



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

FEB 28 1992

U.S. Nuclear Regulatory Commission
ATTENTION: Document Control Desk
Washington, D.C. 20555

Gentlemen:

In the Matter of
Tennessee Valley Authority

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Docket Nos.	50-259	50-390
	50-260	50-391
	50-296	50-438
	50-327	50-439
	50-328	

FITNESS FOR DUTY (FFD) PROGRAM PERFORMANCE DATA: JULY - DECEMBER 1991

In accordance with 10 CFR 26.71(d), enclosed is TVA's FFD Program Performance Data for the six-month period of July 1 through December 31, 1991. Enclosure 1 contains the trends and management initiatives for TVA's FFD program. Enclosures 2 through 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. Enclosure 7 is a summary of FFD events reported to the NRC pursuant to 10 CFR 26.73 during this six-month period.

The rate of drug and alcohol testing used by TVA is designed at an annual rate equal to 100 percent of the work force subject to random testing.

If you have any questions concerning this information, please telephone Steve D. Gilley at (615) 751-7667.

Sincerely,

M. J. Burzynski
M. J. Burzynski

Manager
Nuclear Licensing and Regulatory Affairs

Enclosures
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Enclosures

cc (Enclosures):

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Sequoyah Nuclear Plant
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One White Flint, North
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Watts Bar Resident Inspector
Watts Bar Nuclear Plant
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Browns Ferry Nuclear Plant
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U.S. Nuclear Regulatory Commission
One White Flint, North
11555 Rockville Pike
Rockville, Maryland 20852

Enclosure 1

TENNESSEE VALLEY AUTHORITY (TVA)
Fitness for Duty (FFD) Performance Data
July 1, 1991 - December 31, 1991

TRENDS AND MANAGEMENT INITIATIVES

TRENDS

The confirmed positive test rate for all categories (preemployment, prebadging, for cause, postaccident, random, follow-up, and other) for this reporting period was 0.3 percent (29 positive tests). The rate of random confirmed positives was 0.2 percent (14 positive tests), which is the same as during the last reporting period.

The rate of confirmation by gas chromatography/mass spectrometry of preliminary positive test results (judged using an EMIT screen) for all testing categories during this reporting period was 89 percent for marijuana (17 of 19 suspect specimens were confirmed), and 94 percent for cocaine (15 of 16 suspect specimens were confirmed). In comparison, during the six-month reporting period ending June 30, 1991, the confirmation rate was 91 percent for marijuana (10 of 11 suspect specimens were confirmed), and 70 percent for cocaine (7 of 10 suspect specimens were confirmed). TVA's historical confirmation rates (October 13, 1987, through December 31, 1991), are 88 percent for marijuana and 92 percent for cocaine. During this reporting period, a refueling outage was conducted at Sequoyah Nuclear Plant, which increased the number of specimens collected, and thus the number of positive test results.

MANAGEMENT INITIATIVES

The FFD procedure was revised to incorporate changes to 10 CFR Part 26 concerning preliminary positives.

As permitted by Section 2.1(b) of Appendix A, in for cause testing situations or where there is suspicion of adulteration or dilution, TVA tests for other substances in addition to the "NIDA 5" panel of drugs. This expanded panel may change from time to time based on information provided by local law enforcement officials, drug and alcohol treatment professionals, and TVA's NIDA-certified contract laboratory. The expanded panel has consisted of barbituates, benzodiazepines, methadone, methaqualone, and propoxyphene. During this reporting period, TVA added LSD to the expanded panel.

Enclosure 2

SUMMARY OF MANAGEMENT ACTIONS FOR
BROWNS FERRY NUCLEAR PLANT

In the random testing category, one contractor employee tested positive. The contractor employee was removed from TVA work and returned to the contractor. This was the only confirmed positive test result at the Browns Ferry site during this reporting period.

FITNESS FOR DUTY PROGRAM

Performance Data

Personnel Subject to 10CFR 26

TENNESSEE VALLEY AUTHORITY

DECEMBER 31, 1991

COMPANY

6 MONTHS ENDING

BROWNS FERRY NUCLEAR PLANT

LOCATION

PAMELA C. HAMILTON, FED COORDINATOR

(615) 751-5024

CONTACT NAME

PHONE (INCLUDE AREA CODE)

CUTOFFS: SCREEN/CONFIRMATION (ng/ml) ☒ APPENDIX A TO 10CFR 26

MARIJUANA / AMPHETAMINES /

COCAINE / PHENCYCLIDINE /

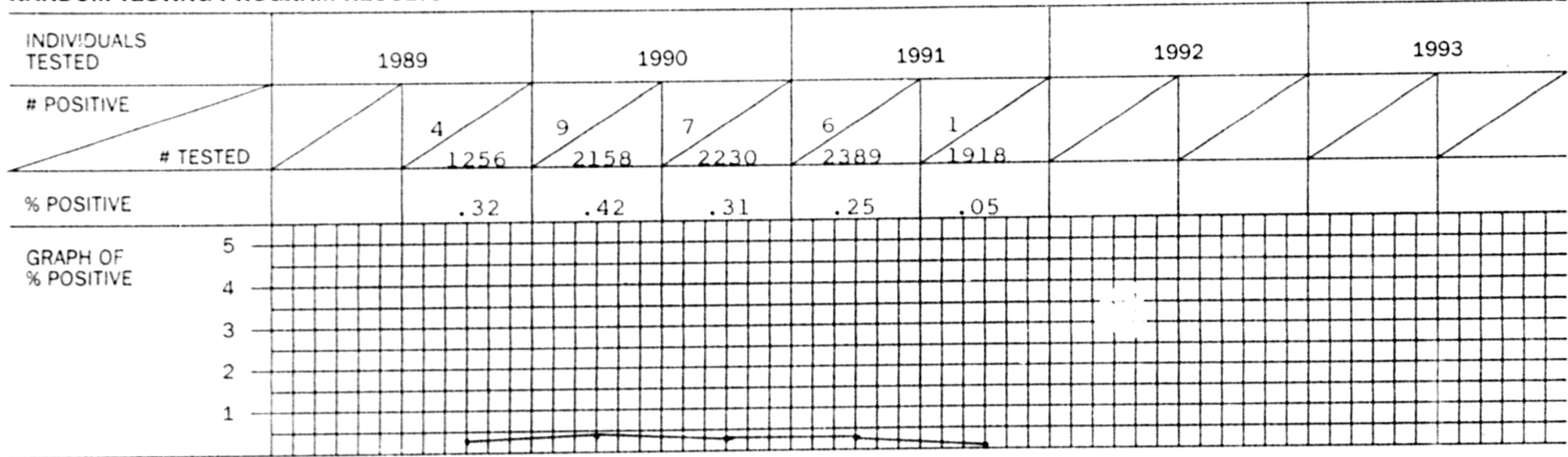
OPIATES / ALCOHOL (% BAC) /

TESTING RESULTS	LICENSEE EMPLOYEES				LONG-TERM CONTRACTOR PERSONNEL		SHORT-TERM CONTRACTOR PERSONNEL	
AVERAGE NUMBER WITH UNESCORTED ACCESS	1994				N/A	N/A	712	
CATEGORIES	# TESTED	# POSITIVE	# REFERRED TO EAP	# ACCESS RESTORED	# TESTED	# POSITIVE	# TESTED	# POSITIVE
PRE-EMPLOYMENT	10	0					998	0
PRE-BADGING	122	0					32	0
PERIODIC	N/A	N/A					N/A	N/A
FOR CAUSE	0	0					0	0
POST ACCIDENT	0	0					0	0
RANDOM	1330	0					588	1
FOLLOW-UP	37	0					1**	0
OTHER *	9	0					1	0
TOTAL	1508	0	N/A	N/A			1620	1

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- * Includes transfers to Nuclear Power from other TVA organizations, tests conducted for badging at other utilities, and tests performed for FFD Program Integrity.
- ** Although TVA does not refer contract employees to the Employee Assistance Program, employees or contractors who forget to report for random testing are placed in the follow-up testing program on an administrative basis.

RANDOM TESTING PROGRAM RESULTS**CONFIRMED POSITIVE TESTS FOR SPECIFIC SUBSTANCES**

MARIJUANA			9	2	8	0				
COCAINE			5	6	1	0				
OPIATES			2	0	1	0				
AMPHETAMINES			0	0	0	0				
PHENCYCLIDINE			0	0	0	0				
ALCOHOL			3	2	0	1				

Enclosure 3

SUMMARY OF MANAGEMENT ACTIONS FOR
SEQUOYAH NUCLEAR PLANT

No prospective licensee employee tested positive in the preemployment category, but one contract employee tested positive. This individual was not hired as a contract employee.

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

In the random testing category, there were five confirmed positive tests. Four licensee employees tested positive and one contract employee tested positive. Of the licensee employees, three of the employees were hourly employees with less than one year of service with TVA. In accordance with the Nuclear Power FFD Procedure, the employment of these employees was terminated. The fourth licensee employee who tested positive was referred to the Employee Assistance Program. This employee was returned to work 15 days after the Medical Review Officer confirmed the positive test result, and the employee is in the follow-up testing program. The fifth random "positive" was a contract employee who refused the random test. This person was removed from TVA work and returned to the contractor.

Any person who has a confirmed positive test result in any testing category will not be considered for employment for three years in accordance with the TVA Nuclear Power FFD procedure.

FITNESS FOR DUTY PROGRAM

Performance Data

Personnel Subject to 10CFR 26

TENNESSEE VALLEY AUTHORITY

DECEMBER 31, 1991

COMPANY

6 MONTHS ENDING

SEQUOYAH NUCLEAR PLANT

LOCATION

PAMELA C. HAMILTON, FFD COORDINATOR

(615) 751-5024

CONTACT NAME

PHONE (INCLUDE AREA CODE)

CUTOFFS: SCREEN/CONFIRMATION (ng/ml) ☒ APPENDIX A TO 10CFR 26

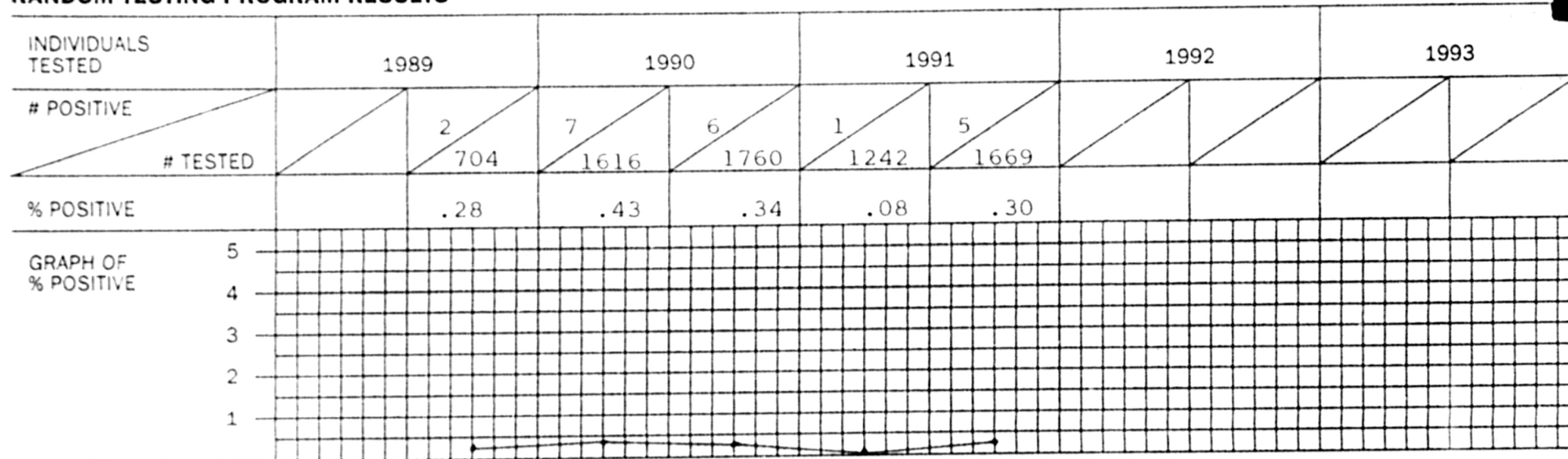
MARIJUANA	/	AMPHETAMINES	/	_____	/
COCAINE	/	PHENCYCLIDINE	/	_____	/
OPIATES	/	ALCOHOL (% BAC)		_____	/

TESTING RESULTS	LICENSEE EMPLOYEES				LONG-TERM CONTRACTOR PERSONNEL		SHORT-TERM CONTRACTOR PERSONNEL	
AVERAGE NUMBER WITH UNESCORTED ACCESS	2072				N/A		207	
CATEGORIES	# TESTED	# POSITIVE	# REFERRED TO EAP	# ACCESS RESTORED	# TESTED	# POSITIVE	# TESTED	# POSITIVE
PRE-EMPLOYMENT	9	0					35	1
PRE-BADGING	67	0					656	4
PERIODIC	N/A	N/A					N/A	N/A
FOR CAUSE	3	0					2	0
POST ACCIDENT	2	0					0	0
RANDOM	1420	4					249	1
FOLLOW-UP	26	0					10*	0
OTHER	0	0					0	0
TOTAL	1527	4	1	1			952	6

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*Although TVA does not refer contract employees to the Employee Assistance Program, employees or contractors who forget to report for random are placed in the follow-up testing program on an administrative basis.

RANDOM TESTING PROGRAM RESULTS**CONFIRMED POSITIVE TESTS FOR SPECIFIC SUBSTANCES**

MARIJUANA			22	20	4	5				
COCAINE			7	10	0	2				
OPIATES			2	0	0	1				
AMPHETAMINES			0	0	0	0				
PHENCYCLIDINE			0	0	0	0				
ALCOHOL			2	4	0	1				

Enclosure 4

SUMMARY OF MANAGEMENT ACTIONS FOR
WATTS BAR NUCLEAR PLANT

Four prospective contract employees tested positive during this reporting period. These individuals were not hired as contract employees.

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

In the random testing category, there were six confirmed positive tests. Two licensee employees and four contract employees tested positive. Both licensee employees were referred to the Employee Assistance Program (EAP). One employee was returned to work 49 days after the Medical Review Office (MRO) confirmed the positive test, and is currently in the follow-up testing program. The other employee did not return to work during this reporting period. All four contract employees were removed from TVA work and returned to the contractor.

One other positive test was recorded for Watts Bar Nuclear Plant. This test was conducted on a licensee employee who was preparing to visit another nuclear utility. (This confirmed positive test is included in the "other" category found in Enclosure 4, page 2 of 3). This employee was referred to the EAP. The employee was returned to work 45 days after the MRO confirmed the test result, and the employee is in the follow-up testing program. Because this employee is licensed under 10 CFR Part 55, notification was made to the Nuclear Regulatory Commission Operations Center in accordance with 10 CFR 26.73. This information is also included in Enclosure 7.

FITNESS FOR DUTY PROGRAM

Performance Data

Personnel Subject to 10CFR 26

TENNESSEE VALLEY AUTHORITY

DECEMBER 31, 1991

COMPANY

6 MONTHS ENDING

WATTS BAR NUCLEAR PLANT

LOCATION

PAMELA C. HAMILTON, FED COORDINATOR

(615) 751-5024

CONTACT NAME

PHONE (INCLUDE AREA CODE)

CUTOFFS: SCREEN/CONFIRMATION (ng/ml) ☒ APPENDIX A TO 10CFR 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	N/A*				N/A		N/A	
CATEGORIES	# TESTED	# POSITIVE	# REFERRED TO EAP	# ACCESS RESTORED	# TESTED	# POSITIVE	# TESTED	# POSITIVE
PRE-EMPLOYMENT	30	0					1391	4
PRE-BADGING	N/A	N/A					N/A	N/A
PERIODIC	N/A	N/A					N/A	N/A
FOR CAUSE	0	0					2	1
POST ACCIDENT	0	0					0	0
RANDOM	940	2					694	4
FOLLOW-UP	6	0					4***	0
OTHER **	9	1					1	0
TOTAL	985	3	3	N/A			2092	9

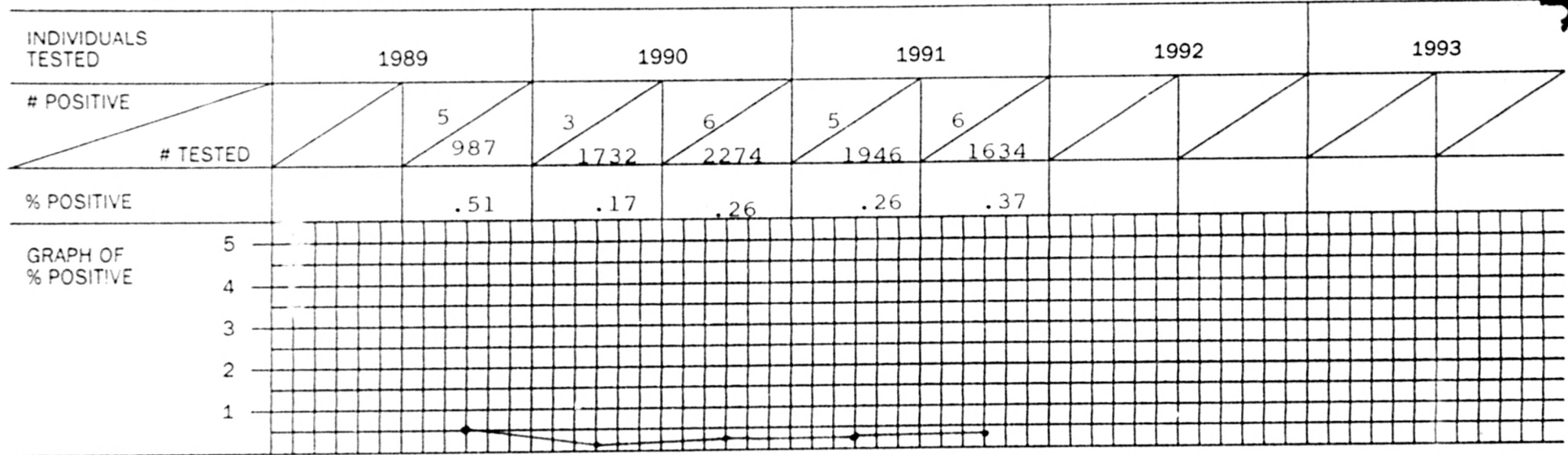
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*This is a construction site at which unescorted access has not been established.

**Includes transfers to Nuclear Power from other TVA organizations, tests conducted for badging at other utilities, and tests performed for FFD Program Integrity.

***Although TVA does not refer contract employees to the Employee Assistance Program, employees or contractors who forget to report for random testing are placed in the follow-up testing program on an administrative basis.

RANDOM TESTING PROGRAM RESULTS**CONFIRMED POSITIVE TESTS FOR SPECIFIC SUBSTANCES**

MARIJUANA			10	9	2	4				
COCAINE			3	5	4	2				
OPIATES			1	2	0	0				
AMPHETAMINES			0	1	0	0				
PHENCYCLIDINE			0	0	0	0				
ALCOHOL			1	2	0	4				
BENZODIAZEPINE						1				
BARBITURATE						1				

Enclosure 5

SUMMARY OF MANAGEMENT ACTIONS FOR
BELLEFONTE NUCLEAR PLANT

In the preemployment category, four prospective contract employees tested positive. These individuals were not hired as contract employees.

In the random testing category, one contract employee tested positive. This person was removed from TVA work and returned to the contractor.

FITNESS FOR DUTY PROGRAM

Performance Data Personnel Subject to 10CFR 26

TENNESSEE VALLEY AUTHORITY

DECEMBER 31, 1991

COMPANY

6 MONTHS ENDING

BELLEFONTE NUCLEAR PLANT

LOCATION

PAMELA C. HAMILTON, FPD COORDINATOR

(615) 751-5024

CONTACT NAME

PHONE (INCLUDE AREA CODE)

CUTOFFS: SCREEN/CONFIRMATION (ng/ml) ☒ APPENDIX A TO 10CFR 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	N/A*				N/A		N/A	
CATEGORIES	# TESTED	# POSITIVE	# REFERRED TO EAP	# ACCESS RESTORED	# TESTED	# POSITIVE	# TESTED	# POSITIVE
PRE-EMPLOYMENT	5	0					231	4
PRE-BADGING	N/A	N/A					N/A	N/A
PERIODIC	N/A	N/A					N/A	N/A
FOR CAUSE	0	0					2	0
POST ACCIDENT	0	0					0	0
RANDOM	184	0					145	1
FOLLOW-UP	0	0					0	0
OTHER **	5	0					0	0
TOTAL	194	0	N/A	N/A			378	5

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

**Includes transfers to Nuclear Power from other TVA organizations.

RANDOM TESTING PROGRAM RESULTS

INDIVIDUALS TESTED	1989		1990		1991		1992		1993		
# POSITIVE	0		0		1						
# TESTED	51		91		275		329				
% POSITIVE	0		0		.36		.30				
GRAPH OF % POSITIVE											

CONFIRMED POSITIVE TESTS FOR SPECIFIC SUBSTANCES

MARIJUANA			0	0	1	3				
COCAINE			0	0	0	1				
OPIATES			0	0	0	0				
AMPHETAMINES			0	0	0	0				
PHENCYCLIDINE			0	0	0	0				
ALCOHOL			0	0	1	1				

Enclosure 6

SUMMARY OF MANAGEMENT ACTIONS FOR
CORPORATE NUCLEAR POWER OFFICES

In the random testing category, one employee tested positive. The employee was returned to work 74 days after the Medical Review Officer confirmed the test result and is in the follow-up testing program. This was the only confirmed positive test result at the corporate offices during this reporting period.

FITNESS FOR DUTY PROGRAM

Performance Data

Personnel Subject to 10CFR 26

TENNESSEE VALLEY AUTHORITY

DECEMBER 31, 1991

COMPANY

6 MONTHS ENDING

CORPORATE OFFICES (Chattanooga, Knoxville, Other)

LOCATION

PAMELA C. HAMILTON, FFD COORDINATOR

(615) 751-5024

CONTACT NAME

PHONE (INCLUDE AREA CODE)

CUTOFFS: SCREEN/CONFIRMATION (ng/ml) ☒ APPENDIX A TO 10CFR 26

MARIJUANA	/	AMPHETAMINES	/	_____	/
COCAINE	/	PHENCYCLIDINE	/	_____	/
OPIATES	/	ALCOHOL (% BAC)		_____	/

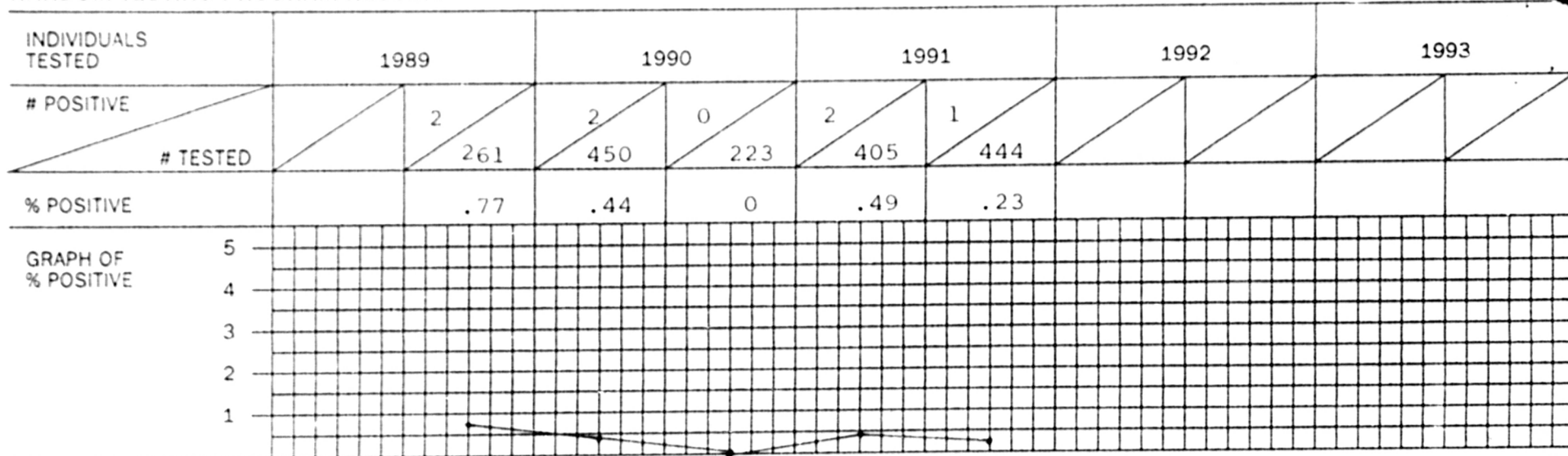
TESTING RESULTS	LICENSEE EMPLOYEES				LONG-TERM CONTRACTOR PERSONNEL		SHORT-TERM CONTRACTOR PERSONNEL	
AVERAGE NUMBER WITH UNESCORTED ACCESS	*N/A				N/A		N/A	
CATEGORIES	# TESTED	# POSITIVE	# REFERRED TO EAP	# ACCESS RESTORED	# TESTED	# POSITIVE	# TESTED	# POSITIVE
PRE-EMPLOYMENT	3	0					40	0
PRE-BADGING	N/A	N/A					N/A	N/A
PERIODIC	N/A	N/A					N/A	N/A
FOR CAUSE	0	0					0	0
POST ACCIDENT	0	0					0	0
RANDOM	436	1					8	0
FOLLOW-UP	15	0					0	0
OTHER **	40	0					0	0
TOTAL	494	1	1	N/A			48	0

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*Persons assigned to the Corporate organization but with unescorted access to a TVA nuclear plant site are included in the averages for the site or sites where they hold the unescorted access authorization.

*Includes transfers to Nuclear Power from other T.A organizations and tests performed for FFD Program Integrity.

RANDOM TESTING PROGRAM RESULTS**CONFIRMED POSITIVE TESTS FOR SPECIFIC SUBSTANCES**

MARIJUANA			0	2	0	0				
COCAINE			0	3	1	1				
OPIATES			0	0	0	0				
AMPHETAMINES			0	0	0	0				
PHENCYCLIDINE			0	0	0	0				
ALCOHOL			0	1	2	0				

Enclosure 7

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

<u>Events</u>	<u>Date of Notification</u>	<u>Job Title</u>	<u>Substance</u>	<u>Method Discovered</u>	<u>Action Taken</u>
91-004 (Operations Center Event # 921544)	August 5, 1991	Assistant Shift Operations Supervisor, Watts Bar Nuclear Plant	Alcohol	Test performed in order for the person to visit another utility.	Employee did not have unescorted access. Employee was removed from work status and referred to the Employee Assistance Program, returned to work 45 days later and placed in the follow-up testing program.