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       50-323 Diablo Canyon Nuclear Power Plant, Unit 2, Pacific Ga      05000323  
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 RECIPIENT NAME                RECIPIENT AFFILIATION  
    Document Control Branch (Document Control Desk)

SUBJECT: Forwards fitness-for-duty performance rept for Jul-Dec 1991.  
           Util maintains open communications w/Region V inspectors to  
           facilitate exchange of relevant fitness for duty info.

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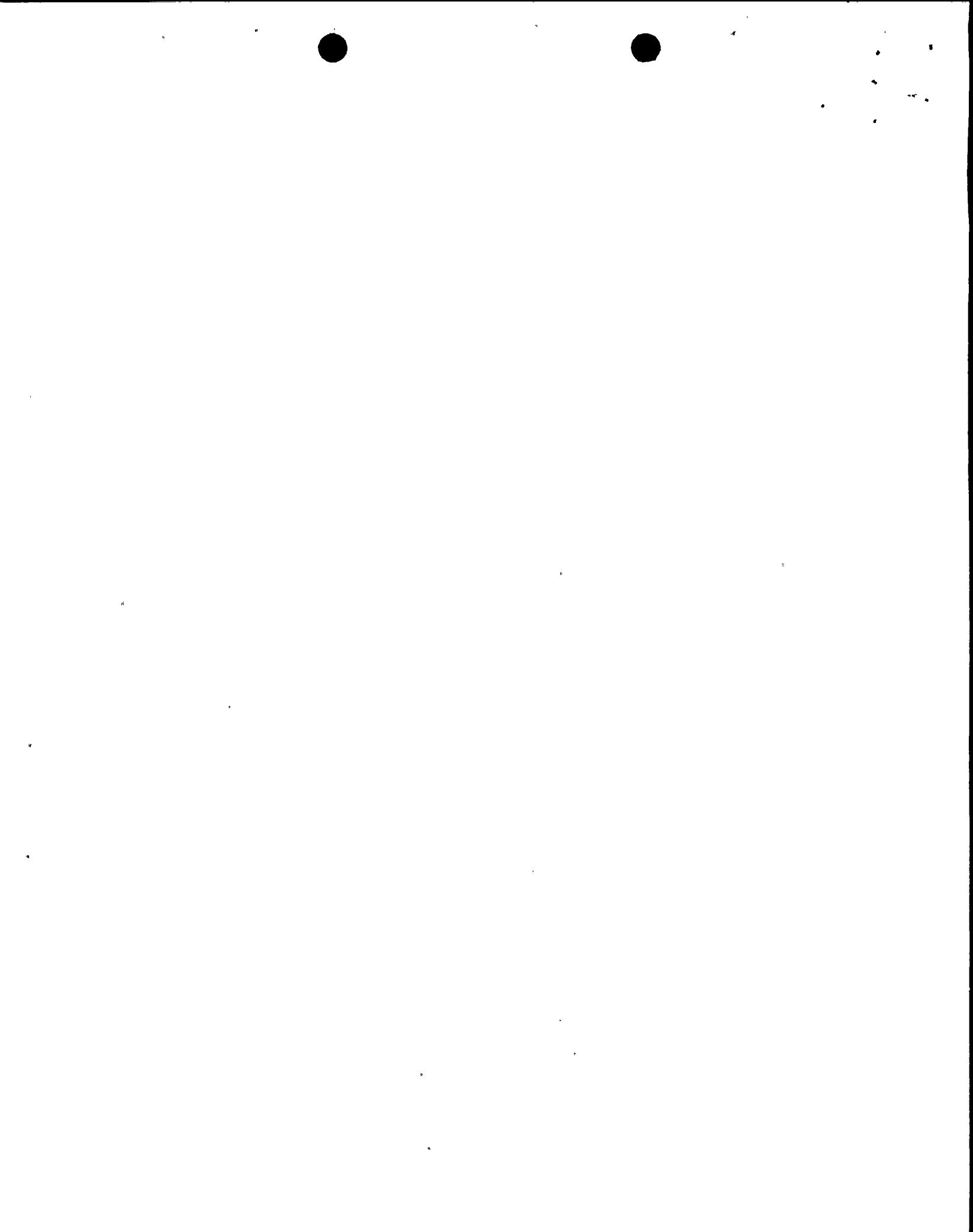
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Pacific Gas and Electric Company

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Gregory M. Rueger  
Senior Vice President and  
General Manager  
Nuclear Power Generation

February 11, 1992

PG&E Letter No. DCL-92-033



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

Re: Docket No. 50-275, OL-DPR-80  
Docket No. 50-323, OL-DPR-82  
Diablo Canyon Units 1 and 2  
Semiannual Fitness-for-Duty Performance Report  
July - December 1991

Gentlemen:

Pursuant to 10 CFR 26.7(d), PG&E is hereby submitting the enclosed Fitness-for-Duty (FFD) Performance Report for the period July through December 1991. The performance data have been compiled on forms similar to the standard forms developed by NUMARC.

The performance data have been analyzed (Enclosure 1) and management actions have been taken to enhance the FFD Program. Analysis of the collection data indicates that for the year-to-date ending December 31, 1991, 103.4% of the average population eligible for random selection was tested. Blind performance specimens for all tests conducted (pre-employment, pre-access, random, for-cause, and follow-up) were introduced at a rate consistent with the requirements of 10 CFR 26. Laboratory results were all within the anticipated range of metabolite concentrations. Statistical analysis of the performance data was conducted, and the results are provided in Enclosure 2.

PG&E continues to maintain an open liaison with local law enforcement agencies, including the San Luis Obispo County Drug Task Force and Drug Enforcement Agency (DEA), and routinely communicates with local drug and alcohol treatment facilities to monitor drugs of current abuse in geographical proximity to Diablo Canyon. The FFD organization is closely monitoring the local usage of lysergic acid diethylamide (LSD) based on information provided by these agencies and other national sources which indicate a resurgence of this illicit drug.

The FFD organization continues to make enhancements to the program through its own operational experience and the operational experiences of other nuclear facilities. For example, PG&E developed the Region V FFD Coordinators' Conference, which meets annually to share pertinent information between the Region V facilities (e.g., new techniques used in subversion of the chemical testing process). PG&E also maintains open communications with the Region V inspectors to facilitate the exchange of relevant FFD information.

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February 11, 1992

Since implementation of the FFD Program on January 3, 1990, the overall random positive rate has decreased by 50% and the pre-employment positive rate, while initially increasing during the second reporting period of 1990, has decreased by 43.4% overall. No licensed operators or supervisors have tested positive; therefore, no 24-hour telephonic notifications under 10 CFR 26.73 have been made.

If you have any questions regarding the enclosed Fitness-for-Duty performance data or other program activities, please contact William D. Drake, PG&E Fitness-for-Duty Supervisor, at (805) 545-4772.

Sincerely,



Gregory M. Rueger

cc: William D. Drake  
Richard E. Enkeboll, NUMARC  
Richard F. Locke  
John B. Martin  
Robert J. McDevitt

Enclosures

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ENCLOSURE 1

FITNESS-FOR-DUTY PERFORMANCE DATA  
JULY - DECEMBER 1991



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FITNESS FOR DUTY PROGRAM

# Performance Data Personnel Subject to 10CFR26

Pacific Gas & Electric Company  
COMPANY

December 31, 1991  
6 MONTHS ENDING

Diablo Canyon Power Plant  
LOCATION

William D. Drake, Fitness-for-Duty Supervisor  
CONTACT NAME

(805) 545-4772  
PHONE (INCLUDE AREA CODE)

CUTOFFS: SCREEN/CONFIRMATION (ng/ml) [ X ] APPENDIX A TO 10 CFR 26

Pre-Employment Cutoffs: Screen/Confirmation (ng/ml) are as follows:

MARIJUANA	20 / 10	AMPHETAMINES	300 / 250	<u>Barbiturates</u>	300 / 250
COCAINE	300 / 150	PHENCYCLIDINE	25 / 25	<u>Benzodiazepines</u>	300 / 250
OPIATES	300 / 300	ALCOHOL (%BAC)	.04%	<u>Methaqualone</u>	300 / 100

## TESTING RESULTS

CATEGORIES	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: 3609								
PRE-EMPLOYMENT	0	0	0	0	83	0	1597	22
PRE-BADGING	101	3	3	0	2	0	0	0
PERIODIC NOTE 1	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
FOR CAUSE	1	1	1	1	0	0	3	1
POST ACCIDENT	2	0	0	0	0	0	2	0
RANDOM NOTE 2	1036	5	5	4	504	0	235	2
FOLLOW-UP	29	2	2	0	16	1	8	0
OTHER NOTE 3	19	0	0	0	42	0	1	0
TOTAL	1188	11	11	5	647	1	1846	25

NOTE 1: NOT PERFORMED  
NOTE 2: CONTRACTOR EAP PROVIDED  
NOTE 3: ADDITIONAL TESTING OF FFD ADMINISTRATIVE STAFF



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## ENCLOSURE 2

## STATISTICAL ANALYSIS

1. The positive rate for random tests shows a 4.9% decrease from the first to the second reporting periods of 1991.

A review of the random positive tests did not indicate a pattern of higher Monday/Friday positive rates, increased sick leave usage, age group differences, or job classification differences.

The downward trend continues for the positive rate for pre-employment tests, i.e., 44.7% decrease from first to second reporting periods of 1991.

2. Marijuana, cocaine, and alcohol remain the "drugs of choice" in all testing categories (pre-employment, pre-access, random, for-cause, and follow-up). During this reporting period, marijuana accounted for 37.8% of the positives, cocaine 35.1%, and alcohol 16.2%, and the remaining 10.9% are other drugs or multiple drug combinations. Marijuana is predominantly the cause for positive test results for pre-employment, while cocaine is predominantly the cause for random positive test results.
3. During 1991, five individuals (two in the first reporting period and three in the second reporting period) tested positive in the follow-up testing program. Each individual tested positive for the same drug for which they initially tested positive (two for alcohol and three for cocaine). These individuals tested positive within approximately one year of their initial positive test result.

As a result, several follow-up program enhancements have been implemented to aid individuals in their rehabilitation for alcohol and cocaine dependency. These enhancements include, but are not limited to:

- Increased frequency of follow-up tests past the initial four months i.e., testing at least once per month for the entire three years
- Increased frequency of meetings with an Employee Assistance Program (EAP) Counselor
- Periodic meetings with the Medical Review Officer
- Training by the EAP Counselor of the individual's immediate supervisor to emphasize the need for specialized behavioral observation during the rehabilitation period
- Assigning a specific specimen collector to each individual in the follow-up program so that changes in behavior may be observed at the time of collection and appropriate notifications made to the Medical Review Officer or the EAP Counselor



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