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Energy to Serve Your World™

August 17, 1999

Docket Nos. 50-348
50-364

NEL-99-0295

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

Joseph M. Farley Nuclear Plant
Fitness For Duty Performance Data

Ladies and Gentlemen:

Southern Nuclear Operating Company (Southern Nuclear) hereby submits Fitness For Duty Performance Data for the six-month reporting period, January 1999 through June 1999, as required by 10 CFR 26.71(d). The data reflected in this report covers employees at the Joseph M. Farley Nuclear Plant and the Southern Nuclear Corporate Headquarters. The data is summarized in the attached enclosures.

Should you have any questions, please advise.

Respectfully submitted,

A handwritten signature in cursive script that reads "D. N. Morey".

D. N. Morey

DNM/JMG

Enclosure 1: FFD Performance Data Sheets
Enclosure 2: Farley and Corporate FFD Program Summary

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cc: (See next page)

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U. S. Nuclear Regulatory Commission

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cc: Southern Nuclear Operating Company
Mr. L. M. Stinson, General Manager - Plant Farley

U. S. Nuclear Regulatory Commission
Mr. L. A. Reyes, Regional Administrator
Mr. L. M. Padovan, Licensing Project Manager - Farley
Mr. T. P. Johnson, Senior Resident Inspector - Farley

NEL-99-0295

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

Southern Nuclear Operating Company	6/30/99
Company	6 Months Ending
Joseph M. Farley Nuclear Plant & Corporate HQ	
Location	
Elizabeth McDougal	205/992-5707
Contact Name	Phone (include area code)
Cutoffs: Screen/Confirmation (ng/ml) <input checked="" type="checkbox"/> Appendix A to 10CFR 26	
Marijuana 50 / 15	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		1254		202		172	
Pre-Access		79	0	37	0	336	3
For Cause	Post accident	9	0	0	0	0	0
	Observed behavior	6	0	0	0	1	0
Random		320	0	51	0	37	1
Follow-up		28	1	2	0	1	0
Other Return to Work, retest, Safety&Health		27	0	0	0	2	1
Total		469	1	90	0	377	5

Breakdown of Confirmed Positive Tests for Specific Substances

	Marijuana	Cocaine	Opiates	Amphe- tamines	Phency- clidine	Alcohol	Refusal to Test	1	2	3	4	5
Licensee Employees	0	0	0	0	0	1	0					
Long-Term Contractors	0	0	0	0	0	0	0					
Short-Term Contractors	3	1	0	1	0	0	1					
Total	3	1	0	1	0	1	1					7

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Enclosure 2

Joseph M. Farley Nuclear Plant and Southern Nuclear Operating Company Corporate Headquarters Fitness For Duty Program Summary

The data generated under the Fitness For Duty (FFD) program from January 1999 through June 1999 has been reviewed and analyzed. The data reflected in this report covers workers, including contract personnel, at the Joseph M. Farley Nuclear Plant and at the Southern Nuclear Operating Company Corporate Headquarters in Birmingham, Alabama.

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 testing pool while on site. Testing during this time period was performed on a nominal weekly basis to include swing shifts, weekends, and holidays. During this testing period, the rate of testing was equal to 50% yearly of the total population.

In summarizing management actions associated with the FFD program, it should be emphasized that the incidents of confirming positive tests were very low. Consequently, management actions relative to determination of FFD have been limited. Contractor employees screened as positive are denied access and no further action is taken. Five short-term contractors at Plant Farley tested positive and were denied access.

Management actions taken on licensee employees during this six-month period included one Corporate Headquarters employee who tested positive for alcohol on a follow up test and was terminated from employment.

Weekly quality control checks of the Fitness for Duty random pool revealed no major discrepancies. One employee who had been on loan to INPO was rebadged upon his return but was not placed back into the random FFD pool as he had been "hardcoded" out of the random process system due to his lengthy assignment. This individual was unaware that his name would not be available for random selection. He continued to be subject to the Continual Behavioral Observation Program for the 4 weeks that he was out of the pool. A return to work fitness for duty test was performed on him on the next regularly scheduled work day after day 30 subsequent to his return to work. The process of "hardcoding" individuals out of the pool during lengthy assignments was reviewed and will be modified to prevent recurrence.

Since 1996, employees who report a substance abuse related arrest submit to for-cause fitness for duty testing and are referred for Employee Assistance evaluation by a mental health professional to determine if there is a substance abuse or other problem. For this reporting period, there were no employees referred for evaluation.