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SUBJECT: Forwards semi-annual FFD performance data rept covering
period of 950101-0630, per 10CFR26.71(d). O

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NIAGARA MOHAWK POWER CORPORATION/NINE MILE POINT, P.O. BOX 63, LYCOMING, NY 13093/TELEPHONE (315) 349-2882

B. Ralph Sylvia
Executive Vice President
Nuclear

August 09, 1995
NMP1L 0966

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

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

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

Subject: Fitness For Duty Program Performance Data Report

Gentlemen:

In accordance with the requirements set forth in 10CFR26.71(d), Niagara Mohawk Power Corporation (NMPC) has compiled and is submitting the enclosed semi-annual Fitness For Duty Performance Data Report covering the period January 01, 1995 through June 30, 1995.

Very truly yours,

B. Ralph Sylvia
Exec. Vice President - Nuclear

Enclosure
/bmb

xc: Mr. Thomas T. Martin, Regional Administrator, Region 1
Mr. Barry S. Norris, NRC Senior Resident Inspector
Records Management

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

Niagara Mohawk Power Corporation
Company

June 30, 1995
6 Months Ending

Nine Mile Point Nuclear Facility
Location

Beth Menikheim
Contact Person

315-349-4410
Phone

Random Test Rate = at least 50% for employees as of Feb. '94 and approximately 100% for contractors.

Cutoffs: Screen/Confirmation (ng/ml) ☒ Appendix A to 10CFR26

Marijuana	100 / 15	Amphetamines	1000 / 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	
Average Number with Unescorted Access		1647		N/A		1091	
Categories		# Tested	# Positive	# Tested	# Positive	# Tested	# Positive
Pre-Access		303	4	0	0	1111	17
For Cause	Post Incident	6	0	0	0	1	0
	Observed Behavior	4	0	0	0	4	1
Random		356	0	0	0	299	1
Follow-up		20	0	0	0	44	1
Infrequent Access/Other		23	0	0	0	53	2
Total		712	4	0	0	1512	22

Breakdown of Confirmed Positive Tests for Specific Substances

	Marijuana	Cocaine	Opiates	Amphe- tamines	Phency- clidine	Alcohol	Refusal/ Other	1	2	3	4	5	
Licensee Employees	4												
Long-Term Contractors													
Short-Term Contractors	17	7				2							
Total	21	7				2							30*

* The total number of confirmed positives for specific substances differs from the total confirmed employees and contractors due to individuals testing positive for more than one substance.

FITNESS FOR DUTY (FFD) PROGRAM PERFORMANCE DATA REPORT

January 01 - June 30, 1995

SECTION I. Process Stage Data

Since early in 1991, Niagara Mohawk Power Corporation (NMPC) has conducted on-site drug screening using a SYVA ETS instrument. During this time, all tests found to be "non-negative" have been sent to our HHS-certified laboratory for both screening and confirmatory testing as applicable. In 1992, the NRC modified 10CFR26.24 to allow licensees to take certain administrative action based on "presumptive positive" tests for marijuana and cocaine. We have opted not to take administrative action based on screening test results as allowed in 10CFR Part 26.24. Accordingly, we have nothing to report on the process stage actions or record keeping.

SECTION II. Summary of Management Actions, NRC Reportable Events, and Appeals

1. MANAGEMENT ACTIONS

A. Situation Description

Four individuals, applying for employment at NMPC failed their pre-assignment drug test. The MRO confirmed all four positive for marijuana.

Outcome

1. Unescorted access authorization was denied for an indefinite period of time.
2. FFD Staff recommended the individuals seek an evaluation to determine proper treatment or assistance.



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B. Situation Description

Two contractors tested positive for cocaine as a result of a pre-access drug and alcohol test.

Outcome

1. Unescorted access was denied for an indefinite period of time.
2. FFD Staff recommended the individuals seek an evaluation to determine proper treatment or assistance.

C. Situation Description

During this reporting period fifteen contractors were confirmed positive for marijuana as part of a pre-access process. Four of the fifteen were also confirmed positive for cocaine.

Outcome

1. Unescorted access authorization was denied (for each of the fifteen contractors) for an indefinite period of time.
2. FFD Staff recommended the individuals seek an evaluation to determine proper treatment or assistance.

D. Situation Description

A contractor tested positive for cocaine as part of a random drug and alcohol testing process.

Outcome

1. Unescorted access authorization was denied for an indefinite period of time.
2. Supervision implemented a review of safety-related work performed by the employee; no remedial action was required.
3. FFD Staff recommended the individual seek an evaluation to determine proper treatment or assistance.

E. Situation Description

Two contractors tested positive for marijuana during an observed drug test (due to low specific gravity).

Outcome

1. Unescorted access was denied immediately for an indefinite period of time.
2. Supervision implemented a review of safety-related work performed by the employee; no remedial action was required.
3. FFD Staff recommended the individuals seek an evaluation to determine proper treatment or assistance.

F. Situation Description

A contractor tested positive for alcohol during a drug and alcohol test as part of our follow-up accelerated testing process.

Outcome

1. Unescorted access was terminated immediately.
2. Supervision implemented a review of safety-related work performed by the employee; no remedial action was required.
3. FFD Staff recommended the individual seek an evaluation to determine proper treatment or assistance.

G. Situation Description

A contractor tested positive for alcohol as a result of a for cause test drug and alcohol test.

Outcome

1. Unescorted access was terminated immediately.
2. Supervision implemented a review of safety-related work performed by the employee; no remedial action was required.
3. FFD Staff recommended the individual seek an evaluation to determine proper treatment or assistance.

2. **NRC REPORTABLE EVENTS PER 10CFR PART 26.73**

No reportable events during this reporting period.



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3. APPEALS

Situation Description

A contractor who tested positive for alcohol appealed the Confirmed Positive alcohol results. After careful review, the Appeals Officer denied the appeal due to the fact that all procedures were followed accordingly and evidence to overrule the decision was not established.

SECTION III. FFD Program Modifications and Lessons Learned

From January 1990 to February 1994, we selected individuals at a 100% random testing rate. Since February 1994, we have reduced the rate of random testing to 50% (for employees) pursuant to amended NRC regulations governing FFD Programs (10CFR26). This has resulted in significant cost reductions and increased efficiency, while maintaining a deterrent against drug use. Senior management felt it was necessary to reinstate a testing rate equal to approximately 100% for contractors. This decision was based on the increased number of accidents during the recent back to back outages and the inability to continually observe contractors for long periods of time. Contractors, for the majority, are required to work at Nine Mile Point for only a short time. Therefore, it is very difficult to determine if someone is acting aberrantly, when a "norm" cannot be established in such a short time. Contract supervision was informed of this change in random selection rate.

During this reporting period we experienced two audits. Quality Assurance conducted an internal FFD audit and shortly after, the NRC was here to conduct their audit. All findings were minor and corrective actions were satisfactorily implemented.

This reporting period also brought two successful back-to-back outages. Prior to the outages we train alternates to facilitate the pre-access qualification process. Due to pre-planning, the time outage personnel were required to wait to be drug and alcohol tested was minimal.

One of our goals during this reporting period was to promote education awareness and assist individuals with drug and alcohol problems. For example, following each positive drug or alcohol test we would discuss the ramifications of the results and more importantly recommend and encourage the individual to obtain a substance abuse evaluation and to follow any and all of the substance abuse specialist recommendations. In addition, the FFD Staff has provided drug and alcohol reading material (subscriptions), statistics and resource data in the FFD waiting area. Our MRO stays up to date on the latest regulatory changes and industrial



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trends by subscribing to the MRO ALERT.

To increase FFD Awareness and expedite drug and alcohol testing, For Cause/Post Incident Wallet cards were distributed to all supervision prior to the outage. The cards were a handy reference and reinforced compliance with FFD procedures.

A member of the FFD Staff was requested to participate in a internal FFD audit at a neighboring plant. Our presence was requested to provide a source of technical expertise. This experience was very beneficial. It provided our staff with a better understanding of the scope and responsibilities of an audit team and gave us an opportunity to observe the day-to-day operations of another FFD Program.

FFD representatives were fortunate to attend a Region 1 bi-annual meeting. The meeting was attended by Loren Bush. Potential future regulatory modifications were discussed, along with on-site screening, blind performance testing and general FFD practices.

SECTION IV. Data Assessment and Program Evaluation

A review of the data contained in this report shows that our program is effective in controlling the incidence of drug and alcohol use at the Nine Mile Point Nuclear Station. Statistically, the data shows that the overall positive test rate for NMPC employees was .22% (.98% for this time period), and for contractors was .97% (1.46% for this time period) . Additionally, the combined positive test rate for contractors and NMPC employees is .55% (1.17% for this time period).

In summary, NMPC's Nuclear FFD Program continues to operate effectively as a deterrent to drug and alcohol abuse, and the day to day operations of FFD are in compliance with all of the requirements established in 10CFR26. NMPC is committed to improving our program to ensure our workforce operates in a safe and productive environment.



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