



**Entergy
Operations**

Entergy Operations, Inc.
P.O. Box 756
Port Gibson, MS 39150
Tel: 601 437-6408

W. T. Cottle
Vice President
Operations
Grand Gulf Nuclear Station

March 1, 1991

U.S. Nuclear Regulatory Commission
Mail Station P1-137
Washington, D.C. 20555

Attention: Document Control Desk

SUBJECT: Grand Gulf Nuclear Station
Unit 1
Docket No. 50-416
License No. NPF-29
Fitness for Duty Six-Month Report
For the Period Ending December 31, 1990

GNRO-91/00037

Gentlemen:

Attached is the Grand Gulf Nuclear Station Fitness For Duty Six-Month Report. This report, as required by 10CFR Part 26, includes statistical data and trend analysis compiled by the Fitness For Duty Program from July 1, 1990, to December 31, 1990.

If you should require any further information, please contact Mr. Gerald Ellis at (601) 984-9820.

Yours truly,

WTC/GWR/ams
attachment:
cc: (See Next Page)

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cc: Mr. D. C. Mintz (w/a)
Mr. J. Mathis (w/a)
Mr. R. B. McGehee (w/a)
Mr. N. S. Reynolds (w/a)
Mr. H. L. Thomas (w/o)

Mr. Stewart D. Ebnetter (w/a)
Regional Administrator
U.S. Nuclear Regulatory Commission
Region II
101 Marietta St., N.W., Suite 2900
Atlanta, Georgia 30323

Mr. L. L. Kintner, Project Manager (w/a)
Office of Nuclear Reactor Regulation
U.S. Nuclear Regulatory Commission
Mail Stop 11D21
Washington, D.C. 20555

FITNESS FOR DUTY SIX-MONTH REPORT:JULY 1, 1990 THROUGH DECEMBER 31, 1990Management Actions:

Management actions enhancing the Fitness for Duty Program this reporting period were:

- o drafted revision of company policy to provide further guidance and clarification in the areas of:
 - o alcohol consumption prior to employees called-in for unscheduled work.
 - o self-reporting of prescription and over-the-counter drugs.
 - o management responsibilities.
- o disciplinary sanctions taken by management on two Fitness for Duty NRC reportable events. These actions resulted in the employment termination of one employee and the resignation of the second before disciplinary action could be taken.
- o five licensee and contractor employees appealed the decision of the positive drug test. The decisions of the original positive drug tests were upheld.

Fitness for Duty Initiatives Taken:

Initiatives taken for program enhancement during this reporting period were:

- o performing initial on-site testing:
 - o conducted refresher training for laboratory technicians.
 - o improved record keeping through upgrade of testing equipment computer software.

- o improvement of split urine sample program:
 - o acquired new split sample container that:
 - o is tamper resistant.
 - o prevents leakage.
- o procedure changes concerning donor requests, split sample laboratory confirmation. Requires donor to:
 - o inspect and certify the split sample container has not been tampered with.
 - o observe packaging of split sample for shipment.
 - o initiate seal on shipping container.
- o revision to the method of reporting prescription and over-the-counter medication.
- o implementation of tracking system for Fitness for Duty Supervisor training by:
 - o notification to individual's supervisor thirty days prior to expiration.
 - o notification to individual's management and Human Resources to remove an individual from supervisory duties when a person fails to maintain current qualification in Fitness for Duty Supervisor training.
- o publication of information bulletins to enhance workers' awareness of the Fitness for Duty Program.
- o a meeting of Fitness for Duty management from Entergy Operations, Inc.'s three nuclear sites, to share drug testing experiences.

Lessons Learned:

In reviewing the data for this report, we noticed a significant increase in the amount of positive tests, as compared to the previous six month period. This can be expected whenever a large number of transient workers are tested before an outage,

as was the case of Grand Gulf. Most of the positive tests were accumulated during contractor pre-badge drug testing. However, we feel better communications and relations established with local union business agents helped keep the overall number of pre-access positives down during Refueling Outage No. 4. Union members were advised by their business agents not to apply for employment at Grand Gulf if they were involved in illegal drug use.

During this report period six persons tested positive for alcohol/drugs by random testing as compared to one person the previous reporting period. An evaluation of the increase revealed two of the three licensee employees who tested positive had been previously identified as substance abusers by the company's pre-10CFR 26 drug testing program. Of the three contractors testing positive, one was an outage worker who was discovered to have a history of substance abuse. We believe the strength of the random testing program is evidenced by its obvious ability to identify persons with a history of substance abuse as well as those who appear to be first time or infrequent substance abusers.

Fluctuation in the number of positive random drug screens in each reporting period is anticipated. The fluctuation is based on the nature of random testing. The varied random testing cycle should continue to identify substance abusers. The number of positive tests will be closely monitored to see if any significant trends are emerging. Close coordination with local law enforcement will be continued to identify any new trends in drug usage in the local area.

Effectiveness Evaluation:

There were no Fitness for Duty audits conducted during this time period. The Fitness for Duty Section continued to update and revise Fitness for Duty procedures from operating experience and lessons learned from NRC audits at other nuclear sites.

Summary Listing of Events Reported to the NRC under 10CFR26.73 from July 1, 1990 to December 31, 1990:

<u>Date of Event</u>	<u>Position of Individual</u>	<u>How Discovered</u>	<u>Substance Detected</u>	<u>Management Action Taken</u>
7-18-90	Licensed Operator (RO)	Random Test	Cocaine	Termination and removal of Unescorted Access
10-16-90	Licensed Operator (RO)	Random Test	Cocaine	Resigned prior to Management action.

**Fitness for Duty Program
Performance Data
Personnel Subject to 10CFR 26**

<u>ENERGY OPERATIONS, INCORPORATED</u>	<u>12-31-90</u>
<small>Company</small>	<small>6 Months Ending</small>
<u>GRAND GULF NUCLEAR STATION</u>	<u>PORT GIBSON, MS</u>
<small>Location</small>	
<u>Mr. PAUL SPEYERER</u>	<u>(601) 437-2481</u>
<small>Contact Name</small>	<small>Phone (include area code)</small>
Cutoffs: Screen/Confirmation (ng/ml) <input type="checkbox"/> Appendix A to 10CFR 26	
Marijuana 50 / 15	Amphetamines 1000 / 500 <u> N/A </u> /
Cocaine 300 / 150	Phencyclidine 25 / 25 <u> N/A </u> /
Opiates 300 / 300	Alcohol (% BAC) 0.04% <u> N/A </u> /

Testing Results	Licensee Employees				Long Term Contractor Personnel		Short Term Contractor Personnel	
	# Tested	# Positive	# Referred to EAP	# Access Restored	# Tested	# Positive	# Tested	# Positive
Average Number with Unescorted Access	1053				0		837	
Pre-employment	123	0			0	0	0	0
Pre-badging	0	0			0	0	1870	15/9
Periodic	0	0			0	0	0	0
For cause	1	0			0	0	0	0
Post accident	0	0			0	0	0	0
Random	471	3/0			0	0	316	3/0
Follow-up	6	0			0	0	4	0
Other	0	0			0	0	0	0
Total	601	3/0	1	1	0	0	2190	18/9

Random Testing Program Results

Individuals Tested	1989		1990		1991		1992		1993	
# Positive	N/A	N/A	1	6	N/A	N/A	N/A	N/A	N/A	N/A
# Tested	N/A	N/A	939	787	N/A	N/A	N/A	N/A	N/A	N/A
% Positive	N/A	N/A	0.11	0.762	N/A	N/A	N/A	N/A	N/A	N/A
Graph of % Positive										
5										
4										
3										
2										
1										

Confirmed Positive Tests for Specific Substances

	1989	1990	1991	1992	1993
Marijuana	N/A	2	14	N/A	N/A
Cocaine	N/A	0	12	N/A	N/A
Opiates	N/A	0	1	N/A	N/A
Amphetamines	N/A	0	0	N/A	N/A
Phencyclidine	N/A	0	0	N/A	N/A
Alcohol	N/A	0	4	N/A	N/A