



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

February 22, 1995

10 CFR 26.71(d)

U.S. Nuclear Regulatory Commission  
ATTN: Document Control Desk  
Washington, DC 20555

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 1994**

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, 1994. Enclosure 1 contains the trends and management initiatives for TVA's FFD program. Enclosures 2-5 contain the performance data and summary of TVA management actions for TVA's nuclear plant sites (Browns Ferry, Sequoyah, Watts Bar, and Bellefonte). The data for TVA's Nuclear Power Corporate organization (primarily employees assigned to Chattanooga and Knoxville) is consolidated as Enclosure 6. There were three FFD events reported to the NRC pursuant to 10 CFR 26.73 during this six-month period which are included as Enclosure 7.

The random testing rate of drug and alcohol use is designed at an annual rate equal to or greater than 50 percent of the workforce that is subject to random testing.

If you have any questions concerning this information, please telephone Patrick Carrier at (615) 751-2687.

Sincerely,

Mark O. Sanford  
Manager  
Corporate Licensing and Generation Planning

Enclosures  
cc: See page 2

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U.S. Nuclear Regulatory Commission  
Page 2  
February 22, 1995

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## ENCLOSURE 1

TENNESSEE VALLEY AUTHORITY (TVA)  
FITNESS FOR DUTY PERFORMANCE DATA  
JULY - DECEMBER 30, 1994

## Significant Fitness For Duty (FFD) Events

There were several events in the FFD program of which TVA would like to make the Nuclear Regulatory Commission (NRC) aware. Listed below are the circumstances and the corresponding corrective actions.

## I. Prior FFD Violation not Reported by a Contract Employee

A. Summary

The Tennessee Valley Authority Nuclear (TVAN) FFD policy states that an individual who has had a positive test will not be considered for work until three years following the positive test. Contrary to this, on September 16, 1994, it was discovered during a background investigation that a contract employee at BFN had been hired and discharged during a time when he had claimed unemployment. A former employer indicated on a suitable inquiry that he had tested positive at their company.

B. Corrective Action

The individual's temporary badge was revoked (it had been issued only one day), the individual was removed from site, and an employment restriction was placed on the individual.

## II. Contract Employees not in the Random Testing Program

A. Summary

Three contract employees at the Watts Bar Nuclear Plant (WBN) were temporarily removed from the random testing population even though they continued to work at WBN. This occurred when the individuals employment was terminated in the computer system, in advance of them actually leaving, and then the company rescinded the terminations. The contract company did not know that the computer system indicated that the people were no longer employed. One individual was out of the program one week, and the other two were out of the program from two to five months. None of the contract employees knew they were not in the random testing program.

B. Corrective Action

The three individuals were placed back into the random testing population. A Problem Evaluation Report was issued, and the check-out form was revised so that when contract employees leave site, they go to the site security office last, so that necessary signatures are received to verify that the person is actually leaving site. A generic review was performed at SQN, BLN, and BFN and found to be not applicable to these sites because similar action had been taken at an earlier date.

JULY 1, 1994 - DECEMBER 31, 1994

TRENDS

The confirmed positive test rate for all categories (preemployment, prebadging, for cause, postaccident, random, follow up, and other) for this reporting period was 1.1 percent (86 positive tests) which was 0.5 percent higher than the last reporting period. The rate of random confirmed positives was 0.4 percent (14 positive tests), which is 0.2 percent higher than the last reporting period.

**ENCLOSURE 2**

**SUMMARY OF MANAGEMENT ACTIONS FOR  
BROWNS FERRY NUCLEAR PLANT**

In the preaccess category, two licensee employees and 32 contract employees tested positive. The licensee employees were denied access and returned to the TVA non-nuclear organizations for management action. The contract employees were denied access and returned to the contractor.

In the random testing category, four contract employees tested positive. Three of the contractor employees had unescorted access badges. The badges were revoked and the individuals were returned to the contractor.

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

<b>TENNESSEE VALLEY AUTHORITY</b>	<b>DECEMBER 31, 1994</b>
Company	6 Months Ending
<b>BROWNS FERRY NUCLEAR PLANT</b>	
Location	
<b>PAMELA C. HAMILTON</b>	<b>(615) 751-2024</b>
Contact Name	Phone (include area code)
<b>Cutoffs: Screen/Confirmation</b>	<input checked="" type="checkbox"/> Appendix A to 10 CFR 26
Marijuana /	Amphetamines / _____ /
Cocaine /	Phencyclidine / _____ /
Opiates /	Alcohol(%BAC) / _____ /

Testing Results		Licensee Employees		Long-Term Contractor Personnel		Short-Term Contractor Personnel	
Average Number with Unescorted Access		1857				2386	
Categories		# Tested	# Positive	# Tested	# Positive	# Tested	# Positive
Pre-Access		84	2	N/A	N/A	1376	32
For Cause	Post accident	0	0	N/A	N/A	0	0
	Observed behavior	4	0	N/A	N/A	2	0
Random		663	0	N/A	N/A	952	4
Follow-up		23	0	N/A	N/A	2	0
Other *		2	0	N/A	N/A	0	0
Total		776	2	N/A	N/A	2332	36

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

	Marijuana	Cocaine	Opiates	Amphetamines	Phencyclidine	Alcohol	Refusal to test	1	2	3	4	5	6	
Licensee Employees	1	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	N/A	
Short-Term Contractors	25	8	0	1	0	1	1	0	0	0	0	0	0	A
<b>Total</b>	<b>26</b>	<b>9</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>38</b>

**Cutoff Levels of Additional Drugs**

DRUG NUMBER	SUBSTANCE	Cutoff 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
6	LSD	0.5	0.2

- The other test category includes: Employment (1); Transfer to Nuclear Power from other TVA organizations(1) ; Administrative Follow-up; and Program Integrity Clearance/Update.

ENCLOSURE 3

SUMMARY OF MANAGEMENT ACTIONS FOR  
SEQUOYAH NUCLEAR PLANT

In the preaccess category, four contract employees tested positive. These contract employees were denied access and returned to the contractor.

In the random testing category, two licensee employees tested positive. The employees had unescorted access. The badges were revoked and one individual was referred to the EAP and did not regain medical clearance to return to work during this reporting period. The other employee was returned to the TVA non-nuclear organization for management action.

In the for cause testing category, one licensee employee tested positive. The unescorted access clearance was revoked, and the individual's TVA employment was terminated.

In the followup testing category, one licensee employee tested positive. The first positive test for this employee occurred during the July-December 1993 reporting period. The individual's TVA employment was terminated.

In the other testing category, one potential licensee employee tested positive in the TVAN preemployment testing. The candidate was denied TVA employment.



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

<b>TENNESSEE VALLEY AUTHORITY</b>	<b>DECEMBER 31, 1994</b>
<small>Company</small>	<small>6 Months Ending</small>
<b>SEQUOYAH NUCLEAR PLANT</b>	
<small>Location</small>	
<b>PAMELA C. HAMILTON</b>	<b>(615) 751-2024</b>
<small>Contact Name</small>	<small>Phone (include area code)</small>
<b>Cutoffs:Screen/Confirmation</b>	<input checked="" type="checkbox"/> Appendix A to 10 CFR 26
Marijuana /	Amphetamines / _____ /
Cocaine /	Phencyclidine / _____ /
Opiates /	Alcohol(%BAC) / _____ /

Testing Results		Licensee Employees		Long-Term Contractor Personnel		Short-Term Contractor Personnel	
Average Number with Unescorted Access		1300		N/A		889	
Categories		# Tested	# Positive	# Tested	# Positive	# Tested	# Positive
Pre-Access		17	0	N/A	N/A	564	4
For Cause	Post accident	1	0	N/A	N/A	0	0
	Observed behavior	4	1	N/A	N/A	1	0
Random		409	2	N/A	N/A	304	0
Follow-up		11	1	N/A	N/A	N/A	N/A
Other *		5	1	N/A	N/A	0	0
Total		447	5	N/A	N/A	869	4

## Breakdown of Confirmed Positive Tests for Specific Substances

	Marijuana	Cocaine	Opioids	Amphetamines	Phencyclidine	Alcohol	Refusal to test	1	2	3	4	5	6	
Licensee Employees	4	0	0	0	0	1	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	N/A	
Short-Term Contractors	3	0	0	0	0	1	0	0	0	0	0	0	0	A
Total	7	0	0	0	0	2	0	0	0	0	0	0	0	9

## Cutoff Levels of Additional Drugs

DRUG NUMBER	SUBSTANCE	Cutoff 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
6	LSD	0.5	0.2

\* The other test category includes: Employment (1) ; Transfer to Nuclear Power from other TVA organizations ; Administrative Follow-up ; and Program Integrity Clearance/Update (1).

**ENCLOSURE 4**

**SUMMARY OF MANAGEMENT ACTIONS FOR  
WATTS BAR NUCLEAR PLANT**

In the random testing category, six contract employees and two licensee employee tested positive. All six contract employees were removed from TVA work and returned to the contractor. The licensee employees were referred to the EAP. One employee returned to work 15 days after the Medical Review Officer confirmed the positive test result. The other employee did not return to work during this reporting period.

In the for cause testing category, one contract employee tested positive. The contract employee was removed from TVA work and returned to the contractor.

In the other testing category, 28 contract employees tested positive in TVA's preemployment testing. The contract employees were removed from TVA work and returned to the contractor.

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

<b>TENNESSEE VALLEY AUTHORITY</b>	<b>DECEMBER 31, 1994</b>
Company	6 Months Ending
<b>WATTS BAR NUCLEAR PLANT</b>	
Location	
<b>PAMELA C. HAMILTON</b>	<b>(615) 751-2024</b>
Contact Name	Phone (include area code)
<b>Cutoffs: Screen/Confirmation</b>	<input checked="" type="checkbox"/> Appendix A to 10 CFR 26
Marijuana /	Amphetamines / _____ /
Cocaine /	Phencyclidine / _____ /
Opiates /	Alcohol(%BAC) / _____ /

Testing Results		Licensee Employees		Long-Term Contractor Personnel		Short-Term Contractor Personnel	
		N/A		N/A		N/A	
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	3	1
Random		322	2	N/A	N/A	828	6
Follow-up		14	0	N/A	N/A	0	0
Other **		16	0	N/A	N/A	1646	28
Total		352	2	N/A	N/A	2477	35

## Breakdown of Confirmed Positive Tests for Specific Substances

	Marijuana	Cocaine	Opiates	Amphetamines	Phencyclidine	Alcohol	Refused to test	1	2	3	4	5	6	
Licensee Employees	1	0	0	0	0	1	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	N/A	
Short-Term Contractors	29	2	0	0	0	3	1	0	0	0	0	0	0	A
Total	30	2	0	0	0	4	1	0	0	0	0	0	0	37

## Cutoff Levels of Additional Drugs

DRUG NUMBER	SUBSTANCE	Cutoff 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
6	LSD	0.5	0.2

\* This is a construction site at which unescorted access has not yet been established.

\*\* The other test category includes: Employment (TVA 11, Contractor 1646); Transfer to Nuclear Power from other TVA organizations (5); Administrative Follow-up; and Program Integrity Clearance/Update.

**ENCLOSURE 5**

**SUMMARY OF MANAGEMENT ACTIONS FOR  
BELLEPONTE NUCLEAR PLANT (BLN)**

In the followup testing category, one licensee employee tested positive. The first positive for this employee occurred during the January-June 1994 reporting period. The individual's TVA employment was terminated.

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

<b>TENNESSEE VALLEY AUTHORITY</b>	<b>DECEMBER 31, 1994</b>
<small>Company</small>	<small>6 Months Ending</small>
<b>BELLEFONTE NUCLEAR PLANT</b>	
<small>Location</small>	
<b>PAMELA C. HAMILTON</b>	<b>(615) 751-2024</b>
<small>Contact Name</small>	<small>Phone (include area code)</small>
<b>Cutoffs: Screen/Confirmation</b> <span style="float: right;"><input checked="" type="checkbox"/> Appendix A to 10 CFR 26</span>	
Marijuana /	Amphetamines /
Cocaine /	Phencyclidine /
Opiates /	Alcohol(%BAC) /

Testing Results		Licensee Employees		Long-Term Contractor Personnel		Short-Term Contractor Personnel	
		# Tested	# Positive	# Tested	# Positive	# Tested	# Positive
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		75	0	N/A	N/A	14	0
Follow-up		4	1	N/A	N/A	N/A	N/A
Other **		0	0	N/A	N/A	2	0
Total		79	1	N/A	N/A	16	0

## Breakdown of Confirmed Positive Tests for Specific Substances

	Marijuana	Cocaine	Opiates	Amphetamine	Phencyclidine	Alcohol	Refusal to test	1	2	3	4	5	6	
Licensee Employees	1	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	N/A	
Short-Term Contractors	0	0	0	0	0	0	0	0	0	0	0	0	0	A
Total	1	0	0	0	0	0	0	0	0	0	0	0	0	1

## Cutoff Levels of Additional Drugs

DRUG NUMBER	SUBSTANCE	Cutoff 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
6	LSD	0.5	0.2

\* This is a construction site at which unescorted access has not yet been established.

\*\* The other test category includes: Employment (Contractors 2); Transfer to Nuclear Power from other TVA organizations; Administrative Follow-up; and Program Integrity Clearance/Update.



**ENCLOSURE 6**

**SUMMARY OF MANAGEMENT ACTIONS FOR  
CORPORATE NUCLEAR POWER OFFICES**

In the followup testing category, one licensee employee tested positive. The first positive for this employee was during the January-June 1993 reporting period. The individual's TVA employment was terminated.

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

<b>TENNESSEE VALLEY AUTHORITY</b>	<b>DECEMBER 31, 1994</b>
<small>Company</small>	<small>6 Months Ending</small>
<b>CORPORATE OFFICES (CHATTANOOGA, KNOXVILLE, OTHER)</b>	
<small>Location</small>	
<b>PAMELA C. HAMILTON</b>	<b>(615) 751-2024</b>
<small>Contact Name</small>	<small>Phone (include area code)</small>
<b>Cutoffs: Screen/Confirmation</b> <span style="float: right;"><input checked="" type="checkbox"/> Appendix A to 10 CFR 26</span>	
Marijuana /	Amphetamines / _____ /
Cocaine /	Phencyclidine / _____ /
Opiates /	Alcohol(%BAC) / _____ /

Testing Results		Licensee Employees		Long-Term Contractor Personnel		Short-Term Contractor Personnel	
		N/A		N/A		N/A	
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	1	0	N/A	N/A	0	0
	Observed behavior	1	0	N/A	N/A	0	0
Random		221	0	N/A	N/A	4	0
Follow-up		10	1	N/A	N/A	0	0
Other **		14	0	N/A	N/A	6	0
Total		247	1	N/A	N/A	10	0

## Breakdown of Confirmed Positive Tests for Specific Substances

	Marijuana	Cocaine	Opiates	Acetylamin	Phencyclidine	Alcohol	Refused to test	1	2	3	4	5	6	
Licensee Employees	1	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	N/A	
Short-Term Contractors	0	0	0	0	0	0	0	0	0	0	0	0	0	A
Total	1	0	0	0	0	0	0	0	0	0	0	0	0	1

## Cutoff Levels of Additional Drugs

DRUG NUMBER	SUBSTANCE	Cutoff 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
6	LSD	0.5	0.2

- \* Persons assigned to the corporate organization but with unescorted access at a TVA nuclear site are included in the averages for the site or sites where they hold the unescorted access authorizations.
- \*\* The other test category includes: Employment (TVA 4, Contractor 6) ; Transfer to Nuclear Power from other TVA organizations (5); Administrative Follow-up; Program Integrity Clearance/Update ; and assignment to Emergency Response duties (5).

## ENCLOSURE 7

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

EVENTS	DATE OF NOTIFICATON	JOB TITLE	SUBSTANCE	METHOD DISCOVERED	ACTION TAKEN
94-002	October 18, 1994	Supervisor	Alcohol	Random testing at WBN	The individual did not have unescorted access. The individual was removed from site and referred to the EAP.
94-003	December 14, 1994	Contractor - Mechanical Engineer with Supervisory responsibilities	Marijuana	Preemployment testing at WBN	Removed from TVA Nuclear (TVAN) property, returned to the contractor, and restricted from TVAN employment for 3 years.
94-004	December 17, 1994	Maintenance Mech. Foreman	Alcohol	For cause testing at SQN	The individual's unescorted access was revoked, and the individual's TVA employment was terminated.