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*Energy to Serve Your World™*

August 29, 2008

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50-366 50-364 50-425

NL-08-1275

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 2008 through June 2008, as required by 10 CFR 26.71(d). The data reflected in this report covers the employees specified in the respective enclosures.

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

Sincerely,

A handwritten signature in black ink that reads "Mark J. Ajluni". The signature is written in a cursive style.

Mark J. Ajluni  
Manager, Nuclear Licensing

MJA/TWS/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

U. S. Nuclear Regulatory Commission

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cc: Southern Nuclear Operating Company

Mr. J. T. Gasser, Executive Vice President

Mr. J. R. Johnson, Vice President – Farley

Mr. D. R. Madison, Vice President – Hatch

Mr. T. E. Tynan, Vice President – Vogtle

Mr. D. H. Jones, Vice President – Engineering

RType: CFA04.054; CHA02.004; CVC7000; LC# 14823

U. S. Nuclear Regulatory Commission

Mr. L. A. Reyes, Regional Administrator

Mr. R. A. Jervey, NRR Project Manager – Farley

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

Mr. R. A. Jervey, NRR Project Manager – Vogtle

Mr. E. L. Crowe, Senior Resident Inspector – Farley

Mr. J. A. Hickey, Senior Resident Inspector – Hatch

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

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

**Enclosure 1**

**Edwin I. Hatch Nuclear Plant FFD Performance Data**

Edwin I. Hatch Nuclear Plant FFD Performance Data

**Management Summary**

The data generated under the Fitness for Duty (FFD) program from January 2008 through June 2008 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 exceeded 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 – Eight individuals tested positive on pre-access testing and were denied access.

One individual provided a suspect pre-access specimen and tested positive on the witnessed recollect specimen. Accordingly, the MRO ruled both tests to be positive and access was denied.

One individual tested positive on an observed behavior for cause test and access was terminated.

Two individuals tested positive as the result of follow-up testing and were terminated. One of these individuals tested positive at LOD.

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 two employees referred for evaluation.

Enclosure 1

Edwin I. Hatch Nuclear Plant FFD Performance Data

Company: <b>Southern Nuclear Operating Company</b>		6 Months Ending: <b>06/30/08</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 10 CFR 26 except for Marijuana 50 / 15
Cutoffs: Screen/Confirmation (ng/ml)		<input checked="" type="checkbox"/> Limits of Detection (LOD)
Marijuana	20 / 3.0	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	
<b>Average Number with Unescorted Access</b>		955		57		535	
Categories		# Tested	# Positive	# Tested	# Positive	# Tested	# Positive
Pre-Access		43	0	0	0	945	9
<b>For Cause</b>	Post Accident	12	0	0	0	9	0
	Observed Behavior	11	0	0	0	6	1
Random		292	0	20	0	119	0
Follow-up		31	0	0	0	51	2 <sup>*1</sup>
Other: Safety & Health, Re-test, Return to work		24	0	3	0	11	1
<b>Total</b>		<b>413</b>	<b>0</b>	<b>23</b>	<b>0</b>	<b>1141</b>	<b>13</b>

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

Enclosure 1

Edwin I. Hatch Nuclear Plant FFD Performance Data

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

	Marijuana	Cocaine	Opiates	Amphetamines	Phencyclidine	Alcohol	Refusal to Test	
Licensee Employees	0	0	0	0	0	0	0	
Long-Term Contractors	0	0	0	0	0	0	0	
Short-Term Contractors	7 <sup>*1</sup>	3	0	1 <sup>**</sup>	0	1	1	
<b>Total</b>	<b>7</b>	<b>3</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>13</b>

\* Number of positive tests at limits of detection (LOD)

\*\* Positive for methamphetamine only

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

**Enclosure 2**

**Joseph M. Farley Nuclear Plant FFD Performance Data**

Joseph M. Farley Nuclear Plant FFD Performance Data

**Management Summary**

The data generated under the Fitness for Duty (FFD) program from January 2008 through June 2008 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 exceeded 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 tested positive on pre-access tests and were denied access.

Long-term Contractors – None

Employees – Two individuals tested positive on for-cause behavioral tests and were subsequently 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.

Enclosure 2

Joseph M. Farley Nuclear Plant FFD Performance Data

Company: <b>Southern Nuclear Operating Company</b>		6 Months Ending: <b>06/30/08</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 10 CFR 26 except for Marijuana 50 / 15		
Cutoffs: Screen/Confirmation (ng/ml) <input checked="" type="checkbox"/> Limits of Detection (LOD)		
Marijuana	20 / 3.0	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>		957		46		250	
Categories		# Tested	# Positive	# Tested	# Positive	# Tested	# Positive
Pre-Access		139	0	0	0	253	2
<b>For Cause</b>	Post Accident	6	0	0	0	0	0
	Observed Behavior	6	2	0	0	1	0
Random		272	0	21	0	53	0
Follow-up		35	0	0	0	13	0
Other: Safety & Health, Re-test, Return to work		26	0	0	0	1	0
Total		484	2	21	0	321	2

Enclosure 2

Joseph M. Farley Nuclear Plant FFD Performance Data

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

	Marijuana	Cocaine	Opiates	Amphetamines	Phencyclidine	Alcohol	Refusal to Test	
Licensee Employees	1	0	1	0	0	1	0	
Long-Term Contractors	0	0	0	0	0	0	0	
Short-Term Contractors	0	1	0	0	0	1	0	
Total	1	1	1	0	0	2	0	5*

\* One individual tested positive for two different substances

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

**Enclosure 3**

**Vogtle Electric Generating Plant FFD Performance Data**

Vogtle Electric Generating Plant FFD Performance Data

**Management Summary**

The data generated under the Fitness for Duty (FFD) program from January 2008 through June 2008 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. Weekly quality control checks of the FFD random pool revealed, at most, minor discrepancies during this reporting period.

During this testing period, the rate of testing exceeded 50% yearly of the total population. Also during this testing period, methamphetamine was found in the owner controlled area but outside the protected area. Individuals assigned to activities in the location where the drugs were found were subjected to for cause testing. In addition, the random test rate was increased to 100% yearly of the total population for a period of seven weeks. No positives for methamphetamine were identified during this period of increased testing.

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 – Five individuals tested positive on pre-access and were denied access.

Four individuals provided suspect pre-access specimens and three were positive on witnessed recollection. The other individual refused a witnessed recollection. Accordingly, the Medical Review Officer (MRO) ruled both the initial and the witnessed recollect tests for those providing specimens to be positive and access was denied. The MRO also ruled the pre-access specimen to be positive for the individual that refused to provide a witnessed recollect specimen and access was denied.

One individual refused to provide a pre-access specimen and access was denied.

Enclosure 3

Vogtle Electric Generating Plant FFD Performance Data

One individual provided a suspect specimen and provided a witnessed recollect specimen. Both the initial specimen and the witnessed recollect specimen tested positive and access denied. One individual tested positive as the result of an observed behavior for cause test and access was terminated.

One individual tested positive as the result of a random test and access was terminated.

One individual tested positive as the result of a follow-up test 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 were no employees referred for evaluation.

Enclosure 3

Vogle Electric Generating Plant FFD Performance Data

Company: <b>Southern Nuclear Operating Company</b>		6 Months Ending: <b>06/30/08</b>
Location: <b>Vogle 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 10 CFR 26 except for Marijuana 50 / 15
Cutoffs: Screen/Confirmation (ng/ml)		<input checked="" type="checkbox"/> Limits of Detection (LOD)
Marijuana	20 / 3.0	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	
<b>Average Number with unescorted access</b>		967		59		500	
Categories		# Tested	# Positive	# Tested	# Positive	# Tested	# Positive
Pre-Access		58	0	0	0	844	11
<b>For Cause</b>	Post Accident	7	0	0	0	2	0
	Observed Behavior	13	0	0	0	55	1
Random		328	0	28	0	164	1
Follow-up		41	0	5	0	60	1
Other: Safety & Health, Re-test, Return to work		57	0	3	0	32	5 <sup>*1</sup>
Total		504	0	36	0	1157	19

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

Enclosure 3

Vogle Electric Generating Plant FFD Performance Data

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

	Marijuana	Cocaine	Opiates	Amphetamine	Phencyclidine	Alcohol	Refusal to Test	
Licensee Employees	0	0	0	0	0	0	0	
Long-Term Contractors	0	0	0	0	0	0	0	
Short-Term Contractors	7 <sup>*1</sup>	5	0	0	0	2	6	
<b>Total</b>	<b>7</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>6</b>	<b>20 **</b>

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

\*\* One individual tested positive for two different substances

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

**Enclosure 4**

**SNC Corporate Headquarters FFD Performance Data**

SNC Corporate Headquarters FFD Performance Data

**Management Summary**

The data generated under the Fitness for Duty (FFD) program from January 2008 through June 2008 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 exceeded 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 there were no confirming positive tests during the reporting period. Consequently, management actions relative to determination of FFD have been limited.

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.

Enclosure 4

SNC Corporate Headquarters FFD Performance Data

Company: <b>Southern Nuclear Operating Company</b>		6 Months Ending <b>06/30/08</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 10 CFR 26 except for Marijuana 50 / 15		
Cutoffs: Screen/Confirmation (ng/ml) <input checked="" type="checkbox"/> Limits of Detection (LOD)		
Marijuana	20 / 3.0	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	
<b>Average Number with unescorted access</b>		575		7		54	
Categories		# Tested	# Positive	# Tested	# Positive	# Tested	# Positive
Pre-Access		76	0	0	0	17	0
<b>For Cause</b>	Post Accident	0	0	0	0	0	0
	Observed Behavior	2	0	0	0	0	0
Random		163	0	0	0	17	0
Follow-up		12	0	1	0	0	0
Other: Safety & Health, Re-test, Return to work		19	0	0	0	0	0
Total		272	0	1	0	34	0

Enclosure 4

SNC Corporate Headquarters FFD Performance Data

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

	Marijuana	Cocaine	Opiates	Amphetamines	Phencyclidine	Alcohol	Refusal to Test	
Licensee Employees	0	0	0	0	0	0	0	
Long-Term Contractors	0	0	0	0	0	0	0	
Short-Term Contractors	0	0	0	0	0	0	0	
Total	0	0	0	0	0	0	0	0