

## 13.7 Fitness For Duty

### 13.7.1 Introduction

A Fitness for Duty (FFD) program is implemented and maintained to meet the requirements contained in 10 CFR Part 26. The FFD program complies with the FFD requirements contained in 10 CFR Part 26 at STP 3 & 4 site during both the construction and operating phases of the nuclear unit. This program will be implemented at the new plant construction site prior to construction of safety or security related structures, systems, and components. This program will be modified as appropriate to conform to future changes in 10 CFR Part 26.

### 13.7.2 Program Description

The STP FFD Program is a comprehensive program consisting of drug and alcohol screening, a Behavioral Observation Program (BOP), and an Employee Assistance Program (EAP). The purpose of the FFD Program is to meet the STP Nuclear Operating Company (STPNOC) commitment to provide a drug-free, healthful, and safe workplace. To promote this goal, employees are required to report to work in an appropriate mental and physical condition to perform their jobs in a satisfactory manner.

This program applies to all covered individuals, which includes STPNOC employees, co-owner employees, STPNOC applicants, contractors, vendors, or supplier employees performing work at STP. STP visitors or short-term consultants/contractors exhibiting behavior suggesting a lack of “fitness for duty” may also be subject to for-cause drug and alcohol screening under this policy.

The objectives of this program are to:

- provide reasonable assurance that STPEGS personnel are not under the influence of any substance, legal or illegal, or mentally or physically impaired in any way which may adversely affect their ability to safely and competently perform their duties
- provide reasonable measures for early detection of personnel who are not fit to perform activities within the scope of this procedure
- support the goal of achieving a drug free work place

Impaired workers, or those whose fitness may be questionable, are removed from work activities and may be returned only after having been determined to be fit to safely and competently perform work activities.

#### Program Responsibilities

The Manager, Compensation, Benefits & Human Resources is responsible for the overall implementation of the FFD Program.

The FFD Program is a requirement of the Plant Access Authorization Program. The Access Program Director (APD) is the Manager, Plant Protection.

The Manager, Quality is responsible for:

- Assessing contractors' FFD Program protocol and procedures, and determining if their drug and alcohol testing, EAP or Referral Program, and BOP are technically equivalent to STP programs
- Auditing the STP FFD, EAP, and BOP
- Auditing the certified contract laboratory

STPNOC Management and Supervisory personnel are responsible for:

- Observing employees on the job in order to detect and recognize behavioral changes, which may indicate that an individual is not fit for duty or reliable for unescorted access. If the observation reveals a downward trend, consult with the APD as appropriate about problems and issues of employee reliability.
- Notifying the APD when an employee reports an arrest or reports of a problem with drugs or alcohol
- Having individuals for-cause tested if necessary

The Manager, Nuclear Training Department is responsible for:

- Incorporating an overview of the FFD and BOP training in the General Employee Training Program
- Ensuring covered individuals are aware of the FFD policy and obtaining their acknowledgment during the training class

Covered Individuals are responsible for:

- Being mentally and physically fit for duty
- Observing co-workers on the job to detect and recognize behavioral changes
- Reporting arrests
- Informing a caller alcohol has been consumed within the five hour period preceding the call for unscheduled or emergency call-out

Finally, the Medical Review Officer is responsible for:

- Interpreting and evaluating positive test results
- Interviewing those individuals who have tested positive by Gas Chromatography/Mass Spectrometry (GC/MS) analysis for illegal drugs or

controlled drugs for which there is no notification of use on the Consent and Authorization Form

- Determining if an individual using prescription or over-the-counter medication is incurring impairment and making a recommendation for reassignment or removal from work activities until impairment has ceased

#### Employee Training

Covered individuals receive initial training on the FFD Program upon employment and, if applicable, prior to being granted unescorted access. Individuals with unescorted access and individuals that are on the Emergency Response Organization complete FFD Program refresher training on a nominal annual frequency. Failure to complete FFD Program refresher training by the training expiration date results in a covered individual's unescorted access badge being placed on hold until training has been accomplished.

Covered individuals are provided appropriate training in techniques for recognizing drugs and indications of the use, sale or possession of drugs, techniques for recognizing aberrant behavior, and the procedure for reporting problems to security personnel.

#### Possession, Use, and Abuse of Illegal and Legal Drugs and Alcohol

Possession, use, distribution, sale, influencing others toward use, or being under the influence of illegal drugs at any time is cause for denial of site access for a minimum of three years to STP for all covered individuals and cause for termination of employment for STPNOC Employees.

Use, possession, sale, distribution, or being under the influence of alcohol during working hours or on STP property at any time (except possession only of sealed containers in vehicles in parking areas) is cause for denial of access for a minimum of three years to STP for covered individuals and cause for termination of employment for STPNOC Employees.

Any individual determined to have been involved in the sale, use, or possession of illegal drugs while within the Protected Area of STP will not be granted unescorted access for a minimum of five years.

Consumption of alcohol within a five-hour period preceding any scheduled work or during the period of any work is prohibited. Violation of this period of abstinence results in denial of access to STP for covered individuals and termination of employment for STPNOC Employees. Pre-access/pre-employment individuals that have been placed in a 10 CFR 26 follow-up testing program because of a positive alcohol or drug test and have not completed the 3-year follow-up testing program will not be considered for authorization of unescorted access until completion of the program or with APD approval.

### Observed Behavior/Post-Accident Testing (“for cause” testing)

Testing is performed as soon as possible following:

- Any observed behavior indicating possible substance abuse
- Accidents involving a failure in individual performance (human error) that results in a significant personal injury or an illness that is recordable at the time of the event, or reasonably could ultimately be recordable under the Department of Labor Occupational Safety and Health Administration Standard in 29 CFR 1907.4. Post-accident testing is required under these circumstances regardless of the worker’s observed behavior or any suspicion of substance abuse. The individual creating the human performance error will be post-accident tested, not necessarily the injured individual.
- A radiation exposure or release of radioactivity in excess of regulatory limits
- Actual or potential substantial degradation of the level of safety of the plant if there is reasonable suspicion that the worker’s behavior contributed to the event
- After receiving credible information that an individual is abusing drugs or alcohol.

### Random Drug and Alcohol Testing, Scheduling, and Notification

The drug and alcohol testing program is conducted on a statistically random and unannounced basis so that all individuals in the population subject to testing have an equal probability of being selected and tested. The sampling process used to select individuals for random testing ensures that the number of random tests performed annually is equal to at least 50% of the population that is subject to the FFD Program.

Random testing is administered on a nominal weekly frequency and at various times during the day. There is an annual minimum of 5 percent testing conducted during the total number of backshifts, weekends, and holidays per year.

An individual completing a test is immediately eligible for another unannounced test. When a pre-access/pre-employment drug and alcohol sample is collected for initial, updated, or reinstated authorization the individual is placed in the random testing program. The number of individuals selected for random testing is determined on a daily basis. Accommodations are made when the facility must process large numbers of new hires or other instances that require a reduction of random selections.

### Refusal to Drug and Alcohol Test

Refusal to cooperate during the collection process, to provide a specimen for testing, or having tamper paraphernalia is a violation of the FFD policy and is recorded as a failure of the FFD Program.

### Test Results – Alcohol

If the confirmation breathalyzer test is 0.040 Blood Alcohol Content (BAC) or above, the test is considered a positive. If a reading is equal to or greater than 0.020 BAC but less than 0.040 BAC on either test, the individual's management will be notified. If a reading is equal to or greater than 0.010 BAC but less than 0.020 BAC on either test, the Supervisor, FFD & Health Services, or designee will interview the individual.

### Appeals

Any individual denied access or terminated for failing a drug and/or alcohol test has the right to appeal the decision in accordance with plant procedures. An individual may direct a request for positive drug and alcohol test results, in writing, to the Supervisor, FFD & Health Services or designee.

### Breathalyzer Calibration Check

Calibration checks for the Intoxilyzer 200D are performed using the instructions in the Operating Manual and must be within  $\pm 0.010$  of the predicted value of the reference solution in accordance with the Texas Breath Alcohol Testing Program Operator Manual. Any instrument that does not achieve a satisfactory value is taken out of service until the proper maintenance or repairs are performed in accordance with the Operating Manuals.

