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W. G. Hairston, III
Senior Vice President
Nuclear Operations



Alabama Power

the southern electric system

February 21, 1991

Docket Nos. 50-348
50-364

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

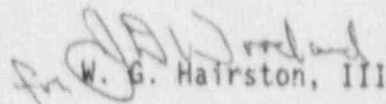
J. M. Farley Nuclear Plant - Units 1 and 2
Fitness For Duty Performance Data

Gentlemen:

Alabama Power Company hereby submits Fitness For Duty Performance Data for the second six month reporting period, July 1990 through December 1990, as required by 10 CFR 26.71(d). This data is summarized on the attached enclosure.

Should you have any questions, please advise.

Respectfully submitted,


W. G. Hairston, III

WGH, III/JMG

Enclosures

cc: Mr. S. D. Ebnetter
Mr. S. T. Hoffman
Mr. G. F. Maxwell

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FITNESS FOR DUTY PROGRAM

Performance Data Personnel Subject to CFR 26

Alabama Power Company
COMPANY
 Joseph M. Farley Nuclear Plant
LOCATION
 J. A. Ripple
CONTACT NAME

12-31-90
6 MONTHS ENDING
 (205)868-5075
PHONE (INCLUDE AREA CODE)

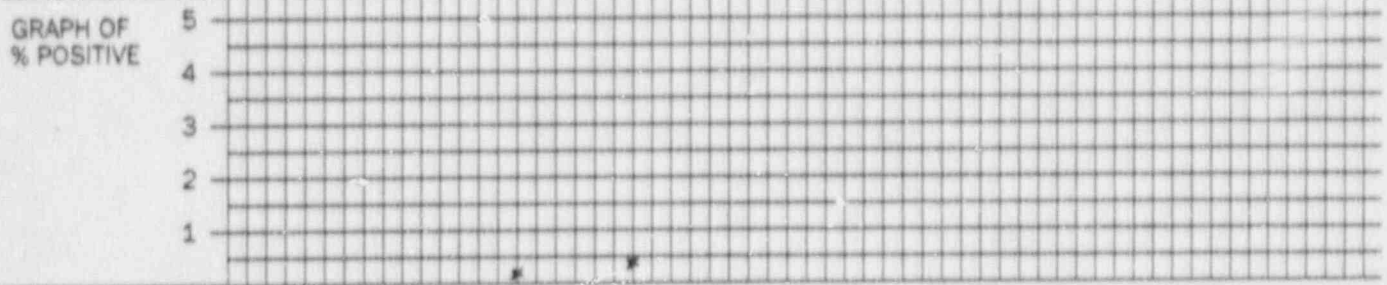
CUTOFFS: SCREEN/CONFIRMATION (ng/ml) APPENDIX A TO 10CFR 26

MARIJUANA / AMPHETAMINES / Barbiturates 300 / 300
 COCAINE / PHENCYCLIDINE / Benzodiazepines 300 / 150
 OPIATES / ALCOHOL (% BAC) _____ /

TESTING RESULTS	LICENSEE EMPLOYEES				LONG-TERM CONTRACTOR PERSONNEL		SHORT-TERM CONTRACTOR PERSONNEL	
	AVERAGE NUMBER WITH UNESCORTED ACCESS							
	# TESTED	# POSITIVE	# REFERRED TO EAP	# ACCESS RESTORED	# TESTED	# POSITIVE	# TESTED	# POSITIVE
PRE-EMPLOYMENT	0	0			0	0	0	0
PRE-BADGING	157	1			90	0	1481	11
PERIODIC	0	0			0	0	0	0
FOR CAUSE	1	0			0	0	3	1
POST ACCIDENT	0	0			0	0	0	0
RANDOM	555	3			218	1	149	0
FOLLOW-UP	10	1			0	0	37	0
OTHER Retest	0	0			0	0	3	0
TOTAL	723	5	3	2	308	1	1673	12

RANDOM TESTING PROGRAM RESULTS

INDIVIDUALS TESTED	1989	1990	1991	1992	1993
# POSITIVE		2	4		
# NEGATIVE		788	918		
% POSITIVE		0.25	.435		



CONFIRMED POSITIVE TESTS FOR SPECIFIC SUBSTANCES

MARIJUANA		2	6					
COCAINE		2	8					
OPIATES								
AMPHETAMINES			1					
PHENCYCLIDINE								
ALCOHOL		1	4					

J. M. Farley Nuclear Plant - Units 1 and 2

Fitness For Duty Program

The data generated under the Fitness For Duty program from July, 1990 through December, 1990 has been reviewed and analyzed. The random pool contains not only those badged for unescorted access, but also those employees who may, in an emergency condition, be called upon to work at the site and may require unescorted access. Contractors without approved programs are included in the pool while on site. Testing is performed on a nominal weekly basis at a rate which will equal 100% yearly of the total population.

Two program weaknesses were identified as a result of an NRC inspection. One weakness related to the generation of the random selection list in that employees were eligible for selection on a weekly basis but repeat collections were not permitted during a collection week. The random selection program was modified to allow multiple selections of the same employee during any testing week. The second weakness related to the training of contractor supervisors. Procedures regarding contractors have been amended to ensure that contractor supervisors receive training specified by the rule. No events reportable under 10 CFR 26.73 occurred during this period.

In summarizing management actions associated with the Fitness For Duty Program, it should be emphasized that the incidence of confirmed positive tests remains extremely low. Consequently, management actions relative to determinations of fitness for duty have been limited to the few confirmed positive test results identified by the program on regular full-time employees and four for cause tests. Contractor employees screened as positive are denied access and no further action is taken by Alabama Power Company in these cases.

Management actions during the reporting period involved nine personnel, none of which was a supervisor or an individual licensed to operate the reactor. One employee tested positive on follow-up testing and was terminated. A second employee tested positive for alcohol and was suspended and referred to the EAP. The employee was cleared to return to work after a negative follow-up drug and alcohol screen. At that time, the employee was placed in a three-year follow-up testing program in addition to the random program, and his access was restored. Two additional employees who tested positive were suspended for 14 days. During that time, one of these employees was referred to the EAP and was cleared to return to work after a negative follow-up drug and alcohol screen. At that time, the employee was placed in a three-year follow-up testing program in addition to the random program, and his access was restored. The second employee who tested positive was referred to the EAP and was still off work in rehabilitation at the end of this period. Another individual was an Alabama Power Company employee who was assigned to Farley Nuclear Plant in a support role. This employee was returned to his previous operating group and his access has been denied for a period of three years. The for cause tests involved one employee and three contractors. The employee tested negative and no further management action was necessary. Two contractors also tested negative requiring no further action to be taken. The third contractor tested positive and access was denied.