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SUBJECT: Forwards Fitness for Duty performance data for Jul to Dec 1991 per 10CFR26.71(d).

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NIAGARA MOHAWK

NINE MILE POINT NUCLEAR STATION / P.O. BOX 32 LYCOMING, NEW YORK 13093 / TELEPHONE (315) 343-2110

February 21, 1992

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

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

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

Gentlemen:

In accordance with the requirements of 10CFR26.71(d), attached is the Fitness For Duty Program Performance Data for the six month period July 1, 1991 through Dec 31, 1991. 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 population and type of test (ie., pre-badging, random, for-cause etc.); substance identified; a summary of management actions and programmatic findings. Please feel free to contact us concerning any questions you have regarding the enclosed.

Sincerely,
NIAGARA MOHAWK POWER CORPORATION

Joseph P. Beratta

Joseph P. Beratta
Manager, Nuclear Security

DRK/kmr

Attachment

xc: Regional Administrator, Region I
Mr. Wayne L. Schmidt, Senior Resident Inspector
Document Control

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NIAGARA MOHAWK POWER CORPORATION

NINE MILE POINT NUCLEAR POWER FACILITY

Fitness - For - Duty
Semi-Annual Performance Report
for July 1, 1991 - December 1991

Submitted with a COMMITMENT to EXCELLENCE from the Nine Mile Point Nuclear Security Department

February 22, 1992

FITNESS FOR DUTY PROGRAM
PERFORMANCE DATA
PERSONNEL SUBJECT TO 10CFR26

NIAGARA MOHAWK POWER CORPORATION

REPORTING PERIOD:01JUL91 TO 31DEC91

NINE MILE POINT NUCLEAR FACILITY, LYCOMING, NY

CHARLES I. CRAIGMILE (315) 349-7574

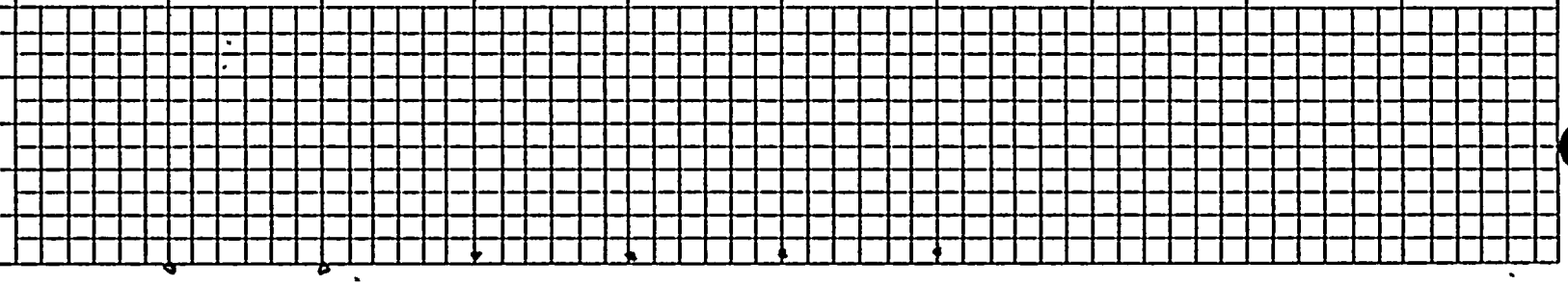
CUTOFFS: SCREEN/CONFIRMATION (NG/ML)_____APPENDIX A TO 10CFR26

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	
AVERAGE NUMBER WITH UNESCORTED ACCESS	2227				496	
CATEGORIES	# TESTED	# POSITIVE	# REFERRED TO EAP	# ACCESS RESTORED	# TESTED	# POSITIVE
PRE-EMPLOYMENT	26	0	0	0	0	0
PRE-BADGING	59	0	0	0	268	2
PERIODIC	0	0	0	0	0	0
FOR CAUSE	0	0	0	0	1	0
POST ACCIDENT	7	0	0	0	0	0
RANDOM	1178	3	3	1	161	1
FOLLOW-UP	32	0	0	0	0	0
OTHER	23	0	0	0	3	0
TOTAL	1325	3	3	1	433	3

Random Testing Program Results

Individuals Tested	1989		1990		1991		1992		1993	
# Positive / # Tested	0 / 0	0 / 0	3 / 1712	3 / 1818	4 / 1499	4 / 1339				
% Positive	0%	0%	0.18%	0.17%	0.27%	0.29%				
Graph of % Positive										



Confirmed Positive Tests for Specific Substances

Marijuana	0	0	2	1	1	1				
Cocaine	0	0	2	4	3	1				
Opiates	0	0	0	0	0	0				
Amphetamines	0	0	0	0	1	1				
Phencyclidine	0	0	0	0	0	0				
Alcohol	0	0	1	5	2	3				

FFD PROGRAM PERFORMANCE DATA
JULY 1, 1991 TO DECEMBER 31, 1991

SUMMARY OF MANAGEMENT ACTIONS AND PROGRAMMATIC FINDINGS

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

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

1. Implementation Modifications and Lessons Learned

During this 6 month performance period, the Fitness For Duty Program was audited and assessed by 4 different groups.

- From July 9-12 Mr. Ron Albert, from the NRC, conducted a FFD combined inspection numbers 50-220/91-15 and 50-410/91-13.

- From September 3-13 the NMPC Quality Assurance Audit Branch conducted an overall audit of the FFD group. The result of this audit are in NMPC QA Audit Report 91015-RG/IN.

- Throughout the entire performance period FFD Program practices and procedures were reviewed and audited by the Security Department's Commitment to Excellence Program. This is a Regulatory Self Assessment process designed to identify any programmatic weaknesses or areas for programmatic improvement from a Regulatory Compliance perspective.

- Throughout the entire performance period, the FFD group internally was undergoing a self assessment process in order to find more efficient and cost effective ways to carry out program requirements.

Based on information received, recommendations made, and lessons learned during these audits and assessments we have implemented numerous programmatic changes in order to be more efficient and compliant with Regulatory Requirements. The most noteworthy of these changes are as follows:

- Based on the NRC inspectors recommendation we formalized a procedure to evaluate the conditions of persons who provide an alcohol test with a BAC between .015% and .039%. Our procedure includes a personal interview and the option for additional alcohol testing in order to establish current fitness and whether or not the alcohol level is increasing or decreasing.

- In order to provide more privacy in our alcohol testing area we redesigned the room layout so that the outcome of one persons alcohol test results cannot be seen by other people being tested.

- Based on comments by all audit and assessment groups we initiated some major changes to the way we track and train persons requiring Behavioral Observation Training. Our new process involves a joint effort between our Human Resource group, and our Inprocessing group, our Training group, and our Fitness For Duty group. This new process will assure that new supervisors receive training within 90 days of a promotion and all current supervisors receive this training prior to receiving unescorted access authorization.

- The QC process in our in-house testing facility is a critical element in our day-to-day operations. We have decided to exceed NRC QC requirements by participating in an inter-laboratory comparison program as a monitor for Quality Assurance. As a member of the College of American Pathologist Program Fitness For Duty receives samples four times yearly for testing and comparison. After thorough evaluation of the sample results by the highly accredited CAP organization a determination is made for yearly accreditation. The quarterly comparison program is an excellent Quality Assurance measure for the accuracy and precision of our analytical results.

2. Confirmed Positive Tests and Management Responses

During the period 7/1/91 to 12/31/91, there were a total of six (6) confirmed positive drug tests, bringing the total for the year 1991 to eleven (11). Each of the six (6) confirmed positive drug tests for 7/1/91 to 12/31/91 resulted in a management response. The following is a brief description of each incident and the current status as of 12/31/91:

A. 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.

B. Situation Description
A contractor seeking unescorted access was tested as part of our pre-access procedure. The individual tested positive for cocaine.

Outcome
Unescorted access authorization denied.

C. Situation Description
A company employee, in the position of supervisor, was found positive for alcohol following a random drug test. As required by 10CFR 26.73, a 24 hour notification, by telephone, to the Nuclear Regulatory Control (NRC) Operations Center was placed on 11/22/91 at 1415 hours.

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. Admission to an intensive outpatient treatment program
5. Required to follow all EAP treatment recommendations
6. Supervision implemented appropriate review of all safety-related work performed by employee; no remedial action was required

Current Status
1. Back to work
2. Return of unescorted access pending complete evaluation
3. Subject to random testing
4. Subject to unannounced follow-up testing for 18 months
5. Actively involved in an intensive outpatient treatment program
6. Required to continue EAP counseling

D. Situation Description
A contractor employee tested positive for alcohol on a random drug test.

Outcome
1. Immediate loss of unescorted access
2. Services terminated
3. Supervision implemented appropriate review of all safety-related work performed by employee; no remedial action was required.

Current Status
1. Unescorted access removed for indefinite period of time

E. Situation Description
An employee tested positive for amphetamine 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. Admission to an intensive outpatient treatment program
5. Required to follow all EAP treatment recommendations
6. Supervision implemented appropriate review of all safety-related work performed by employee; no remedial action was required

Current Status

1. Back to work
2. Unescorted access restored after complete evaluation
3. Subject to random testing
4. Subject to unannounced follow-up testing for 18 months
5. Actively involved in an intensive outpatient treatment program
6. Required to continue EAP counseling

F. Situation Description

An employee tested positive for alcohol on a random drug testing.

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. Admission to an intensive outpatient rehabilitation program
5. Required to follow all EAP treatment recommendations
6. Supervision implemented appropriate review of all safety-related work performed by employee; no remedial action was required.

Current Status

1. Back to work
2. Return of unescorted access pending complete evaluation
3. Subject to random testing
4. Subject to unannounced follow-up testing for 18 months
5. Actively involved in an intensive outpatient treatment program
6. Required to continue EAP counseling

3. Program Effectiveness

The NMPC Fitness For Duty program continues to be a highly effective part of the Nuclear Divisions ongoing effort to maintain a safe and reliable workforce. The program has implemented numerous changes to make the operation more efficient and cost effective without compromising program quality. Both the NRC and the NMPC Quality Assurance program verified this effectiveness in their respective audit summaries. In Inspection Report numbers 50-220/91-15 and 50-410/91-13 the NRC stated, "We determine that the development and implementation of your FFD program are responsive to both the spirit and intent of the FFD rule and that the program is aggressive, comprehensive and directed toward assuring the public health and safety. We also found that the professionalism and technical expertise exhibited by personnel involved in administering the program are commendable."

In summary, Niagara Mohawk Power Corporation is satisfied that the Nuclear Fitness For Duty Program has been implemented effectively and that day-to-day operations meet the requirement of 10CFR Part26.