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50-366 50-364 50-425

NL-05-1442

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

**Edwin I. Hatch Nuclear Plant  
Joseph M. Farley Nuclear Plant  
Vogtle Electric Generating Plant  
Fitness For Duty Performance Data**

Ladies and Gentlemen:

Southern Nuclear Operating Company (SNC) hereby submits the Fitness For Duty (FFD) Performance Data for the six-month reporting period, January 2005 through June 2005, as required by 10 CFR 26.71(d).

The data reflected in this report covers the employees specified in the respective enclosures. In January 2005, Southern Nuclear implemented two changes to the FFD program. As proposed in the draft FFD rule, during breath analysis, a Breath Alcohol Concentration (BAC) is considered positive if any of the following criteria are met:

- The confirmed result is 0.04% BAC or greater at the time of the test;
- The confirmed result is 0.03% BAC or greater and the individual has been at work for at least one hour;
- The confirmed result is 0.02% BAC or greater and the individual has been at work for at least two hours.

Also, all for-cause, follow-up, and suspect specimens as determined by the Medical Review Officer (MRO) (i.e., positive nitrite, low temperature or specific gravity, and any witnessed collections) are now tested at the Health and Human Services (HHS) laboratory at the Limits of Detection (LOD), rather than at the regular screening and confirmation cutoff levels.

The LOD screening and confirmation cutoffs are listed in the table below:

	Screening/Confirmation (Regular levels)	Screening/Confirmation (LOD levels)
Marijuana	50 / 15 ng/ml	20 / 1.5 ng/ml
Cocaine	300 / 150 ng/ml	150 / 60 ng/ml
Opiate/Morphine	300 / 300 ng/ml	300 / 150 ng/ml
Opiate/Codeine	300 / 300 ng/ml	300 / 150 ng/ml
Phencyclidine	25 / 25 ng/ml	20 / 10 ng/ml
Amphetamine	1,000 / 500 ng/ml	300 / 100 ng/ml
Methamphetamine	1,000 / 500 ng/ml	300 / 100 ng/ml

Accordingly, the data reported indicates whether the individual tested positive at the regular cut-off levels or at the lowest LOD.

This letter contains no NRC commitments. If you have any questions, please advise.

Sincerely,



D. E. Grissette

DEG/JMG/daj

Enclosures:

1. Edwin I. Hatch Nuclear Plant FFD Performance Data
2. Joseph M. Farley Nuclear Plant FFD Performance Data
3. Vogtle Electric Generating Plant FFD Performance Data
4. SNC Corporate Headquarters FFD Performance Data

cc: Southern Nuclear Operating Company

Mr. J. T. Gasser, Executive Vice President

Mr. L. M. Stinson, Vice President – Plant Farley

Mr. H. L. Sumner, Jr., Vice President – Plant Hatch

Mr. J. R. Johnson, General Manager – Plant Farley

Mr. G. R. Frederick, General Manager – Plant Hatch

Mr. T. E. Tynan, General Manager – Plant Vogtle

RType: CFA04.054; CHA02.004; CVC7000; LC# 14319

U. S. Nuclear Regulatory Commission

Dr. W. D. Travers, Regional Administrator

Mr. R. E. Martin, NRR Project Manager – Farley

Mr. C. Gratton, NRR Project Manager – Hatch

Mr. C. Gratton, NRR Project Manager – Vogtle

Mr. C. A. Patterson, Senior Resident Inspector – Farley

Mr. D. S. Simpkins, Senior Resident Inspector – Hatch

Mr. G. J. McCoy, Senior Resident Inspector – Vogtle

### **Management Summary**

The data generated under the Fitness for Duty (FFD) program from January 2005 through June 2005 has been reviewed and analyzed. The data reflected in this report covers workers, including contract personnel, of the Edwin I. Hatch Nuclear Plant.

The random pool contains not only those badged for unescorted access, but also those employees who may, in an emergency condition, be called upon to work at the site and may require unescorted access. Contractors without approved programs are included in the testing pool while on site. Testing during this time period was performed on a nominal weekly basis to include swing shifts, weekends, and holidays. All for-cause, follow-up, and suspect specimens are tested at the Limits of Detection (LOD) as noted. During this testing period, the rate of testing was equal to 50% yearly of the total population. Weekly quality control checks of the FFD random pool revealed, at most, minor discrepancies during this reporting period.

In summarizing management actions associated with the FFD program, it should be emphasized that the incidence of confirming positive tests was very low. Consequently, management actions relative to determination of FFD have been limited. The following actions were taken relative to the confirmed positive tests during this reporting period:

**Short-term Contractors** – Two individuals screened as positive and were denied access. One individual being escorted after a pre-access test was performed was collected as a random. Both specimens were confirmed positive and access was terminated. Two other individuals tested positive at LOD on follow-up tests and access was terminated.

**Long-term Contractors** – None

**Employees** – None

Employees who report a substance abuse-related arrest or any custodial arrest submit to FFD testing and are referred for an Employee Assistance Program evaluation by a mental health professional to determine if there is a substance abuse or other problem. For this reporting period, there was one employee referred for evaluation.

Company: <b>Southern Nuclear Operating Company</b>		6 Months Ending <b>06/30/2005</b>
Location <b>E. I. Hatch Nuclear Plant, Baxley, GA</b>		
Contact Name <b>April Brockson</b>		Phone <b>205-992-5270</b>
Cutoffs: Screen/Confirmation (ng/ml) <input checked="" type="checkbox"/> Appendix A to 10CFR 26 except for Marijuana 50 / 15		
Cutoffs: Screen/Confirmation (ng/ml) <input checked="" type="checkbox"/> Limits of Detection (LOD)		
Marijuana	20 / 1.5	Amphetamines 300 / 100
Cocaine	150 / 60	Phencyclidine 20 / 10
Opiates	300 / 150	Alcohol (% BAC) $\geq 0.02\%$ if at work for at least 2 hours $\geq 0.03\%$ if at work for at least 1 hour

Testing Results	Licensee Employees		Long Term Contractor Personnel		Short Term Contractor Personnel	
	# Tested	# Positive	# Tested	# Positive	# Tested	# Positive
<b>Average Number with unescorted access</b>	838		95		194	
Categories	# Tested	# Positive	# Tested	# Positive	# Tested	# Positive
Pre-Access	36	0	0	0	844	3
For Cause	Post accident	10	0	0	0	0
	Observed Behavior	4	0	0	0	2
Random	212	0	17	0	60	1
Follow-up	37	0	3	0	22	2 *2
Other: Safety & Health, Re-test, Return to work	20	0	1	0	5	0
<b>Total</b>	<b>319</b>	<b>0</b>	<b>21</b>	<b>0</b>	<b>933</b>	<b>6</b>

\* Note: # of tests in this category that tested positive at LOD level

**Breakdown of Confirmed Positive Tests for Specific Substances**

	Marijuana	Cocaine	Opiates	Amphetamines	Phencyclidine	Alcohol	Refusal to Test	
<b>Licensee Employees</b>	0	0	0	0	0	0	0	
<b>Long-Term Contractors</b>	0	0	0	0	0	0	0	
<b>Short-Term Contractors</b>	5 <sup>*2</sup>	1	0	3	0	0	0	
<b>Total</b>	5	1	0	3	0	0	0	9

\* Note: # of tests in this category that tested positive at LOD level

### **Management Summary**

The data generated under the Fitness for Duty (FFD) program from January 2005 through June 2005 has been reviewed and analyzed. The data reflected in this report covers workers, including contract personnel, of the Joseph M. Farley Nuclear Plant.

The random pool contains not only those badged for unescorted access, but also those employees who may, in an emergency condition, be called upon to work at the site and may require unescorted access. Contractors without approved programs are included in the testing pool while on site. Testing during this time period was performed on a nominal weekly basis to include swing shifts, weekends, and holidays. All for-cause, follow-up, and suspect specimens are tested at the Limits of Detection (LOD) as noted. During this testing period, the rate of testing was equal to 50% yearly of the total population. Weekly quality control checks of the FFD random pool revealed, at most, minor discrepancies during this reporting period.

In summarizing management actions associated with the FFD program, it should be emphasized that the incidence of confirming positive tests was very low. Consequently, management actions relative to determination of FFD have been limited. The following actions were taken relative to the confirmed positive tests during this reporting period:

**Short-term Contractors – One individual screened as positive and was denied access. One other individual tested positive on a random and access was terminated.**

**Long-term Contractors – None**

**Employees – One employee tested positive on a random. He was placed in the follow-up pool, refused to provide a follow-up specimen in accordance with 10 CFR 26 (dilute), and had a positive witnessed re-test at LOD. He was subsequently terminated. One other employee tested positive on a follow-up test at LOD and was terminated.**

**Employees who report a substance abuse-related arrest or any custodial arrest submit to FFD testing and are referred for an Employee Assistance Program evaluation by a mental health professional to determine if there is a substance abuse or other problem. For this reporting period, there were no employees referred for evaluation.**

Company: <b>Southern Nuclear Operating Company</b>		6 Months Ending <b>06/30/2005</b>
Location <b>Joseph M. Farley Nuclear Plant</b>		
Contact Name <b>April Brockson</b>		Phone <b>205-992-5270</b>
Cutoffs: Screen/Confirmation (ng/ml) <input checked="" type="checkbox"/> Appendix A to 10CFR 26 except for: Marijuana 50 / 15		
Cutoffs: Screen/Confirmation (ng/ml) <input checked="" type="checkbox"/> Limits of Detection (LOD)		
Marijuana	20 / 1.5	Amphetamines 300 / 100
Cocaine	150 / 60	Phencyclidine 20 / 10
Opiates	300 / 150	Alcohol (% BAC) $\geq 0.02\%$ if at work for at least 2 hours $\geq 0.03\%$ if at work for at least 1 hour

Testing Results	Licensee Employees		Long Term Contractor Personnel		Short Term Contractor Personnel	
	# Tested	# Positive	# Tested	# Positive	# Tested	# Positive
<b>Average Number with unescorted access</b>	846		73		132	
Pre-Access	40	0	0	0	142	1
For Cause	Post accident	4	0	0	0	0
	Observed Behavior	4	0	0	0	0
Random	226	1	14	0	25	1
Follow-up	17	2 *1	0	0	2	0
Other: Safety & Health, Re-test, Return to work	17	1 *1	0	0	0	0
<b>Total</b>	<b>308</b>	<b>4</b>	<b>14</b>	<b>0</b>	<b>169</b>	<b>2</b>

\* Note: # of tests in this category that tested positive at LOD level

**Breakdown of Confirmed Positive Tests for Specific Substances**

	Marijuana	Cocaine	Opiates	Amphetamines	Phencyclidine	Alcohol	Refusal to Test	
Licensee Employees	3 *2	0	0	0	0	0	1	
Long-Term Contractors	0	0	0	0	0	0	0	
Short-Term Contractors	0	2	0	0	0	0	0	
Total	3	2	0	0	0	0	1	6

\* Note: # of tests in this category that tested positive at LOD level



### **Management Summary**

The data generated under the Fitness for Duty (FFD) program from January 2005 through June 2005 has been reviewed and analyzed. The data reflected in this report covers workers, including contract personnel, of the Vogtle Electric Generating Plant.

The random pool contains not only those badged for unescorted access, but also those employees who may, in an emergency condition, be called upon to work at the site and may require unescorted access. Contractors without approved programs are included in the testing pool while on site. Testing during this time period was performed on a nominal weekly basis to include swing shifts, weekends, and holidays. All for-cause, follow-up, and suspect specimens are tested at the Limits of Detection (LOD) as noted. During this testing period, the rate of testing was equal to 50% yearly of the total population. Weekly quality control checks of the FFD random pool revealed, at most, minor discrepancies during this reporting period.

In summarizing management actions associated with the FFD program, it should be emphasized that the incidence of confirming positive tests was very low. Consequently, management actions relative to determination of FFD have been limited. The following actions were taken relative to the confirmed positive tests during this reporting period:

Short-term Contractors – Ten individuals screened as positive and were denied access.

Long-term Contractors – None

Employees – None

Employees who report a substance abuse-related arrest or any custodial arrest submit to FFD testing and are referred for an Employee Assistance Program evaluation by a mental health professional to determine if there is a substance abuse or other problem. For this reporting period, there was one employee referred for evaluation.

Company: <b>Southern Nuclear Operating Company</b>		6 Months Ending <b>06/30/2005</b>
Location <b>Vogtle Electric Generating Plant, Waynesboro, GA</b>		
Contact Name <b>April Brockson</b>		Phone <b>205-992-5270</b>
Cutoffs: Screen/Confirmation (ng/ml) <input checked="" type="checkbox"/> Appendix A to 10CFR 26 except for Marijuana 50 / 15		
Cutoffs: Screen/Confirmation (ng/ml) <input checked="" type="checkbox"/> Limits of Detection (LOD)		
Marijuana	20 / 1.5	Amphetamines 300 / 100
Cocaine	150 / 60	Phencyclidine 20 / 10
Opiates	300 / 150	Alcohol (% BAC) $\geq 0.02\%$ if at work for at least 2 hours $\geq 0.03\%$ if at work for at least 1 hour

Testing Results	Licensee Employees		Long Term Contractor Personnel		Short Term Contractor Personnel		
	# Tested	# Positive	# Tested	# Positive	# Tested	# Positive	
<b>Average Number with unescorted access</b>	857		115		163		
Pre-Access	45	0	0	0	654	10	
For Cause	Post accident	2	0	0	0	3	0
	Observed Behavior	5	0	0	0	1	0
Random	209	0	34	0	42	0	
Follow-up	58	0	0	0	32	0	
Other: Safety & Health, Re-test, Return to work	20	0	4	0	19	0	
<b>Total</b>	<b>339</b>	<b>0</b>	<b>38</b>	<b>0</b>	<b>751</b>	<b>10</b>	

**Breakdown of Confirmed Positive Tests for Specific Substances**

	<b>Marijuana</b>	<b>Cocaine</b>	<b>Opiates</b>	<b>Amphetamines</b>	<b>Phencyclidine</b>	<b>Alcohol</b>	<b>Refusal to Test</b>	
<b>Licensee Employees</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	
<b>Long-Term Contractors</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	
<b>Short-Term Contractors</b>	<b>6</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>0</b>	
<b>Total</b>	<b>6</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>11</b>

### **Management Summary**

The data generated under the Fitness for Duty (FFD) program from January 2005 through June 2005 has been reviewed and analyzed. The data reflected in this report covers workers, including contract personnel, at the Southern Nuclear Operating Company Corporate Headquarters in Birmingham, Alabama.

The random pool contains not only those badged for unescorted access at a nuclear site, but also those employees who may, in an emergency condition, be called upon to work at any of the SNC sites and may require unescorted access. Contractors without approved programs are included in the testing pool. Testing during this time period was performed on a nominal weekly basis. All for-cause, follow-up, and suspect specimens are tested at the Limits of Detection (LOD) as noted. During this testing period, the rate of testing was equal to 50% yearly of the total population. Weekly quality control checks of the FFD random pool revealed, at most, minor discrepancies during this reporting period.

In summarizing management actions associated with the FFD program, it should be emphasized that the incidence of confirming positive tests was very low. Consequently, management actions relative to determination of FFD have been limited. The following actions were taken relative to the confirmed positive tests during this reporting period:

Short-term Contractors – None

Long-term Contractors – None

Employees – None

Employees who report a substance abuse-related arrest or any custodial arrest submit to FFD testing and are referred for an Employee Assistance Program evaluation by a mental health professional to determine if there is a substance abuse or other problem. For this reporting period, there were no employees referred for evaluation.

Company: <b>Southern Nuclear Operating Company</b>		6 Months Ending <b>06/30/2005</b>
Location <b>SNC Corporate Headquarters</b>		
Contact Name <b>April Brockson</b>		Phone <b>205-992-5270</b>
Cutoffs: Screen/Confirmation (ng/ml) <input checked="" type="checkbox"/> Appendix A to 10CFR 26 except for Marijuana 50 / 15		
Cutoffs: Screen/Confirmation (ng/ml) <input checked="" type="checkbox"/> Limits of Detection (LOD)		
Marijuana	20 / 1.5	Amphetamines 300 / 100
Cocaine	150 / 60	Phencyclidine 20 / 10
Opiates	300 / 150	Alcohol (% BAC) $\geq 0.02\%$ if at work for at least 2 hours $\geq 0.03\%$ if at work for at least 1 hour

Testing Results	Licensee Employees		Long Term Contractor Personnel		Short Term Contractor Personnel	
	# Tested	# Positive	# Tested	# Positive	# Tested	# Positive
<b>Average Number with unescorted access</b>	551		33		56	
Pre-Access	51	0	0	0	11	0
For Cause	Post accident	0	0	0	0	0
	Observed Behavior	1	0	0	0	0
Random	152	0	6	0	17	0
Follow-up	4	0	0	0	0	0
Other: Safety & Health, Re-test, Return to work	14	0	0	0	1	0
<b>Total</b>	<b>222</b>	<b>0</b>	<b>6</b>	<b>0</b>	<b>29</b>	<b>0</b>

