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SUBJECT: Forwards fitness-for-duty performance data for 6-month period ending 910630, consisting of random testing program results/confirmed positive tests for specific substances.

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NOTES: NRR/LONG, W.      05000263

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Northern States Power Company

414 Nicollet Mall  
Minneapolis, Minnesota 55401-1927  
Telephone (612) 330-5500

August 29, 1991

U. S. Nuclear Regulatory Commission  
Attention: Document Control Desk  
Washington, D.C. 20555

Subject: **Fitness For Duty Performance Data For The 6 Month  
Period Ending June 30, 1991**

In accordance with 10CFR26.71(d), please find enclosed Northern States Power (NSP) Company's Fitness For Duty (FFD) Program Performance Data for the six (6) month period ending June 30, 1991.

Enclosures include:

- Attachment A (1-3) - Fitness For Duty Program Performance Data Personnel Subject to 10CFR26
- Attachment B - Random Testing Program Results/Confirmed Positive Tests for Specific Substances
- Attachment C - Fitness For Duty Summary Report, including:
  - Management Actions
  - Reportable Fitness For Duty Events under 10CFR26.73

If you have any questions concerning the Performance Data Reported, please contact me at (612)330-5630.

George T Miserendino  
Manager Corporate Security  
(Fitness For Duty Manager)

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PDR ADOCK 05000263  
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**Fitness for Duty Program  
Performance Data  
Personnel Subject to 10CFR 26**

Northern States Power Company		June 1991	
<b>Company</b>		<b>6 Months Ending</b>	
Corporate Offices			
<b>Location</b>			
Randall Cleveland		(612) (330-7999)	
<b>Contact Name</b>		<b>Phone (include area code)</b>	
Cutoffs: Screen/Confirmation (ng/ml) <input checked="" type="checkbox"/> Appendix A to 10CFR 26			
Marijuana	100 / 15	Amphetamines	1,000 / 500 _____ /
Cocaine	300 / 150	Phencyclidine	25 / 25 _____ /
Opiates	300 / 300	Alcohol (% BAC)	.04% _____ /

Testing Results	Licensee Employees				Long Term Contractor Personnel		Short Term Contractor Personnel	
	# Tested	# Positive	# Referred to EAP	# Access Restored	# Tested	# Positive	# Tested	# Positive
Average Number with Unescorted Access	267				29		N/A	
Pre-employment	-	-			-	-	-	-
Pre-badging	10	0			6	0	-	-
Periodic	-	-			-	-	-	-
For cause	1	1			0	0	-	-
Post accident	-	-			-	-	-	-
Random	146	2			10	0	-	-
Follow-up	0	0			0	0	-	-
Other	-	-			-	-	-	-
<b>Total</b>	157	3			16	0	-	-

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

Northern States Power Company		June 1991	
Company		6 Months Ending	
Monticello Nuclear Plant			
Location			
Randall Cleveland		(612) (330-7999)	
Contact Name		Phone (include area code)	
Cutoffs: Screen/Confirmation (ng/ml) <input checked="" type="checkbox"/> Appendix A to 10CFR 26			
Marijuana	100 / 15	Amphetamines	1,000 / 500 _____ /
Cocaine	300 / 150	Phencyclidine	25 / 25 _____ /
Opiates	300 / 300	Alcohol (% BAC)	.04% _____ /

Testing Results	Licensee Employees				Long Term Contractor Personnel		Short Term Contractor Personnel	
	# Tested	# Positive	# Referred to EAP	# Access Restored	# Tested	# Positive	# Tested	# Positive
Average Number with Unescorted Access	536				243		N/A	
Pre-employment	-	-			-	-	-	-
Pre-badging	343	5			296	4	-	-
Periodic	-	-			-	-	-	-
For cause	0	0			3	1	-	-
Post accident	-	-			-	-	-	-
Random	301	0			108	0	-	-
Follow-up	2	0			4	1	-	-
Other	-	-			-	-	-	-
<b>Total</b>	<b>646</b>	<b>5</b>			<b>411</b>	<b>6</b>	<b>-</b>	<b>-</b>

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

Northern States Power Company		June 1991	
Company		6 Months Ending	
Prairie Island Nuclear Plant			
Location			
Randall Cleveland		(612) (330-7999)	
Contact Name		Phone (include area code)	
Cutoffs: Screen/Confirmation (ng/ml) <input checked="" type="checkbox"/> Appendix A to 10CFR 26			
Marijuana	100 / 15	Amphetamines	1,000 / 500
Cocaine	300 / 150	Phencyclidine	25 / 25
Opiates	300 / 300	Alcohol (% BAC)	.04%

Testing Results	Licensee Employees				Long Term Contractor Personnel		Short Term Contractor Personnel	
	# Tested	# Positive	# Referred to EAP	# Access Restored	# Tested	# Positive	# Tested	# Positive
Average Number with Unescorted Access	617				348		N/A	
Pre-employment	-	-			-	-	-	-
Pre-badging	231	1			409	4	-	-
Periodic	-	-			-	-	-	-
For cause	1	1			0	0	-	-
Post accident	-	-			-	-	-	-
Random	346	0			165	0	-	-
Follow-up	9	0			9	0	-	-
Other	-	-			-	-	-	-
<b>Total</b>	<b>587</b>	<b>2</b>			<b>583</b>	<b>4</b>	<b>-</b>	<b>-</b>

### Random Testing Program Results

Individuals Tested	1989		1990		1991		1992		1993	
# Positive			3	3	2					
# Tested			866	935	1076					
% Positive			0.3%	0.3	0.2					
Graph of % Positive	5									
	4									
	3									
	2									
	1									

### Confirmed Positive Tests for Specific Substances

Marijuana					11					
Cocaine					5					
Opiates										
Amphetamines										
Phencyclidine										
Alcohol					4					

August 29, 1991

ATTACHMENT C

**Fitness For Duty Summary Report**  
Six (6) Month Period Ending June 30, 1991

Management Actions

1. During the Six (6) month period ending June 30, 1991 Northern States Power Company conducted 2,400 drug and alcohol tests in accordance with 10CFR26. NSP workers subject to random drug and alcohol testing are each assigned to one of three pools: Prairie Island, Monticello, and Corporate. The annualized random test rates for each pool for the six (6) month period ending June 30, 1991 are as follows: Prairie Island 106%, Monticello 105%, and Corporate 98%. The cumulative 1991 rate of random testing across the three pools is 105%. Chemical testing for the six month period ending June 30, 1991 resulted in 14 pre-access confirmed positives, 2 random confirmed positives, 3 for-cause confirmed positives, and 1 follow-up confirmed positive.

11 positive tests for marijuana resulted from 1 NSP employee, 5 craft-union employees, and 5 contract employees.

5 positive tests for cocaine resulted from 1 NSP employee, 1 craft-union employee, and 3 contract employees.

4 positive tests for alcohol resulted from 2 NSP employees and 2 contract employees.

All workers testing positive were immediately denied unescorted access at NSP's nuclear plants. Two of the workers testing positive during the six month period ending June 30, 1991 have been returned to duty.

Two workers denied unescorted access due to positive tests during 1990 were returned to duty in accordance with 10CFR26.27.

2. Two NSP blind specimens submitted to MEDTOX Laboratories, Inc. during the semi-annual period ending June 1991 did not yield results consistent with the supplier's, BIO-RAD Corporation, claim for spiked concentration level. The first specimen was submitted on June 11, 1991 from a lot spiked positive for opiates at a concentration level greater than 300 ng/ml. The second specimen was

Management Actions (cont'd)

submitted on June 18, 1991 from a lot spiked positive for cocaine metabolites at a concentration level greater than 300 ng/ml. MEDTOX Laboratories reported to the NSP Medical Review Officer negative results for both specimens.

Part of NSP's investigation into the discrepant results included submitting both specimens to NSP's NIDA certified back-up lab. The results of both retests were negative and consistent with MEDTOX results. NSP believes the investigation and the MEDTOX retest results and back-up laboratory results support the conclusion of possible degradation from supplier source. These results were not ruled as false negatives by NSP but true negatives. Consequently, NSP did not submit an investigative report to the NRC in accordance with 10CFR26 Appendix A (2.8)(e)(4).

3. NSP has identified significant deficiencies in how contractors with NSP approved access authorization programs are conducting suitable inquiries as required by 10CFR26.27. The attached letter from NSP to James R. Creed of NRC Region III describes corrective actions NSP has taken to prevent recurrence of contractor deficiencies in this area.
4. NSP has analyzed program performance data for the six (6) month periods ending June 30, 1991 and is in the process of revising existing FFD procedures to incorporate enhancements as indicated by the analysis.

Reportable Events

NSP had one Fitness For Duty Reportable Events as defined in 10CFR26.73 for the six month period ending June 30, 1991. The event was reported to the NRC on April 12, 1991, the same day the worker tested positive for alcohol on a for-cause test. The individual was returned to duty in accordance with 10CFR26 on April 25, 1991.