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BUTLER,W.R. Project Directorate I-2

SUBJECT: Forwards semiannual fitness-for-duty performance rept covering period Jan - June 1990.

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PP&L Pennsylvania Power & Light Company
Two North Ninth Street • Allentown, PA 18101 • 215/770-5151

Harold W. Keiser
Senior Vice President-Nuclear
215/770-4194

Submitted pursuant
to 10CFR26.71(d)

AUG 14 1990

Director of Nuclear Reactor Regulation
Attn.: Dr. W. R. Butler, Project Director
Project Directorate I-2
Division of Reactor Projects
U.S. Nuclear Regulatory Commission
Washington, D.C. 20555

SUSQUEHANNA STEAM ELECTRIC STATION
SEMI-ANNUAL PART 26 PERFORMANCE DATA REPORT
PLA-3424 FILE R41-2A

Docket Nos. 50-387
and 50-388

Dear Dr. Butler:

Attached is PP&L's semi-annual Fitness-For-Duty performance report covering the period January 3, 1990 through June 30, 1990. This report consolidates corporate and station data for Susquehanna SES, Units 1 and 2.

Very truly yours,

H. W. Keiser

H. W. Keiser

Attachment

cc: NRC Document Control Desk (original)
NRC Region I
Mr. G. S. Barber, NRC Sr. Resident Inspector
Mr. M. C. Thadani, NRC Project Manager

Mr. Rich Enkeboll
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Suite 300
Washington, D.C. 20006-2496

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FITNESS FOR DUTY PROGRAM

Performance Data
Personnel Subject to 10CFR 26

Pennsylvania Power & Light Company
COMPANY

June 30, 1990
6 MONTHS ENDING

Susquehanna Steam Electric Station, Berwick, PA
LOCATION

William B. Dyer
CONTACT NAME

(215) 770- 7512
PHONE (INCLUDE AREA CODE)

CUTOFFS: SCREEN/CONFIRMATION (ng/ml) ☐ APPENDIX A TO 10CFR 26

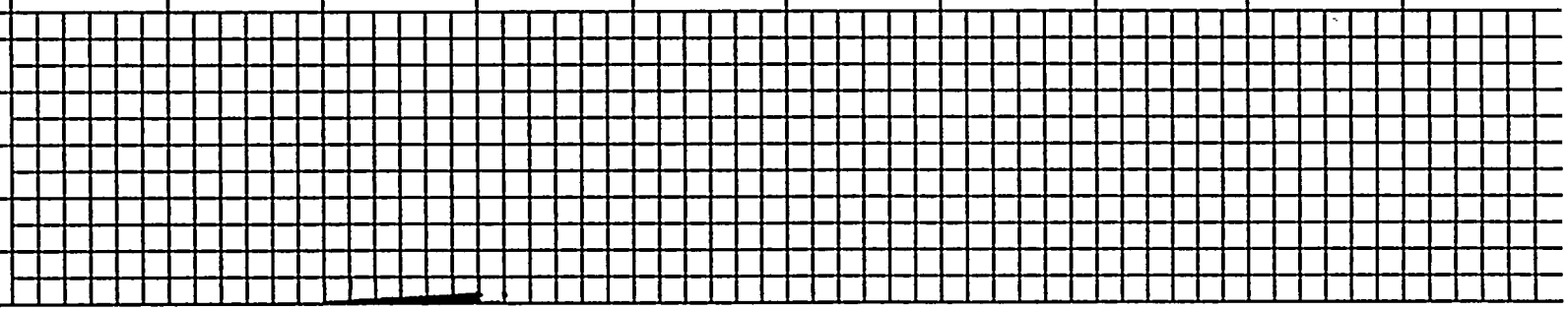
MARIJUANA	50/10	AMPHETAMINES	300/100	BARBITURATES	300/100
COCAINE	300/50	PHENCYCLIDINE	25/10	BENZODIAZEPINES	300/100
OPIATES	300/100	ALCOHOL (% BAC)	.04	METHADONE	300/300
				METHAQUALONE	300/100

TESTING RESULTS	LICENSEE EMPLOYEES				LONG-TERM CONTRACTOR PERSONNEL		SHORT-TERM CONTRACTOR PERSONNEL	
AVERAGE NUMBER WITH UNESCORTED ACCESS	1517	DHHS/PPL			NA		459	DHHS/PPL
CATEGORIES	# TESTED	# POSITIVE	# REFERRED TO EAP	# ACCESS RESTORED	# TESTED	# POSITIVE	# TESTED	# POSITIVE
PRE-EMPLOYMENT	2						231	
PRE-BADGING	182	2 / 2						
PERIODIC								
FOR CAUSE	1							
POST ACCIDENT								
RANDOM	790	0 / 1					246	1 / 1
FOLLOW-UP	3							
OTHER	3						2	
TOTAL	981	2 / 3	2	1			479	1 / 1

RANDOM TESTING PROGRAM RESULTS

INDIVIDUALS TESTED	1989		1990		1991		1992		1993	
# POSITIVE / # TESTED			2 / 1036							
% POSITIVE			0.19 %							

GRAPH OF % POSITIVE



CONFIRMED POSITIVE TESTS FOR SPECIFIC SUBSTANCES

MARIJUANA			2							
COCAINE			1							
OPIATES										
AMPHETAMINES										
PHENCYCLIDINE										
ALCOHOL			1							

7/21/89

Pennsylvania Power & Light Company
Susquehanna Steam Electric Station, Berwick, PA

Fitness for Duty Performance Data
January 3, 1990 - June 30, 1990

SUMMARY OF MANAGEMENT ACTIONS

INITIATIVES:

o Incorporated FFD Program management responsibilities into a new, on site position, Site Services Supervisor, who reports directly to the Superintendent of Plant. This strengthens overall management of the program and reduces the number of persons receiving confidential information. The FFD Manual and supporting procedures are being revised to reflect these changes.

o Training required under the rule has been incorporated into the General Employee Training, Escort Training and Continual Behavior Observation training courses at both the initial and annual refresher training level. This ensures full integration of FFD training requirements into the site access authorization program.

o To reinforce alcohol and drug awareness throughout the work force, related articles are published quarterly in the Nuclear Department's weekly newsletter, NUCLEAR NOTES, which is distributed both in hard copy and electronically.

o Continuing contact is maintained with the company's EAP drug counselor for evidence of new drugs which may be introduced into the area. Thus far no new drugs have been identified which would require a change to the current test protocols.

o Selection for random testing is accomplished via computer; and each name on the computerized list must be dispositioned, thus removing the human element from the process.

o The basic design of the specimen collection area in the General Office Dispensary, Allentown, PA, is being studied with a view toward improving privacy during the breath analysis test.

o The average population of both employees and contractors is computed daily by computer to ensure that the number of random tests completed meets regulatory requirements.

LESSONS LEARNED:

Tracking supervisors, especially contractor supervisors, is difficult due to the dynamic nature of our work force. We will be sending listings of all badged personnel to cost center managers on a quarterly basis for the identification of any new supervisors and ensure that training is given, if not already received. Once identified as a supervisor, individuals are entered into our Personnel Qualifications System through which annual retraining can be tracked by computer.

EFFECTIVENESS EVALUATION:

With only two failures on random screening (only one of which was over DHHS cutoff limits) and only two pre-badging failures out of a total of 1,460 screenings, we feel confident that the program is effective. In large part, we attribute this to an extensive pre-implementation communications and training program which included every nuclear and non-nuclear employee, contractor employee and contracting organization with whom we do business. Additionally, the overall reaction from all personnel has been positive. We are informally aware that persons have modified their off duty drinking habits and are mindful of the five hour abstinence rule.

Although only six months of data are available, we are confident that the random testing selection computer program is functioning as designed, that selections are truly random and that multiple selections for a single person are proportional to the population. As of 7/18/90, an analysis of random tests completed revealed:

Personnel Category	Average Population	Number of Times Tested Per Person 1	2	3	4
Employees	1519	477	129	28	5
Contractors	463	155	35	3	2

EVENTS REPORTED BY TELEPHONE PER SECTION 26.73:

None.