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

Gentlemen:

Subject: Three Mile Island Nuclear Station Unit 1 (TMI-1)
DPR-50/Docket 50-289
Three Mile Island Nuclear Station Unit 2 (TMI-2)
DPR-73/Docket 50-320
Oyster Creek Nuclear Generating Station (OC)
DPR-16/Docket 50-219

Fitness For Duty (FFD) Semi-Annual Report
July - December, 1993

Pursuant to 10 CFR 26.71(d), GPU Nuclear (GPUN) Corporation submits herewith the FFD Performance Data Reports for TMI, Oyster Creek, and the corporate headquarters located in Parsippany, New Jersey. Each separate report provides, as required, the following information:

- i. Drugs tested for and cut-off levels;
- ii. Workforce population tested (Average number with unescorted access);
- iii. Number tested (by Category and Total) and results by population and type of test;
- iv. Substance(s) identified;
- v. Random testing rate;
- vi. Summary of Management Action(s); and
- vii. List of events reported.

Sincerely,

R. L. Long
Vice President and Director
Services Division

RLL/GMG/plp

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Fitness for Duty (FFD) Semi-Annual Report
July - December, 1993
Page 2

cc: L. Briggs - OC Sr. Resident Inspector - NRC
A. Dromerick - NRC
R. Hernan - NRC
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M. Masnick - NRC
J. Rogge - NRC
J. Stoltz - NRC
M. Evans - TMI Sr. Resident Inspector - NRC

**FITNESS FOR DUTY PROGRAM
PERFORMANCE DATA
PERSONNEL SUBJECT TO 10CFR26**

GPU NUCLEAR CORPORATION
Company

December 31, 1993
6 Months Ending

Oyster Creek Nuclear Generating Station
Forked River, NJ
Location

Operating License and Docket
DPR-16/Docket 50-219 (OC)

S. A. Babczak
Contact Name

(201) 316-7011
Phone (Include Area Code)

CUTOFFS: SCREEN/CONFIRMATION (ng/ml) APPENDIX A TO 10CFR26

MARIJUANA	/	AMPHETAMINES	/	_____	/
COCAINE	/	PHENCYCLIDINE	/	_____	/
OPIATES	/	ALCOHOL (% BAC)	/	_____	/

TESTING RESULTS		LICENSEE EMPLOYEES		LONG-TERM CONTRACTOR PERSONNEL		SHORT-TERM CONTRACTOR PERSONNEL	
AVERAGE NUMBER WITH UNESCORTED ACCESS		1067		N/A		597*	
CATEGORIES		# TESTED	# POSITIVE	# TESTED	# POSITIVE	# TESTED	# POSITIVE
PRE-ACCESS		37	0	0	0	122	1
FOR CAUSE	POST ACCIDENT	0	0	0	0	0	0
	OBSERVED BEHAVIOR	1	0	0	0	0	0
RANDOM		636	1	0	0	84	0
FOLLOW-UP		12	0	0	0	0	0
OTHER		0	0	0	0	0	0
TOTAL		686	1	0	0	206	1

NOTE: * Three Mile Island and Oyster Creek Contractors are combined in one (1) pool.

BREAKDOWN OF CONFIRMED POSITIVE TESTS FOR SPECIFIC SUBSTANCES - OYSTER CREEK

	MARIJUANA	COCAINE	OPIATES	AMPHE- TAMINES	PHENCY- CLIDINE	ALCOHOL	REFUSAL TO TEST	
LICENSEE EMPLOYEES	0	0	0	0	0	1	0	
LONG-TERM CONTRACTORS	0	0	0	0	0	0	0	
SHORT-TERM CONTRACTORS	0	0	0	0	0	1	0	
TOTAL	0	0	0	0	0	2	0	2

TESTING RATE

1. The annualized random testing rate for Oyster Creek Licensee Employees is 118%.
2. The annualized random testing rate for Oyster Creek and Three Mile Island Contractor Personnel is 123%

NOTE: The Contractor random pools for Oyster Creek and Three Mile Island are combined into one pool.

SUMMARY OF MANAGEMENT ACTIONS

1. There was one (1) GPU system employee who tested positive for alcohol. The employee was discovered as a result of random testing. The employee was suspended without pay for fourteen (14) days and referred to the Employee Assistance Program for counselling. GPU Nuclear Management has since cleared the employee for return to work based upon recommendations received from the Employee Assistance Program counselor.

There was one (1) Oyster Creek contractor who tested positive for alcohol. The contractor was discovered as a result of pre-access testing. The contractor was denied access to GPU Nuclear facilities.

2. A situation developed where an individual's unescorted access privilege was inadvertently continued for the time period 1/7/93 until 9/1/93 without the individual being subject to the random drug and alcohol screening process during the time period. The error resulted from the Security Department's failure to activate the individual's badge in the computer system following renewal of the unescorted access privilege after the individual had received General Employee Training refresher course.

The error was discovered on 9/1/93 by the Human Resources department while reviewing computer records. Upon discovering the omission, the individual was immediately given the pre-access drug and alcohol screening tests on 9/2/93. A further check of all individuals in the computer system identified the omission of an additional individual granted unescorted access on 7/6/92 and who had not been activated in the computer system for the same reason. This error was discovered and corrected on 9/10/93, at which time the individual was given the pre-access drug and alcohol screening tests.

PERFORMANCE DATA FOR PERSONNEL SUBJECT TO 10 CFR 26
REPORT PERIOD: JULY 1993 - DECEMBER 1993
OYSTER CREEK - ATTACHMENT - Page 2

The following interim corrective actions were taken for the above event: (1) A review of every protected area badge maintained at Oyster Creek was conducted to ensure all personnel were entered into the Security computer's database; and, (2) verification of information entered onto the security badging screen is conducted, i.e., one individual inputs the information into the computer database screen, while another individual verifies the accuracy of the information entered.

The following actions are being taken to prevent re-occurrence: (1) a monthly computer report will be generated which will identify active employees without unescorted access; (2) a review of the computer list will be done twice per month and necessary corrections made; and, (3) a daily keycard issuance/replacement log has been initiated and put into use. This form is prepared by the Shift Commander and faxed to Access Screening each morning for entry into the computer by one individual and verification of the entry by another person.

3. A "performance based" Quality Assurance audit was conducted in November and December 1993. No deficiencies related to 10 CFR 26 compliance were identified. However, as a result of this audit two "performance issues" were identified and corrective actions were taken to resolve the issues to the satisfaction of corporate management.

LIST OF EVENTS REPORTED

1. There were no reportable events during this period.

**FITNESS FOR DUTY PROGRAM
PERFORMANCE DATA
PERSONNEL SUBJECT TO 10CFR26**

GPU NUCLEAR CORPORATION
Company

December 31, 1993
6 Months Ending

Three Mile Island Nuclear Generating Station
Units 1 & 2, Middletown, PA
Location

Operating License and Docket
DPR-50/Docket 50-289 (TMI-1)
DPR-73/Docket 50-320 (TMI-2)

S. A. Babczak
Contact Name

(201) 316-7011
Phone (Include Area Code)

CUTOFFS: SCREEN/CONFIRMATION (ng/ml) APPENDIX A TO 10CFR26

MARIJUANA	/	AMPHETAMINES	/	_____	/
COCAINE	/	PHENCYCLIDINE	/	_____	/
OPIATES	/	ALCOHOL (% BAC)	/	_____	/

TESTING RESULTS	LICENSEE EMPLOYEES		LONG-TERM CONTRACTOR PERSONNEL		SHORT-TERM CONTRACTOR PERSONNEL	
	# TESTED	# POSITIVE	# TESTED	# POSITIVE	# TESTED	# POSITIVE
AVERAGE NUMBER WITH UNESCORTED ACCESS	1110		N/A		597*	
PRE-ACCESS	26	0	0	0	1040	17
FOR CAUSE	POST ACCIDENT	0	0	0	0	0
	OBSERVED BEHAVIOR	0	0	0	0	3
RANDOM	648	0	0	0	282	0
FOLLOW-UP	11	0	0	0	2	0
OTHER	0	0	0	0	1	0
TOTAL	685	0	0	0	1328	20

NOTE: * Three Mile Island and Oyster Creek Contractors are combined in one (1) pool.

BREAKDOWN OF CONFIRMED POSITIVE TESTS FOR SPECIFIC SUBSTANCES - THREE MILE ISLAND 1/2

	MARIJUANA	COCAINE	OPIATES	AMPHE- TAMINES	PHENCY- CLIDINE	ALCOHOL	REFUSAL TO TEST	
LICENSEE EMPLOYEES	0	0	0	0	0	0	0	
LONG-TERM CONTRACTORS	0	0	0	0	0	0	0	
SHORT-TERM CONTRACTORS	10	8	0	0	0	4	0	
TOTAL	10	8	0	0	0	4	0	22*

* Two (2) individuals tested positive for more than one (1) substance.

TESTING RATE

1. The annualized random testing rate for TMI Licensee Employees is 117%.
2. The annualized random testing rate for Oyster Creek and Three Mile Island Contractor Personnel is 123%

NOTE: The Contractor random pools for Oyster Creek and Three Mile Island are combined into one pool.

SUMMARY OF MANAGEMENT ACTIONS

1. There were sixteen (16) TMI contractors who tested positive for drugs and four (4) who tested positive for alcohol. Of the sixteen (16) who tested positive for drugs, two individuals tested positive for two drugs each. All sixteen (16) positive drug tests were the result of pre-access testing. Three (3) of the four (4) contractors' positive alcohol test results were the result of for-cause testing. The remaining alcohol positive was a result of pre-access testing.

All twenty (20) individuals were denied access to GPU Nuclear facilities.

2. A violation of the Fitness-For-Duty Program occurred when a Medical Review Officer (MRO) did not notify Human Resources of three (3) confirmed positive drug tests within 10 days of the presumptive positive result. The date of the initial presumptive screening on all three individuals was 8/31/93, Human Resources was notified 9/16/93. Failure to report these results within the required time frame resulted in a delay in initiating a denial of access to the site. A denial of access for all individuals was issued upon notification of the positive test result by the MRO on 9/16/93. It was determined by the Security Department that none of the individuals gained unescorted access to the protected area during the time period in question.

The Medical Department took the following interim corrective action. A meeting was held with the MROs and it was reiterated that positive drug screens are to be reported to Human Resources and EAP as soon as the MRO has confirmed the positive drug screening result. When individuals are no longer on site, the MRO contacts the individual by phone. If this fails, a certified letter is sent requesting the individual to contact the MRO.

Both the Medical Department and the Corporate FFD procedures will be revised to more fully address these concerns. It is anticipated that these revisions will be completed by the end of the second quarter of 1994.

3. A "performance based" Quality Assurance audit was conducted in November and December 1993. No deficiencies related to 10 CFR 26 compliance were identified. However, as a result of this audit two "performance issues" were identified and corrective actions were taken to resolve the issues to the satisfaction of corporate management.

LIST OF EVENTS REPORTED

1. There were no reportable events during this period.

**FITNESS FOR DUTY PROGRAM
PERFORMANCE DATA
PERSONNEL SUBJECT TO 10CFR26**

GPU NUCLEAR CORPORATION
Company

December 31, 1993

6 Months Ending

Operating License and Docket
DPR-50/Docket 50-289 (TMI-1)
DPR-73/Docket 50-320 (TMI-2)
DPR-16/Docket 50-219 (OC)

Parsippany, NJ (Headquarters)
Location

S. A. Babczak
Contact Name

(201) 316-7011
Phone (Include Area Code)

CUTOFFS: SCREEN/CONFIRMATION (ng/ml) APPENDIX A TO 10CFR26

MARIJUANA	/	AMPHETAMINES	/	_____	/
COCAINE	/	PHENCYCLIDINE	/	_____	/
OPIATES	/	ALCOHOL (% BAC)	/	_____	/

TESTING RESULTS		LICENSEE EMPLOYEES		LONG-TERM CONTRACTOR PERSONNEL		SHORT-TERM CONTRACTOR PERSONNEL	
		# TESTED	# POSITIVE	# TESTED	# POSITIVE	# TESTED	# POSITIVE
AVERAGE NUMBER WITH UNESCORTED ACCESS		268		N/A		N/A	
CATEGORIES		# TESTED	# POSITIVE	# TESTED	# POSITIVE	# TESTED	# POSITIVE
PRE-ACCESS		10	0	0	0	1	0
FOR CAUSE	POST ACCIDENT	0	0	0	0	0	0
	OBSERVED BEHAVIOR	0	0	0	0	0	0
RANDOM		138	0	0	0	0	0
FOLLOW-UP		0	0	0	0	0	0
OTHER		0	0	0	0	0	0
TOTAL		148	0	0	0	1	0

TESTING RATE

1. The annualized random testing rate for Parsippany Licensee Employees is 107%.

SUMMARY OF MANAGEMENT ACTIONS

1. No positive test results were received during this reporting period for this location (Parsippany Headquarters).
2. A "performance based" Quality Assurance audit was conducted in November and December 1993. No deficiencies related to 10 CFR 26 compliance were identified. However, as a result of this audit two "performance issues" were identified and corrective actions were taken to resolve the issues to the satisfaction of corporate management.

LIST OF EVENTS REPORTED

1. There were no reportable events during this period.