



Tennessee Valley Authority, 1101 Market Street, Chattanooga, Tennessee 37402-2801

February 24, 2003

U.S. Nuclear Regulatory Commission 10 CFR 26.71(d)  
ATTN: Document Control Desk  
Washington, D.C. 20555-0001

Gentlemen:

In the Matter of	)	Docket Nos.	50-259	50-390
Tennessee Valley Authority	)		50-260	50-391
			50-296	50-438
			50-327	50-439
			50-328	

FITNESS FOR DUTY (FFD) PROGRAM PERFORMANCE DATA: JULY -  
DECEMBER 2002

In accordance with 10 CFR 26.71(d), enclosed is TVA's FFD Program Performance Data for the six-month period of July 1-December 31, 2002. Enclosure 1 contains a discussion of recent FFD Program developments and FFD trends since the last reporting period. Enclosures 2-4 contain the performance data and summary of TVA management actions for TVA's nuclear plant sites (Browns Ferry, Sequoyah, and Watts Bar, respectively). Enclosure 5 consolidates the data for TVA's Nuclear corporate organization (primarily Chattanooga and Knoxville corporate offices) and Bellefonte Nuclear Plant. Enclosure 6 includes two FFD events reported to the NRC pursuant to 10 CFR 26.73 during this six-month period.

The random testing rate of drug and alcohol use for the workforce that is subject to random testing is in accordance with the requirements prescribed in 10 CFR 26.24 (a)(2).

A021

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If you have any questions concerning this information,  
please telephone Terry Knuettel at (423) 751-6673.

Sincerely,

*Mark J. Burzynski*

Mark J. Burzynski

Manager

Nuclear Licensing

Enclosures

cc (Enclosures):

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NRC Senior Resident Inspector  
Sequoyah Nuclear Plant  
2600 Igou Ferry Road  
Soddy Daisy, Tennessee 37379-3624

NRC Senior Resident Inspector  
Watts Bar Nuclear Plant  
1260 Nuclear Plant Road  
Spring City, Tennessee 37381

ENCLOSURE 1

TENNESSEE VALLEY AUTHORITY (TVA)  
FITNESS FOR DUTY (FFD) PERFORMANCE DATA  
JULY 1 - DECEMBER 31, 2002

The following summarizes a matter associated with TVA's FFD Program that occurred during this reporting period:

TVA's "Re-screening of Specimens"

Reference: TVA's policy to re-screen specimens with a creatinine level less than 20 mg/dl, which was addressed in the February 28, 1997 FFD Performance Report.

Summary

TVA Nuclear screened 120 specimens at the lower cutoff for marijuana during this reporting period. There were no positive tests identified from this group.

ENCLOSURE 1

JULY 1-DECEMBER 31, 2002

TRENDS

The confirmed positive test rate for all categories (pre-employment, pre-access, for-cause, post-accident, random, follow-up, and other) for this reporting period was 0.47 percent (19 positive tests) which is 0.12 percent lower than the last reporting period. The rate of random confirmed positives was 0.20 percent (four positive tests) which is 0.02 percent lower than the last reporting period.

## ENCLOSURE 2

SUMMARY OF MANAGEMENT ACTIONS FOR  
BROWNS FERRY NUCLEAR PLANT

In the **pre-access** test category, nine contract employees (CEs) tested positive. One of the nine CEs tested positive for two substances. The CEs were denied access, removed from site, returned to the contract company, and restricted from TVA Nuclear (TVAN) work for three years. Five of the CEs requested that a split specimen test be performed. The split specimen tests reconfirmed the positive test results. None of the CEs requested an appeal.

In the **for-cause** test category, one CE tested positive. This CE was also detected attempting to subvert the Fitness for Duty (FFD) testing process by adulteration. After submitting an out-of-range (low) temperature specimen, the CE submitted a required witnessed specimen. The low temperature specimen tested adulterated and the witnessed specimen tested positive. The CE was tested under TVAN's expanded FFD testing program which includes contractor and vendor employees located at TVAN work locations outside the plant protected area without unescorted nuclear plant access. This CE did not have unescorted access. The CE was removed from site, returned to the contract company, and permanently restricted from TVAN work.

In the **random** test category, one licensee foreman (LF), one contractor foreman (CF) and one CE tested positive. The LF's, CF's and CE's unescorted access was revoked. The LF was removed from site, suspended from work for 14 days, and referred to the Employee Assistance Program. The LF did not request a confirmatory blood alcohol test or an appeal. Review of the LF's work was performed and no deficiencies were identified. The LF did not return to work during this reporting period. The CF and CE were removed from site, returned to the contract company, and restricted from TVAN work for three years. Reviews of the CF's and CE's work were performed and no deficiencies were identified. The CF requested that a split specimen test be performed. The split specimen test reconfirmed the positive test results. The CE requested that a confirmatory blood alcohol test be performed. The blood alcohol test reconfirmed the positive test results. Neither the CF nor the CE requested an appeal.

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

TENNESSEE VALLEY AUTHORITY		DECEMBER 31, 2002	
Company		6 Months Ending	
BROWNS FERRY NUCLEAR PLANT			
Location			
REBECCA A. STANFIELD		(423) 751-8822	
Contact Name		Phone (include area code)	
Cut-offs: Screen/Confirmation		<input checked="" type="checkbox"/> Appendix A to 10 CFR 26 * 50 ng/ml initial cut-off	
Marijuana *	/	Amphetamines	/
Cocaine	/	Phencyclidine	/
Opiates	/	Alcohol(%BAC)	/

\*Specimens with a creatinine level less than 20 mg/dl are evaluated using a 20 ng/ml cutoff on the initial marijuana screen and the limit of quantitation as a cutoff on the GC/MS for marijuana metabolite.

Testing Results		Licensee Employees		Long-Term *** Contractor Personnel		Short-Term Contractor Personnel	
Average Number with Unescorted Access		1,242				1,298	
Categories		# Tested	# Positive	# Tested	# Positive	# Tested	# Positive
Pre-Access		53	0	N/A	N/A	1,299	9
For Cause	Post-accident	0	0	N/A	N/A	0	0
	Observed behavior	1	0	N/A	N/A	7	1
Random		369	1	N/A	N/A	487	2
Follow-up		14	0	N/A	N/A	0	0
Other **		1	0	N/A	N/A	1	0
Total		438	1	N/A	N/A	1,794	12

\*\*The other test category includes: transfer to TVAN from other TVA organizations; program integrity clearance/update; assignment to emergency response duties; and return-to-work (1)-TVA, (1)-contract.

\*\*\*Both long-term and short-term contractors are included in the "Short-Term Contractor Personnel" category.

**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	1	0	0	0	0	0	0	
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	9	3	0	0	0	1	0	0	0	0	0	0	
Total	9	3	0	0	0	2	0	0	0	0	0	0	14

**Cutoff Levels of Additional Drugs**

DRUG NUMBER	SUBSTANCE	Cut-off Level (ng/ml)	
		Screen	Confirmation
1	Barbiturates	300	200
2	Benzodiazepines	300	250
3	Methadone	300	250
4	Methaqualone	300	250
5	Propoxyphene	300	300

ENCLOSURE 3

SUMMARY OF MANAGEMENT ACTIONS FOR  
SEQUOYAH NUCLEAR PLANT

In the **pre-access** test category, three contract employees (CEs) tested positive. One of the three CEs was also detected attempting to subvert the Fitness for Duty (FFD) testing process by substitution. After the CE had submitted a specimen to the collector, the collector noticed a condom on the restroom floor that appeared to have previously contained urine. The CE then submitted a required witnessed specimen. The substitute specimen tested negative and the witnessed specimen tested positive for two substances. The CEs were denied access, removed from site, and returned to the contract company. The two CEs testing positive with no attempt to subvert the FFD testing process were restricted from TVA Nuclear (TVAN) work for three years. The CE attempting to subvert the FFD testing process through substitution was permanently restricted from TVAN work. Two of the CEs requested that a split specimen test be performed. The split specimen tests reconfirmed the positive test results. None of the CEs requested an appeal.



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

TENNESSEE VALLEY AUTHORITY		DECEMBER 31, 2002	
Company		6 Months Ending	
SEQUOYAH NUCLEAR PLANT			
Location			
REBECCA A. STANFIELD		(423) 751-8822	
Contact Name		Phone (include area code)	
Cut-offs: Screen/Confirmation		<input checked="" type="checkbox"/> Appendix A to 10 CFR 26 * 50 ng/ml initial cut-off	
Marijuana *	/	Amphetamines	/
Cocaine	/	Phencyclidine	/
Opiates	/	Alcohol(%BAC)	/

\*Specimens with a creatinine level less than 20 mg/dl are evaluated using a 20 ng/ml cutoff on the initial marijuana screen and the limit of quantitation as a cutoff on the GC/MS for marijuana metabolite.

Testing Results		Licensee Employees		Long-Term *** Contractor Personnel		Short-Term Contractor Personnel	
Average Number with Unescorted Access		1,337		N/A		529	
Categories		# Tested	# Positive	# Tested	# Positive	# Tested	# Positive
Pre-Access		48	0	N/A	N/A	464	3
For Cause	Post-accident	0	0	N/A	N/A	3	0
	Observed behavior	0	0	N/A	N/A	2	0
Random		334	0	N/A	N/A	201	0
Follow-up		6	0	N/A	N/A	0	0
Other **		1	0	N/A	N/A	0	0
Total		389	0	N/A	N/A	670	3

\*\*The other test category includes: transfer to TVAN from other TVA organizations; program integrity clearance/update; assignment to emergency response duties; and return-to-work (1)-TVA.

\*\*\*Both long-term and short-term contractors are included in the "Short-Term Contractor Personnel" category.

REV. 1/92

**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	0	0	0	0	0	0	0	
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	2	1	0	1	0	0	0	0	0	0	0	0	
Total	2	1	0	1	0	0	0	0	0	0	0	0	4

**Cutoff Levels of Additional Drugs**

DRUG NUMBER	SUBSTANCE	Cut-off Level (ng/ml)	
		Screen	Confirmation
1	Barbiturates	300	200
2	Benzodiazepines	300	250
3	Methadone	300	250
4	Methaqualone	300	250
5	Propoxyphene	300	300

ENCLOSURE 4

SUMMARY OF MANAGEMENT ACTIONS FOR  
WATTS BAR NUCLEAR PLANT

In the **pre-access** test category, two contract employees (CEs) tested positive. The CEs were denied access, removed from site, returned to the contract company, and restricted from TVA Nuclear (TVAN) work for three years. Both CEs requested that a split specimen test be performed. The split specimen tests reconfirmed the positive test results. Neither of the CEs requested an appeal.

In the **random** test category, one CE tested positive. The CE's unescorted access was revoked. The CE was removed from site, returned to the contract company, and restricted from TVAN work for three years. A review of the CE's work was performed and no deficiencies were identified.

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

TENNESSEE VALLEY AUTHORITY		DECEMBER 31, 2002	
Company		6 Months Ending	
WATTS BAR NUCLEAR PLANT			
Location			
REBECCA A. STANFIELD		(423) 751-8822	
Contact Name		Phone (include area code)	
Cut-offs: Screen/Confirmation		<input checked="" type="checkbox"/> Appendix A to 10 CFR 26 * 50 ng/ml initial cut-off	
Marijuana *	/	Amphetamines	/
Cocaine	/	Phencyclidine	/
Opiates	/	Alcohol(%BAC)	/

\*Specimens with a creatinine level less than 20 mg/dl are evaluated using a 20 ng/ml cutoff on the initial marijuana screen and the limit of quantitation as a cutoff on the GC/MS for marijuana metabolite.

Testing Results		Licensee Employees		Long-Term *** Contractor Personnel		Short-Term Contractor Personnel	
Average Number with Unescorted Access		974		N/A		267	
Categories		# Tested	# Positive	# Tested	# Positive	# Tested	# Positive
Pre-Access		35	0	N/A	N/A	85	2
For Cause	Post-accident	0	0	N/A	N/A	0	0
	Observed behavior	0	0	N/A	N/A	1	0
Random		268	0	N/A	N/A	79	1
Follow-up		13	0	N/A	N/A	0	0
Other **		0	0	N/A	N/A	1	0
Total		316	0	N/A	N/A	166	3

\*\* The other test category includes: transfer to TVAN from other TVA organizations; program integrity clearance/update (1) contract; assignment to emergency response duties; and, return-to-work (1)-contract.

\*\*\* Both long-term and short-term contractors are included in the "Short-Term Contractor Personnel" category.

**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	0	0	0	0	0	0	0	
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	1	1	0	1	0	0	0	0	0	0	0	0	
Total	1	1	0	1	0	0	0	0	0	0	0	0	3

**Cutoff Levels of Additional Drugs**

DRUG NUMBER	SUBSTANCE	Cut-off Level (ng/ml)	
		Screen	Confirmation
1	Barbiturates	300	200
2	Benzodiazepines	300	250
3	Methadone	300	250
4	Methaqualone	300	250
5	Propoxyphene	300	300

ENCLOSURE 5

SUMMARY OF MANAGEMENT ACTIONS FOR  
CORPORATE TVA NUCLEAR (TVAN) OFFICES  
AND BELLEFONTE NUCLEAR PLANT (BLN)

There were no positive tests in the Corporate TVAN Offices and BLN during this reporting period.

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

TENNESSEE VALLEY AUTHORITY		DECEMBER 31, 2002	
Company		6 Months Ending	
CORPORATE OFFICES (CHATTANOOGA, KNOXVILLE, BELLEFONTE, AND OTHER)			
Location			
REBECCA A. STANFIELD		(423) 751-8822	
Contact Name		Phone (include area code)	
Cut-offs: Screen/Confirmation		<input checked="" type="checkbox"/> Appendix A to 10 CFR 26 * 50 ng/ml initial cut-off	
Marijuana *	/	Amphetamines	/
Cocaine	/	Phencyclidine	/
Opiates	/	Alcohol(%BAC)	/

\*Specimens with a creatinine level less than 20 mg/dl are evaluated using a 20 ng/ml cutoff on the initial marijuana screen and the limit of quantitation as a cutoff on the GC/MS for marijuana metabolite.

Testing Results		Licensee Employees		Long-Term **** Contractor Personnel		Short-Term Contractor Personnel	
Average Number with Unescorted Access **		N/A		N/A		N/A	
Categories		# Tested	# Positive	# Tested	# Positive	# Tested	# Positive
Pre-Access		N/A	N/A	N/A	N/A	N/A	N/A
For Cause	Post-accident	0	0	N/A	N/A	0	0
	Observed behavior	0	0	N/A	N/A	0	0
Random		191	0	N/A	N/A	28	0
Follow-up		2	0	N/A	N/A	0	0
Other ***		10	0	N/A	N/A	0	0
Total		203	0	N/A	N/A	28	0

\*\* Persons assigned to the corporate organization or Bellefonte, but with unescorted access at a TVAN site, are included in the average for the site or sites where they hold the unescorted access authorization.

\*\*\*The other test category includes: employment (6)-contract; transfer to TVAN from other TVA organizations; program integrity clearance/update (1)-TVA; assignment to emergency response duties (2)-TVA; and, return to work (1)-TVA.

\*\*\*\*Both long-term and short-term contractors are included in the "Short-Term Contractor Personnel" category.

## 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	0	0	0	0	0
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	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0	0

## Cutoff Levels of Additional Drugs

DRUG NUMBER	SUBSTANCE	Cut-off Level (ng/ml)	
		Screen	Confirmation
1	Barbiturates	300	200
2	Benzodiazepines	300	250
3	Methadone	300	250
4	Methaqualone	300	250
5	Propoxyphene	300	300



ENCLOSURE 6

SUMMARY OF FITNESS FOR DUTY EVENTS  
REPORTED TO THE NUCLEAR REGULATORY COMMISSION OPERATIONS CENTER

EVENTS	DATE OF NOTIFICATION	JOB TITLE	SUBSTANCE	METHOD DISCOVERED	ACTION TAKEN
02-001	November 18, 2002	Contract Foreman (duties included supervising)	Cocaine	Random testing at BFN	The individual's unescorted access was revoked. The individual was removed from site, returned to the contract company, and restricted from TVA Nuclear work for three years. A review of the individual's work was performed with no deficiencies identified.
02-002	December 3, 2002	Licensee Foreman (duties included supervising)	Alcohol	Random testing at BFN	The individual's unescorted access was revoked. The individual was removed from site, referred to Employee Assistance Program, and suspended for 14 days. A review of the individual's work was performed with no deficiencies identified. The individual did not return to work during this reporting period.