



August 29, 1994
IPN-94-111
JPN-94-045

U.S. Nuclear Regulatory Commission
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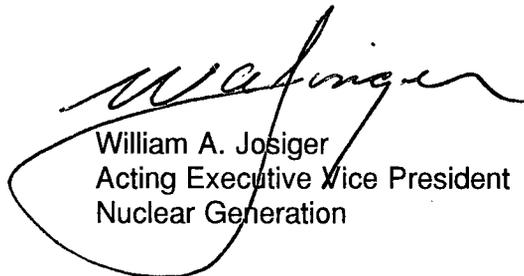
SUBJECT: James A. Fitzpatrick Nuclear Power Plant
Docket No. 50-333
Indian Point 3 Nuclear Power Plant
Docket No. 50-286
**Fitness-for-Duty Program Performance Report
For the Period January - June 1994**

Dear Sir:

This letter transmits the James A. FitzPatrick and Indian Point 3 Fitness-for-Duty Program performance reports for the period January through June 1994 in accordance with the requirements of 10 CFR 26.71(d). The FitzPatrick report is Attachment I and the Indian Point 3 report is Attachment II.

If you have any questions, please contact Mr. J. A. Gray, Jr. or Mr. P. Kokolakis.

Very truly yours,



William A. Josiger
Acting Executive Vice President
Nuclear Generation

cc: See next page
Attachments: As stated

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ATTACHMENT I TO IPN-94-111/JPN-94-045

JAMES A. FITZPATRICK FITNESS-FOR-DUTY PROGRAM
PERFORMANCE REPORT FOR
JANUARY THROUGH JUNE 1994

NEW YORK POWER AUTHORITY
JAMES A. FITZPATRICK NUCLEAR POWER PLANT
DOCKET NO. 50-333
DPR-59

New York Power Authority
James A. FitzPatrick Nuclear Power Plant

**Fitness-for-Duty Program Performance Report
for the Period January through June 1994**

INTRODUCTION

10 CFR 26.71(d) requires that 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. Number of tests and results by population and type of test (i.e., pre-access, 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 for the period January through June 1994 are provided below and in the attached tables. Data on random testing rate, 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 FitzPatrick Fitness-for-Duty program and lessons learned.

The Authority considers all contractors to be short-term contractors for the purposes of the Fitness-for-Duty Program. For this reason, the attached tables show "N/A" for data associated with long-term contractors.

RANDOM TESTING RATE

During this period, 54.0 percent of the personnel in the test pool were tested randomly.

SUMMARY OF MANAGEMENT ACTIONS

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

Pre-Access Testing

Two contractors were confirmed positive for drugs during pre-access testing. Both contractors tested positive for marijuana. Access was denied to both contractors.

Employee Random Testing

No employees tested positive for drugs or alcohol during this period.

Contractor Personnel Random Testing

A contractor reported for site access on a Saturday at 6:45 A. M. His badge was flagged for testing based on both random and no-use within sixty days (FFD/IC60). Drug and alcohol tests were administered. The first urine sample was "cold" with the temperature outside the acceptable range. A second sample was collected under direct observation. The individual was given escorted site access with a visitor's badge for that day only.

The initial "cold" urine sample was reported negative. The second, observed urine sample was confirmed positive for PCPs and cocaine. The contractor was denied access.

For-Cause Testing

A contractor reporting for pre-access testing had a negative breathalyzer test. However, based on behavioral observation, a second "for-cause" test was recommended by the Medical Review Officer.

On the following day, the second "for-cause" test was conducted while the individual was completing pre-access testing and training. The individual exhibited symptoms of alcohol abuse including an odor of alcohol on breath and incoordination. Test results showed the presence of alcohol, but below the 0.04 percent cut-off level for alcohol.

Based on the results of a physical examination, the Medical Review Officer recommended abstinence from alcohol and caffeine for two weeks. The individual was not given escorted or unescorted site access at any time. Subsequently, the contractor's company did not assign this individual work at FitzPatrick.

Follow-Up Testing

The test results from all fourteen follow-up tests were negative.

Events Reported

No events, as defined by 10 CFR 26.73(a) "Reporting Requirements," were reported during this period.

LESSONS LEARNED AND PROGRAM EVENTS

1. The Authority identified that blind test specimens for the prior reporting period (July - December 1993) were less than the ten percent per quarter required by 10 CFR 26, Subpart A, Section 2.8(e)(2). The NRC was notified of this incident in a letter dated March 14, 1993 (Reference 1). This error is attributed to personnel and computer error. To prevent this from recurring, the computer program was changed and the individual involved was counseled on the use of the computer program and the importance of the blind testing program.
2. A false negative result was identified in a blind test sample. In accordance with Appendix A to 10 CFR 26, Section 2.8(e)(4), an investigation was conducted and a report submitted to the NRC (Reference 2). The Authority immediately discontinued using Roche Biomedical Laboratories, Inc. for specimen analysis after receiving the unsatisfactory blind test specimen report.
3. New York Power Authority employees normally assigned to the headquarters (White Plains) offices and badged at both FitzPatrick and Indian Point 3, were transferred from FitzPatrick's random selection program to the Indian Point 3 program. Testing of these individuals will be administered by the Indian Point 3 fitness-for-duty staff.
4. An audit of the New York Power Authority's laboratory raised concerns regarding delays in reporting test results to the Medical Review Officer for 6-monoacetylmorphine (6-MAM). The laboratory revised their test procedure so that the results of tests for 6-MAM will not be delayed unnecessarily in the future.

REFERENCES

1. NYPA letter, W. Josiger to USNRC dated March 14, 1993 (JPN-94-017) regarding "Correction of Error in Fitness-for-Duty Program Performance Report for the Period July - December 1993."
2. NYPA letter, H. Salmon to USNRC, dated March 21, 1994, JAFP-94-0170 regarding 10 CFR 26 Appendix A Section 2.8(e)(4), Guidelines for Nuclear Power Plant Drug and Alcohol Testing Program, Quality Assurance and Quality Control.

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

New York Power Authority	June 30, 1994
Company	6 Months Ending
James A. FitzPatrick Nuclear Power Plant (Docket No. 50-333)	
Location	
Carol A. Soucy	315/349-6412
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		1024		N/A		377	
Pre-Access		34	0	N/A	N/A	412	2
For Cause	Post accident	N/A	N/A	N/A	N/A	N/A	N/A
	Observed behavior	N/A	N/A	N/A	N/A	1	0
Random		473	0	N/A	N/A	291	1
Follow-up		14	0	N/A	N/A	0	0
Other		0	0	N/A	N/A	0	0
Total		521	0	N/A	N/A	704	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	0	0	N/A	N/A	N/A	N/A	N/A	
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	1	0	0	1	0	0	N/A	N/A	N/A	N/A	N/A	
Total	2	1	0	0	1	0	0	N/A	N/A	N/A	N/A	N/A	4

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NOTE: One Individual was confirmed positive for two substances.

ATTACHMENT II TO IPN-94-111/JPN-94-045

INDIAN POINT THREE FITNESS-FOR-DUTY PROGRAM
PERFORMANCE REPORT FOR
JANUARY THROUGH JUNE 1994

NEW YORK POWER AUTHORITY
INDIAN POINT 3 NUCLEAR POWER PLANT
DOCKET NO. 50-286
DPR-64

New York Power Authority
Indian Point Three Nuclear Power Plant

**Fitness-for-Duty Program Performance Report
for the Period January through June 1994**

INTRODUCTION

10 CFR 26.71(d) requires that 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 1994 are provided below and in the 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.

The Authority considers all contractors to be short-term contractors for purposes of the Fitness-for-Duty Program. For this reason, the attached tables show "N/A" for data associated with long-term contractors.

RANDOM TESTING RATE

During this period, 48.8 percent of the personnel in the test pool were tested randomly.

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-Access Testing

Five contractors were confirmed positive during pre-access testing. Three of the contractors tested positive for alcohol, one for cocaine, and one for cocaine and marijuana. Access was denied to all five individuals.

Employee Random Testing

The random test result for one New York Power Authority employee was confirmed positive for cocaine. The employee's unescorted access was revoked and the individual was referred to the Employee Assistance Program (EAP). The employee was cleared by the EAP and by the Medical Review Officer to return to work. The results of a return to work test were confirmed negative prior to reinstatement of unescorted access. The employee is now in the follow-up testing program.

Contractor Personnel Random Testing

The random test results for four contractors and one supervisory contractor were confirmed positive. Two of the contractors tested positive for cocaine, one for alcohol, and one for alcohol and cocaine. The supervisory contractor tested positive for cocaine (see "Events Reported" section below). Each individual's unescorted access was terminated.

For-Cause Testing

There were three individuals subjected to observed behavior testing during this period. Based on the alcohol cut-off level, the results of all three tests were negative. However, although not above the cut-off level, detectable levels of alcohol were found in two of the individuals that were tested. These individuals were contractor personnel. One of these individuals was terminated because this was the second time detectable levels of alcohol were found. The other individual was placed in the follow-up testing program.

Follow-Up Testing

The follow-up test result for one contractor was confirmed positive for marijuana. The contractor's unescorted access was terminated. This contractor had been placed in the follow-up test program as a result of a previous drug abuse problem.

EVENTS REPORTED

The results for a contractor supervisor were confirmed positive for cocaine. The individual's unescorted access was terminated.

LESSONS LEARNED AND PROGRAM EVENTS

New York Power Authority employees normally assigned to the headquarters (White Plains) offices and badged at both FitzPatrick and Indian Point 3 were transferred from FitzPatrick's random selection program to the Indian Point 3 program. Testing of these individuals will be administered by the Indian Point 3 fitness-for-duty staff.

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

<u>New York Power Authority</u>	<u>June 30, 1994</u>
<small>Company</small>	<small>6 Months Ending</small>
<u>Indian Point Unit Three Nuclear Power Plant (Docket No. 50-286)</u>	
<small>Location</small>	
<u>Dale Plumer</u>	<u>(914) 736-8195</u>
<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		980		N/A		542	
Pre-Access		14	0	N/A	N/A	342	5
For Cause	Post accident	0	0	N/A	N/A	0	0
	Observed behavior	1	0	N/A	N/A	2	0
Random		475	1	N/A	N/A	268	5
Follow-up		27	0	N/A	N/A	23	1
Other		12	0	N/A	N/A	17	0
Total		529	1	N/A	N/A	652	11

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	1	0	0	0	0	0	N/A	N/A	N/A	N/A	N/A	
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	6	0	0	0	5	0	N/A	N/A	N/A	N/A	N/A	A
Total	2	7	0	0	0	5	0	N/A	N/A	N/A	N/A	N/A	14

NOTE: Two Individuals were confirmed positive for two substances.