

NORTHEAST UTILITIES

THE CONNECTICUT LIGHT AND POWER COMPANY
 WESTERN MASSACHUSETTS ELECTRIC COMPANY
 NEWYORK WATER POWER COMPANY
 NORTHEAST UTILITIES SERVICE COMPANY
 NORTHEAST NUCLEAR ENERGY COMPANY

General Offices • Selden Street, Berlin, Connecticut

P.O. BOX 270
 HARTFORD, CONNECTICUT 06141-0270
 (203) 665-5000

August 17, 1990

Docket Nos. 50-213

50-245

50-336

50-423

B13606

Re: 10CFR26.71(d)

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

Gentlemen:

Haddam Neck Plant
 Millstone Nuclear Power Station, Unit Nos. 1, 2, and 3
Semiannual Fitness-for-Duty Performance Data

In a letter dated December 18, 1989,⁽¹⁾ Connecticut Yankee Atomic Power Company (CYAPCO), on behalf of the Haddam Neck Plant, and Northeast Nuclear Energy Company (NNECO), on behalf of Millstone Nuclear Power Station, Unit Nos. 1, 2, and 3, certified that a fitness-for-duty program had been implemented at both of the aforementioned facilities that met the requirements of 10CFR26 as they were currently understood.

10CFR26.71(d) requires licensees to collect and compile fitness-for-duty program performance data on a standard form and submit this data to the Commission within 60 days of the end of each 6-month reporting period (January-June and July-December). The regulations allow flexibility in how to submit this data; i.e., corporate and other support staff locations may be separately consolidated, but shall include: random testing rate; drugs tested for and cutoff levels, including results of tests using lower cutoff levels and tests for other drugs; work force populations tested; numbers of tests and results by population and type of test (i.e., prebadging, random, for cause, etc); and substances identified. Attachment 1 to this letter contains an explanation of the performance data form, a summary of the performance data, a summary of management actions, and significant events reported. Attachments 2, 3, and 4 are separate compilations of data collected at the Millstone Nuclear Power Station, Haddam Neck Plant, and Northeast Utilities corporate offices, respectively. Attachment 5 is a compilation of the aforementioned

(1) E. J. Mroczka letter to U.S. Nuclear Regulatory Commission, "Haddam Neck Plant, Millstone Nuclear Power Station, Unit Nos. 1, 2, and 3, Fitness-for-Duty Program Implementation," dated December 18, 1989.

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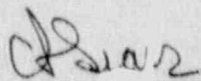
sites into one data sheet. With this being the first submittal of this information, it was believed useful to submit separate and total data sheets to the NRC Staff to aid in their data collection and analysis process.

CYAPCO and NNECO trust that the information provided herein addresses the requirements of the fitness-for-duty rule, 10CFR26.71(d). If the Staff has any questions regarding this submittal, please contact us.

Very truly yours,

CONNECTICUT YANKEE ATOMIC POWER COMPANY
NORTHEAST NUCLEAR ENERGY COMPANY

FOR: E. J. Mroczka
Senior Vice President

BY: 
C. F. Serrin
Vice President

Attachments

cc: T. T. Martin, Region I Administrator
M. L. Boyle, NRC Project Manager, Millstone Unit No. 1
G. S. Vissing, NRC Project Manager, Millstone Unit No. 2
D. H. Jaffe, NRC Project Manager, Millstone Unit No. 3
A. B. Wang, NRC Project Manager, Haddam Neck Plant
W. J. Raymond, Senior Resident Inspector, Millstone Unit Nos. 1, 2, and 3
J. T. Shedlosky, Senior Resident Inspector, Haddam Neck Plant

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Attachment No. 1

Haddam Neck Plant
Millstone Nuclear Power Station, Unit Nos. 1, 2, and 3
Northeast Utilities Service Company

Performance Data Form Explanation
Summary of Performance Data/Management Actions
Significant Events Reported

August 1990

Haddam Neck Plant
Millstone Nuclear Power Station, Unit Nos. 1, 2, and 3
Northeast Utilities Service Company
Performance Data Form Explanation
Summary of Performance Data/Management Actions
Significant Events Reported

Performance Data Form Explanation

o Cutoffs

Northeast Utilities cutoff levels differ from NRC standard cutoff levels in the marijuana category only. Northeast Utilities uses a 50 mg/ml screening cutoff level.

o Substances

Northeast Utilities tests for five additional drugs--listed on the front of the form.

o Categories

-- The "preemployment" testing category included those persons seeking a job with Northeast Utilities in a position which requires unescorted access. The category includes outside applications as well as internal transfers.

-- The "prebadging" category includes all contract personnel seeking access to a Northeast Utilities nuclear facility as well as currently employed Northeast Utilities personnel requesting unescorted access.

o NRC vs. Northeast Utilities Cutoff Levels

Since Northeast Utilities uses a cutoff level for marijuana which is more restrictive than NRC, the "# positive" column is split; the left side indicates confirmed positives based on NRC cutoff levels, and the right side indicates the confirmed positives based on Northeast Utilities' more restrictive cutoff levels.

o Average Number With Unescorted Access vs. Random Testing Results

The average number of employees with unescorted access for the corporate office (see Attachment 4) includes employees from a variety of support locations; some at the corporate office, others at, or near, the two plant sites.

The data reported in the random test results category reflects the number or tests actually performed at each of NU's collection locations.

Although random selection of these corporate support personnel is performed in conjunction with the corporate office pool, specimen collection is actually done at the collection site nearest the individual's work location or current assignment--frequently at one of the stations.

As a result, the number tested in the random category for the corporate office appears less than anticipated, while the number tested in the same category for Millstone and Haddam Neck is higher than expected. However, the aggregate data for total program performance (Attachment 5) demonstrates that the number of random tests performed meets the required level.

o Confirmed Positive Test for Specific Substances

This section contains the number of confirmed positive tests, recorded by substance, during the reporting period. Please note that there is no direct correlation between the sum of these numbers and the number of positives entered in the section above; multiple positive tests per individual are recorded as separate items in this table.

Summary of Performance Data

- o 3,121 tests performed.
- o 1,794 tests were random.
 - Average population = 3,505.
 - 100 percent target rate achieved.
- o Percent positive rates:
 - Preemployment and Prebadging = 1.53 percent (61 percent of positive tests were in these two categories).
 - Random = 0.33 percent
 - Overall = 0.96 percent.
- o There were 33 confirmed positive tests from 30 individuals.

Breakdown:

-- Marijuana	17 (52 percent)
-- Cocaine	12 (36 percent)
-- Alcohol	4 (12 percent)

There were no confirmed tests for any other substance.

o NRC vs. Northeast Utilities Cutoff Levels

- A total of 17 individuals tested positive for marijuana.
- Twelve of these seventeen samples screened at a level between 50 ng/ml and 99 ng/ml (71 percent of the samples tested positive for marijuana at a level less than 100 ng/ml).
- Five of the seventeen samples screened at a level of 100 ng/ml or greater (that is 29 percent of the samples tested positive for marijuana at a level of 100 ng/ml or greater).
- Three of the twelve individuals who tested positive between 50 and 99 ng/ml also tested positive for another substance which has a cutoff level identical to NRC. Consequently, Northeast Utilities' lower cutoff level had no impact on the positive determination for these three individuals, and the total difference between NRC and Northeast Utilities results is nine.

Management Actions

Twenty-four contractor personnel tested positive. Eighteen of these individuals tested positive in the prebadging situation. All 18 were denied unescorted access and will not be considered for unescorted access for a period of 1 year. Another 6 contractor personnel, with unescorted access, tested positive and unescorted access privileges were revoked. These individuals are similarly not eligible for consideration for unescorted access for 1 year.

One outside applicant for employment with Northeast Utilities tested positive in a preemployment test. Employment was denied and the person may not reapply for one year.

Four Northeast Utilities employees tested positive. Consistent with Company policy, the following actions were taken:

- o Unescorted access revoked for a minimum of 14 days.
- o Referred to the Employee Assistance Program (EAP).
- o Placed on paid medical leave for a minimum of 14 days (paid status contingent upon cooperation with the medical program).

One of the above employees subsequently tested positive a second time, prior to reinstatement, and was terminated.

Two employees have had their unescorted access reinstated. Reinstatement of a third is pending at the time of this report.

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Significant Event

On April 19, 1990, a supervisor working for a contract security firm tested positive for alcohol in a for-cause situation. Consistent with procedure, he was removed from the site, and unescorted access privileges were revoked for one year.

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Attachment No. 2

Millstone Nuclear Power Station, Unit Nos. 1, 2, and 3

Semiannual Fitness-for-Duty
Performance Data

August 1990

FITNESS FOR DUTY PROGRAM

Performance Data Personnel Subject to CFR 26

Northeast Nuclear Energy Co.
COMPANY

Waterford, CT
LOCATION

David J. Heritage
CONTACT NAME

June 30, 1990
6 MONTHS ENDING

(203) 245-8036
PHONE (INCLUDE AREA CODE)

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

MARIJUANA	50 / 15	AMPHETAMINES	1000 / 500	Barbiturates	300 / 300
COCAINE	300 / 50	PHENCYCLIDINE	25 / 25	Benzodiazepines	300 / 300
OPIATES	300 / 300	ALCOHOL (% BAC)	0.04	<u>Methadone</u>	300 / 300
				Methaqualone	300 / 300
				<u>Pronoxypine</u>	300 / 300

TESTING RESULTS	LICENSEE EMPLOYEES				CONTRACTOR PERSONNEL			TOTAL		
	AVERAGE NUMBER WITH UNESCORTED ACCESS	N R C	N U		891	N R C	N U	1643	N R C	N U
CATEGORIES	# TESTED	# POSITIVE	# REFERRED TO EAP	# ACCESS RESTORED	# TESTED	# POSITIVE	# TESTED	# POSITIVE		
PRE-EMPLOYMENT	18	0			0	0	18	0		
PRE-BADGING	14	0			845	9	10	859	9	10
PERIODIC	0	0			0	0	0	0		
FOR CAUSE	0	0			4	3	3	4	3	3
POST ACCIDENT	0	0			0	0	0	0		
RANDOM	607	1	1		435	1	1	1042	2	2
FOLLOW-UP	3	0			0	0	3	0		
OTHER	0	0			2	0	2	0		
TOTAL	642	1	1	1	1286	13	14	1928	14	15

RANDOM TESTING PROGRAM RESULTS

INDIVIDUALS TESTED	1989	1990	1991	1992	1993
# POSITIVE		2			
# NEGATIVE		1040			
% POSITIVE		0.19			
GRAPH OF % POSITIVE					

CONFIRMED POSITIVE TESTS FOR SPECIFIC SUBSTANCES

MARIJUANA		6					
COCAINE		6					
OPIATES		0					
AMPHETAMINES		0					
PHENCYCLIDINE		0					
ALCOHOL		4					
TOTAL		16					

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Attachment No. 3
Haddam Neck Plant
Semiannual Fitness-for-Duty
Performance Data

August 1990

FITNESS FOR DUTY PROGRAM

Performance Data Personnel Subject to CFR 26

Connecticut Yankee
COMPANY

Haddam Neck, CT
LOCATION

David J. Heritage
CONTACT NAME

June 30, 1990
6 MONTHS ENDING

(203) 721-2306
PHONE (INCLUDE AREA CODE)

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

MARIJUANA	50 / 15	AMPHETAMINES	1000 / 500	Barbiturates	300 / 300
COCAINE	300 / 50	PHENCYCLIDINE	25 / 25	Benzodiazepines	300 / 300
OPIATES	300 / 300	ALCOHOL (% BAC)	0.04	Methadone	300 / 300
				Methaqualone	300 / 300
				Propoxyphene	300 / 300

TESTING RESULTS	LICENSEE EMPLOYEES				CONTRACTOR PERSONNEL			TOTAL			
	AVERAGE NUMBER WITH UNESCORTED ACCESS	N P C	N U			N P C	N U		N P C	N U	
CATEGORIES	# TESTED	# POSITIVE	# REFERRED TO EAP	# ACCESS RESTORED	# TESTED	# POSITIVE	# TESTED	# POSITIVE	# TESTED	# POSITIVE	
PRE-EMPLOYMENT	9	0			0	0	9	0			
PRE-BADGING	8	1	1		332	2	8	340	3	9	
PERIODIC	0	0			0	0	0	0			
FOR CAUSE	0	0			1	0	1	0			
POST ACCIDENT	0	0			0	0	0	0			
RANDOM	191	0			270	2	2	461	2	2	
FOLLOW-UP	1	1	1		0	0	1	1	1	1	
OTHER	0	0			0	0	0	0			
TOTAL	209	2	2	1	0	603	4	10	812	6	12

RANDOM TESTING PROGRAM RESULTS

INDIVIDUALS TESTED	1989	1990	1991	1992	1993
# POSITIVE		2			
# NEGATIVE		459			
% POSITIVE		0.43			
GRAPH OF % POSITIVE					

CONFIRMED POSITIVE TESTS FOR SPECIFIC SUBSTANCES

MARIJUANA		9						
COCOAINE		5						
OPIATES		0						
AMPHETAMINES		0						
PHENCYCLIDINE		0						
ALCOHOL		0						
TOTAL		14						

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Attachment No. 4
Northeast Utilities Service Company
Semiannual Fitness-for-Duty
Performance Data

August 1990

FITNESS FOR DUTY PROGRAM

Performance Data Personnel Subject to CFR 26

Corporate Office
 COMPANY
 Berlin, CT
 LOCATION
 David J. Heritage
 CONTACT NAME

June 30, 1990
 6 MONTHS ENDING
 (203) 721-2306
 PHONE (INCLUDE AREA CODE)

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

MARIJUANA	50/15	AMPHETAMINES	1000/500	Barbiturates	300/300
COCAINE	300/50	PHENCYCLIDINE	25/25	Benzodiazepines	300/300
OPIATES	300/300	ALCOHOL (% BAC)	0.04	Methadone	300/300
				Methaqualone	300/300
				Propoxyphine	300/300

TESTING RESULTS	LICENSEE EMPLOYEES				LONG-TERM CONTRACTOR PERSONNEL		TOTAL		
	# TESTED	# POSITIVE	# REFERRED TO EAP	# ACCESS RESTORED	# TESTED	# POSITIVE	# TESTED	# POSITIVE	
AVERAGE NUMBER WITH UNESCORTED ACCESS	1135						1135		
PRE-EMPLOYMENT	40	0	1				40	0	
PRE-BADGING	39	0					39	0	
PERIODIC	0	0					0	0	
FOR CAUSE	0	0					0	0	
POST ACCIDENT	0	0					0	0	
RANDOM	291	1	2				291	1	
FOLLOW-UP	11	0					11	0	
OTHER	0	0					0	0	
TOTAL	381	1	3	2	1		381	1	

RANDOM TESTING PROGRAM RESULTS

INDIVIDUALS TESTED	1989	1990	1991	1992	1993
# POSITIVE		2			
# NEGATIVE		289			
% POSITIVE		0.68			

CONFIRMED POSITIVE TESTS FOR SPECIFIC SUBSTANCES

MARIJUANA		2						
COCAINE		1						
OPIATES								
AMPHETAMINES								
PHENCYCLIDINE								
ALCOHOL								
TOTAL		3						

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Attachment No. 5

Haddam Neck Plant
Millstone Nuclear Power Station, Unit Nos. 1, 2, and 3
Northeast Utilities Service Company

Semiannual Fitness-for-Duty
Performance Data

August 1990

FITNESS FOR DUTY PROGRAM

Performance Data Personnel Subject to CFR 26

Northeast Utilities

June 30, 1990

COMPANY

6 MONTHS ENDING

Berlin, CT

LOCATION

David J. Heritage

CONTACT NAME

(203) 721-2306

PHONE (INCLUDE AREA CODE)

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

MARIJUANA	50/15	AMPHETAMINES	1000/500	Barbiturates	300/300
COCAINE	300/50	PHENCYCLIDINE	25/25	Benzodiazepines	300/300
OPIATES	300/300	ALCOHOL (% BAC)	0.04	Methadone	300/300
				Methaqualone	300/300
				Propoxyphine	300/300

TESTING RESULTS	LICENSEE EMPLOYEES				LONG-TERM CONTRACTOR PERSONNEL			TOTAL			
	AVERAGE NUMBER WITH UNESCORTED ACCESS	N R C	N U			N R C	N U		N R C	N U	
CATEGORIES	# TESTED	# POSITIVE	# REFERRED TO EAP	# ACCESS RESTORED	# TESTED	# POSITIVE	# TESTED	# POSITIVE	# TESTED	# POSITIVE	
PRE-EMPLOYMENT	67	0	1		0	0	67	0	0	1	
PRE-BADGING	61	1	1		1177	11	1238	12	18	19	
PERIODIC	0	0			0	0	0	0	0	0	
FOR CAUSE	0	0			5	3	5	3	3	3	
POST ACCIDENT	0	0			0	0	0	0	0	0	
RANDOM	1089	2	3		705	3	1794	5	3	6	
FOLLOW-UP	15	1	1		0	0	15	1	0	1	
OTHER	0	0			2	0	2	0	0	0	
TOTAL	1232	4	6	4	2	1889	17	24	3121	21	30

RANDOM TESTING PROGRAM RESULTS

INDIVIDUALS TESTED	1989	1990	1991	1992	1993
# POSITIVE		6			
# NEGATIVE		1788			
% POSITIVE		0.33			
GRAPH OF % POSITIVE					

CONFIRMED POSITIVE TESTS FOR SPECIFIC SUBSTANCES

MARIJUANA		17						
COCAINE		12						
OPIATES		0						
AMPHETAMINES		0						
PHENCYCLIDINE		0						
ALCOHOL		4						
Barbiturates		0						
Benzodiazepines		0						
Methadone		0						
Methaqualone		0						6/7/89
Propoxyphine		0						
TOTAL		33						