



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

February 28, 1997

U.S. Nuclear Regulatory Commission  
ATTN: Document Control Desk  
Washington, D.C. 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 1996**

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, 1996. Enclosure 1 contains a discussion of recent FFD Program developments and FFD trends since the last 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's Nuclear corporate organization (primarily employees assigned to Chattanooga and Knoxville) is consolidated as Enclosure 6. There were two FFD events reported to the NRC pursuant to 10 CFR 26.73 during this six-month period that are included as Enclosure 7.

The random testing rate of drug and alcohol use for the workforce that is subject to random testing is in accordance with the requirements prescribed in 10 CFR 26.24 (a) (2).

If you have any questions concerning this information, please telephone Terry Knuettel at (423) 751-6673.

Sincerely,

Paul R. Baron  
General Manager  
Nuclear Assurance and Licensing

Enclosures  
cc: See page 2



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PDR ADOCK 05000259  
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ENCLOSURE 1

TENNESSEE VALLEY AUTHORITY (TVA)  
FITNESS FOR DUTY PERFORMANCE DATA  
JULY 1 - DECEMBER 31, 1996

Fitness For Duty (FFD) Developments

There were three matters associated with the FFD Program of which TVA would like to make the Nuclear Regulatory Commission (NRC) aware.

I. Browns Ferry Nuclear (BFN) FFD Program

A. Summary

BFN experienced an increase in random positives during this reporting period. These random positives included four TVA employees: one supervisor, one licensed operator, one manager, and one Health Physics Technician.

B. Corrective Action

As an interim measure, the random testing rate of drug and alcohol use for BFN is now designed at an annual rate equal to 100 percent of the workforce that is subject to random testing. This interim measure began on October 17, 1996, and will continue until all FFD Program enhancements have been completed at BFN. The enhancements will include additional Continual Behavioral Observation Program (CBOP) and Employee Assistance Program (EAP) training for BFN supervisors.

II. Erroneous Medical Review Officer (MRO) Determination

A. Summary

In December, 1996, a TVA Nuclear Assurance and Licensing (NA&L) audit revealed an apparently erroneous MRO determination. A review by a second MRO indicated that the original negative drug screen determination was incorrect; therefore, the original determination was reversed. The affected contract employee was no longer employed by TVA at the time of the reversal. A review of Personnel Access Data System (PADS) indicated the contractor had no subsequent nuclear employment.

B. Corrective Action

The affected former contract employee was notified of the reversal and his right to appeal the decision. He appealed the positive test but the appeals MRO upheld the decision. This was the second positive test for the former contract employee--he has been permanently restricted from TVA Nuclear employment. Information regarding the latter positive was added to PADS.

Fitness For Duty (FFD) Developments, continued

Problem Evaluation Report (PER) No. CHPER960105 was generated by NA&L. Health Services' corrective actions regarding this matter included instructing TVA MROs to seek and document consensus with a second MRO whenever an analytical positive drug screen is considered for classification as negative. Additionally, as an enhancement, the MRO who made the error will be retrained in 1997.

III. Re-screening of Specimens

A. Summary

The implementation of TVA's policy of re-screening specimens with a creatinine less than 20 mg/dl was delayed due to technical problems at the Department of Health and Human Services (DHHS) laboratory.

B. Corrective Action

This policy is now fully implemented. Specimens with a creatinine level less than 20 mg/dl are evaluated using a 20 ng/ml cutoff on the initial marijuana screen and the limit of quantitation as a cutoff on the gas chromatography/mass spectrometry (GC/MS) for marijuana metabolite.

TVA screened nine specimens at the lower cutoff for marijuana during this reporting period. None of these specimens tested positive.

JULY 1 - DECEMBER 31, 1996

TRENDS

The confirmed positive test rate for all categories (pre-employment, pre-access, for cause, post-accident, random, follow-up, and other) for this reporting period was 0.45 percent (13 positive tests) which is 0.02 percent higher than the last reporting period. The rate of random confirmed positives was 0.48 percent (8 positive tests) which is 0.28 percent higher than the last reporting period. Refer to Section I. B., page 1 of 3 of this enclosure for the actions taken by TVA to address this negative trend.

ENCLOSURE 2

SUMMARY OF MANAGEMENT ACTIONS FOR  
BROWNS FERRY NUCLEAR PLANT

In the pre-access category, one contract employee tested positive. The contract employee was denied access, removed from the site, and returned to the contractor.

In the random testing category, two contract employees and four licensee employees tested positive. The contract employees' unescorted access was revoked and both were returned to the contractor. The licensee employees' unescorted access was revoked and all were referred to EAP. One licensee employee appealed an October 28, 1996, denial of psychological approval for Licensed Reactor Operator clearance. The appeal process was completed and the appeal was denied by letter on December 13, 1996. This licensee employee was issued a letter of termination on December 19, 1996, to be effective January 20, 1997. One licensee employee returned to work during this reporting period and was subsequently placed in the follow-up testing program. Two licensee employees did not return to work during this reporting period.

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

<b>TENNESSEE VALLEY AUTHORITY</b>		<b>December 31, 1996</b>	
<b>Company</b> <b>BROWNS FERRY NUCLEAR PLANT</b>		<b>6 Months Ending</b>	
<b>Location</b> <b>REBECCA A. STANFIELD</b>		<b>(423) 751-8822</b>	
<b>Contact Name</b>		<b>Phone (include area code)</b>	
<b>Cut-offs: Screen/Confirmation</b>		<b>x Appendix A to 10 CFR 26</b> <b>* 50 ng/ml initial cut-off</b>	
<b>Marijuana *</b>	/ <b>Amphetamines</b> /	_____ /	
<b>Cocaine</b>	/ <b>Phencyclidine</b> /	_____ /	
<b>Opiates</b>	/ <b>Alcohol(%BAC)</b> /	_____ /	

\*Specimens with a creatinine level less than 20 mg/dl are evaluated using a 20 ng/ml cutoff on the initial marijuana screen and the limit of quantitation as a cutoff on the GC/MS for marijuana metabolite.

Testing Results		Licensee Employees		Long-Term Contractor Personnel		Short-Term Contractor Personnel	
Average Number with Unescorted Access		1,433				388	
Categories		# Tested	# Positive	# Tested	# Positive	# Tested	# Positive
Pre-Access		19	0	N/A	N/A	261	1
For Cause	Post accident	0	0	N/A	N/A	0	0
	Observed behavior	1	0	N/A	N/A	0	0
Random		522	4	N/A	N/A	138	2
Follow-up		11	0	N/A	N/A	N/A	N/A
Other **		0	0	N/A	N/A	0	0
Total		553	4	N/A	N/A	399	3

\*\* The other test category includes: transfer to Nuclear Power from other TVA organizations; administrative follow-up; program integrity clearance/update; assignment to emergency response duties.

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

	Marijuana	Cocaine	Opiates	Amphetamines	Phencyclidine	Alcohol	Refusal to test	1	2	3	4	5
Licensee Employees	1	1	0	0	0	2	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
Short-Term Contractors	1	2	0	0	0	0	0	0	0	0	0	0
Total	2	3	0	0	0	2	0	0	0	0	0	0

**Cutoff Levels of Additional Drugs**

DRUG NUMBER	SUBSTANCE	Cut-off 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	N/A	N/A	N/A

- \* The other test category includes: transfer to Nuclear Power from other TVA organizations; administrative follow-up; program integrity clearance/update; assignment to emergency response duties.

ENCLOSURE 3

SUMMARY OF MANAGEMENT ACTIONS FOR  
SEQUOYAH NUCLEAR PLANT

In the pre-access category, one contract employee tested positive. The contract employee was denied access, removed from the site, and returned to the contractor.

In the random testing category, one licensee employee tested positive. The licensee employee's unescorted access was revoked and the individual was referred to EAP. The licensee employee returned to work during this reporting period and was subsequently placed in the follow-up testing program.

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

<b>TENNESSEE VALLEY AUTHORITY</b>		<b>DECEMBER 31, 1996</b>	
Company <b>SEQUOYAH NUCLEAR PLANT</b>		6 Months Ending	
Location <b>REBECCA A. STANFIELD</b>		(423) 751-8822	
Contact Name		Phone (include area code)	
Cut-offs: Screen/Confirmation		x Appendix A to 10 CFR 26 * 50 ng/ml initial cut-off	
* Marijuana	/	Amphetamines	/
Cocaine	/	Phencyclidine	/
Opiates	/	Alcohol(%BAC)	/

\*Specimens with a creatinine level less than 20 mg/dl are evaluated using a 20 ng/ml cutoff on the initial marijuana screen and the limit of quantitation as a cutoff on the GC/MS for marijuana metabolite

Testing Results		Licensee Employees		Long-Term Contractor Personnel		Short-Term Contractor Personnel	
Average Number with Unescorted Access		1,510		N/A		374	
Categories		# Tested	# Positive	# Tested	# Positive	# Tested	# Positive
Pre-Access		53	0	N/A	N/A	307	1
For Cause	Post accident	0	0	N/A	N/A	0	0
	Observed behavior	0	0	N/A	N/A	1	0
Random		352	1	N/A	N/A	80	0
Follow-up		9	0	N/A	N/A	N/A	N/A
Other *		0	0	N/A	N/A	0	0
Total		414	1	N/A	N/A	388	1

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

	Marijuana	Cocaine	Opiates	Amphetamines	Phencyclidine	Alcohol	Refusal to test	1	2	3	4	5	
Licensee Employees	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	
Short-Term Contractors	1	0	0	0	0	0	0	0	0	0	0	0	
Total	2	0	0	0	0	0	0	0	0	0	0	0	2

**Cutoff Levels of Additional Drugs**

DRUG NUMBER	SUBSTANCE	Cut-off 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	N/A	N/A	N/A

- \* The other test category includes: transfer to Nuclear Power from other TVA organizations; administrative follow-up; program integrity clearance/update; assignment to emergency response duties.

ENCLOSURE 4

SUMMARY OF MANAGEMENT ACTIONS FOR  
WATTS BAR NUCLEAR PLANT

In the pre-access category, three contract employees tested positive. The contract employees were denied access, removed from site, and returned to the contractor.

In the random testing category, one licensee employee tested positive. The licensee employee was separated from nuclear plant activities, referred to EAP, and returned to the TVA non-nuclear organization for management action. The individual was also placed in the non-nuclear follow-up testing program. Prior to returning to nuclear activities, this individual must be psychologically reevaluated and approved. Additionally, the employee's return to nuclear activities requires placement in the nuclear drug follow-up testing program.

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

TENNESSEE VALLEY AUTHORITY		DECEMBER 31, 1996	
Company WATTS BAR NUCLEAR PLANT		6 Months Ending	
Location REBECCA A. STANFIELD		(423) 751-8822	
Contact Name Cut-offs: Screen/Confirmation		Phone (include area code) x Appendix A to 10 CFR 26 * 50 ng/ml initial cut-off	
Marijuana	/	Amphetamines	/
Cocaine	/	Phencyclidine	/
Opiates	/	Alcohol (%BAC)	/

\*Specimens with a creatinine level less than 20 mg/dl are evaluated using a 20 ng/ml cutoff on the initial marijuana screen and the limit of quantitation as a cutoff on the GC/MS for marijuana metabolite

Testing Results		Licensee Employees		Long-Term Contractor Personnel		Short-Term Contractor Personnel	
Average Number with Unescorted Access		1,145		N/A		379	
Categories		# Tested	# Positive	# Tested	# Positive	# Tested	# Positive
Pre-Access		25	0	N/A	N/A	513	3
For Cause	Post accident	0	0	N/A	N/A	0	0
	Observed behavior	0	0	N/A	N/A	0	0
Random		260	1	N/A	N/A	97	0
Follow-up		10	0	N/A	N/A	N/A	N/A
Other *		0	0	N/A	N/A	0	0
Total		295	1	N/A	N/A	610	3

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

	Marijuana	Cocaine	Opiates	Amphetamines	Phencyclidine	Alcohol	Refusal to test	1	2	3	4	5	
Licensee Employees	0	0	0	0	0	1	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	
Short-Term Contractors	2	0	0	0	0	1	0	0	0	0	0	0	
Total	2	0	0	0	0	2	0	0	0	0	0	0	4

**Cutoff Levels of Additional Drugs**

DRUG NUMBER	SUBSTANCE	Cut-off 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	N/A	N/A	N/A

Other test category includes: transfer to Nuclear Power from other TVA  
 positions; administrative follow-up; program integrity clearance/update; assignment  
 emergency response duties.

ENCLOSURE 5

SUMMARY OF MANAGEMENT ACTIONS FOR  
BELLEFONTE NUCLEAR PLANT (BLN)

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, 1996	
Company BELLEFONTE NUCLEAR PLANT		6 Months Ending	
Location REBECCA A. STANFIELD		(423) 751-8822	
Contact Name		Phone (include area code)	
Cut-offs: Screen/Confirmation		x Appendix A to 10 CFR 26 * 50 ng/ml initial cut-off	
Marijuana	/	Amphetamines	/
Cocaine	/	Phencyclidine	/
Opiates	/	Alcohol (%BAC)	/

\*Specimens with a creatinine level less than 20 mg/dl are evaluated using a 20 ng/ml cutoff on the initial marijuana screen and the limit of quantitation as a cutoff on the GC/MS for marijuana metabolite.

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		30	0	N/A	N/A	2	0
Follow-up		0	0	N/A	N/A	N/A	N/A
Other **		2	0	N/A	N/A	0	0
Total		32	0	N/A	N/A	2	0

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

	Marijuana	Cocaine	Opiates	Amphetamines	Phencyclidine	Alcohol	Refusal to test	1	2	3	4	5
Licensee Employees	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
Short-Term Contractors	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

**Cutoff Levels of Additional Drugs**

DRUG NUMBER	SUBSTANCE	Cut-off 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	N/A	N/A	N/A

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

\*\*The other test category includes: employment (2); transfer to Nuclear Power from other TVA organizations; administrative follow-up; program integrity clearance/update.

ENCLOSURE 6

SUMMARY OF MANAGEMENT ACTIONS FOR  
CORPORATE NUCLEAR POWER OFFICES

There were no positive tests at the Corporate Offices during this reporting period.

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

TENNESSEE VALLEY AUTHORITY		DECEMBER 31, 1996	
Company CORPORATE OFFICES (CHATTANOOGA, KNOXVILLE, OTHER)		6 Months Ending	
Location REBECCA A. STANFIELD		(423) 751-8822	
Contact Name Cut-offs: Screen/Confirmation		Phone (include area code) x Appendix A to 10 CFR 26 * 50 ng/ml initial cut-off	
* Marijuana	/	Amphetamines	/
Cocaine	/	Phencyclidine	/
Opiates	/	Alcohol (%BAC)	/

\*Specimens with a creatinine level less than 20 mg/dl are evaluated using a 20 ng/ml cutoff on the initial marijuana screen and the limit of quantitation as a cutoff on the GC/MS for marijuana metabolite

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	1	0	N/A	N/A	0	0
Random		194	0	N/A	N/A	5	0
Follow-up		0	0	N/A	N/A	N/A	N/A
Other **		13	0	N/A	N/A	0	0
Total		208	0	N/A	N/A	5	0

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

	Marijuana	Cocaine	Opiates	Amphetamines	Phencyclidine	Alcohol	Refusal to test	1	2	3	4	5
Licensee Employees	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
Short-Term Contractors	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

**Cutoff Levels of Additional Drugs**

DRUG NUMBER	SUBSTANCE	Cut-off Level (ng/ml)	
		Screen	Confirmation
1	Barbiturates	300	200
2	Benzodiazepines	300	250
3	Methadone	300	250
4	Metnaqualone	300	250
5	Propoxyphene	300	300
6	N/A	N/A	N/A

- \* 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 (2)-TVA and (1)-contract; transfer to Nuclear Power from other TVA organizations (1); administrative follow-up; program integrity clearance/update (5); assignment to emergency response duties (4).

## 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
96-003	September 20, 1996	Nuclear Unit Operator	Marijuana	Random testing at BFN	The individual's unescorted access was revoked and the individual was referred to the EAP. A review of the individual's work was performed. The individual was denied psychological approval for Licensed Reactor Operator "S-2" clearance. The individual was issued a letter of termination on December 19, 1996, to be effective January 20, 1997.
96-004	December 6, 1996	Licensee Supervisor	Alcohol	Random testing at BFN	The individual's unescorted access was revoked and the individual was referred to the EAP. A review of the individual's work was performed. The individual did not return to work during this reporting period.