

**Southern Nuclear  
Operating Company, Inc.**  
40 Inverness Center Parkway  
Post Office Box 1295  
Birmingham, Alabama 35201-1295  
Tel 205.992.5000

February 27, 2009



Docket Nos.: 50-321 50-348 50-424  
50-366 50-364 50-425

NL-09-0309

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, July 2008 through December 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 cursive script that reads "Mark J. Ajluni".

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

AD21  
NRR

U. S. Nuclear Regulatory Commission

NL-09-0309

Page 2

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

U. S. Nuclear Regulatory Commission

Mr. L. A. Reyes, Regional Administrator

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

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

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

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

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

Mr. M. Cain, 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 July 2008 through December 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 – None

Long-term Contractors – None

Employees – One individual tested positive on pre-access testing and access was denied.

One individual tested positive on follow-up testing and was referred to the Employee Assistance Program (EAP).

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>12/31/08</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)	≥ 0.02% if at work for at least 2 hours ≥ 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>		958		55		238	
Categories		# Tested	# Positive	# Tested	# Positive	# Tested	# Positive
Pre-Access		66	1	0	0	191	0
<b>For Cause</b>	Post Accident	5	0	0	0	4	0
	Observed Behavior	7	0	0	0	0	0
Random		269	0	25	0	45	0
Follow-up		38	1	0	0	10	0
Other: Safety & Health, Re-test, Return to work		30	0	0	0	4	0
<b>Total</b>		<b>415</b>	<b>2</b>	<b>25</b>	<b>0</b>	<b>254</b>	<b>0</b>

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	1	0	0	0	1	0	
Long-Term Contractors	0	0	0	0	0	0	0	
Short-Term Contractors	0	0	0	0	0	0	0	
Total	0	1	0	0	0	1	0	2

**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**

## Enclosure 2

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

#### Management Summary

The data generated under the Fitness for Duty (FFD) program from July 2008 through December 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 – Nine individuals tested positive on pre-access tests and were denied access.

One individual tested positive on follow-up testing and access was terminated.

Long-term Contractors – None

Employees – One individual tested positive on a for-cause behavioral test. This individual was referred to the Employee Assistance Program (EAP) and placed in the follow-up pool.

One individual in the follow-up pool refused to provide a specimen in accordance with 10 CFR 26 and access was 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 two 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>12/31/08</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)	≥ 0.02% if at work for at least 2 hours ≥ 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>		972		45		419	
Categories		# Tested	# Positive	# Tested	# Positive	# Tested	# Positive
Pre-Access		52	0	0	0	691	9
<b>For Cause</b>	Post Accident	11	0	0	0	5	0
	Observed Behavior	4	1	0	0	0	0
Random		247	0	22	0	111	0
Follow-up		48	1	0	0	46	1 <sup>**</sup>
Other: Safety & Health, Re-test, Return to work		18	0	0	0	2	0
<b>Total</b>		<b>380</b>	<b>2</b>	<b>22</b>	<b>0</b>	<b>855</b>	<b>10</b>

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

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	0	0	0	0	0	1	1	
Long-Term Contractors	0	0	0	0	0	0	0	
Short-Term Contractors	7 *1	3	0	0	0	0	0	
Total	7	3	0	0	0	1	1	12

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

**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 July 2008 through December 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. 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 – Eleven individuals tested positive on pre-access and were denied access.

Three individuals provided suspect pre-access specimens and were positive on witnessed recollection. Accordingly, the Medical Review Officer (MRO) ruled the pre-access tests were positive due to failure to provide a specimen in accordance with 10 CFR Part 26. Access was denied for all three individuals.

One individual provided a suspect pre-access specimen and refused a witnessed recollection. Results of tests on the suspect pre-access specimen were positive and access was denied.

One individual tested positive on recollection and access was denied.

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

One individual tested positive as the result of a follow-up test and access was terminated.

Enclosure 3

Vogtle Electric Generating Plant FFD Performance Data

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 was one employee referred for evaluation.

Enclosure 3

Vogtle Electric Generating Plant FFD Performance Data

Company: <b>Southern Nuclear Operating Company</b>		6 Months Ending: <b>12/31/08</b>	
Location: <b>Vogtle 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)	≥ 0.02% if at work for at least 2 hours ≥ 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>		987		59		528	
Categories		# Tested	# Positive	# Tested	# Positive	# Tested	# Positive
Pre-Access		79	0	0	0	1149	16 * <sup>1</sup>
<b>For Cause</b>	Post Accident	7	0	1	0	5	0
	Observed Behavior	7	0	0	0	3	0
Random		300	0	13	0	116	0
Follow-up		32	0	4	0	48	1 * <sup>1</sup>
Other: Safety & Health, Re-test, Return to work		41	0	6	0	43	5 * <sup>2</sup>
Total		466	0	24	0	1364	22

\* 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	Amphe- tamines	Phency- clidine	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	12 *2	4 *2	3	1	0	0	4	
<b>Total</b>	<b>12</b>	<b>4</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>4</b>	<b>24 **</b>

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

\*\* One individual tested positive for three 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 July 2008 through December 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 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 – None

Long-term Contractors – None

Employees – One individual tested positive on pre-access testing and was denied access.

One individual provided a suspect pre-access specimen and upon witnessed recollection, tested positive and was denied access.

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 4

SNC Corporate Headquarters FFD Performance Data

Company: <b>Southern Nuclear Operating Company</b>		6 Months Ending <b>12/31/08</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>		576		7		55	
Categories		# Tested	# Positive	# Tested	# Positive	# Tested	# Positive
Pre-Access		49	1	0	0	11	0
<b>For Cause</b>	Post Accident	0	0	0	0	0	0
	Observed Behavior	2	0	0	0	0	0
Random		168	0	5	0	13	0
Follow-up		14	0	1	0	0	0
Other: Safety & Health, Re-test, Return to work		24	1 <sup>*1</sup>	0	0	1	0
Total		257	2	6	0	25	0

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

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	2 <sup>*1</sup>	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	
<b>Total</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>

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