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Energy to Serve Your WorldSM

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NEL-00-0201

U.S. Nuclear Regulatory Commission
ATTN: Document Control Desk
Washington, DC 20555 - 0001

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 2000 through June 2000, 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,

Dave Morey

JMG/maf: ffd2-2000.doc

Attachments:

- Enclosure 1 - FFD Performance Data Sheets (2 pages)
- Enclosure 2 - Farley and Corporate FFD Program Summary

A-021

Page 2

U. S. Nuclear Regulatory Commission

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

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

Company: Southern Nuclear Operating Company		6 Months Ending 6-30-00
Location Joseph M. Farley Nuclear Plant Corporate HQ.		
Contact Name Elizabeth McDougal		Phone 205-992-5707
Cutoffs: Screen/Confirmation (ng/ml) ☒ 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	
Average Number with unescorted access		1214		311		592	
Categories		# Tested	# Positive	# Tested	# Positive	# Tested	# Positive
Pre-Access		88	0	37	0	1465	26
For Cause	Post accident	17	0	1	0	38	0
	Observed Behavior	16	0	0	0	18	2
Random		334	1	89	0	144	2
Follow-up		20	0	0	0	49	1
Other: Safety & Health, Re-test, Return to work		19	0	0	0	19	7
Total		494	1	127	0	1733	38

Breakdown of Confirmed Positive Tests for Specific Substances**Farley / CHQ**

	Marijuana	Cocaine	Opiates	Amphetamines	Phencyclidine	Alcohol	Refusal to Test	1	2	3	4	5	
Licensee Employees	0	1	0	0	0	0	0						
Long-Term Contractors	0	0	0	0	0	0	0						
Short-Term Contractors	24	4	1	1	0	4	5						A
Total	24	5	1	1	0	4	5						40

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 2000 through June 2000 has been reviewed and analyzed. The data reflected in this report covers workers, including contract personnel, of the Joseph M. Farley Nuclear Plant and workers, including contract personnel, 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. Twenty-six short-term contractors tested positive and were denied access – twenty-four of which were due to substance-related confirmations and two of which were refusals to provide an adequate test. One of these two refusals was an incident of confirmed nitrite adulteration. Two short-term contractors tested positive as a result of behavioral observation – one of which is discussed in the final paragraph of this report, one tested positive on a follow-up and two tested positive on a random – one of which was a refusal to provide an adequate test. Also, seven short-term contractors tested positive on re-tests – five of which were due to substance-related confirmations and two of which were refusals to provide an adequate test.

Management actions taken on licensee employees during this six-month period included one individual. An employee at the corporate headquarters tested positive for cocaine on a random test. After a Decision Making Leave (DML), the employee was admitted to mandatory FFD Evaluation, returned to work and entered in the follow-up testing pool.

Weekly quality control checks of the FFD random pool revealed only minor discrepancies during this reporting period.

Since 1996, employees who report a substance abuse related arrest submit to for-cause FFD 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 eight employees referred for evaluation.

On April 9, 2000, Farley Nuclear Plant management received a telephone call from an off duty local law enforcement officer who had reason to believe that some workers could be reporting to the plant site in violation of the alcohol abstinence requirement. As a result, plant management informed plant security in an effort to provide a heightened awareness to detect aberrant behavior. Other supervisory personnel reiterated the zero tolerance policy regarding alcohol to their employees. Subsequently, one short-term contractor was tested for-cause for alcohol, confirmed positive and his employment terminated.