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 BLIND, A.A.                  Indiana Michigan Power Co. (formerly Indiana & Michigan Ele  
 RECIPIENT AFFILIATION  
 MURLEY, T.E.                Document Control Branch (Document Control Desk)

SUBJECT: Forwards fitness-for-duty program performance data for June-  
 Dec 1990 & brief summary of mgt actions & events reported  
 per 10CFR26.73.

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Indiana Michigan  
Power Company  
Cook Nuclear Plant  
One Cook Place  
Bridgman, MI 49106  
616 465 5901



Donald C. Cook Nuclear Plant Units 1 and 2  
Docket Nos. 50-315 and 50-316  
License Nos. DPR-58 and DPR-74  
10 CFR Part 26, Fitness for Duty Programs

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

ATTN: T. E. Murley

January 28, 1991

Dear Dr. Murley:

In compliance with 10 CFR 26.71(d), Fitness for Duty Programs, this submittal represents the Donald C. Cook Plant Fitness for Duty Program performance data for the six month period from June 30, 1990, to December 31, 1990. Attached are performance data sheets that include statistics on the various categories of testing, the substances tested for, the cut-off levels used, and the average work force populations during the reporting period. In addition, we have included a brief summary of management actions and a summary of events reported in accordance with 10 CFR 26.73.

These documents have been prepared following Corporate procedures that incorporate a reasonable set of controls to ensure their accuracy and completeness prior to signature by the undersigned.

Sincerely,

*A. Alan Blind*  
A. Alan Blind

cc: M. P. Alexich  
D. H. Williams, Jr.  
R. C. Callen  
NFEM Section Chief  
G. Charnoff  
NRC Resident Inspector - Bridgman  
A. B. Davis

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**FITNESS FOR DUTY PROGRAM**

# Performance Data Personnel Subject to 10CFR 26

INDIANA MICHIGAN POWER  
 COMPANY  
 DONALD C. COOK NUCLEAR PLANT  
 LOCATION  
 Louis J. Bruno/Walter M. Hodge  
 CONTACT NAME

DECEMBER 31, 1990  
 6 MONTHS ENDING  
 (616) 465-5901  
 PHONE (INCLUDE AREA CODE)

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

MARIJUANA 50 / 15      AMPHETAMINES 1000 / 500      BENZODIAZEPINES 300/300  
 COCAINE 300 / 150      PHENCYCLIDINE 25 / 25      BARBITURATES 300/300  
 OPIATES 300 / 300      ALCOHOL (% BAC) .04      \_\_\_\_\_ /

TESTING RESULTS	LICENSEE EMPLOYEES				LONG-TERM CONTRACTOR PERSONNEL		SHORT-TERM CONTRACTOR PERSONNEL	
	AVERAGE NUMBER WITH UNESCORTED ACCESS							
CATEGORIES	# TESTED	# POSITIVE	# REFERRED TO EAP	# ACCESS RESTORED	# TESTED	# POSITIVE	# TESTED	# POSITIVE
PRE-EMPLOYMENT	42	0					0	0
PRE-BADGING	69	0					1413	17
PERIODIC	0	0					0	0
FOR CAUSE	4	4					42	37
POST ACCIDENT	0	0					2	0
RANDOM	456	1					871	7
FOLLOW-UP	15	0					43	2
OTHER	0	0					0	0
<b>TOTAL</b>	<b>586</b>	<b>5</b>					<b>2371</b>	<b>63</b>

### RANDOM TESTING PROGRAM RESULTS

INDIVIDUALS TESTED	1989		1990		1991		1992		1993		
# POSITIVE			5	8							
# TESTED			1203	1327							
% POSITIVE			.4%	.6%							
GRAPH OF % POSITIVE	5										
	4										
	3										
	2										
	1										

### CONFIRMED POSITIVE TESTS FOR SPECIFIC SUBSTANCES

			13 Total 6 @50NG 7 @100NG	16 Total 11 @50NG 5 @100NG					
MARIJUANA									
COCAINE			2	7					
OPIATES			0	0					
AMPHETAMINES			1	0					
PHENCYCLIDINE			0	0					
ALCOHOL			13	43					
BARBITURATES			1	1					
BENZODIAZEPINES			0	1					

FITNESS FOR DUTY SUMMARY REPORT

NAME: C.O.C. #8063819

JOB: Ice Crew Foreman

DEPARTMENT: SCOPE

FFD INCIDENT AND DATE: On 12-13-90 attempted to enter the protected area at approximately 2310 hrs. to report for his regularly assigned duties. As he was being processed in through the Security Control Center the search officer smelled the odor of intoxicants in the area. Several people in the area were questioned and subsequently tested. Mr. recorded a BAC of .041 during the "odor identification" test. This level elevated the incident to a "for cause" testing situation and the collection site person was called-in to collect urine for drug test. Mr. unescorted access was immediately revoked. Mr. did not enter the protected area or complete any work, however, the Cook Plant engineering department completed a job review to determine if Mr. completed any work which would warrant further review. It was determined that no safety significant concerns were at issue. Mr. access will not be reconsidered until 12-28-90 and then only after proof of assessment/ rehabilitation by professional medical personnel.

FOLLOW-UP ACTION TAKEN:

FFD EXAM(S)	DATE(S)	RESULTS

TYPE OF MONITORING PROGRAM ESTABLISHED - Behavioral Observation and/or FFD Exam(s) Explain.

FITNESS FOR D    SUMMARY REPORT

NAME: 763680

JOB: Maintenance Supervisor

DEPARTMENT: MAINTENANCE

**FFD INCIDENT AND DATE:**

On Thursday, July 5, 1990, an individual notified the Security Captain that the employee smelled of alcohol. The employee was administered a breathalyzer exam by Security, when it registered above the administrative limit, the Drug/Alcohol Technicians were called in to administer further breathalyzer and urinalysis exams. When the subsequent breathalyzer exams registered above the administrative limit, the individual was placed by the department superintendent on administrative leave with pay until further notification. Unescorted access was revoked on 7/5/90.

**FOLLOW-UP ACTION TAKEN:**

Employee was suspended without pay for 14 days. Employee was interviewed by the Medical Review Officer to review the results of his FFD exams. The employee contacted EAP, who, together with BAC determined he should admit himself to an inhouse alcohol rehabilitation program. Employee was admitted to LifeBack on 7/23/90. Letter received 8/22/90 from LifeBack stating employee had completed inhouse treatment. Unescorted access reinstated on 8-27-90.

FFD EXAM(S)	DATE(S)	RESULTS
Breathalyzers	7/5/90	2118 hrs. = .033* 2128 hrs. = .061 2135 hrs. = .060 2226 hrs. = .039
		*may be due to operator error
Urinalysis	7/5/90	Inconclusive, due to other substances in specimen (Tolectin)

TYPE OF MONITORING PROGRAM ESTABLISHED -- Behavioral Observation and/or FFD Exam(s). Explain.

FITNESS FOR DUTY SUMMARY REPORT

NAME: 763680

JOB: MAINTENANCE SUPERVISOR

DEPARTMENT: MTC.

FFD INCIDENT AND DATE:

FOLLOW-UP ACTION TAKEN:

FFD EXAM(S)	DATE(S)	RESULTS
DRUG SCREEN	8-23-90	NEGATIVE
M.R.O. REVIEW	8-22-90	NORMAL

TYPE OF MONITORING PROGRAM ESTABLISHED -- Behavioral Observation and/or FFD Exam(s). Explain.

Dates of the Drug and Alcohol Monitoring Tests

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Indiana Michigan  
Power Company  
Cook Nuclear Plant  
One Cook Place  
Bridgman, MI 49106  
616 465 5901



Donald C. Cook Nuclear Plant Units 1 and 2  
Docket Nos. 50-315 and 50-316  
License Nos. DPR-58 and DPR-74  
10 CFR Part 26, FITNESS FOR DUTY PROGRAM

**MANAGEMENT ACTIONS:**

1. Due to a rise in the number of "for cause" incidents, Management hosted an "in-service" FFD seminar to focus on the problem. Attendees included American Electric Power Management, Cook Plant Managers, The Cook Plant MRO, and contractor management personnel.
2. Management has encouraged a very active participation by security in identifying possible FFD problems. This has been instrumental in identifying many of the "for cause" cases where blood alcohol content has exceeded the .04 limit.
3. Persons requesting access are closely observed and could be requested to submit to an "odor identification" test if the security officer smells what could be the odor of intoxicants. If the "odor identification" test indicates a B.A.C of .04 or above the incident elevates to a "for cause" situation. This has significantly enhanced the programs effectiveness and encouraged security officers to maintain a pro-active posture.
4. Quarterly meetings continue to be held bringing together the Program Administrators, The MRO, The Laboratory Services People, and the Collection Site Supervisor to discuss the state of the program and any issues or incidents of mutual interest.
5. Due to an increased number of violations by visitors (salesmen, service personnel, and delivery people) the plant has created a Fitness for Duty Visitor Information form. This form includes information regarding the plants FFD program and our five hour abstinence policy. This form has averted at least one reportable incident when a visitor claimed a small bottle of liquor he had in his possession while attempting protected area entry.