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 TERRY, C.D.                  Niagara Mohawk Power Corp.  
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SUBJECT: Forwards fitness-for-duty program performance data for 900103-0630.

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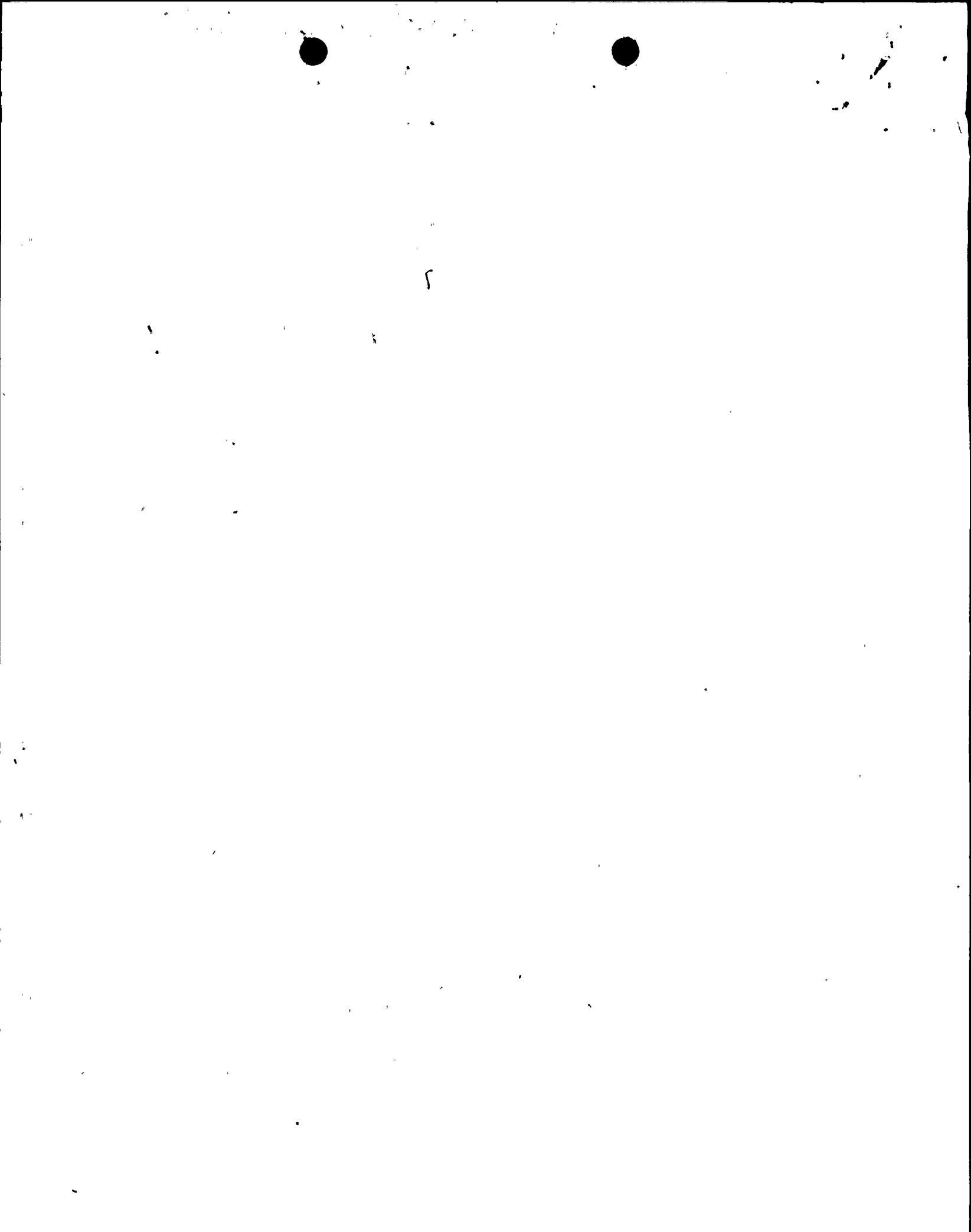
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August 30, 1990

NMPLL 0522

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

Re: Nine Mile Point Unit 1  
Docket No. 50-220  
DPR-63

Re: Nine Mile Point Unit 2  
Docket No. 50-410  
NPF-69

Gentlemen:

In accordance with the requirements of 10 CFR 26.71(d), attached is the Fitness for Duty program performance data for the six month period January 3, 1990 through June 30, 1990. Included is the random testing rate; drugs tested for and cut-off levels, including results of tests using lower cut-off levels and tests for other drugs; workforce populations tested; numbers of tests and results by populations and type of test (i.e., pre-badging, random, for-cause, etc.); substances identified; summary of management actions; and a list of Fitness for Duty events reported.

Very truly yours,

NIAGARA MOHAWK POWER CORPORATION



C. D. Terry  
Vice President  
Nuclear Engineering & Licensing

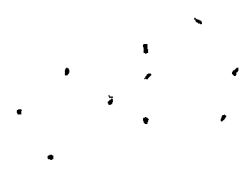
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xc: Regional Administrator, Region I  
Mr. W. A. Cook, Senior Resident Inspector  
Records Management

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FITNESS FOR DUTY PROGRAM  
 PERFORMANCE DATA  
 PERSONNEL SUBJECT TO 10CFR 26

NIAGARA MOHAWK POWER CORPORATION

REPORTING PERIOD: 03JAN90 TO 30JUN90

NINE MILE POINT NUCLEAR FACILITY, LYCOMING, NY

CHARLES I. CRAIGHILE

(315) 349-7574

CUTOFFS: SCREEN/CONFIRMATION (NG/ML) \_\_\_\_\_ APPENDIX A TO 10CFR 26

MARIJUANA	100/15 (NG/ML)	AMPHETAMINES	1000/500 (NG/ML)
COCAINE	300/150 (NG/ML)	PHENCYCLIDINE	25/25 (NG/ML)
OPIATES	300/300 (NG/ML)	ALCOHOL (% BAC)	>= .04%

TESTING RESULTS	LICENSEE EMPLOYEES				CONTRACTOR PERSONNEL	
	‡ TESTED	‡ POSITIVE	‡ REFERRED TO EAP	‡ ACCESS RESTORED	‡ TESTED	‡ POSITIVE
AVERAGE NUMBER WITH UNESCORTED ACCESS	2250				1052	
* PRE-EMPLOYMENT	119	1	0	0	0	0
* PRE-BADGING	166	0	0	0	466	1
PERIODIC	0	0	0	0	0	0
FOR CAUSE	0	0	0	0	9	0
POST ACCIDENT	0	0	0	0	0	0
RANDOM	1235	3	3	0	477	0
FOLLOW-UP	10	0	0	0	0	0
OTHER	0	0	0	0	0	0
<b>TOTAL</b>	<b>1530</b>	<b>4</b>	<b>3</b>	<b>0</b>	<b>952</b>	<b>1</b>

\*Refer to Appendix A



## APPENDIX A

Listed below are brief summaries to clarify pre-employment and pre-badging testing categories reported on performance data form.

1. Pre-employment testing category reflects individuals seeking employment within the Nuclear Division of Niagara Mohawk Power Corporation.
2. Pre-badging testing category is any individual (licensee, employee, or contractor) seeking unescorted access to protected area.









## SUMMARY OF MANAGEMENT ACTIONS AND PROGRAMMATIC FINDINGS

It is the specific intent of the following narrative to describe and discuss key Fitness For Duty (FFD) events and programmatic findings that impact on overall program effectiveness. The report will focus on 3 specific areas including:

1. Implementation and Lessons Learned;
2. Confirmed Positive Tests and Management Responses;
3. Effectiveness Evaluation

### 1. Implementation and Lessons Learned:

The developmental process designed to expand the Nuclear Fitness For Duty program to meet the criteria stated in 10 CFR Part 26 began early in 1989 with the establishment of a FFD advisory board. It was the responsibility of this board to assess the impact of FFD on the nuclear work force as well as begin the design of program components. The program's goals were to:

- a. Establish a program that was compliant with all rules and regulations stated in 10 CFR Part 26.
- b. Select a program model that would achieve the ultimate goal of a drug free work place in the most effective way.
- c. Implement an effective, compliant program while at the same time minimizing the negative impact of random drug testing on the nuclear work force. Additionally it was, and is, critically important that Niagara Mohawk make every effort to maximize employee trust and confidence in this process.

In order to meet these goals the following initiatives were taken:

**Training** In the late part of 1989 and early 1990 Niagara Mohawk conducted a major training effort orienting all nuclear personnel to the FFD process including its goals, objectives, and scope. This training communicated how Niagara Mohawk intended to implement the program and also served to resolve any potential misunderstandings that could have turned into major implementation barriers.



**Labor Relations**

The FFD program director met routinely with International Brotherhood of Electrical Workers representatives to keep them appraised of program development and legal interpretations that would effect the brotherhood. This served to mitigate any potential labor problems as well as effectively involving the union in program development.

**FFD Advisory Board**

Throughout the process of program development and implementation the FFD advisory board, consisting of key Niagara Mohawk personnel, monitored program development and provided feedback to FFD staff. This board gave the program both depth and insight into nuclear operational issues.

**Effective Communication**

Throughout the entire development process an active effort was made to keep the general work force fully informed regarding program development. The Nuclear Perspectives as well as other means of communication provided critical support to this effort.

**2. Confirmed Positive Tests and Management Responses:**

During the period of 1/3/90 to 6/30/90 there were a total of five (5) confirmed positive drug tests. Each of these tests resulted in a management response. The following is a brief description of each incident.

**a. Situation Description:**

An individual seeking summer employment was drug and alcohol tested prior to employment confirmation. The individual's drug test was negative but registered an average of .14% BAC on the alcohol test.

**Outcome:**

Not Hired

**Current Status:**

N/A



- b. **Situation Description:**  
A contractor seeking unescorted access was tested as part of our pre-access procedure. The individual tested positive for marijuana.

**Outcome:**  
Unescorted access authorization denied.

**Current Status:**  
Will not be considered for unescorted access for a minimum of two (2) years.

- c. **Situation Description:**  
A company represented employee tested positive for cocaine on a random drug test.

**Outcome:**

1. Immediate loss of unescorted access.
2. Referred to Employee Assistance Program (EAP) for evaluation and treatment.
3. Suspended from work for 14 days.
4. Admitted to intensive outpatient treatment program.
5. Required to follow all EAP program recommendations.
6. Supervision implemented a review of safety related work done by employee.

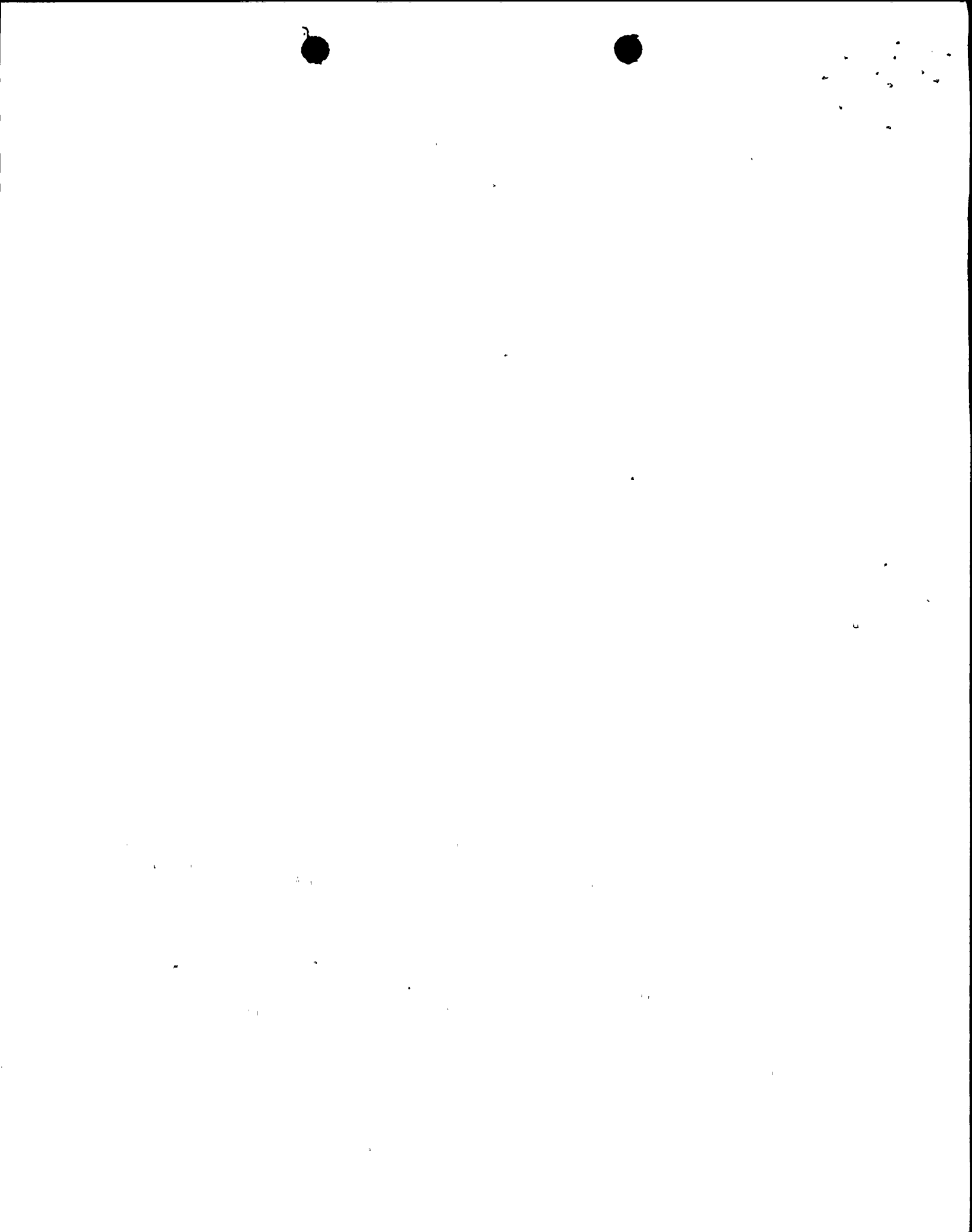
**Current Status:**

1. Returned to work.
2. Unescorted access pending.
3. Subject to random testing.
4. Subject to unannounced follow-up testing for 18 months.
5. Required to continue all appropriate treatment.
6. Required to continue counselling with EAP personnel.

- d. **Situation Description:**  
Management employee tested positive for marijuana following a random drug test. (No 24 hour NRC notification required since this individual has no supervisory responsibilities.)

**Outcome:**

1. Immediate loss of unescorted access.
2. Referred to EAP for evaluation and treatment.
3. Suspended from work for 14 days.
4. Admitted to inpatient 30-day rehabilitation program.





5. Required to follow all EAP program recommendations.
6. Supervision implemented a review of safety related work performed by employee.

**Current Status:**

1. Returned to work.
2. Unescorted access pending.
3. Subject to random testing.
4. Subject to unannounced follow-up testing for 18 months.
5. Required to continue all appropriate treatment.
6. Required to continue counselling with EAP personnel.

**NRC 24 Hour Report Required**

**a. Situation Description:**

Management employee in the position of assistant supervisor tested positive for cocaine following a random drug test. As required by 10CFR26.73 a 24 hour notification by telephone to NRC Operations Center was placed on 7/10/90.

**Outcome:**

1. Immediate loss of unescorted access.
2. Referred to EAP for evaluation and treatment.
3. Suspended from work for 14 days.
4. Admitted to intensive outpatient treatment program.
5. Required to follow all EAP program recommendations.
6. Supervision implemented a review of safety related work performed by employee.

**Current Status:**

1. Returned to work.
2. Unescorted access pending.
3. Subject to random testing.
4. Subject to unannounced follow-up testing for 18 months.
5. Required to continue all appropriate treatment.
6. Required to continue counselling with EAP personnel.

**3. Program Effectiveness:**

Overall program effectiveness is demonstrated by the following:

1. The incidence of drug and alcohol abuse determined by our drug testing process demonstrates a confirmed positive test level of only .2%.



2. Supervisors are routinely and consistently implementing Fitness For Duty procedures regarding call-outs and random notifications. This indicates that training is effective in communicating supervisory roles and responsibilities.
3. The Quality Assurance audit report dated 8/1/90 found the program to be effectively implemented.
4. The general work force demonstrates a good knowledge of the rules and responsibilities that pertain to them. This is substantiated by the high grades that are being scored in all levels of Fitness For Duty training as well as in monitoring overall compliance with random testing requirements and unscheduled call-out requirements.

In summary Niagara Mohawk Power Corporation is satisfied that the Nuclear Fitness For Duty program has been implemented effectively and that the day to day operations meet the requirements of 10 CFR Part 26.

