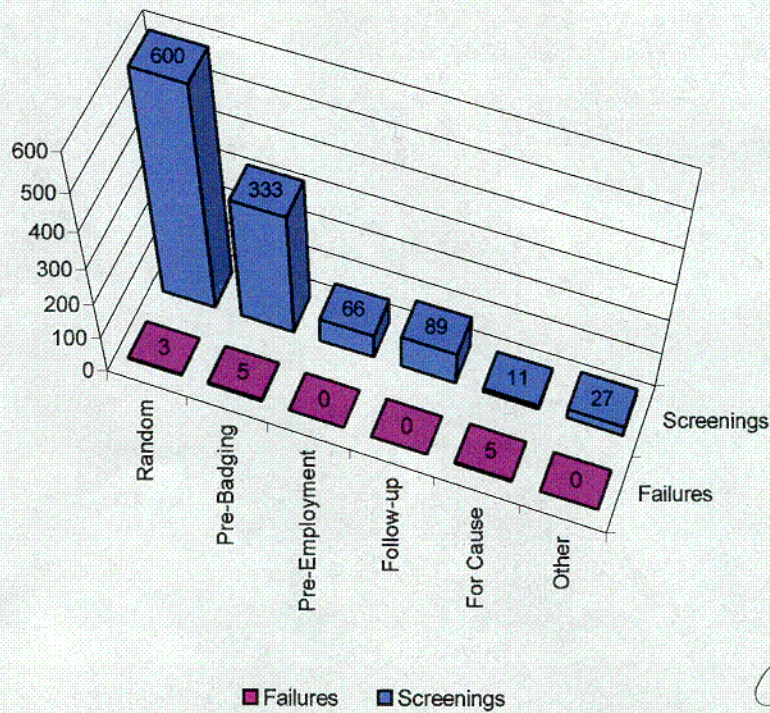
## 2000

Total Screenings: 1745  
Total Failures: 37



## 2001

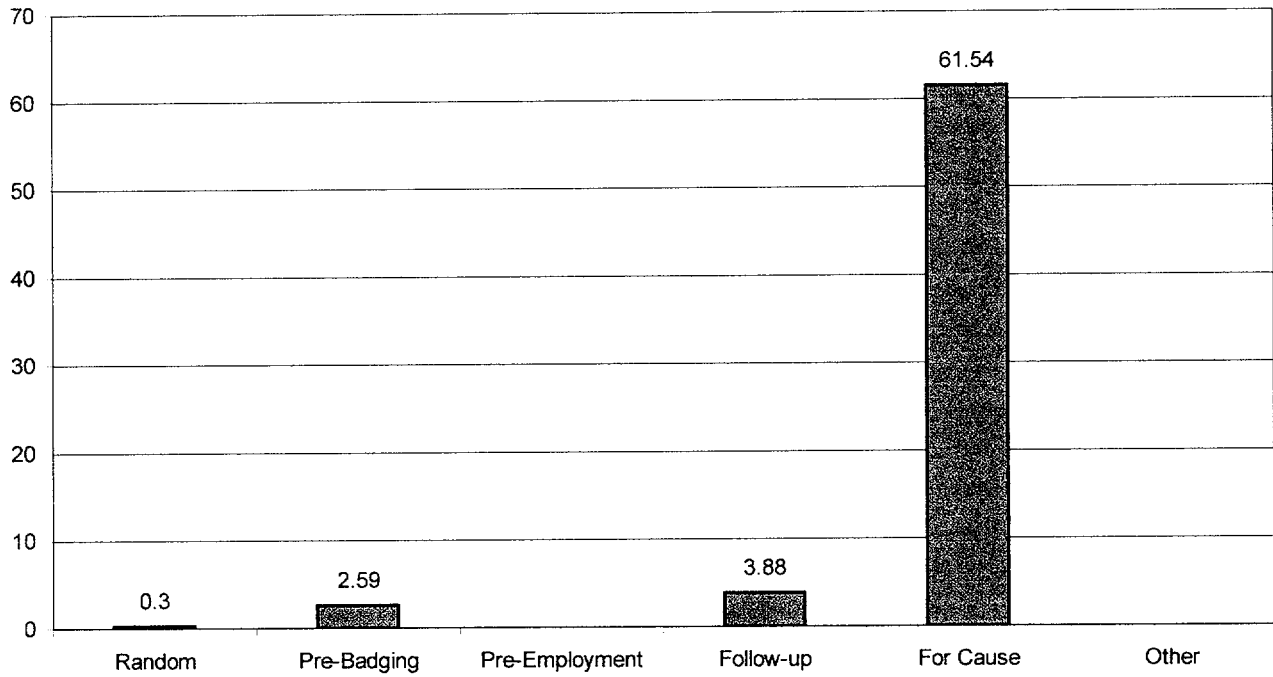
Total Screenings: 1126  
Total Failures: 13



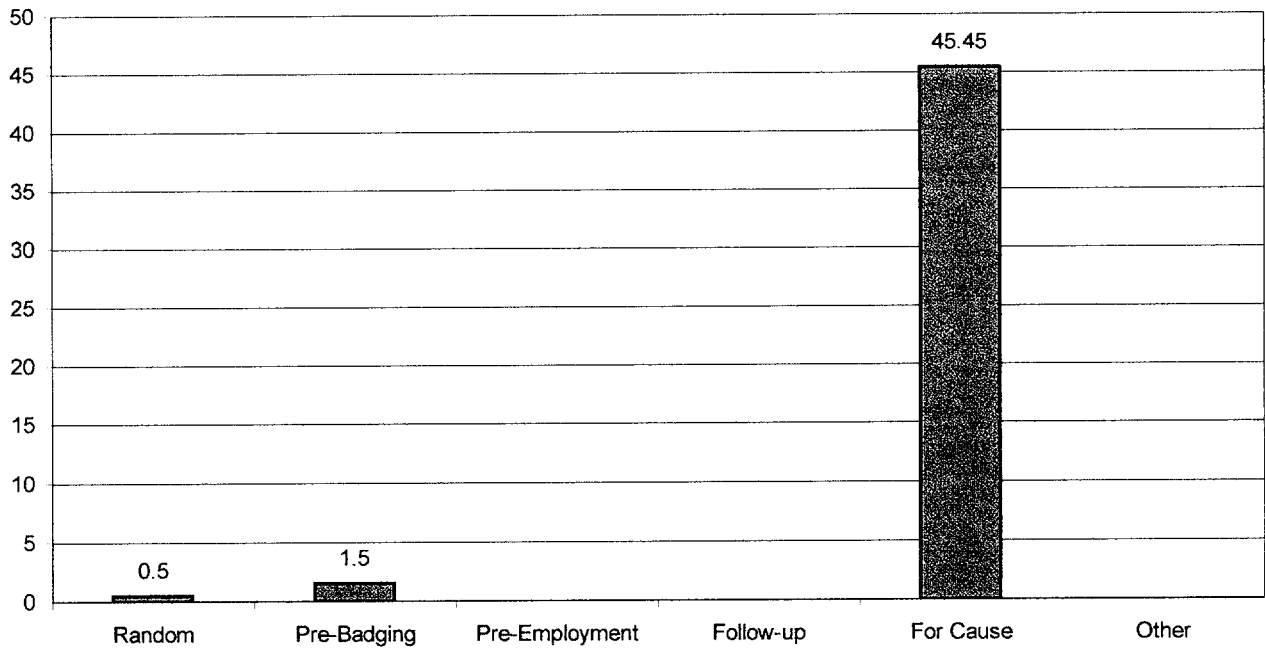
CO4



## Percentage of Failures by Test Type 2000



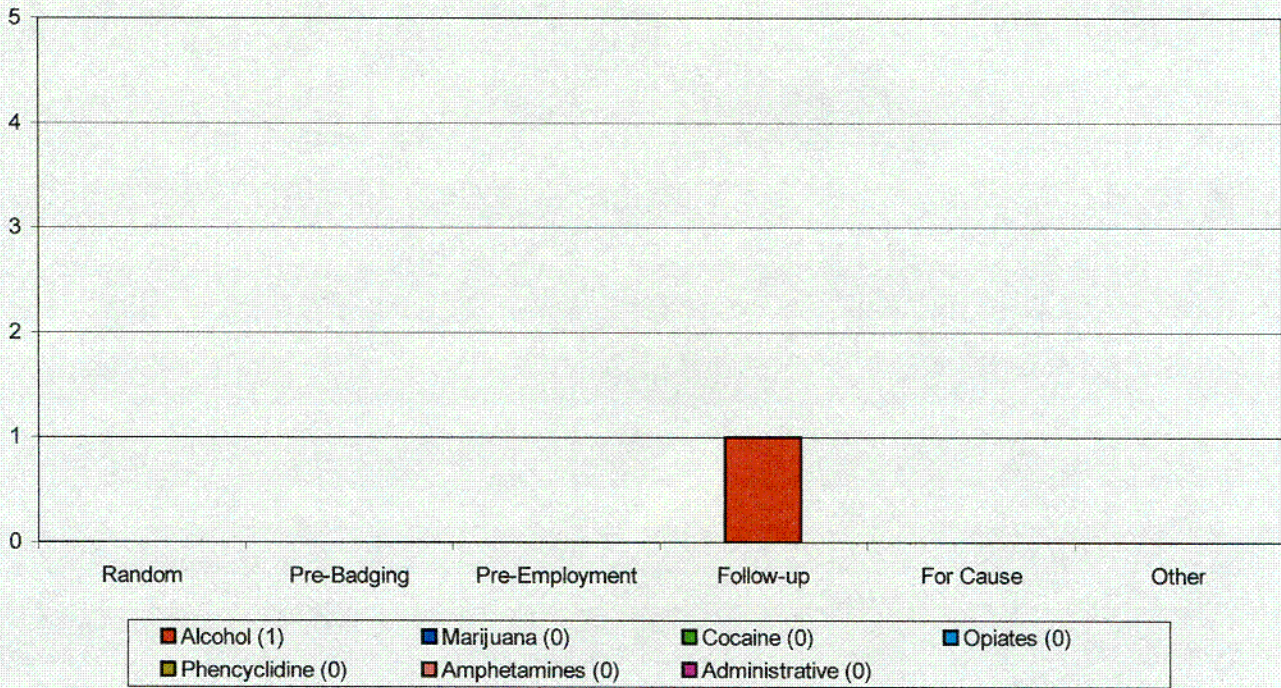
## 2001



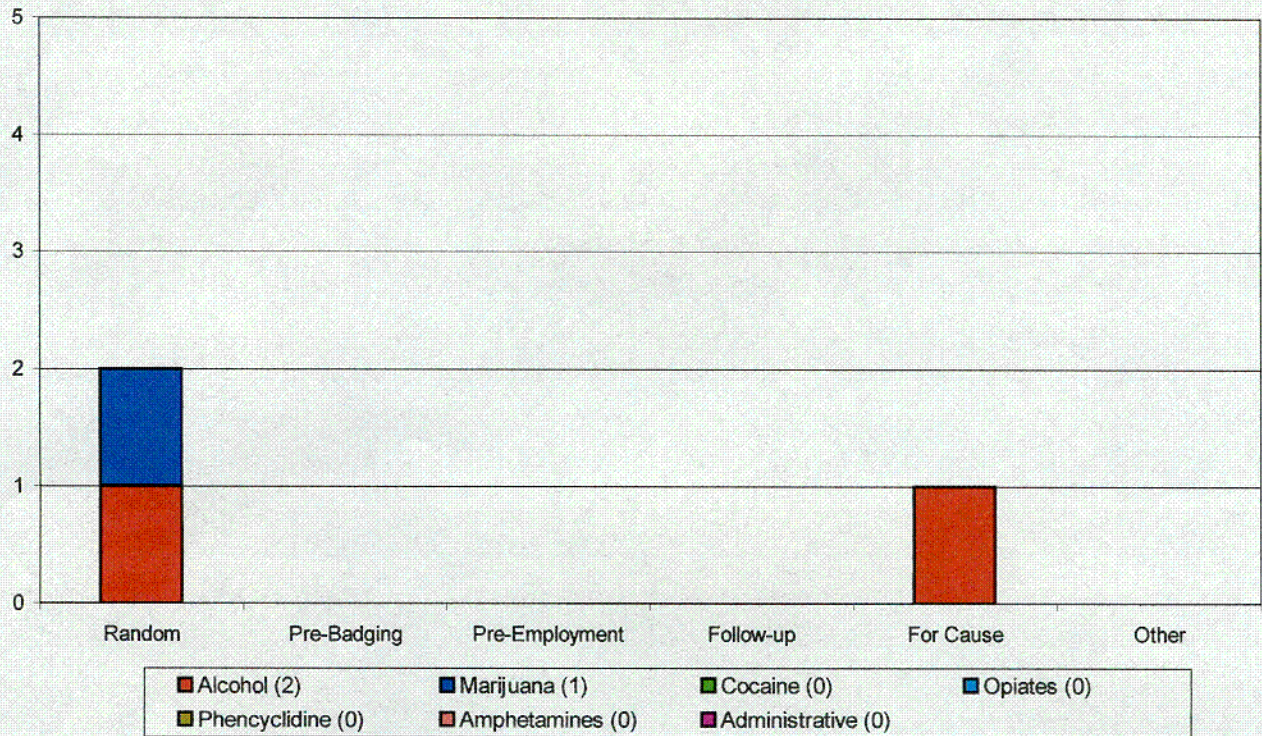


# Licensee Failures by Substance

## 2000



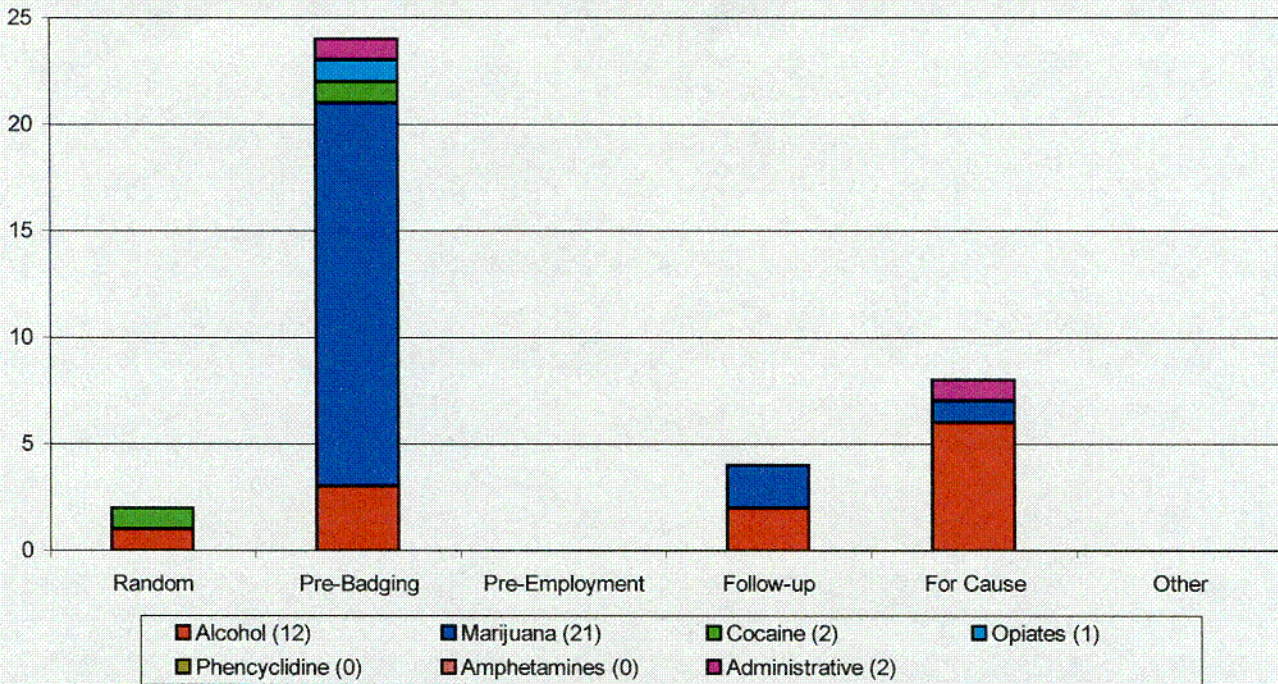
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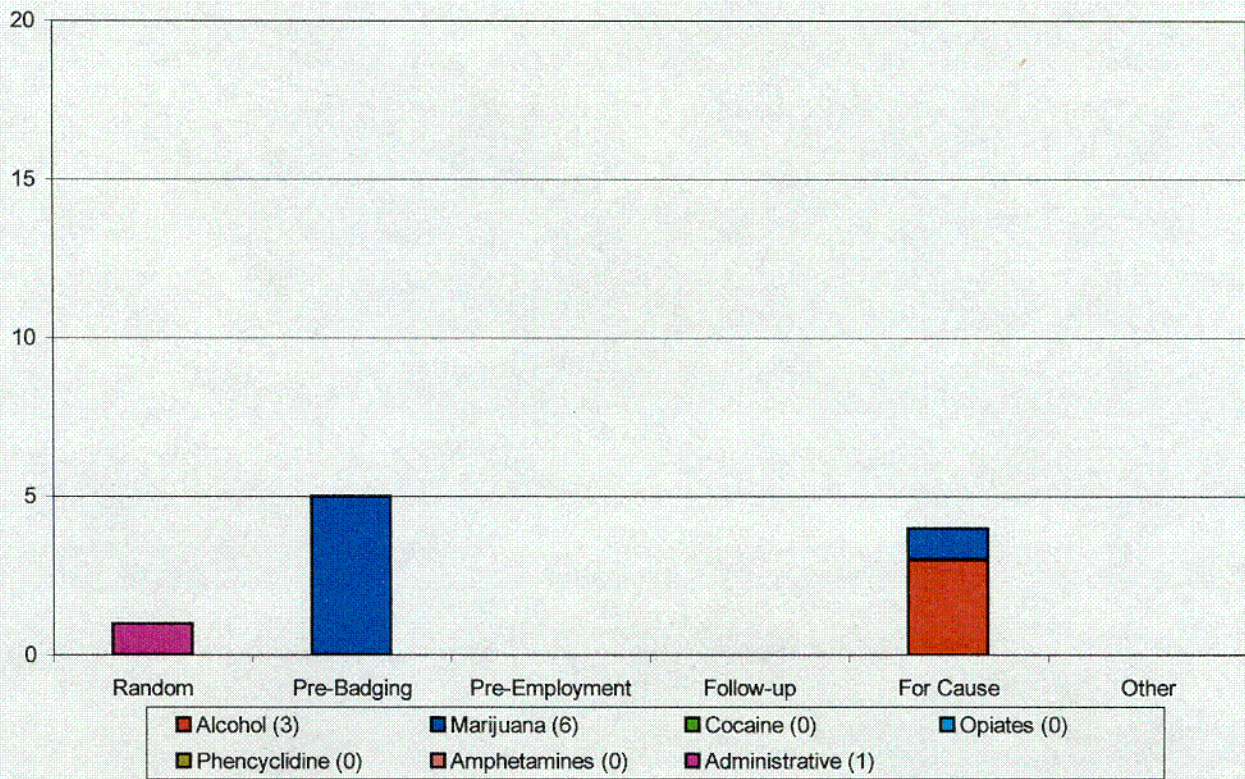
205



## Contractor Failures by Substance 2000



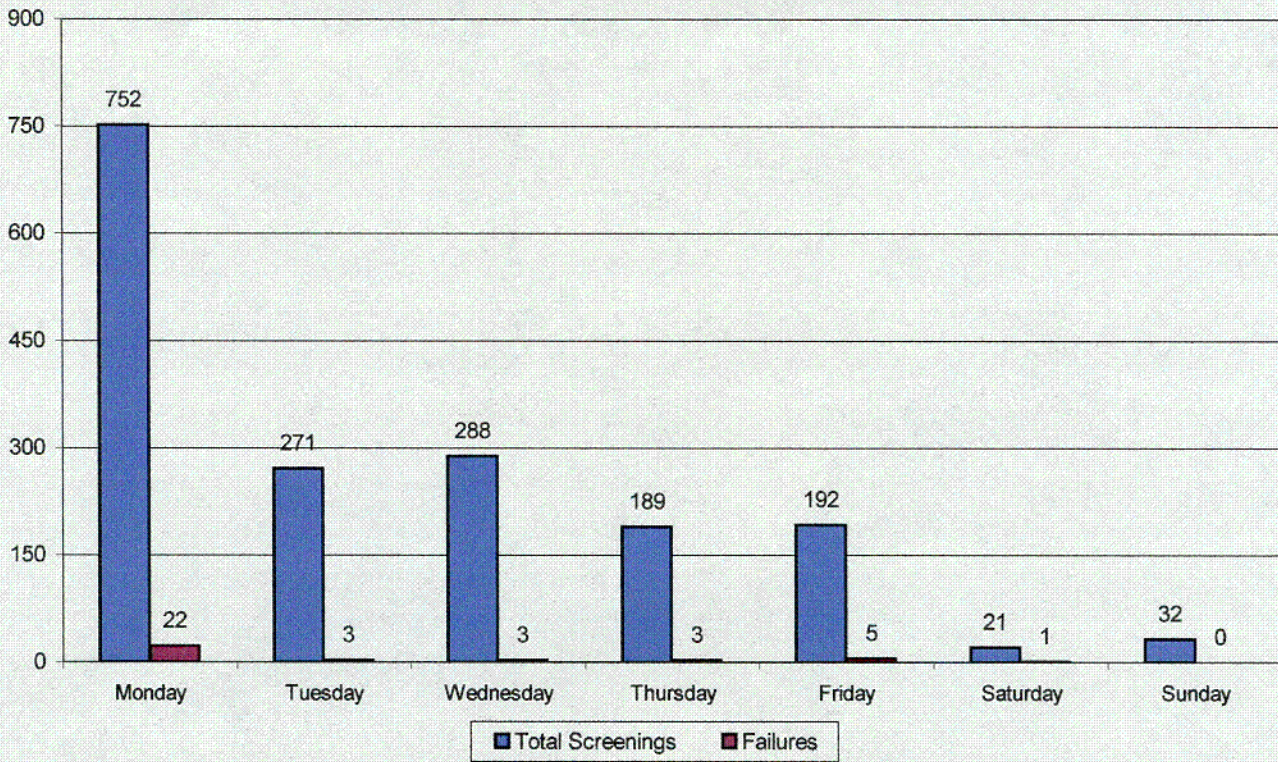
## 2001



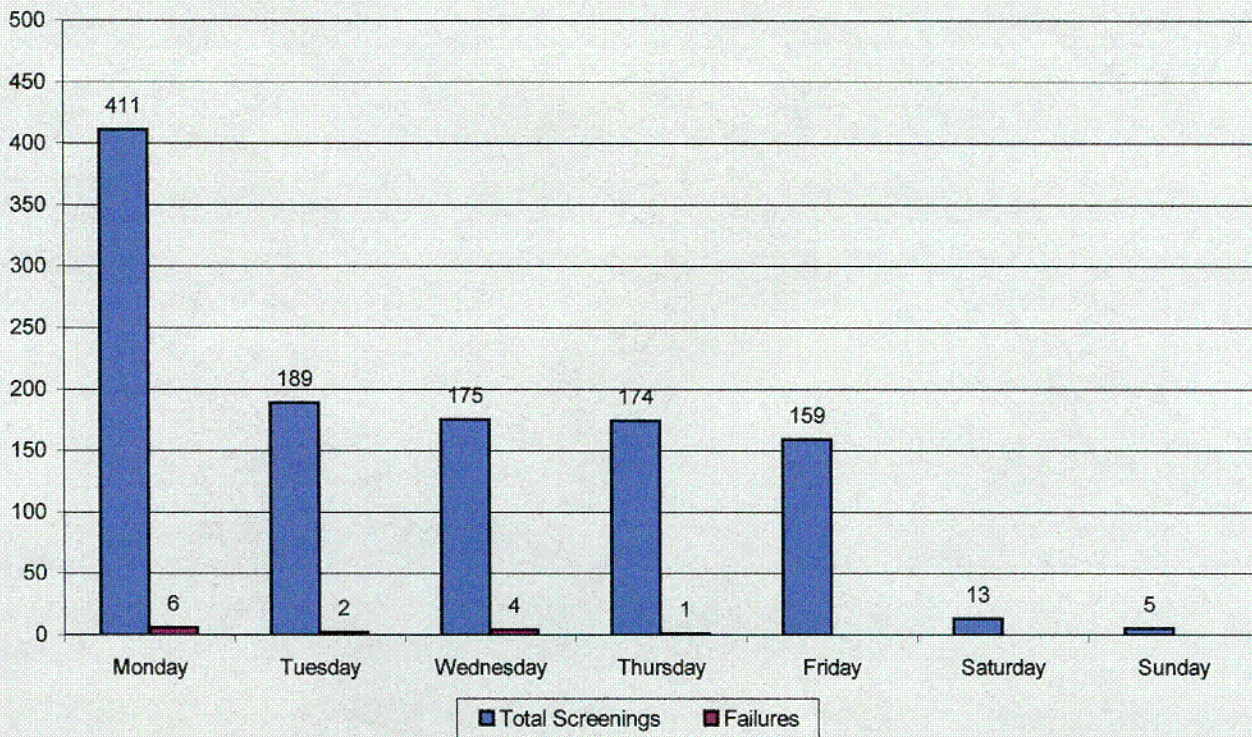
*COG*



### Total Screenings vs. Failures by Day of Week 2000



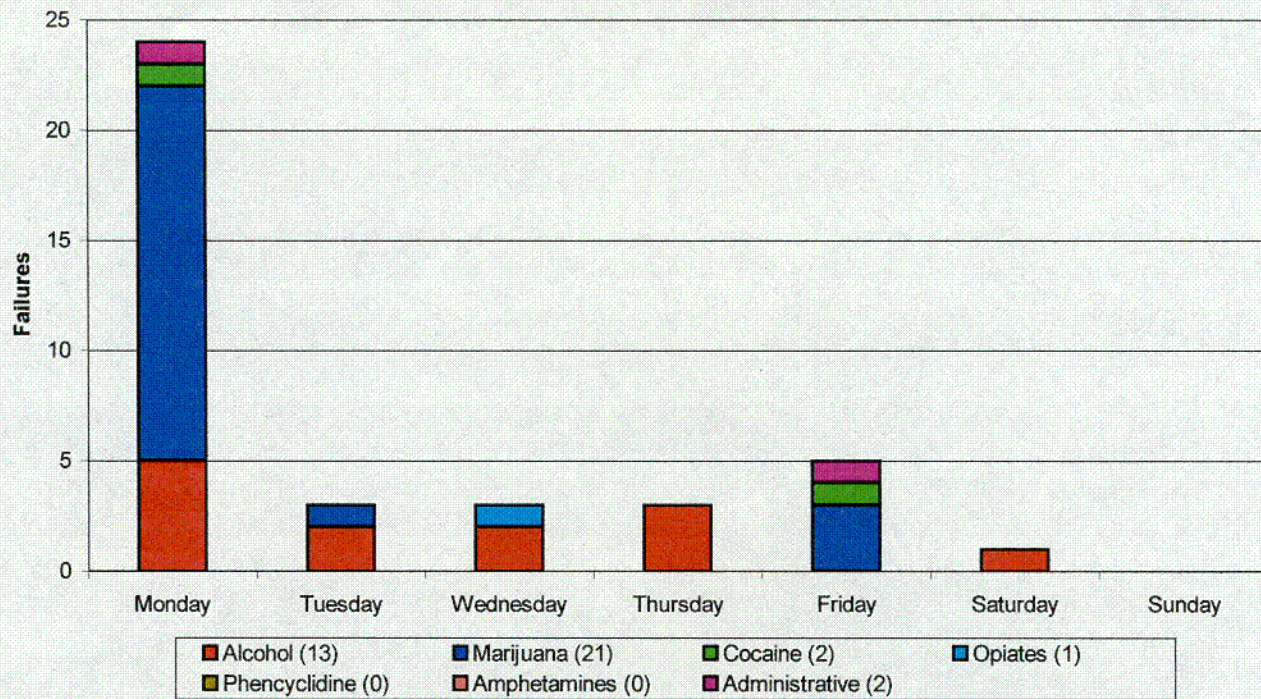
### 2001



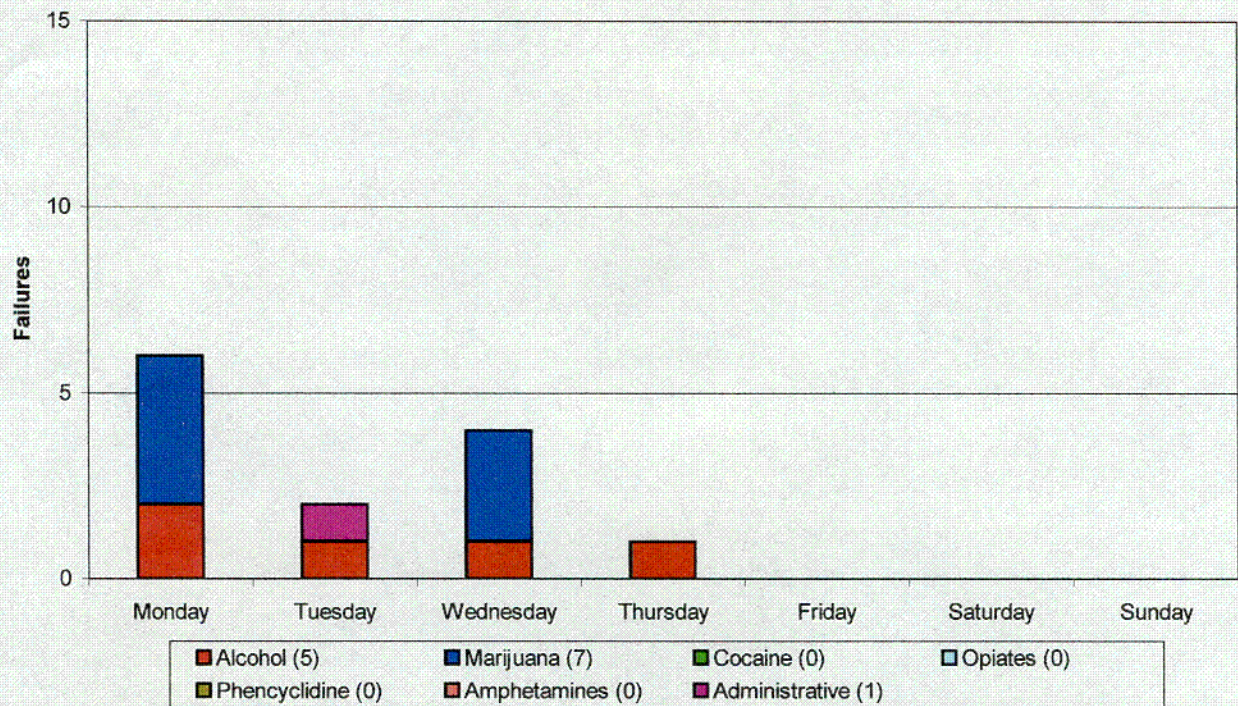
007



## Reason for Failure by Day of Week 2000



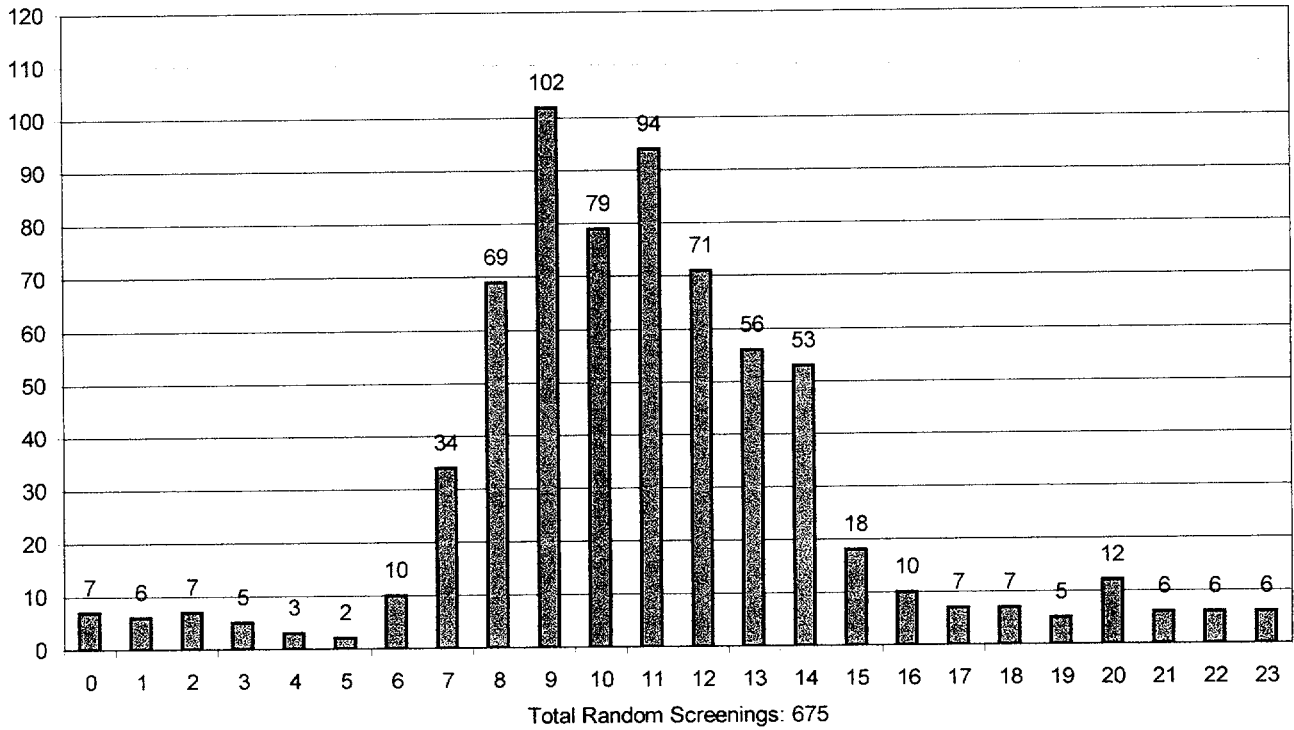
## 2001



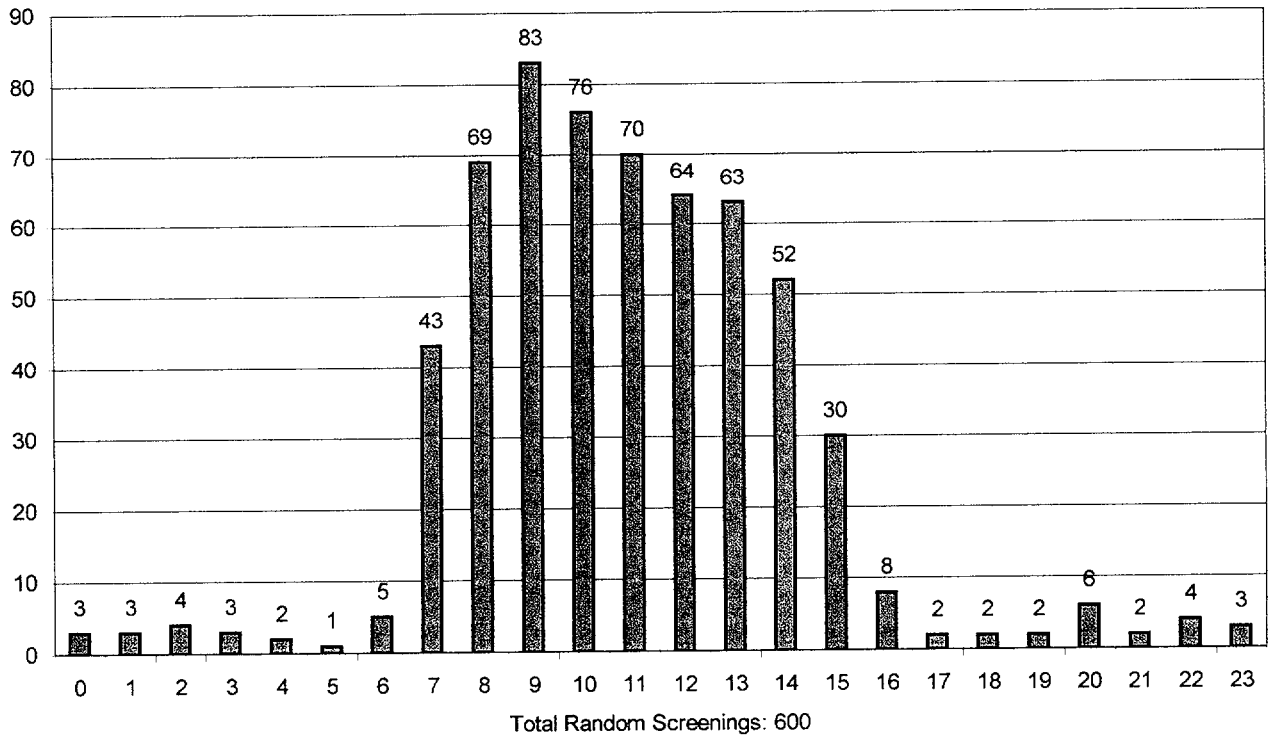
C08



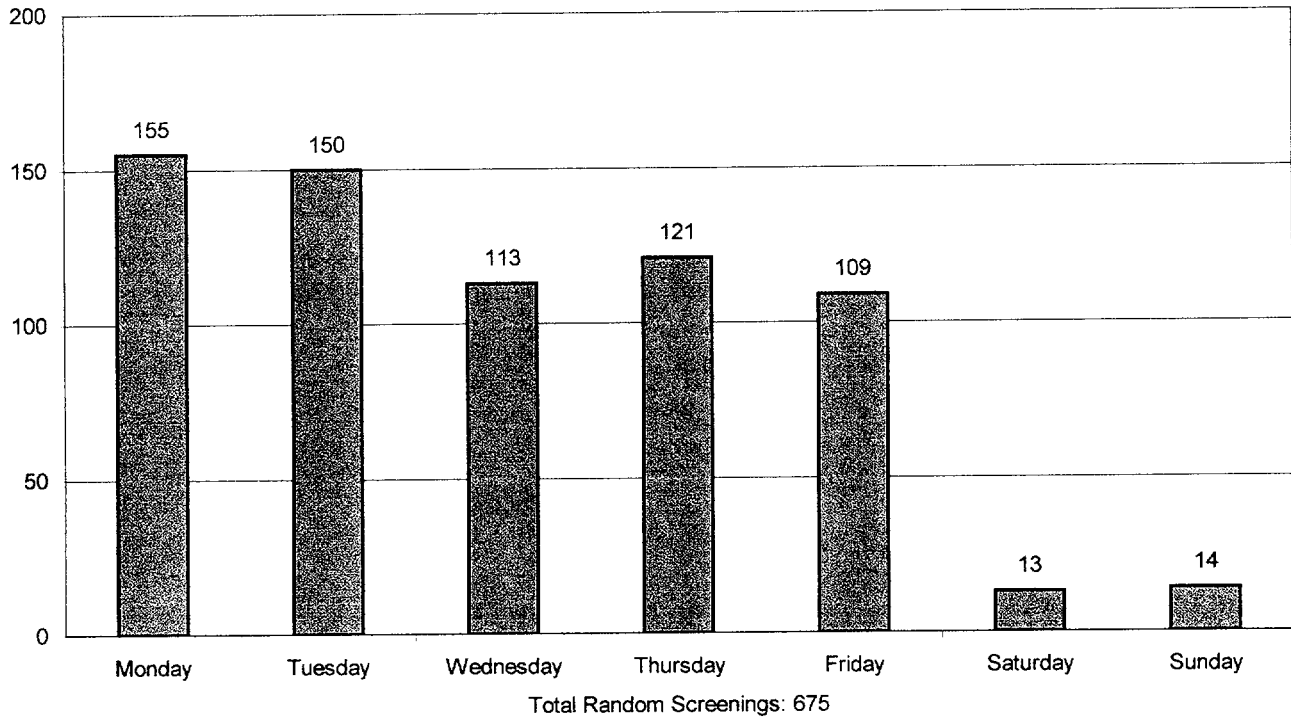
# Random Screenings by Hour of Day 2000



# 2001



## Random Screenings by Day of Week 2000



## 2001

