



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

February 28, 1996

10 CFR 26.71(d)

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

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 1995

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, 1995. Enclosure 1 contains a discussion of recent FFD program developments and FFD trends since the latest reporting period. 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 Nuclear Corporate organization (primarily employees assigned to Chattanooga and Knoxville) is consolidated in Enclosure 6. There was one FFD event reported to the NRC pursuant to 10 CFR 26.73 during this six-month period which is 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 Michael Hellums at (423) 751-2695.

Sincerely,

Paul R. Baron
Manager, Nuclear Licensing

Enclosures
cc: See page 2

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cc: Continued on page 3

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ENCLOSURE 1

TENNESSEE VALLEY AUTHORITY (TVA)
FITNESS FOR DUTY (FFD) PERFORMANCE DATA
JULY 1-DECEMBER 31, 1995

FFD Developments

There were two matters associated with the FFD program which TVA would like to make aware to the Nuclear Regulatory Commission (NRC). Listed below are the circumstances and the corresponding corrective actions.

I. Erroneous Reports by the NIDA-Certified Laboratory

A. Summary

On July 21, 1995, the contract laboratory reported a drug screen on an individual as positive for marijuana. The Medical Review Officer interviewed the individual and sent him to the Human Resources office. Later that morning, the laboratory called to state that the original report was erroneous and that the individual was also positive for cocaine. The individual was then reinterviewed.

On July 24, 1995, the results of a blind proficiency sample guaranteed as positive were reported by the lab as negative. Both problems were caused by a computer error.

Also on July 24, 1995, five boxes of specimens were sent to the laboratory. When the results were not received the next day, it was discovered that through a clerical error, the lab had opened the outer seal on the shipping box. Rather than unloading the box for testing, the specimens were shipped back to the site.

B. Corrective Action

For the first two issues, corrected reports were sent by the lab to TVA. For the third issue, the specimens were sent back to the lab for testing, and new specimens were collected for each individual involved. There were no positive tests on the initial screens or the repeat collections.

Based on these recent experiences, TVA is working to contract with another NIDA laboratory.

II. Bellefonte Nuclear Plant (BLN) FFD Program

A. Summary

In September 1995, BLN (a TVA nuclear construction site) had a reduction in personnel which reduced the onsite population to approximately 80 employees. A decision was made to reduce the BLN FFD program from the standard TVA Nuclear FFD program to the NRC minimum requirements for a nuclear construction facility.

The new BLN program was implemented on October 1, 1995. The random testing population still includes everyone onsite, is designed to test at 52 percent annually, and testing will be randomly conducted between 10-15 times per year.

JANUARY 1--JUNE 30, 1995

TRENDS

The confirmed positive test rate for all categories (preemployment, prebadging, for-cause, post-accident, random, follow-up, and other) for this reporting period was 0.81 percent (29 positive tests) which was 0.14 percent lower than the last reporting period. The rate of random confirmed positives was 0.27 percent (7 positive tests) which is 0.23 percent lower than the last reporting period.

ENCLOSURE 2

SUMMARY OF MANAGEMENT ACTIONS FOR
BROWNS FERRY NUCLEAR PLANT

In the pre-access category, five contract employces tested positive. The contract employees were denied access and returned to the contractor.

In the random testing category, one contract employee tested positive. The individual also had an alcohol level which fell between 0.02 - 0.39 BAC. This person did not have an unescorted access badge. The individual was removed from the site and returned to the contractor.

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

TENNESSEE VALLEY AUTHORITY		DECEMBER 31, 1995	
Company BROWNS FERRY NUCLEAR PLANT		6 Months Ending	
Location PAMELA C. HAMILTON		(615) 751-2024	
Contact Name		Phone (include area code)	
Cutoffs: Screen/Confirmation		<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	1659			1598	
Categories		# Tested	# Positive	# Tested	# Positive	# Tested	# Positive
Pre-Access		48	0	N/A	N/A	286	5
For Cause	Post-accident	0	0	N/A	N/A	0	0
	Observed behavior	5	0	N/A	N/A	0	0
Random		455	0	N/A	N/A	466	1
Follow-up		14	0	N/A	N/A	3	0
Other *		4	0	N/A	N/A	0	0
Total		526	0	N/A	N/A	755	6

Breakdown of Confirmed Positive Tests for Specific Substances

	Marijuana	Cocaine	Opioids	Amphetamines	Phencyclidine	Alcohol	Refused to test	1	2	3	4	5	6	A
Licensee Employees	0	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	3	2	0	0	0	1	0	0	0	0	0	0	0	
Total	3	2	0	0	0	1	0	0	0	0	0	0	0	0

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 (2), transfer to TVA Nuclear from other TVA organizations (2), administrative follow-up, and program integrity clearance/update.

ENCLOSURE 3

SUMMARY OF MANAGEMENT ACTIONS FOR
SEQUOYAH NUCLEAR PLANT

In the pre-access category, 12 contract employees tested positive. These contract employees were denied access and returned to the contractor.

In the random testing category, two licensee employees and one contract employee tested positive. Only one individual had unescorted access, and the badge was revoked. One licensee employee was referred to the EAP and did not regain medical clearance to return to work. The employee's TVA employment was terminated. The other licensee employee was randomly tested and, before the test results were reported, transferred to a nonnuclear organization. That organization has taken management action. The contract employee was removed from the site and returned to the contractor. The contract employee who refused testing was denied plant access.

In the "for cause" testing category, one contract employee tested positive. The individual's unescorted access badge was revoked, and the individual was removed from the site and returned to the contractor.

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

TENNESSEE VALLEY AUTHORITY		DECEMBER 31, 1995	
Company SEQUOYAH NUCLEAR PLANT		6 Months Ending	
Location PAMELA C. HAMILTON		(615) 751-2024	
Contact Name Cutoffs: Screen/Confirmation		Phone (include area code) <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		1323		N/A		744	
Categories		# Tested	# Positive	# Tested	# Positive	# Tested	# Positive
Pre-Access		62	0	N/A	N/A	128	12
For Cause	Post-accident	0	0	N/A	N/A	0	0
	Observed behavior	0	0	N/A	N/A	4	1
Random		411	2	N/A	N/A	242	1
Follow-up		11	0	N/A	N/A	N/A	N/A
Other *		12	0	N/A	N/A	0	0
Total		496	2	N/A	N/A	374	14

Breakdown of Confirmed Positive Tests for Specific Substances

	Marijuana	Cocaine	Opiates	Amphetamines	Phencyclidine	Alcohol	Refused to test	1	2	3	4	5	6	A
Licensed Employees	2		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	12	1	0	0	0	0	1	0	0	0	0	0	0	
Total	14	2	0	0	0	0	1	0	0	0	0	0	0	17

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 (12), transfer to TVA Nuclear from other TVA organizations, administrative follow-up, and program integrity clearance/update.

ENCLOSURE 4

SUMMARY OF MANAGEMENT ACTIONS FOR
WATTS BAR NUCLEAR PLANT

In the pre-access testing category, four contract employees tested positive. The contract employees were denied access and returned to the contractor.

In the random testing category, two contract employees and one licensee employee tested positive. Both contract employees were removed from TVA work and returned to the contractor. The licensee employee was referred to the EAP and returned to work 135 days after the Medical Review Officer confirmed the positive test result. The employee is in the follow-up testing program.

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

TENNESSEE VALLEY AUTHORITY		DECEMBER 31, 1995	
Company WATTS BAR NUCLEAR PLANT		6 Months Ending	
Location PAMELA C. HAMILTON		(615) 751-2024	
Contact Name Cutoffs: Screen/Confirmation		Phone (include area code) <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		1228		N/A		1263	
Categories		# Tested	# Positive	# Tested	# Positive	# Tested	# Positive
Pre-Access		26	0	N/A	N/A	255	4
For Cause	Post-accident	0	0	N/A	N/A	0	0
	Observed behavior	1	0	N/A	N/A	3	0
Random		314	1	N/A	N/A	471	2
Follow-up		8	0	N/A	N/A	0	0
Other **		1	0	N/A	N/A	67	0
Total		350	1	N/A	N/A	796	6

Breakdown of Confirmed Positive Tests for Specific Substances

	Marijuana	Cocaine	Opiates	Amphetamines	Phencyclidine	Alcohol	Refusal to test	1	2	3	4	5	6	A
Licensed Employees	0	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	0	0	0	0	0	0	0	0	0	0	0	0	0	
Total	0	0	0	0	0	1	0	0	0	0	0	0	0	T

Cutoff Levels of Additional Drugs

DRUG NUMBER	SUBSTANCE	Cutoff Level (ag/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 was a construction site. The use of unescorted access badges became effective in August 1995.

** The other test category includes: employment (Contractor 67), transfer to TVA Nuclear from other TVA organizations, administrative follow-up, and program integrity clearance/update (1).

ENCLOSURE 5

SUMMARY OF MANAGEMENT ACTIONS FOR
BELLEFONTE NUCLEAR PLANT

There were no positive tests at Bellefonte during this reporting period.

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

TENNESSEE VALLEY AUTHORITY		DECEMBER 31, 1995	
Company BELLEFONTE NUCLEAR PLANT		6 Months Ending	
Location PAMELA C. HAMILTON		(615) 751-2024	
Contact Name Cutoffs: Screen/Confirmation		Phone (include area code) <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 *		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		34	0	N/A	N/A	0	0
Follow-up		3	0	N/A	N/A	N/A	N/A
Other **		0	0	N/A	N/A	0	0
Total		37	0	N/A	N/A	0	0

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	0	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
Total	0	0	0	0	0	0	0	0	0	0	0	0	0

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, transfer to TVA Nuclear from other TVA organizations, administrative follow-up, and program integrity clearance/update.

ENCLOSURE 6

SUMMARY OF MANAGEMENT ACTIONS FOR
CORPORATE NUCLEAR POWER OFFICES

There were no positive tests in the Corporate offices during this reporting period.

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

TENNESSEE VALLEY AUTHORITY		DECEMBER 31, 1995	
Company		6 Months Ending	
CORPORATE OFFICES (CHATTANOOGA, KNOXVILLE, OTHER)			
Location			
PAMELA C. HAMILTON		(615) 751-2024	
Contact Name		Phone (include area code)	
Cutoffs: Screen/Confirmation		<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	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		179	0	N/A	N/A	8	0
Follow-up		1	0	N/A	N/A	0	0
Other **		23	0	N/A	N/A	1	0
Total		203	0	N/A	N/A	9	0

Breakdown of Confirmed Positive Tests for Specific Substances

	Marijuana	Cocaine	Opiates	Amphetamines	Phencyclidine	Alcohol	Refusal to test	1	2	3	4	5	6	A
Licensee Employees	0	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	
Total	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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 (Contractor 1), transfer to TVA Nuclear from other TVA organizations (4), administrative follow-up, program integrity clearance/update (2), and assignment to emergency response duties (17).

ENCLOSURE 7

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
95-005	August 3, 1995	Licensee - Foreman	Alcohol	Random testing at WBN	The individual did not have unescorted access. The individual was referred to the EAP, and a review of the individual's work was performed.