RE: FOIA-87-90

APPENDIX F

RECORDS MAINTAINED IN THE PDR UNDER THE ABOVE REQUEST NUMBER

1. 6/8/82 Letter from R. Pierce Head, Jr. to Employee and family concerning Employee Assistance Program (2 pages).

2. 12/10/85 Letter to addressee from Howard Winkler, Re: Labor Relations Dialogue (5 pages).

3. 3/31/86 Appendix 6, Vogtle Reinspection/Reverification Procedure (8 pages).

4. 9/15/86 Nuclear Regulatory Commission Assessment Vogtle Fitness For Duty Program Legal classes, 9/15/86 (1 page).

5. UNDATED Notice for Bulletin Board, subject: Jobs At Nuclear Plants (2 pages).

6. 9/15/86 Nuclear Regulatory Commission Assessment Vogtle Fitness For Duty Program Anti- Drug Program- testing Anti-Drug Program-History Package (36 pages).

7. 1/22/87 Letter from Phillip F. Mc§kee to William E. Cline, subject: Followup to Fitness For Duty Inspection at Vogtle. (2 pages).

8707100164 870701
PDR FOIA
BAUMAN87-90 PDR

Re: FOIA-87-90

APPENDIX G

RECORDS PARTIALLY WITHHELD

1.	UNDATED	DOL Complaint by Five Former Vogtle Employees (1 page).
2.	8/12/82	Opinion and Award in the Matter of Arbitration Between Georgia Power Co. and Local Union No. 424, International Union of Operating Engineers (13 pages). Ex. 6
3.	1/10/85	Judgement In a Civil Case Plantiff vs. Walsh Construction Co., Case CV184-084 (12 pages). Ex. 6
4.	2/21/85	Letter from Chester L. Davidson to William Contracting Co. w/copies of 2 grievances (2 pages). Ex. 6
5.	6/19/85	Letter from Chester . Davidson to Williams Contracting, Inc. concerning grievances. (2 pages). Ex. 6
6.	9/15/86	Nuclear Regulatory Commission Assessment Vogtle Fitnes for Duty Program Union Coordination, 9/15/86 (1 page). Ex. 6

TAB 14

APPENDIX 6

VOGTLE REINSPECTION/REVERIFICATION PROCEDURE

APPROVED:

R. H. Pinson
Vice President Project Construction

P. D. Rice
Vice President Project Engineering

F. B. Marsh
BPC Project Engineering Manager

FOIA-87-90

F/3

1.0 PURPOSE

This procedure evaluates the effectiveness of areas/programs/personnel requiring reinspection & gives guidance to the minimum level of reinspection required at the Vogtle Electric Generating Plant.

1.1 SCOPE

This procedure applies to Category I/Safety Related/1E type work.

2.0 OBJECTIVES

2.1 When there are substantiated allegations or audit findings (NRC/QA/INPO/etc.) directed at the effectiveness of program or personnel performance, management will use this procedure to investigate and evaluate those discrepancies.

2.2 Reinspections controlled by this procedure may be modified or enhanced by written direction and justification from the Project Field Engineering Organization.

3.0 REFERENCES

3.1 GD-T-01 Nonconformance Control

3.2 SUM 18 Operations Deficiency Reports

3.3 Appropriate Contractor (with QA/QC program) Nonconformance Reporting Procedure(s)

3.4 F. B. Marsh to R. H. Pinson letter, Log BG 347176, January 22, 1986

4.0 DEFINITIONS

The following terms appear in this procedure and are used in the manner described:

4.1 Inspection - This is the verification of a single quality attribute. These attributes will be identified in the process of establishing parameters for a sampling inspection plan. The attributes will be those found in project drawings, specifications and procedures, and which are related to quality in the fabrication, installation, inspection and operations activities.

4.2 Field Data Collection/Verification - Those activities necessary to document the as-constructed condition which is in addition to inspection phase (i.e. inspectors, maintenance personnel, etc).

4.3 Discrepancies - Items noted during reinspection that do not meet criteria at time of original inspection. (DR's shall be written on all discrepancies.)

TD4286

APPENDIX 6

VOGTLE REINSPECTION/REVERIFICATION PROGRAM

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1.0	PURPOSE	Page AP 6-1
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6.0	FIELD EVALUATION AND DATA COLLECTION	Page AP 6-3
7.0	EVALUATION OF SAMPLING RESULTS FOR EFFECTIVENESS OF PROGRAM/PERSONNEL	Page AP 6-4
8.0	EVALUATING REPORTING	Page AP 6-4

TX4266

1.0 PURPOSE

4.4 This procedure evaluates the effectiveness of areas/p personnel requiring reinspection & gives guidance to
4.5 level of reinspection required at the Vogtle Electric Plant.

1.1 SCOPE

4.6 This procedure applies to Category I/Safety Related/1

2.0 OBJECTIVES

5.0 2.1 When there are substantiated allegations or audit fir INPO/etc.) directed at the effectiveness of program c
5.1 performance, management will use this procedure to ir evaluate those discrepancies.

5.1.1 2.2 Reinspections controlled by this procedure may be mo enhanced by written direction and justification from Field Engineering Organization.

3.0 REFERENCES

5.1.2

5.1.3 3.1 GD-T-01 Nonconformance Control

3.2 SUM 1B Operations Deficiency Reports

5.1.4 3.3 Appropriate Contractor (with QA/QC program) Nonconfo Reporting Procedure(s)

5.1.5 3.4 F. B. Marsh to R. H. Pinson letter, Log BG 347176, J

5.2 4.0 DEFINITIONS

5.2.1 The following terms appear in this procedure and are manner described:

4.1 Inspection - This is the verification of a single qu attribute. These attributes will be identified in t establishing parameters for a sampling inspection pl
5.2.2 attributes will be those found in project drawings, and procedures, and which are related to quality in fabrication, installation, inspection and operations

4.2 Field Data Collection/Verification - Those activitie document the as-constructed condition which is in ac inspection phase (i.e. inspectors, maintenance persc

5.2.3 4.3 Discrepancies - Items noted during reinspection that criteria at time of original inspection. (DR's shal all discrepancies.)

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Vogtle Project
PROJECT POLICY AND PROCEDURES MANU

6.2 The evaluation team shall not consis
implicated in the deficiency/nonconf

6.3 The evaluation team members shall be
certification for the activity invol
experience and any special instructi

6.4 Detailed records of the sampling ins
shall be kept to permit comparison t
inspections (if conducted).

6.5 The evaluation team shall ensure dis
sampling inspections are processed i
3.1, 3.2, 3.3, and 3.4.

7.0 EVAULATION OF SAMPLING RESULTS FOR E
PERSONNEL

7.1 The responsible supervisor shall per
the sampling inspection results to d
program/personnel.

7.2 The evaluation results shall be forw
for final evaluation.

8.0 EVALUATION REPORTING

8.1 For reinspections performed on previ
work, the following format in a cove
appropriate management:

8.1.1 Document fully why the reinspection

8.1.2 Give the number of attributes encompa
give the resulting sample size requi

8.1.3 Give the results of the reinspection
Operations Deficiency Report numbers,
what the corrective actions were or

8.1.4 Provide overall statement of acceptan
inspector's work.

8.2 The cover letter and all resulting do
the Quality Assurance Site Manager fo
appropriate entities in reviewing for
10CFR50 (55)e or 10CFR21.

8.3 The original cover letter and the res
inspection documents will be routed t
Vault to be filed under the title "Qu

errors observed.
samples will be
population usin

5.2.4 (A) If zero er
may be dis
percent co
higher (or
this indiv

(B) If more th
additional
the 95/95
is determi

(1) Usin
matc
samp
labe
left
"Cum
size
samp
exam
exam
samp
of t
cumu
53
samp

5.2.5 If no additio
be discontinu
confidence th
higher. If a
select a new
error rate ex
management fo

5.2.6 There may be
the requireme
totally satis
management w
analysis of

6.0 FIELD EVALUA

6.1 Responsible
team to coll
evaluation o
basis for pe

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MINIMUM SAMPLE SIZES REQUIRED TO DEMONSTRATE 95/95 USING THE HYPERGEOMETRIC LIKELIHOOD DENSITY FUNCTION METHOD

POPULATION SIZE*

N=50		N=100		N=200		N=300		N=500		N=1000		N=5000		N=10,000	
Cum. Sample Size	Cum. Errors	Cum. Sample Size	Cum. Errors	Cum. Sample Size	Cum. Errors	Cum. Sample Size	Cum. Errors	Cum. Sample Size	Cum. Errors	Cum. Sample Size	Cum. Errors	Cum. Sample Size	Cum. Errors	Cum. Sample Size	Cum. Errors
31	0	38	0	46	0	50	0	53	0	55	0	57	0	58	0
43	1	57	1	71	1	77	1	83	1	88	1	91	1	92	1
	**	72	2	93	2	101	2	109	2	116	2	122	2	122	2
	**	84	3	112	3	123	3	134	3	143	3	150	3	151	3
	**	94	4	129	4	144	4	157	4	168	4	177	4	179	4

* For population sizes other than those listed, use the closest next larger population size column (e.g., for a population size of 330 items, use the column labeled N=500).

** If the observed number of defects is greater than 1, the population cannot be accepted; it does not meet 95/95 criteria.

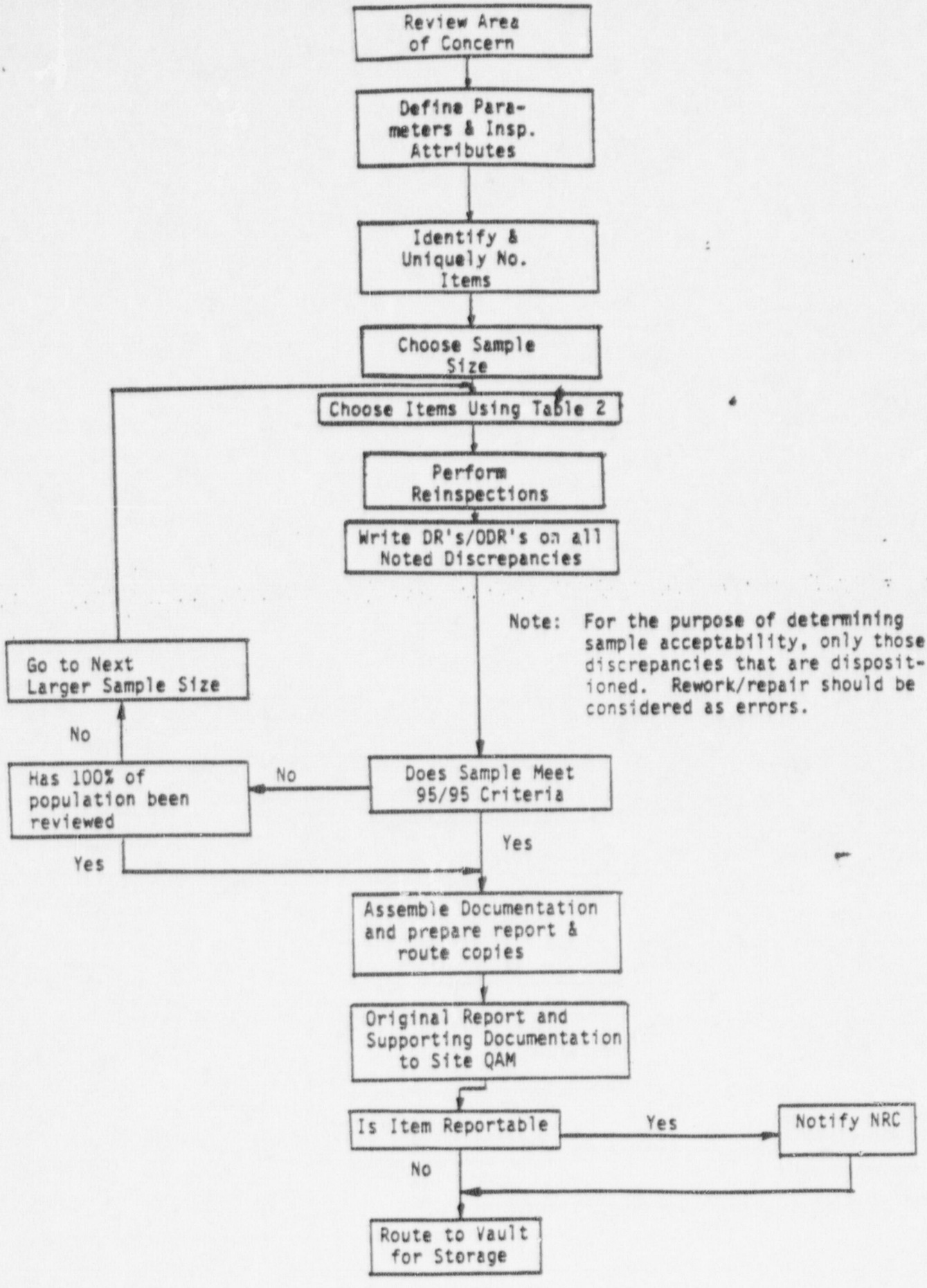
TABLE 2

Random Numbers (Generated by an Electronic Hand Calculator)

9069	7629	5756	2237	3068	6004	3792	2530
4321	6880	0822	5994	9996	8981	1282	5870
4186	5124	9161	6899	6887	6455	7662	7035
8589	4464	0906	8676	4514	8790	7186	4591
1007	3877	2592	8860	5753	5661	7694	5013
7047	2263	8242	9363	0458	5469	2369	3815
6974	5289	7527	6283	3635	1209	3791	1709
6202	5675	0586	8541	7337	3896	3060	1726
3888	0533	6091	6066	2169	4146	1047	3998
8860	9689	0814	1976	8775	8710	0231	6630
3846	7559	3167	1845	5491	4805	7966	8334
5732	0238	6134	5642	7306	2351	3150	2846
9534	6145	1823	0289	6577	4545	2181	9347
3574	9563	8359	4775	0111	9110	6160	8471
6574	1550	9890	5275	3005	3822	7048	1569
3756	6594	6634	9824	1318	6596	4075	5091
5569	2958	8823	3073	2471	1512	1015	5361
9109	2166	2146	9374	[illegible]	2111	7095	8421
1165	2712	2021	6154	5522	9017	0354	0754
8078	2347	6410	2480	7247	1283	1307	6651
0179	4334	7117	2530	2504	4703	1756	0688
1125	2677	9553	7596	1407	3062	4701	9624
9936	2780	0687	7901	4265	5741	3310	2535
2827	1781	7272	4947	5892	7557	3134	8504
5389	9850	5081	5287	5164	1340	0605	5461
2166	6647	7554	4773	9682	3348	8503	8358
3760	1243	7458	6177	8038	2223	2679	4284
7522	6494	8298	7868	0822	8806	9255	3581
3111	6280	3705	0257	0298	6587	8677	8291
6589	0555	8479	4523	0150	4309	2756	9037
3879	9015	1218	3420	1552	8760	2758	3897
4607	5549	8957	1643	7731	6421	4639	0839
6202	0118	0479	4969	5067	3423	2718	1440
6226	1693	7411	0887	8890	0987	6252	8683
8496	3667	9016	6370	3826	4061	4548	6521
0267	5886	8597	3128	1833	7218	2997	4017
4977	9118	3327	7049	0913	0947	9262	8071
3846	7549	5036	7688	4659	9984	4752	7859
4786	4360	7316	7631	4046	0174	8035	4080
1680	4395	6313	9927	0274	1499	7072	4159

Example: Population is 99 items

2 Digit Sample Size (i.e. 10 random numbers): starting in Row One Column One &:
read left to right - 90, 69, 76, 29, 57, 56, 22, 37, 30 & 69. or
read top to bottom - 90, 43, 41, 85, 10, 70, 69, 62, 38 & 98.


Review Area of Concern
Define Parameters & Insp. Attributes
Identify & Uniquely No. Items
Choose Sample Size
Choose Items Using Table 2
Perform Reinspections
Write DR's/ODR's on all Noted Discrepancies
Note: For the purpose of determining sample acceptability, only those discrepancies that are dispositioned. Rework/repair should be considered as errors.
Does Sample Meet 95/95 Criteria
No
Has 100% of population been reviewed
No
Go to Next Larger Sample Size
Yes
Yes
Assemble Documentation and prepare report & route copies
Original Report and Supporting Documentation to Site QAM
Is Item Reportable
Yes
Notify NRC
No
Route to Vault for Storage

R. Pierce Hood, Jr.

June 8, 1982

Dear Employee and Family:

Peace of mind is important to your well being at home and on the job. It's possible that sometime during your life, you might be faced with problems that stand in the way of your health, happiness, and job productivity. This can happen to even the most well-adjusted people. Because the Georgia Power Company realizes that employees and their family members could be affected by personal problems in daily living, we have contracted with Human Affairs, Inc. to administer a comprehensive Employee Assistance Program.

Available to all employees and their family members, the Employee Assistance Program will help participants with personal problems and concerns of any kind. Common problems include:

Family	Legal
Marital	Financial
Alcohol	Emotional
Drugs	Physical

Human Affairs, Inc. provides a professional counseling and referral service specializing in helping people resolve personal problems. It has been providing these services to companies throughout the United States for eleven years with much success.

The counseling services of Human Affairs, Inc. are offered at no cost to the employees. If you are referred to a community treatment facility--doctor, lawyer, psychologist, or other professional--and you elect to avail yourself to such treatment, you will be responsible for any charges associated with this treatment. The Company's Medical Insurance Plan provides certain coverage for psychological counseling and medical treatment and should be consulted about these charges. The employee or family members will always be made aware of the terms and understand the charges before referral is made. In many cases, the counseling service provided by the Employee Assistance Program counselors will help the individual resolve the problem without referral.

FOIA-87-90

F/1

Georgia Power

The program is voluntary and you may contact the nearest Human Affairs Counselor by calling their 24-hour telephone service at area code (404) 233-3733. There may be instances when an employee's problems may interfere with job performance. Regardless of whether the problem is purely personal or affects job performance, your participation in the program will be on a strictly confidential basis and will not be made a part of your personnel record.

Additional information about the Employee Assistance Program, including center locations, will be placed on all Company Information Centers in the near future.

If you have a personal problem of any kind, I urge you to seek assistance from the program. You are our most valuable asset, and we want you to be as healthy and successful as your desires and abilities will permit.

Sincerely,

R. Pierce Head, Jr.

Interoffice Correspondence

Georgia Power

December 10, 1985

Dr. Jerry McHan
Mr. R. E. Barnette
Mr. D. B. Ellis
Mr. G. G. Foster, III

RE: LABOR RELATIONS DIALOG

Enclosed are materials for our upcoming videotape session scheduled for Tuesday, December 17, at noon. Please plan on a light lunch in the conference room on the fourth floor of the 333 Piedmont Avenue Building. At that time we will review the material and make whatever changes seem appropriate. From there we will proceed to our studios and the bright lights.

Please make any changes to the suggested questions that you believe will improve our show. If you would like to discuss them between now and Tuesday, please call me.

Howard Winkler

HW/dd

FOIA-87-90

F/2

USING THE DRUG POLICY

Program Introduction

Hello, and welcome to Labor Relations Dialog. I'm Howard Winkler. Back about three years ago, when the Company first began its drug and alcohol program, many supervisors said, "We don't have that problem here." They said, "Our folks wouldn't get mixed up with that stuff."

Well, unfortunately, in the three years since that time, we've seen drug problems in just about every plant and every division in the Company.

And now, supervisors are asking us in Labor Relations to refresh them on the steps to take when they suspect an employee may be under the influence of drugs or alcohol.

What we've done today is assemble a panel of men who can guide us step-by-step from your first suspicion about drugs, to getting the result of a drug test from a doctor.

First we have Don Ellis, Manager of Labor Relations. He'll discuss the supervisor's role in the process.

Next, we have Mr. Robert Barnette, Health Services Manager. Bob will tell us about what to expect when you get to the doctor's office.

Finally, we have Doctor Jerry McHan, director of Toxicology at PSPA Labs, which performs the Company's drug test. He'll be able to tell us how drug testing works.

Let's start with Don Ellis.

QUESTIONS

1. Don -- Let's start from the beginning -- and this is not an easy question. What should it take to make a supervisor suspicious that an employee may need to take a drug test?

2. How should we deal with those tough in-between situations where we're just not sure?

3. Okay, let's say you decide to go ahead with a test. Take us through the process step by step.

4. What if the employee refuses to cooperate?

5. Why do we take the employee ourselves?

6. Are we sure we want to suspend him while we wait for results from the drug test? -- Documentation?

6a. Just to wrap up this part of the process -- What about the emp coming back

7. Okay, Bob. Let's pick it up at the doctor's office. We've just arrived with an employee. What can we expect to happen at that point? Details

8. How closely ~~should our supervisors observe the process to ensure that it is handled properly?~~

9. What do we do after hours or when our usual Company doctor is not in the office?

10. What are we doing to make sure that our doctors know how to handle these cases?

11. Is there anything in general that management around the system can do to see that doctors respond properly when they get a call from a supervisor?

12. Anything you'd like to add, Bob?

13. Okay, Dr. McHan. After the doctor or nurse prepares the specimen for pick-up, a courier for PSPA Labs takes it and brings it to the lab. What then?

14. What drugs do ~~you~~ test for?

15. What is ~~your~~ average turnaround ~~time?~~

16. ~~Many of our supervisors have heard reports in the media that drug tests are often or at least sometimes inaccurate.~~ What can you say about the accuracy of your tests.

17. What specific safeguards are built into your system?

18. Let's talk for a minute about the results of these tests. What does a positive result actually mean?

19. Is there any reliable way right now to ~~actually~~ detect intoxication for drugs other than alcohol?

20. How do you feel about the testing program we have at Georgia Power? How does it compare with other clients you serve?

PROGRAM CLOSE

Thank you Doctor McHan.

So that's the process -- from your observation, to the doctor's office -- to the laboratory -- and back to you. The main points are these: First: Don't jump to conclusions that every performance or behavior problem is an alcohol or drug problem.

Second: Consider whether counseling the employee or referring him to the Individual Assistance Program may be more appropriate than taking him for a drug test. Again, Don't jump to conclusions.

Third: ~~When taking~~ If you decide to take an employee to the doctor, keep him under your direct observation and supervision ~~and~~ See that he gets ~~there~~ to the doctor right away.

Fourth: Talk to the doctor and make sure he is comfortable with the Company's procedures for a Fitness for Duty Exam.

Fifth: Make sure the employee is adminstratively suspended after the exam.

Sixth: Get the employee home safely. If an employee is unfit to work, he is unfit to drive!

Seventh, and finally: If you have any questions, call Don Ellis or Company Safety Dept.

Procedures for handling drug or alcohol problems are being included in the latest re-write of the Supervisor's Handbook and "Human Resources at a Glance." That way, you'll always have them close by.

Next month, we'll have a special nationally-known researcher on our program as we continue to discuss our alcohol and drug program.

For Dr. Jerry McHan, Bob Barnette, and Don Ellis -- I'm Howard Winkler. Thank you.