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Ralph E. Beedle
Executive Vice President
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August 31, 1992
IPN-92-038
JPN-92-047

U.S. Nuclear Regulatory Commission
ATTN: Document Control Desk
Mail Station P1-137
Washington, DC 20555

Subject: Indian Point 3 Nuclear Power Plant
Docket No. 50-286
James A. FitzPatrick Nuclear Power Plant
Docket No. 50-333
Fitness-for-Duty Program Performance Report

Dear Sir:

This letter transmits the Indian Point Unit 3 (IP3) and James A. FitzPatrick (JAF) Fitness-for-Duty Program performance reports, in accordance with 10 CFR 26.71(d), for the period January 1, 1992 through June 30, 1992. The IP3 report is provided as Attachment I to this letter and the JAF report is provided as Attachment II.

Should you have any questions regarding this matter, please contact Mr. P. Kokolakis or Mr. J. A. Gray, Jr.

Very truly yours,

A handwritten signature in black ink, appearing to read 'R. Beedle', written over a horizontal line.

Ralph E. Beedle

att: As stated

cc: See next page

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9209080140 920831
PDR ADDCK 05000286
R PDR

A021

cc: U.S. Nuclear Regulatory Commission
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King of Prussia, PA 19406

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Indian Point Unit 3
U.S. Nuclear Regulatory Commission
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Mr. Nicola F. Conicella, Project Manager
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Attachment I to IPN-92-038/JPN-92-047

New York Power Authority
Indian Point Three Nuclear Power Plant

**Fitness-for-Duty Program Performance Report
for the Period January through June 1992**

Introduction

10 CFR 26.71(d) requires that the nuclear power plant licensees periodically collect, compile and submit fitness-for-duty performance data. Specifically, this performance data must include:

1. Random testing rate;
2. Drugs tested for and cutoff levels, including results of tests using lower cutoff levels;
3. Workforce population tested;
4. Numbers of tests and results by population and type of test (i.e., pre-badging, random, for-cause, etc.);
5. Substances identified;
6. Summary of management actions; and
7. A list of events reported.

Fitness-for-duty performance data for the Authority's Indian Point Three Nuclear Power Plant (IP3) for the period from January through June 1992 are provided below and in the two attached tables. The random testing rate, a summary of management actions, and a list of events reported (items 1, 6, and 7) are given below. Data for the remaining items (2, 3, 4, and 5) are given in the attached tables.

An additional section not required by 10 CFR 26 summarizes events related to the IP3 Fitness-for-Duty program and lessons learned.

Random Testing Rate

The random testing rate for this period was 77 percent.

Summary of Management Actions

The Authority used the definition of "Management Actions" in 10 CFR 26.27 ("Management actions and sanctions to be imposed") to determine the content of this section.

Pre-Employment Contractor Testing

Pre-employment fitness-for-duty testing resulted in ten (10) confirmed positive test results. These ten (10) contractors were denied access.

Employee Random Testing

Employee random fitness-for-duty testing resulted in two (2) employees testing positive for alcohol. Both employees were relieved of duty for the remainder of their work shift following the fitness-for-duty test. The employees were counseled upon their return to work and placed in a follow-up testing program.

Contractor Personnel Random Testing

The random fitness-for-duty testing of contractor personnel resulted in one (1) confirmed positive test result. The individual who tested positive was denied unescorted access, in accordance with IP3 fitness-for-duty procedures.

Appeals and Their Resolutions

Two (2) contractor pre-access positive tests were appealed by the individuals involved. Final disposition of the appeals resulted in the Medical Review Officer (MRO) upholding the positive results of the tests.

Events Reported

The Indian Point Three Nuclear Power Plant did not experience any 10 CFR 26.73 reportable fitness-for-duty events during the reporting period.

Lessons Learned and Program Events

Lessons Learned

In order to assure that the confirmatory morphine test (6-monoacetylmorphine test) is performed, the MRO has directed the contracted laboratory to automatically conduct this test on all opiate presumptive positive samples. This corrective action addresses the laboratory's failure to perform the confirmatory test on the samples that screened positive for morphine.

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

NEW YORK POWER AUTHORITY	6/30/92
Company	6 Months Ending
INDIAN POINT UNIT 3	
Location	
DALE PLUMER	(914) 736-8195
Contact Name	Phone (include area code)
Cutoffs: Screen/Confirmation (ng/ml) <input checked="" type="checkbox"/> Appendix A to 10CFR 26	
Marijuana /	Amphetamines / _____ /
Cocaine /	Phencyclidine / _____ /
Opiates /	Alcohol (% BAC) _____ /

Testing Results		Licensee Employees		Long-Term Contractor Personnel		Short-Term Contractor Personnel	
		# Tested	# Positive	# Tested	# Positive	# Tested	# Positive
Average Number with Unescorted Access		641		N/A		671	
Categories		# Tested	# Positive	# Tested	# Positive	# Tested	# Positive
Pre-Access		35	0	0	0	1048	10
For Cause	Post accident	0	0	0	0	0	0
	Observed behavior	0	0	0	0	3	0
Random		485	2	0	0	527	1
Follow-up		7	0	0	0	4	0
Other		0	0	0	0	2	0
Total		527	2	0	0	1584	11

Breakdown of Confirmed Positive Tests for Specific Substances

	Marijuana	Cocaine	Opiates	Amphetamine	Phencyclidine	Alcohol	Refusal to Test	1	2	3	4	5	
Licensee Employees	0	0	0	0	0	2	0						
Long-Term Contractors	0	0	0	0	0	0	0						
Short-Term Contractors	7	3	0	0	0	1	0						
Total	7	3	0	0	0	3	0						A 13

Attachment II to IPN-92-038/JPN-92-047

New York Power Authority
James A. FitzPatrick Nuclear Power Plant

**Fitness-for-Duty Program Performance Report
for the Period January through June 1992**

Introduction

10 CFR 26.71(d) requires that the nuclear power plant licensees periodically collect, compile and submit fitness-for-duty performance data. Specifically, this performance data must include:

1. Random testing rate;
2. Drugs tested for and cutoff levels, including results of tests using lower cutoff levels;
3. Workforce population tested;
4. Numbers of tests and results by population and type of test (i.e., pre-badging, random, for-cause, etc.);
5. Substances identified;
6. Summary of management actions; and
7. A list of events reported.

Fitness-for-duty performance data for the Authority's James A. FitzPatrick Nuclear Power Plant (JAF) for the period from January through June 1992 are provided below and in the two attached tables. The random testing rate, a summary of management actions, and a list of events reported (items 1, 6, and 7) are given below. Data for the remaining items (2, 3, 4, and 5) are given in the attached tables.

An additional section not required by 10 CFR 26 summarizes events related to the JAF Fitness-for-Duty program and lessons learned.

Random Testing Rate

The random testing rate for this period was 50.66 percent.

Summary of Management Actions

The Authority used the definition of "Management Actions" in 10 CFR 26.27 ("Management actions and sanctions to be imposed") to determine the content of this section.

Pre-Employment Confirmed Positives

Eight contractors and two New York Power Authority temporary employees seeking unescorted access tested positive. Nine confirmed positive for drugs; one confirmed positive for alcohol. One New York Power Authority temporary employee refused to complete the testing process when informed a drug screen was necessary. Access was denied in all cases.

Employee Random Testing

One New York Power Authority employee selected for random testing confirmed positive for alcohol during this reporting period. The employee was denied access and referred to the Employee Assistance Program. After initial treatment and continuing out-patient assistance, the individual has returned to work on an accelerated follow up testing schedule.

Contractor Personnel Random Testing

Four contractor employees selected for random testing were confirmed positive, three for drugs, one for alcohol. Access was denied in each incident.

For Cause Testing Confirmed Positive

After reliable information was received on two short-term contractors, For Cause Testing was done. The two individuals were confirmed positive for alcohol. Access was denied.

A third short-term contractor was retested after reasonable suspicion of subversion of testing of a random sample. The second For Cause specimen was confirmed positive for cocaine. Access was denied.

Follow-Up Testing

One New York Power Authority employee on an accelerated follow-up testing program left the site, thus refusing to test after being informed to report for testing. The individual was terminated.

One short-term contractor on an accelerated testing program was confirmed positive for alcohol. Access was denied.

Events Reported

One 10 CFR 26.73 reportable fitness-for-duty event occurred on January 21, 1992 when a New York Power Authority employee on an NRC mandated follow up program (see Follow Up Testing) refused testing. The individual was terminated. The NRC was notified within 24 hours as required.

Lessons Learned and Program Events

Lessons Learned

WACP 10.1.26 was revised. An individual selected for random testing is to report immediately or within a 2 hour time frame as determined by the supervisor. The 2 hour time represents a reduction from 4 hours.

Program Events

Supervisory Referral To Employee Assistance Program

One New York Power Authority employee was referred to the Employee Assistance Program after supervisory behavioral observation. After initial treatment and continuing out-patient assistance, the individual has returned to work on an accelerated follow up testing schedule.

A second New York Power Authority employee returned to work after supervisory referral in 1991. After initial treatment and continuing out-patient assistance, the individual has returned to work on an accelerated follow up testing schedule.

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

New York Power Authority		June 30, 1992	
<small>Company</small>		<small>6 Months Ending</small>	
James A. FitzPatrick Nuclear Power Plant (Docket No. 50-333)			
<small>Location</small>			
Carol A. Soucy		(315) 349-6412	
<small>Contact Name</small>		<small>Phone (include area code)</small>	
Cutoffs: Screen/Confirmation (ng/ml) <input checked="" type="checkbox"/> Appendix A to 10CFR 26			
Marijuana	/	Amphetamines	/
Cocaine	/	Phencyclidine	/
Opiates	/	Alcohol (% BAC)	/

Testing Results		Licensee Employees		Long-Term Contractor Personnel		Short-Term Contractor Personnel	
		# Tested	# Positive	# Tested	# Positive	# Tested	# Positive
Average Number with Unescorted Access		1229		N/A		1282	
Pre-Access		310	3	N/A	N/A	927	8
For Cause	Post accident	0	N/A	N/A	N/A	0	N/A
	Observed behavior	0	N/A	N/A	N/A	9	3
Random		621	1	N/A	N/A	668	4
Follow-up		45	1	N/A	N/A	40	1
Other		4	N/A	N/A	N/A	9	N/A
Total		980	5	N/A	N/A	1653	16

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	1						
Long-Term Contractors	0	0	0	0	0	0	0						
Short-Term Contractors	6	3	3	0	0	6	1						A
Total	6	3	3	0	0	7	2						21