

UNITED STATES  
NUCLEAR REGULATORY COMMISSION  
OFFICE OF NUCLEAR REACTOR REGULATION  
WASHINGTON, D.C. 20555-0001

October 30, 1998

**NRC INFORMATION NOTICE NO. 98-39: SUMMARY OF FITNESS-FOR-DUTY PROGRAM  
PERFORMANCE REPORTS FOR CALENDAR  
YEARS 1996 AND 1997**

Addressees

All holders of operating licenses for nuclear power reactors.

Purpose

This information notice is intended to present a summary and analysis of the data submitted by licensees in their Fitness-for-Duty (FFD) Program Performance Reports for Calendar Years 1996 and 1997.

Background

Since the inception of the Fitness-for-Duty Rule (10 CFR Part 26), licensees have submitted program performance reports to the NRC as required by 10 CFR 26.71(d). In the past, the NRC has summarized and analyzed the data submitted by the licensees and published an annual volume, NUREG/CR-5758, "Fitness for Duty in the Nuclear Power Industry — Annual Summary of Program Performance Reports CY (XX)."

This information notice presents, for 1996 and 1997, similar information to that supplied in the past in NUREG/CR-5758. Attachment 1 presents tables of Fitness-for-Duty statistics for these years.

Discussion

Some of the lessons learned and management initiatives reported by licensees for 1996 and 1997 are discussed in the material that follows.

(1) Certified Laboratories

Several utilities reported problems involving blind samples and certified laboratories:

- Most unsatisfactory testing results are caused by inadequate laboratory procedures, clerical mistakes, errors by laboratory technicians, and poor quality control during formulation of blind samples.

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- One laboratory failed to provide consistently accurate results in testing blind samples during the preliminary phase of contract negotiation.
- Several licensees reported false negative results because the seal on the container lid had adsorbed the THC (tetrahydrocannabinol) from the specimen, reducing the THC concentration in the sample to below the cutoff level.
- False negatives also resulted because the blind samples had aged to the point that the spiking chemicals had begun to break down and, therefore, did not register a positive result.
- False negatives resulted when the laboratory was not properly informed about the specific chemicals or concentration levels for which the samples were to be tested.
- A false negative was reported because the blind sample had been spiked with oxazepam rather than with the nordiazepam for which the laboratory tested.
- Some licensees have adopted a more stringent cutoff level of 50 nanograms per milliliter (ng/ml) rather than the former cutoff level of 100 ng/ml for a positive marijuana test result. But one utility reported a false negative result because the laboratory that had prepared the blind sample spiked it at the 50-ng/ml level rather than at the 100-ng/ml level designated by the utility.

## (2) Random Testing

Incidents continue to be reported that employees are improperly notified in advance of random testing and that some employees fail to report promptly for testing when properly notified.

Several utilities reported that some employees who should have been included in the random testing pool database had not been included:

- People were omitted from the pool, sometimes due to failure to monitor the database as people come and go, or due to failure to re-enter people after an absence.
- An employee had not been reentered into the database after that employee returned from a 30-day absence (employee's badge had not been used for 30 days).
- The computer program software being used to manage both the FFD test data and the random testing pool database did not retain the test data associated with those people who had been recently removed from the database during the reporting period.
- A computer program used for managing the random testing pool database randomly and inappropriately deleted individuals from the database.
- A software error made during a program upgrade process resulted in a random testing rate less than 50 percent when the sampling procedure was switched from composite sampling to simple sampling.

- Flaws in computer programming omitted some categories of workers from the testing pool. In one case, during a software upgrade, a change to the program made by security personnel in transferring data from the security database to the Fitness-for-Duty database left two categories of workers (nearly 150 people) out of the random testing pool.

### **(3) Policies and Procedures**

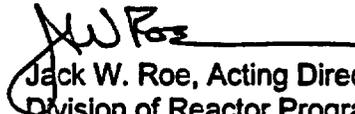
Several utilities reported taking initiatives to improve their FFD programs by eliminating unnecessary and redundant procedures in some areas but improving procedures in other areas:

- Procedural errors occurred at several sites, including failure to follow documented procedures intended to ensure that the chain-of-custody process protected the integrity of samples. In one case, a box of samples was lost and had to be re-collected after a courier set the box on the ground while he unlocked his car and then drove away, leaving the box in the parking lot. In another case, a new agency hired to collect specimens did not complete the chain-of-custody forms accurately.
- At another site, FFD administrators used employee work schedules to determine if a person was available for testing, instead of contacting the employee's supervisor. As a result, one individual was not tested even though he was, in fact, at work that day.
- One licensee modified its procedures when an independent review noted that a person who was notified to provide a "for-cause" specimen was not escorted.
- A utility improved its Medical Review Officer (MRO) review procedures so that, when an originally negative drug screen determination was reversed by a second MRO, the MROs were instructed to seek and document consensus before making a final classification.
- An employee who reports having been arrested for substance abuse would have to submit to a for-cause drug test and would be referred for evaluation by the mental health professional of the employee assistance program.
- On occasion, an individual who has been randomly selected to provide a specimen for testing may be excused from providing that specimen. A utility reports that it uses a computer program to identify trends and abuses of such excuses.
- A 100 percent testing policy was adopted by a utility after noting what was considered to be a significant increase in the number of positive random test results. In this instance, a licensed reactor operator and two supervisors tested positive. The new policy also required all employees to have additional training in behavioral observation and in the employee assistance program.
- The medical use of marijuana has been approved in certain jurisdictions. A utility has told its employees that such approval will have no effect on the utility's Fitness-for-Duty program, and this position has been incorporated in the general employee training program.

**(4) Program and Systems Management**

- One utility reported a failure to perform required background checks and psychological evaluations of some personnel who were involved in the administration of the Fitness-for-Duty program. The implementing procedures had not specified which positions were subject to these investigations.
- Appropriate training in behavioral observation techniques is required by 10 CFR 26.22 for managers and supervisors. More than one utility reported having individuals on site who had not received the required current training.
- Management vigilance over FFD program assumptions enabled one licensee to discover that a change in the plastic material from which specimen containers were manufactured allowed tamper-proof seals to be peeled off without leaving evidence of tampering; the new plastic had a slicker surface.

This information notice requires no specific action or written response. If you have any questions about the information in this notice, please contact the technical contact listed below or the Regional Administrator of the appropriate Regional Office of the NRC.

  
Jack W. Roe, Acting Director  
Division of Reactor Program Management  
Office of Nuclear Reactor Regulation

Technical Contact: Loren L. Bush, Jr., NRR  
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Attachments:

1. Fitness-for-Duty Statistics
2. List of Recently Issued NRC Information Notices

**Test results for each test category, 1996 and 1997**

TEST CATEGORY	1996			1997		
	NUMBER OF TESTS	POSITIVE TESTS	PERCENT POSITIVE	NUMBER OF TESTS	POSITIVE TESTS	PERCENT POSITIVE
Pre-Access	81,041	1,132	1.40%	84,320	1,096	1.30%
Random	62,307	202	0.32%	60,829	172	0.28%
For-Cause	848	138	16.27%	722	149	20.64%
Follow-Up	3,262	40	1.23%	3,296	31	0.94%
<b>TOTAL</b>	<b>147,458</b>	<b>1,512</b>	<b>1.03%</b>	<b>149,167</b>	<b>1,448</b>	<b>0.97%</b>

**1996 Test result for each test category and work category**  
 (January through December 1996)

TEST CATEGORY	LICENSEE EMPLOYEES	LONG-TERM CONTRACTORS	SHORT-TERM CONTRACTORS	TOTAL
<b>Pre-Access</b>				
Number Tested	9,901	1,075	70,065	81,041
Number Positive	94	13	1,025	1,132
Percent Positive	0.95%	1.21%	1.46%	1.40%
<b>Random</b>				
Number Tested	44,183	1,916	16,208	62,307
Number Positive	94	4	104	202
Percent Positive	0.21%	0.21%	0.64%	0.32%
<b>For-Cause</b>				
Number Tested	368	15	465	848
Number Positive	35	4	99	138
Percent Positive	9.51%	26.67%	21.29%	16.27%
<b>Follow-Up</b>				
Number Tested	1,935	33	1,294	3,262
Number Positive	21	0	19	40
Percent Positive	1.09%	0.00%	1.47%	1.23%
<b>TOTAL*</b>				
Number Tested	56,387	3,039	88,032	147,458
Number Positive	244	21	1,247	1,512
Percent Positive	0.43%	0.69%	1.42%	1.03%

\* Test results in the "Other" test category are not included.

**1996 Test results by NUMARC form test category**  
 (January through December 1996)

<b>TEST CATEGORY</b>	<b>FIRST SIX MONTHS</b>	<b>SECOND SIX MONTHS</b>	<b>YEAR</b>
<b>Pre-Access</b>			
Number Tested	40,188	40,853	81,041
Number Positive	531	601	1,132
Percent Positive	1.32%	1.47%	1.40%
<b>Random</b>			
Number Tested	31,790	30,517	62,307
Number Positive	95	107	202
Percent Positive	0.30%	0.35%	0.32%
<b>For-Cause</b>			
<i>Observed Behavior</i>			
Number Tested	313	308	621
Number Positive	61	75	136
Percent Positive	19.49%	24.35%	21.90%
<i>Post-Accident</i>			
Number Tested	149	78	227
Number Positive	0	2	2
Percent Positive	0.00%	2.56%	0.88%
<b>Follow-Up</b>			
Number Tested	1,695	1,567	3,262
Number Positive	20	20	40
Percent Positive	1.18%	1.28%	1.23%
<b>TOTAL*</b>			
Number Tested	1,047	1,035	2,082
Number Positive	14	23	37
Percent Positive	1.34%	2.22%	1.78%
<b>TOTAL without OTHER category</b>			
Number Tested	74,135	73,323	147,458
Number Positive	707	805	1,512
Percent Positive	0.95%	1.10%	1.03%

\* These totals have been calculated using the category "Other," however, this category has been purposely omitted from calculations for the totals and percentages throughout the body of this report.

**1996 Test results for licensee employees and contractor personnel**  
 (January through December 1996)

TEST CATEGORY	LICENSEE EMPLOYEES			CONTRACTORS (Long-Term/Short Term)		
	First Six Months	Second Six Months	Year	First Six Months	Second Six Months	Year
<b>Pre-Access</b>						
Number Tested	5,167	4,734	9,901	35,021	36,119	71,140
Number Positive	40	54	94	491	547	1,038
Percent Positive	0.77%	1.14%	0.95%	1.40%	1.51%	1.46%
<b>Random</b>						
Number Tested	22,872	21,311	44,183	8,918	9,206	18,124
Number Positive	47	47	94	48	60	108
Percent Positive	0.21%	0.22%	0.21%	0.54%	0.65%	0.60%
<b>For-Cause</b>						
<i>Observed Behavior</i>						
Number Tested	135	109	244	178	199	377
Number Positive	15	19	34	46	56	102
Percent Positive	11.11%	17.43%	13.93%	25.84%	28.14%	27.06%
<i>Post-Accident</i>						
Number Tested	84	40	124	65	38	103
Number Positive	0	1	1	0	1	1
Percent Positive	0.00%	2.50%	0.81%	0.00%	2.63%	0.97%
<b>Follow-Up</b>						
Number Tested	956	979	1,935	739	588	1,327
Number Positive	8	13	21	12	7	19
Percent Positive	0.84%	1.33%	1.09%	1.62%	1.19%	1.43%
<b>Other</b>						
Number Tested	587	414	1,001	460	621	1,081
Number Positive	3	4	7	11	19	30
Percent Positive	0.51%	0.97%	0.70%	2.39%	3.06%	2.78%
<b>TOTAL*</b>						
Number Tested	29,801	27,587	57,388	45,381	46,771	92,152
Number Positive	113	138	251	608	690	1,298
Percent Positive	0.38%	0.50%	0.44%	1.34%	1.48%	1.41%
<b>TOTAL without OTHER category</b>						
Number Tested	29,214	27,173	56,387	44,921	46,150	91,071
Number Positive	110	134	244	597	671	1,268
Percent Positive	0.38%	0.49%	0.43%	1.33%	1.45%	1.39%

\* These totals have been calculated using the category "Other."

**1996 Test results for long-term and short-term contractor personnel**  
 (January through December 1996)

TEST CATEGORY	LONG-TERM CONTRACTORS			SHORT-TERM CONTRACTORS		
	First Six Months	Second Six Months	Year	First Six Months	Second Six Months	Year
<b>Pre-Access</b>						
Number Tested	515	560	1,075	34,506	35,559	70,065
Number Positive	5	8	13	486	539	1,025
Percent Positive	0.97%	1.43%	1.21%	1.41%	1.52%	1.46%
<b>Random</b>						
Number Tested	927	989	1,916	7,991	8,217	16,208
Number Positive	2	2	4	46	58	104
Percent Positive	0.22%	0.20%	0.21%	0.58%	0.71%	0.64%
<b>For-Cause</b>						
<i>Observed Behavior</i>						
Number Tested	7	5	12	171	194	365
Number Positive	3	1	4	43	55	98
Percent Positive	42.86%	20.00%	33.33%	25.15%	28.35%	26.85%
<i>Post-Accident</i>						
Number Tested	3	0	3	62	38	100
Number Positive	0	0	0	0	1	1
Percent Positive	0.00%	N/A	0.00%	0.00%	2.63%	1.00%
<b>Follow-Up</b>						
Number Tested	11	22	33	728	566	1,294
Number Positive	0	0	0	12	7	19
Percent Positive	0.00%	0.00%	0.00%	1.65%	1.24%	1.47%
<b>Other</b>						
Number Tested	20	81	101	440	540	980
Number Positive	0	2	2	11	17	28
Percent Positive	0.00%	2.47%	1.98%	2.50%	3.15%	2.86%
<b>TOTAL*</b>						
Number Tested	1,483	1,657	3,140	43,898	45,114	89,012
Number Positive	10	13	23	598	677	1,275
Percent Positive	0.67%	0.78%	0.73%	1.36%	1.50%	1.43%
<b>TOTAL without OTHER category</b>						
Number Tested	1,463	1,576	3,039	43,458	44,574	88,032
Number Positive	10	11	21	587	660	1,247
Percent Positive	0.68%	0.70%	0.69%	1.35%	1.48%	1.42%

\* These totals have been calculated using the category "Other," however, this category has been purposely omitted from calculations for the totals and percentages throughout the body of this report.

**1996 Number of confirmed positives by substance**  
 (January through December 1996)

TYPE OF SUBSTANCE	FIRST SIX MONTHS		SECOND SIX MONTHS		TOTAL	
	Number	Percent	Number	Percent	Number	Percent
Marijuana	417	57.12%	451	53.69%	868	55.29%
Cocaine	160	21.92%	192	22.86%	352	22.42%
Opiates	7	0.96%	7	0.83%	14	0.89%
Amphetamines	18	2.47%	35	4.17%	53	3.38%
Phencyclidine	2	0.27%	0	0.00%	2	0.13%
Alcohol	126	17.26%	155	18.45%	281	17.90%
<b>TOTAL*</b>	<b>730</b>		<b>840</b>		<b>1570</b>	

\* These numbers include positive test results from the "Other" test category.

**1996 Confirmed positives test results by substance for each worker category**  
 (January through December 1996)

TYPE OF SUBSTANCE	LICENSEE EMPLOYEES		CONTRACTORS (Long-Term/Short-Term)	
	Number	Percent	Number	Percent
Marijuana	117	46.80%	751	56.89%
Cocaine	61	24.40%	291	22.05%
Opiates	2	0.80%	12	0.91%
Amphetamines	6	2.40%	47	3.56%
Phencyclidine	0	0.00%	2	0.15%
Alcohol	64	25.60%	217	16.44%
<b>TOTAL*</b>	<b>250</b>		<b>1320</b>	

\* These numbers include positive test results from the "Other" test category.

**1997 Test result for each test category and work category**  
 (January through December 1997)

<b>TEST CATEGORY</b>	<b>LICENSEE EMPLOYEES</b>	<b>LONG-TERM CONTRACTORS</b>	<b>SHORT-TERM CONTRACTORS</b>	<b>TOTAL</b>
<b>Pre-Access</b>				
Number Tested	11,195	1,269	71,856	84,320
Number Positive	62	17	1,017	1,096
Percent Positive	0.55%	1.34%	1.42%	1.30%
<b>Random</b>				
Number Tested	42,011	2,231	16,587	60,829
Number Positive	76	6	90	172
Percent Positive	0.18%	0.27%	0.54%	0.28%
<b>For-Cause</b>				
Number Tested	315	23	384	722
Number Positive	35	6	108	149
Percent Positive	11.11%	26.09%	28.13%	20.64%
<b>Follow-Up</b>				
Number Tested	1,881	86	1,329	3,296
Number Positive	14	0	17	31
Percent Positive	0.74%	0.00%	1.28%	0.94%
<b>TOTAL*</b>				
Number Tested	55,402	3,609	90,156	149,167
Number Positive	187	29	1,232	1,448
Percent Positive	0.34%	0.80%	1.37%	0.97%

\* Test results in the "Other" test category are not included.

**1997 Test results by NUMARC form test category**  
 (January through December 1997)

TEST CATEGORY	FIRST SIX MONTHS	SECOND SIX MONTHS	YEAR
<b>Pre-Access</b>			
Number Tested	46,759	37,561	84,320
Number Positive	617	479	1,096
Percent Positive	1.32%	1.28%	1.30%
<b>Random</b>			
Number Tested	31,697	29,132	60,829
Number Positive	99	73	172
Percent Positive	0.31%	0.25%	0.28%
<b>For-Cause</b>			
<i>Observed Behavior</i>			
Number Tested	301	230	531
Number Positive	80	64	144
Percent Positive	26.58%	27.83%	27.12%
<i>Post-Accident</i>			
Number Tested	117	74	191
Number Positive	2	3	5
Percent Positive	1.71%	4.05%	2.62%
<b>Follow-Up</b>			
Number Tested	1,798	1,498	3,296
Number Positive	21	10	31
Percent Positive	1.17%	0.67%	0.94%
<b>TOTAL*</b>			
Number Tested	81,617	69,478	151,095
Number Positive	844	640	1,484
Percent Positive	1.03%	0.92%	0.98%
<b>TOTAL without OTHER category</b>			
Number Tested	80,672	68,495	149,167
Number Positive	819	629	1,448
Percent Positive	1.02%	0.92%	0.97%

\* These totals have been calculated using the category "Other," however, this category has been purposely omitted from calculations for the totals and percentages throughout the body of this report.

**1997 Test results for licensee employees and contractor personnel**  
 (January through December 1997)

TEST CATEGORY	LICENSEE EMPLOYEES			CONTRACTORS (Long-Term/Short Term)		
	First Six Months	Second Six Months	Year	First Six Months	Second Six Months	Year
<b>Pre-Access</b>						
Number Tested	6,290	4,905	11,195	40,469	32,656	73,125
Number Positive	30	32	62	587	447	1,034
Percent Positive	0.48%	0.65%	0.55%	1.45%	1.37%	1.41%
<b>Random</b>						
Number Tested	21,642	20,369	42,011	10,055	8,763	18,818
Number Positive	45	31	76	54	42	96
Percent Positive	0.21%	0.15%	0.18%	0.54%	0.48%	0.51%
<b>For-Cause</b>						
<i>Observed Behavior</i>						
Number Tested	116	92	208	185	138	323
Number Positive	14	20	34	66	44	110
Percent Positive	12.07%	21.74%	16.35%	35.68%	31.88%	34.06%
<i>Post-Accident</i>						
Number Tested	58	49	107	59	25	84
Number Positive	0	1	1	2	2	4
Percent Positive	0.00%	2.04%	0.93%	3.39%	8.00%	4.76%
<b>Follow-Up</b>						
Number Tested	960	921	1,881	838	577	1,415
Number Positive	7	7	14	14	3	17
Percent Positive	0.73%	0.76%	0.74%	1.67%	0.52%	1.20%
<b>Other</b>						
Number Tested	403	428	831	542	555	1,097
Number Positive	4	4	8	21	7	28
Percent Positive	0.99%	0.93%	0.96%	3.87%	1.26%	2.55%
<b>TOTAL*</b>						
Number Tested	29,469	26,764	56,233	52,148	42,714	94,862
Number Positive	100	95	195	744	545	1,289
Percent Positive	0.34%	0.35%	0.96%	1.43%	1.28%	1.36%
<b>TOTAL without OTHER category</b>						
Number Tested	29,066	26,336	55,402	51,606	42,159	93,765
Number Positive	96	92	187	723	538	1,261
Percent Positive	0.33%	0.35%	0.34%	1.40%	1.28%	1.34%

\* These totals have been calculated using the category "Other."

**1997 Test results for long-term and short-term contractor personnel**  
 (January through December 1997)

TEST CATEGORY	LONG-TERM CONTRACTORS			SHORT-TERM CONTRACTORS		
	First Six Months	Second Six Months	Year	First Six Months	Second Six Months	Year
<b>Pre-Access</b>						
Number Tested	677	592	1,269	39,792	32,064	71,856
Number Positive	5	12	17	582	435	1,017
Percent Positive	0.74%	2.03%	1.34%	1.46%	1.36%	1.42%
<b>Random</b>						
Number Tested	1,133	1,098	2,231	8,922	7,665	16,587
Number Positive	4	2	6	50	40	90
Percent Positive	0.35%	0.18%	0.27%	0.56%	0.52%	0.54%
<b>For-Cause</b>						
<i>Observed Behavior</i>						
Number Tested	9	7	16	176	131	307
Number Positive	4	2	6	62	42	104
Percent Positive	44.44%	28.57%	37.50%	35.23%	32.06%	33.88%
<i>Post-Accident</i>						
Number Tested	7	0	7	52	25	77
Number Positive	0	0	0	2	2	4
Percent Positive	0.00%	N/A	0.00%	3.85%	8.00%	5.19%
<b>Follow-Up</b>						
Number Tested	24	62	86	814	515	1,329
Number Positive	0	0	0	14	3	17
Percent Positive	0.00%	0.00%	0.00%	1.72%	0.58%	1.28%
<b>Other</b>						
Number Tested	18	51	69	524	504	1,028
Number Positive	1	0	1	20	7	27
Percent Positive	5.56%	0.00%	1.45%	3.82%	1.39%	2.63%
<b>TOTAL*</b>						
Number Tested	1,868	1,810	3,678	50,280	40,904	91,184
Number Positive	14	16	30	730	529	1,259
Percent Positive	0.75%	0.88%	0.82%	1.45%	1.29%	1.38%
<b>TOTAL without OTHER category</b>						
Number Tested	1,850	1,759	3,609	49,756	40,400	90,156
Number Positive	13	16	29	710	522	1,232
Percent Positive	0.70%	0.91%	0.80%	1.43%	1.29%	1.37%

\* These totals have been calculated using the category "Other," however, this category has been purposely omitted from calculations for the totals and percentages throughout the body of this report.

**1997 Number of confirmed positives by substance**  
 (January through December 1997)

TYPE OF SUBSTANCE	FIRST SIX MONTHS		SECOND SIX MONTHS		TOTAL	
	Number	Percent	Number	Percent	Number	Percent
Marijuana	487	55.28%	355	54.87%	842	55.10%
Cocaine	180	20.43%	156	24.11%	336	21.99%
Opiates	28	3.18%	11	1.70%	39	2.55%
Amphetamines	32	3.63%	17	2.63%	49	3.21%
Phencyclidine	0	0.00%	0	0.00%	0	0.00%
Alcohol	154	17.48%	108	16.69%	262	17.15%
<b>TOTAL*</b>	<b>881</b>		<b>647</b>		<b>1528</b>	

\* These numbers include positive test results from the "Other" test category.

**1997 Confirmed positives test results by substance for each worker category**  
 (January through December 1997)

TYPE OF SUBSTANCE	LICENSEE EMPLOYEES		CONTRACTORS (Long-Term/Short-Term)	
	Number	Percent	Number	Percent
Marijuana	90	42.06%	752	57.23%
Cocaine	39	18.22%	297	22.60%
Opiates	23	10.75%	16	1.22%
Amphetamines	8	3.74%	41	3.12%
Phencyclidine	0	0.00%	0	0.00%
Alcohol	54	25.23%	208	15.83%
<b>TOTAL*</b>	<b>214</b>		<b>1314</b>	

These numbers include positive test results from the "Other" test category.

**Significant fitness-for-duty events (1990-1997)**

Type of Event	1990	1991	1992	1993	1994	1995	1996	1997	Total
Reactor Operators	19	16	18	8	7	8	8	9	93
Licensee Supervisors	26	16	22	25	11	16	19	16	151
Contract Supervisors	12	24	28	16	11	10	8	10	119
FFD Program Personnel	1	5			1		2		9
Substances Found	6	8	6	2		5	5	4	36
<b>Total</b>	<b>64</b>	<b>69</b>	<b>74</b>	<b>51</b>	<b>30</b>	<b>39</b>	<b>42</b>	<b>39</b>	<b>408</b>

**Trends in testing by test type (1990-1997)**

Type of Test	1990	1991	1992	1993	1994	1995	1996	1997	Total
<b>Pre-Access</b>									
Number Tested	122,491	104,508	104,842	91,471	80,217	79,305	81,041	84,320	748,195
Number Positive	1,548	983	1,110	952	977	1,122	1,132	1,096	8,920
Percent Positive	1.26%	0.94%	1.06%	1.04%	1.22%	1.41%	1.40%	1.30%	1.19%
<b>Random</b>									
Number Tested	148,743	153,818	156,730	146,605	78,391	66,791	62,307	60,829	874,214
Number Positive	550	510	461	341	223	180	202	172	2,639
Percent Positive	0.37%	0.33%	0.29%	0.23%	0.28%	0.27%	0.32%	0.28%	0.30%
<b>For-Cause</b>									
Number Tested	732	727	696	751	758	763	848	722	5,997
Number Positive	214	167	178	163	122	139	138	149	1,270
Percent Positive	29.23%	22.97%	25.57%	21.70%	16.09%	18.22%	16.27%	20.64%	21.18%
<b>Follow-Up</b>									
Number Tested	2,633	3,544	4,283	4,139	3,875	3,262	3,262	3,296	28,294
Number Positive	65	62	69	56	50	35	40	31	408
Percent Positive	2.47%	1.75%	1.61%	1.35%	1.29%	1.07%	1.23%	0.94%	1.44%
<b>TOTAL</b>									
Number Tested	274,599	262,597	266,551	242,966	163,241	150,121	147,458	149,167	1,656,700
Number Positive	2,377	1,722	1,818	1,512	1,372	1,476	1,512	1,448	13,237
Percent Positive	0.87%	0.66%	0.68%	0.62%	0.84%	0.98%	1.03%	0.97%	0.80%

**Trends in substances identified (1990-1997)**

Substance	1990	1991	1992	1993	1994	1995	1996	1997
Marijuana	1,153	746	953	781	739	819	868	842
Cocaine	706	549	470	369	344	374	352	336
Alcohol	452	401	427	357	251	265	281	262
Amphetamines	69	31	31	51	54	61	53	49
Opiates	45	24	8	13	11	17	14	39
Phencyclidine	8	11	4	5	1	7	2	0
<b>Total*</b>	<b>2,433</b>	<b>1,762</b>	<b>1,893</b>	<b>1,576</b>	<b>1,400</b>	<b>1,543</b>	<b>1,570</b>	<b>1,528</b>

\* These totals do not equal the total number of positives for each year due to positives for multiple substances and other substances than those listed above.

**Trends in positive test rates for workers with unescorted access (1990-1997)\***

	Positive Test Rate
1990	0.54%
1991	0.47%
1992	0.44%
1993	0.37%
1994	0.48%
1995	0.50%
1996	0.57%
1997	0.54%

\* Includes random, for-cause, and follow-up testing results. The reduction in random test rate from 100% to 50% has been in effect since 1994.G

Reporting unit contacts by NRC region			
REGION I	REGION II	REGION III	REGION IV
<b>Beaver Valley</b> Eugene P. Edwards (412) 393-5238	<b>Bellefonte</b> Becky Stanfield (423) 751-8822	<b>Big Rock Point</b> J.A. Smith (517) 788-7072	<b>Arkansas Nuclear One</b> Kenneth D. Jeffrey (501) 858-7846
<b>Calvert Cliffs</b> F. Bruce Martenis (410) 234-6162	<b>Browns Ferry</b> Becky Stanfield (423) 751-8822	<b>Braidwood</b> Judith C. Papaleo (630) 663-6565	<b>Callaway</b> Patricia Davis (573) 676-4300
<b>FitzPatrick</b> Carol A. Soucy (315) 349-6412	<b>Brunswick</b> Fred Underwood (919) 546-6180	<b>Byron</b> Judith C. Papaleo (630) 663-6565	<b>Comanche Peak</b> James E. Brown (254) 897-8912
<b>Ginna</b> Lynn I. Hauck (716) 771-2232	<b>Catawba</b> Shella Lowry-Minor (803) 831-3881	<b>Clinton</b> Gary S. Kephart (217) 935-8881	<b>Cooper</b> Jannette Harrington (402) 825-5429
<b>Haddam Neck</b> Gordon Hallberg (860) 665-3384	<b>Crystal River</b> Margaret L. Moore, MD (352) 563-4355	<b>Cook</b> Kathleen Burkett (616) 466-3335	<b>Diablo Canyon</b> William F. Ryan (805) 545-3329
<b>Indian Point 1 &amp; 2</b> J. Mark Drexel (914) 271-7418	<b>Farley</b> Elizabeth McDougal (205) 992-5707	<b>Davis Besse</b> J.L. Freels (419) 321-8466	<b>Fort Calhoun</b> Colleen L. Burke (402) 636-3028
<b>Indian Point 3</b> Dale Plumer (914) 788-2195	<b>Harris</b> Fred Underwood (919) 546-6180	<b>Dresden</b> Judith C. Papaleo (630) 663-6565	<b>Grand Gulf</b> Donna Williams (601) 437-2481
<b>Limerick</b> David M. Sarley (215) 841-5703	<b>Hatch</b> Dianne A. Coley (205) 992-7231	<b>Duane Arnold</b> Diane Engelhardt (319) 851-7280	<b>Palo Verde</b> Mary Maddix (602) 393-2464

Reporting unit contacts by NRC region			
REGION I	REGION II	REGION III	REGION IV
Maine Yankee H.E. Torberg, Jr. (207) 882-5319	McGuire Deana A. DeLoach (704) 875-5781	Fermi Joseph H. Korte (734) 586-1095	River Bend Claudia Parker (504) 381-3655
Millstone Gordon R. Hollberg (860) 665-3384	North Anna W.R. Runner, Jr. (804) 273-2735	Kewaunee Richard P. Pulec (920) 388-8376	San Onofre S.L. Blue (714) 368-2482
Nine Mile Point Beth Menikheim (315) 349-4410	Oconee Pauline D. Beatty (864) 885-3317	LaSalle Judith C. Papaleo (630) 663-6565	South Texas Lisa H. Matula (512) 972-7444
Oyster Creek J. Troebliker (717) 948-8188	Robinson Fred Underwood (919) 546-6180	Monticello Anne M. Gutsch (612) 330-7999	Trojan Manuel D. Gatlin (503) 556-6429
Peach Bottom David M. Sarley (215) 841-5703	Sequoyah Becky Stanfield (423) 751-8822	Palisades J.A. Smith (517) 788-7072	WNP-2 D.W. Martin (509) 377-8628
Pilgrim Paul Keefe, MD (617) 424-2372	St. Lucie Arthur Cummings (561) 467-7008	Perry Joseph R. Slike (440) 280-5850	
Salem/Hope Creek Ronald J. Mack (609) 339-5600	Summer Harry O'Quinn (803) 345-4153	Point Beach B.K. Kopetsky (920) 755-6588	
Seabrook Bruce R. Seymour (603) 773-7012	Surry W.R. Runner, Jr. (804) 273-2735	Prairie Island Anne M. Gutsch (612) 330-7999	
Susquehanna Lisa M. Yupco (717) 542-3201	Turkey Point James E. Denton (305) 246-7171	Quad Cities Judith C. Papaleo (630) 663-6565	
Three Mile Island J. Troebliker (717) 948-8188	Vogtle Vince Agro (205) 992-5094	Zion Judith C. Papaleo (630) 663-6565	
Vermont Yankee Greg Morgan (802) 258-5800	Watts Bar Becky Stanfield (423) 751-8822		
Yankee-Rowe Peter J. Windle (508) 568-2280			

**LIST OF RECENTLY ISSUED  
NRC INFORMATION NOTICES**

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<b>Information Notice No.</b>	<b>Subject</b>	<b>Date of Issuance</b>	<b>Issued to</b>
98-38	<b>Metal-Clad Circuit Breaker Maintenance Issued Identified By NRC Inspections</b>	<b>10/15/98</b>	<b>All holders of operating licenses for nuclear power reactors.</b>
98-37	<b>Eligibility of Operator License Applicants</b>	<b>10/01/98</b>	<b>All holders of operating licenses for nuclear power reactors, except those who have permanently ceased operations and have certified that fuel has been permanently removed from the reactor vessel.</b>
98-36	<b>Inadequate or Poorly Controlled Non-Safety-Related Maintenance Activities Unnecessarily Challenged Safety Systems</b>	<b>9/18/98</b>	<b>All holders of operating licenses for nuclear power reactors</b>
98-35	<b>Threat Assessments and Consideration of Heightened Physical Protection Measures</b>	<b>9/4/98</b>	<b>All U.S. NRC fuel cycle facilities power and non-power reactor licensees (Safeguard issues, not for public disclosure.)</b>
98-34	<b>NRC Configuration Control Errors</b>	<b>8/28/98</b>	<b>All holders of Operating licenses for nuclear power reactors, except for those who have ceased operations and have certified that fuel has been permanently removed from the reactor vessel</b>

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OL = Operating License  
CP = Construction Permit

*J. Mc Knight - O-PI-17*

IN 98-39  
October 30, 1998  
Page 4 of 4

**(4) Program and Systems Management**

- One utility reported a failure to perform required background checks and psychological evaluations of some personnel who were involved in the administration of the Fitness-for-Duty program. The implementing procedures had not specified which positions were subject to these investigations.
- Appropriate training in behavioral observation techniques is required by 10 CFR 26.22 for managers and supervisors. More than one utility reported having individuals on site who had not received the required current training.
- Management vigilance over FFD program assumptions enabled one licensee to discover that a change in the plastic material from which specimen containers were manufactured allowed tamper-proof seals to be peeled off without leaving evidence of tampering; the new plastic had a slicker surface.

This information notice requires no specific action or written response. If you have any questions about the information in this notice, please contact the technical contact listed below or the Regional Administrator of the appropriate Regional Office of the NRC.

Original signed by  
Jack W. Roe, Acting Director  
Division of Reactor Program Management  
Office of Nuclear Reactor Regulation

Technical Contact: Loren L. Bush, Jr., NRR  
301-415-2944  
E-mail: llb@nrc.gov

**Attachments:**

1. Fitness-for-Duty Statistics
  2. List of Recently Issued NRC Information Notices *List filed in Jacket.*
- \*See previous concurrence

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OFFICE	PECB:DRPM	(A)C:PSGB	C:PECB:DRPM	(A)D:DRPM
NAME	RBenedict*	RRosano* <i>CS 10/16</i>	JStolz*	JRbe <i>JR</i>
DATE	10/15/98	10/15/98	10/20/98	10/27/98

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- The medical use of marijuana has been approved in certain jurisdictions. A utility has told its employees that such approval will have no effect on the utility's Fitness-for-Duty program, and this position has been incorporated in the general employee training program.

(4) Program and Systems Management

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Jack W. Roe, Acting Director  
 Division of Reactor Program Management  
 Office of Nuclear Reactor Regulation

Technical Contact: Loren L. Bush, Jr., NRR  
 301-415-2944  
 E-mail: llb@nrc.gov

Attachments:

1. Fitness-for-Duty Statistics
2. List of Recently Issued NRC Information Notices

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NAME	RBenedict <i>RaB</i>		RRosano <i>[Signature]</i>		JStolz <i>[Signature]</i>	JRoe
DATE	10/15/98		10/19/98		10/20/98	1 / 98

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*QTD*