



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

February 26, 2004

U.S. Nuclear Regulatory Commission
ATTN: Document Control Desk
Washington, D.C. 20555-0001

10 CFR 26.71(d)

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 2003

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, 2003. 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 one FFD event reported to the NRC pursuant to 10 CFR 26.73 during the 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).

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: See page 2

AOZ1

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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, 2003

The following summarizes testing results under TVA's FFD Program that occurred during this reporting period:

I. 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 112 specimens at the lower cutoff for marijuana during this reporting period. There were no positive tests identified from this group.

II. 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 0.72 percent (40 positive tests) which is 0.20 percent lower than the last reporting period. The rate of random confirmed positives was 0.20 percent (5 positive tests) which is 0.18 percent lower than the last reporting period.

ENCLOSURE 2

SUMMARY OF MANAGEMENT ACTIONS FOR
BROWNS FERRY NUCLEAR PLANT

In the pre-access test category, eight contract employees (CEs) tested positive. Seven of the eight CEs were denied access, removed from site, returned to the contract company, and restricted from TVA Nuclear (TVAN) work for three years. One of the eight CEs was also detected attempting to subvert the Fitness for Duty testing process by substitution. The CE presented a low temperature specimen that tested negative and an observed specimen that tested positive. The CE was denied access, removed from site, returned to the contract company, and permanently restricted from TVAN work. Six of the CEs requested that split specimen testing be performed. The split specimen tests reconfirmed the positive test results.

In the for-cause test category, three CEs and two licensee employees (LEs) tested positive.

Two CEs tested positive for two substances. The CEs were removed from site and were returned to the contract company and restricted from TVAN work for three years. Two of the three CEs had their unescorted access revoked. The third CE was tested in accordance with TVAN policies and procedures when empty beer containers were discovered in a vehicle processing through an owner-controlled area checkpoint. Reviews of two of the CEs' work were performed and no deficiencies were identified. A review of the third CE's work was not performed due to the non-safety sensitive nature and short duration of the work and because the CE was not badged. The third CE did not have unescorted access.

Both LEs' unescorted accesses were revoked and they were removed from site. One of the LEs was suspended from work for 14 days, referred to the Employee Assistance Program, returned to work during this reporting period, and placed in the follow-up alcohol and drug testing program. Because the second LE had previous positive test results, the second LE was permanently restricted from TVAN work. Review of one of the LE's work was performed and no deficiencies were identified. A review of the second LE's work was not conducted because the LE was in training phase and had not performed safety-sensitive work. The second LE requested that a split specimen test be performed. The split specimen tests reconfirmed positive test results.

ENCLOSURE 2

SUMMARY OF MANAGEMENT ACTIONS FOR
BROWNS FERRY NUCLEAR PLANT (CONT'D)

In the random test category, three CEs tested positive and one CE refused to be tested. In addition, one Contract Supervisor (CS) tested positive. The positive tested CE's unescorted access was revoked. The positive tested CS had been requested for unescorted access, but was not yet badged at the time of the incident. The CE refusing to be tested was also requested for unescorted access, but was not yet badged at the time of the incident. The positive tested CEs and the CS were removed from site, returned to the contract company, and restricted from TVAN work for three years. The CE refusing to be tested was permanently restricted from TVAN work. Reviews of work were conducted for two of the three positive tested CEs and for the CS with no deficiencies identified. A review of work was not conducted for one of the positive tested CEs due to the non-safety sensitive nature of the CE's work. A review of work was not conducted for the CE refusing to be tested because the CE was not badged. One of the CEs requested that split specimen testing be performed. The split specimen test reconfirmed the positive test results. One of the CEs requested that a confirmatory blood alcohol test be performed. The blood alcohol test reconfirmed the positive test results. One of the CEs requested an appeal. The appeal upheld the positive test results.

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

TENNESSEE VALLEY AUTHORITY	DECEMBER 31, 2003
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		1,284				2,449	
Categories		# Tested	# Positive	# Tested	# Positive	# Tested	# Positive
Pre-Access		34	0	N/A	N/A	835	8
For Cause	Post-accident	0	0	N/A	N/A	0	0
	Observed behavior	3	2	N/A	N/A	17	3
Random		388	0	N/A	N/A	946	4
Follow-up		15	0	N/A	N/A	13	0
Other **		5	0	N/A	N/A	0	0
Total		445	2	N/A	N/A	1,811	15

**The other test category includes: program integrity clearance/update (2) and return to work (3).

***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	1	0	1	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	9	3	0	0	0	3	1	1	1	0	0	0	
Total	10	3	1	0	0	3	1	1	1	0	0	0	20

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, ten 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. Five of the CEs requested that split specimen testing be performed. The split specimen tests reconfirmed the positive test results. One of the CEs requested an appeal. The appeal upheld the positive test results.

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, 2003	
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		1,307		N/A		646	
Categories		# Tested	# Positive	# Tested	# Positive	# Tested	# Positive
Pre-Access		83	0	N/A	N/A	515	10
For Cause	Post-accident	0	0	N/A	N/A	1	0
	Observed behavior	1	0	N/A	N/A	2	0
Random		348	0	N/A	N/A	181	1
Follow-up		4	0	N/A	N/A	3	0
Other		1	0	N/A	N/A	0	0
Total		437	0	N/A	N/A	702	11

**The other test category includes: return to work (1).

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

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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	7	3	0	1	0	0	0	0	0	0	0	0	
Total	7	3	0	1	0	0	0	0	0	0	0	0	11

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, eleven contract employees (CEs) tested positive. The CEs were denied access, removed from site, and returned to the contract company. Ten of the eleven CEs were restricted from TVA Nuclear (TVAN) work for three years. Because one of the eleven CEs had previous positive test results, the CE was permanently restricted from TVAN work. Nine CEs requested that a split specimen test be performed. The split specimen tests reconfirmed the positive test results. Three of the CEs requested an appeal. The appeals upheld the results of the positive tests.

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

TENNESSEE VALLEY AUTHORITY	DECEMBER 31, 2003
Company	6 Months Ending
WATTS BAR NUCLEAR PLANT	
Location	
REBECCA A. STANFIELD	(423) 751-8822
Contact Name	Phone (include area code)
<p>Cut-offs: Screen/Confirmation <input checked="" type="checkbox"/> Appendix A to 10 CFR 26 * 50 ng/ml initial cut-off</p>	
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		990		N/A		628	
Categories		# Tested	# Positive	# Tested	# Positive	# Tested	# Positive
Pre-Access		57	0	N/A	N/A	1,383	11
For Cause	Post-accident	0	0	N/A	N/A	1	0
	Observed behavior	0	0	N/A	N/A	0	0
Random		242	0	N/A	N/A	198	0
Follow-up		6	0	N/A	N/A	2	0
Other		2	0	N/A	N/A	1	0
Total		307	0	N/A	N/A	1,585	11

**The other test category includes: return to work (3).

** 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	7	2	0	2	0	0	0	0	0	0	0	0	
Total	7	2	0	2	0	0	0	0	0	0	0	0	11

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

In the **other** test category, one licensee employee (LE) tested positive. The test was conducted in accordance with TVAN Fitness for Duty procedures when the LE transferred to TVAN from another TVA organization. The LE was not badged. The LE was removed from site (Corporate), suspended for 14 days, and referred to the Employee Assistance Program. The LE returned to work during this reporting period and was subsequently placed in the follow-up testing program.

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

TENNESSEE VALLEY AUTHORITY		DECEMBER 31, 2003	
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		203	0	N/A	N/A	32	0
Follow-up		4	0	N/A	N/A	0	0
Other ***		6	1	N/A	N/A	4	0
Total		213	1	N/A	N/A	36	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 (3)-TVAN, (4)-contract; assignment to emergency response duties (1)-TVAN; transfer to TVAN from other TVA organizations (2)-TVAN.

****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	1	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	1	0	0	0	0	0	0	0	0	0	0	0	1

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
03-001	December 24, 2003	Contract Supervisor	Alcohol	Random testing at BFN	The individual was removed from site, returned to the contract company, and restricted from TVA Nuclear work for three years. The individual did not have unescorted access. A review of the individual's work was performed with no deficiencies identified.