



**North
Atlantic**

North Atlantic Energy Service Corporation
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The Northeast Utilities System

August 16, 2000

Docket No. 50-443

NYN-00074

United States Nuclear Regulatory Commission
Attention: Document Control Desk
Washington, DC 20555

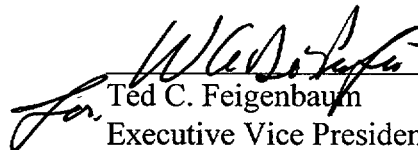
Seabrook Station
Semi-Annual Fitness-For-Duty Report

In accordance with the requirements of 10 CFR 26.71(d), enclosed, please find the North Atlantic Energy Service Corporation Semi-Annual Fitness-For-Duty Report. This report includes data from January 1, 2000 through June 30, 2000.

Should you have any questions regarding the enclosed revisions, please contact Mr. James M. Peschel, Manager - Regulatory Programs, at (603) 773-7194.

Very truly yours,

NORTH ATLANTIC ENERGY SERVICE CORP.



Ted C. Feigenbaum

Executive Vice President and
Chief Nuclear Officer

cc: H. J. Miller, NRC Regional I Administrator
R. M. Pulsifer, NRC Project Manager, Project Directorate 1-2
R. K. Lorson, NRC Senior Resident Inspector

A021

ENCLOSURE TO NYN-00074

North Atlantic Energy Service Corporation

Semi-Annual Fitness-for-Duty Report

January 01, 2000, through June 30, 2000

North Atlantic Energy Service Corporation
Semi-Annual Fitness-for-Duty Report
for period ending June 30, 2000

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

North Atlantic Energy Service Corporation

Six Month Period Ending: 30 June 2000

P.O. Box 300

Seabrook, NH 03874

Contact: James J. Pandolfo

Phone: (603) 773-7047

Cutoffs: Screen/Confirmation (ng/ml) ☒ Appendix A to 10CFR 26

Marijuana	50/ 15	Amphetamines	1000/ 500	Nitrite	500
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Cocaine	300/ 150	Phencyclidine	25/ 25
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Opiates	300/ 300	Alcohol (% BAC)	0.04
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Random Testing Rate	Required: 50%	Conducted: 52%
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Testing Results		Licensee Employees		Long-Term Contractors		Short-Term Contractors	
Average Number with Unescorted Access		788		1		408	
Categories		# Tested	# Positive	# Tested	# Positive	# Tested	# Positive
Pre-Access		27	0	0	0	197	8
Post Accident or Observed Behavior	For Cause	0	0	0	0	0	0
		0	0	0	0	6	4
Random		220	0	1	0	97	1
Follow-up		43	1	0	0	23	1
Other		0	0	0	0	6	0
Total		290	1	1	0	329	14

Breakdown of Confirmed Positive Tests for Specific Substances

	Marijuana		Cocaine	Opiates	Amphetamines	Phencyclidine	Alcohol	Refusal to Test	Nitrite	2	3	4	
	NRC	NAESCO											
	100 ng	50 ng											
Licensee Employees							1						
Long-Term Contractors													
Short-Term Contrators	7	2	1				5						
Total	7	2	1	0	0	0	6	0	0	0	0	0	A 16

PROGRAM EFFECTIVENESS

The data compiled during this reporting period is presented in the graphic analysis beginning after the management summary in this report.

During the first half of 2000 North Atlantic Energy Service Corporation (NAESCo) conducted 620 tests. There were 15 failures, resulting in a positive test rate of 2.42%.

- Contractors account for 330 tests and 14 failures (a 4.24% failure rate). There were 8 marijuana failures, 4 alcohol failures, 1 failure for both marijuana and alcohol, and 1 cocaine failure.
- Licensees account for 290 tests and 1 failure (a 0.34% failure rate). The failure was for alcohol.

During this reporting period one blood specimen was not accounted for at Quest Diagnostics Laboratories in Teterboro, NJ. In response the North Atlantic Nuclear Oversight Group will conduct an audit of the laboratory during the week of July 30th. The blood specimen was collected as part of an individual's appeal of an alcohol test failure. The Fitness for Duty Advisory Board met and decided that the alcohol failure determination would stand, but that the failure sanctions would be mitigated. The deciding factors were (1) the blood specimen was lost by the testing laboratory and consequently (2) the individual's opportunity for a full appeal (as provided for under the NAESCo Fitness for Duty Program) was precluded.

Monitoring of cocaine failures over time (following a definite increase in 1999) is continuing in an effort to determine if the increase is an anomaly or a trend, particularly in terms of the stable workforce at NAESCo. This reporting period showed one random cocaine failure.

Nearly one quarter (2 of 9) of the marijuana failures this period were detected at North Atlantic's 50ng cutoff level.

All available evidence indicates that the continued support of NAESCo management and employees has provided the basis for the FFD program's effective implementation and continued advancement toward the goal of achieving a workplace free of drugs and alcohol and the effects of such substances.

INITIATIVES

1. Planned and held Region I Fitness for Duty/Access Authorization Spring Conference.
2. Conducted benchmarking activity to assess possible merits and drawbacks of instituting on-site testing.
3. Trained and certified five new Security Shift Supervisors in the specimen collection process and other FFD tasks.
4. Recertified four collection personnel for proficiency in urine specimen collection and breath alcohol measurement.
5. Revised the North Atlantic Fitness for Duty procedures
 - Added requirement to notify NRC when it is believed that an NRC employee is unfit for duty
 - Provided clarification on eligibility for voluntary testing
 - Included requirement for work review of employee following an FFD failure
 - Clarified scheduling of random tests for persons who were initially excused
 - Added section to consent form for Pre-Access individuals to provide test time parameters and consequences
6. Revised the North Atlantic Specimen Collection Protocol for Drug and Alcohol Screening
 - Removed section 2.0 Split Specimen Drug Screening
 - Removed section 5.0 Shipment of Specimens to Laboratory
7. Updated three Office Instructions
 - OI-01: Clarified testing of supervisors, co-workers and relatives
 - OI-05: Reestablished full ownership of NAESCo blind performance testing program
 - OI-06: Added reference if a licensee or contractor from another plant is selected at NAESCo, to call that plant's Fitness for Duty staff to verify active in random pool.
8. Enhanced the Repetitive Task process by which the integrity of the random pool is verified on a quarterly basis. The process ensures that all employees are eligible for random selection.
9. Provided information regarding dangers of over-the-counter antihistamines to the Industrial Safety Action Team.

BLIND SPECIMENS

To ensure laboratory quality control, North Atlantic Energy Service Corporation contracted with Duo Research Inc., Denver, CO, to provide blind performance test specimens in accordance with the NRC Guidelines (10 CFR 26, Appendix A). Approximately 80 percent of these blind performance test specimens were blank (i.e., certified to contain no drug) and the remaining samples were positive for one or more drugs per sample in a distribution such that all the drugs tested were included in approximately equal frequencies of challenge.

During the first half of 2000, NAESCO submitted 67 blind performance test specimens to Quest Diagnostics, Inc., Teterboro, NJ. The following statistics are presented in such a way as to show that the requirements were met during each quarter of this six-month period as well as for the total reporting period.

<u>First Quarter of 2000</u>	<u>Second Quarter of 2000</u>	<u>First Half of 2000</u>
Tests Submitted: 316	Tests Submitted: 304	Tests Submitted: 620
Blinds Required: 32	Blinds Required: 31	Blinds Required: 63
Blinds Submitted: 34	Blinds Submitted: 33	Blinds Submitted: 67
Exceeded 10% by: 2	Exceeded 10% by: 2	Exceeded 10% by: 4
Negative: 25 (74%)	Negative: 26 (79%)	Negative: 51 (76%)
Positive: 9 (26%)	Positive: 7 (21%)	Positive: 16 (24%)

TELEPHONICALLY REPORTED EVENTS

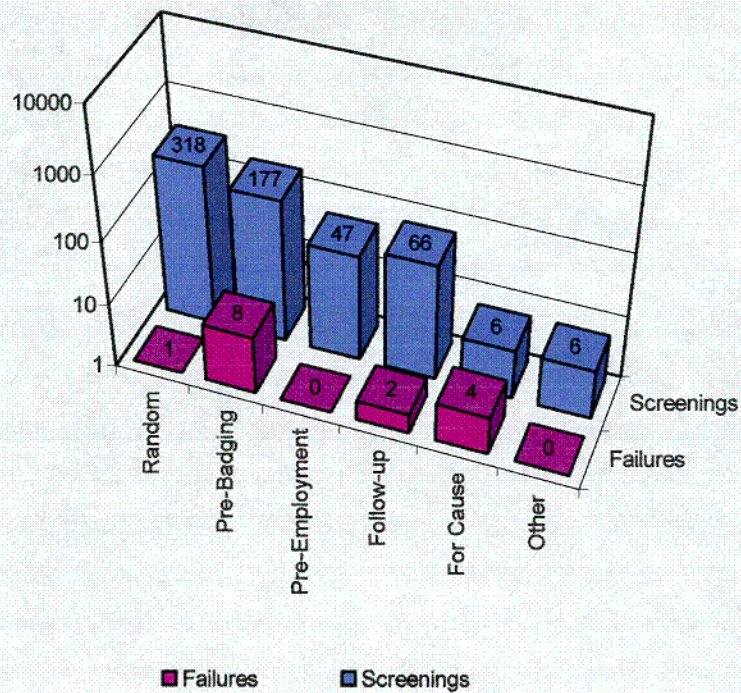
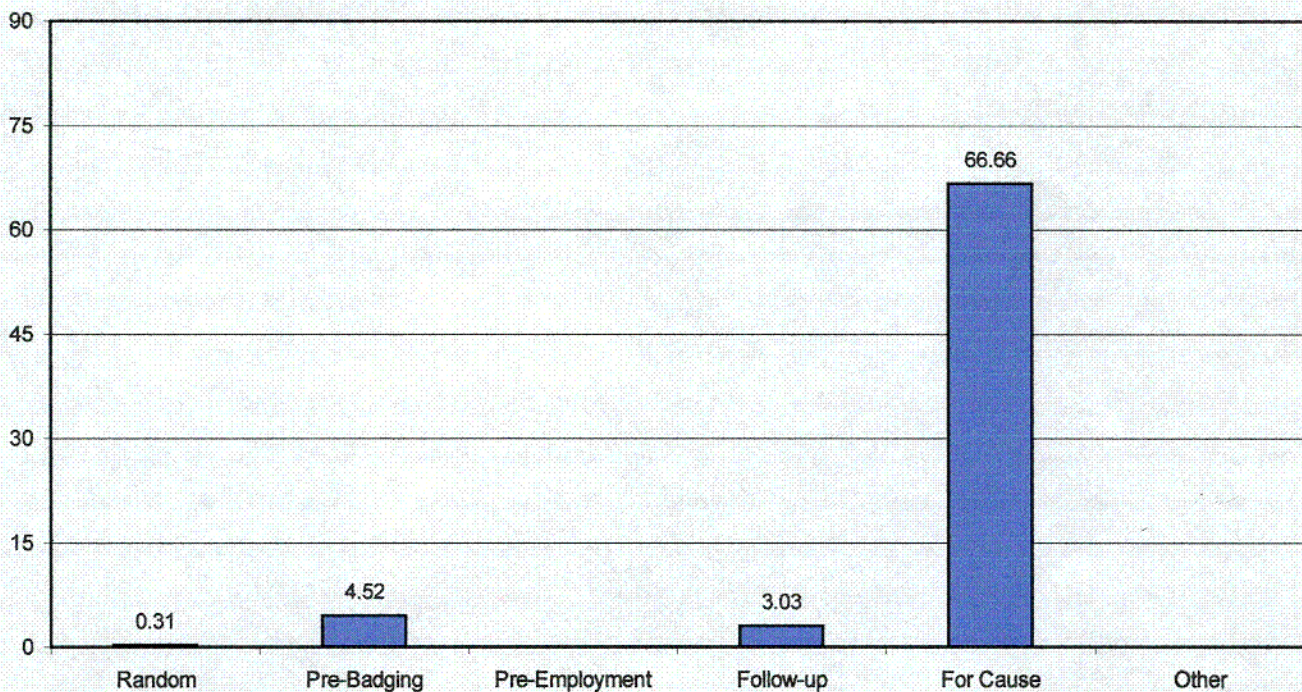
During this period there were no telephonically reported events under the reporting requirements of 10 CFR Part 26.

The following is a Graphic Analysis

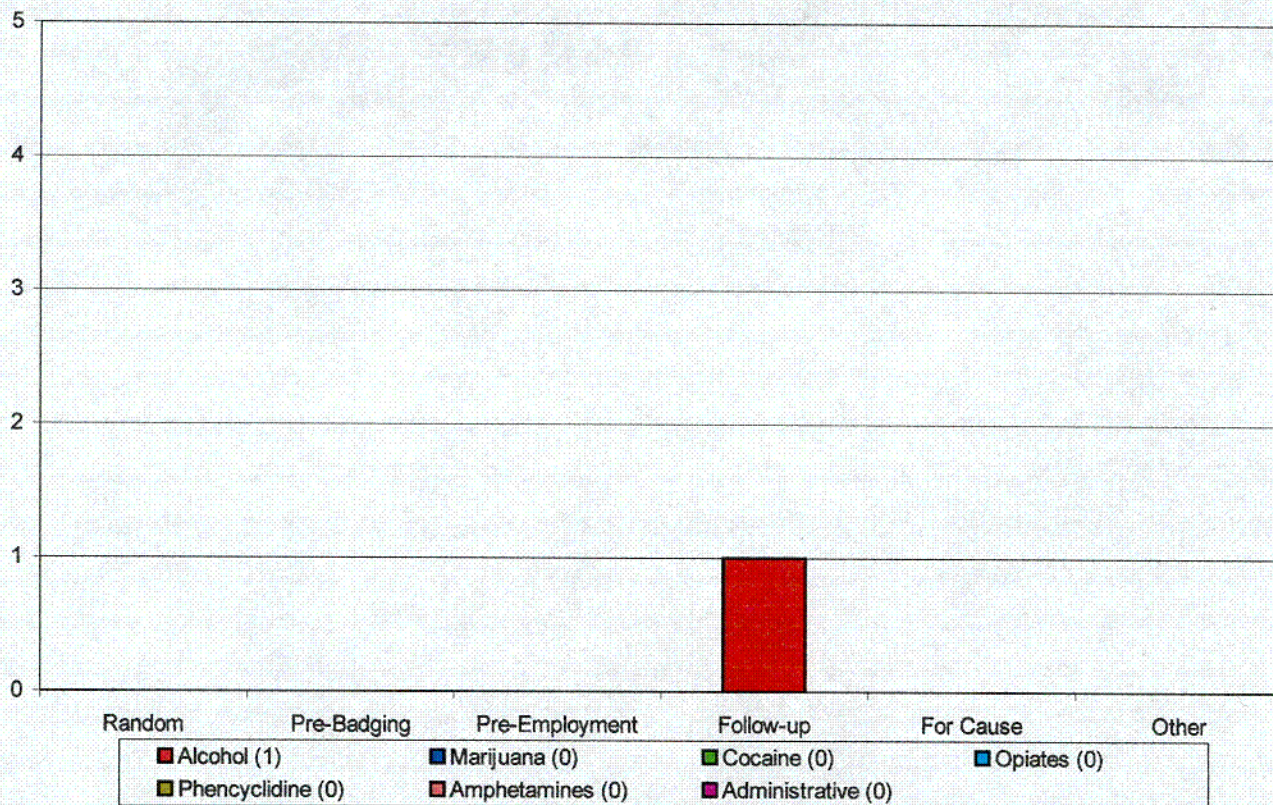
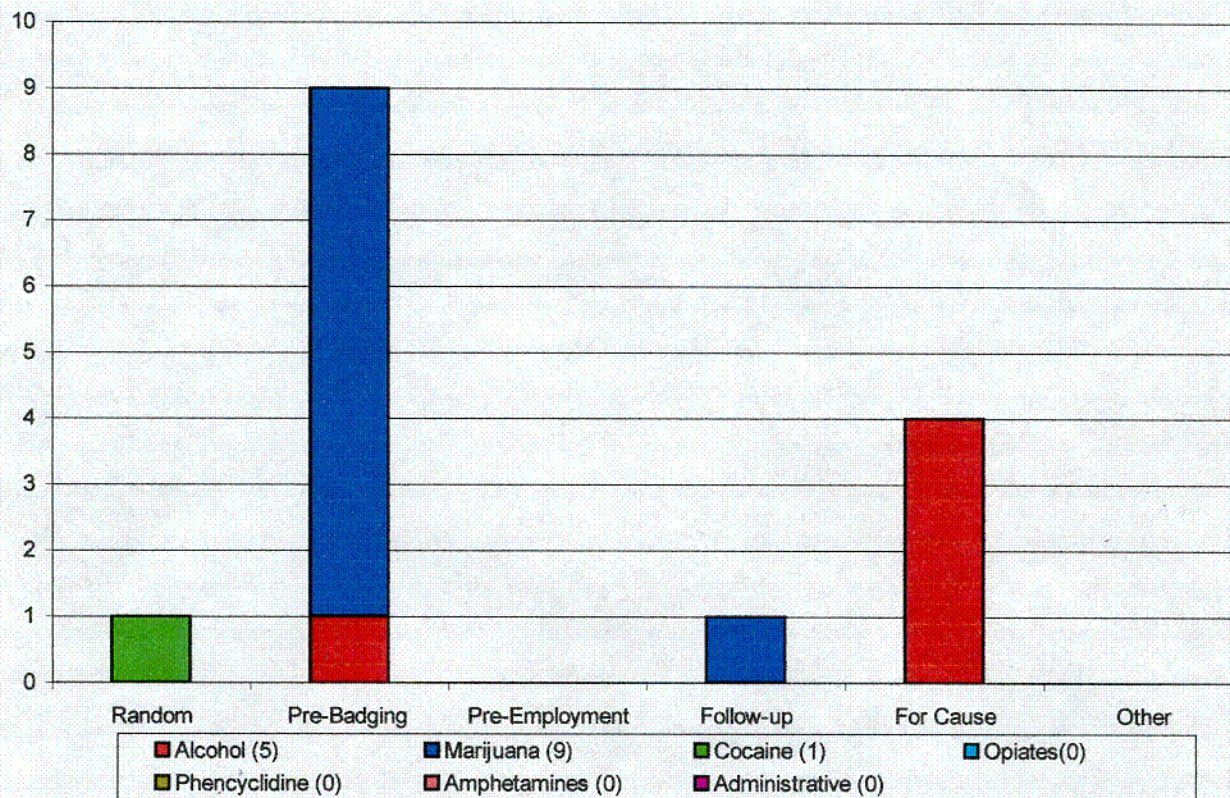
For the Period
January 01, 2000, through June 30, 2000
(pages 6-9)

Total Screenings vs. Failures by Test Type

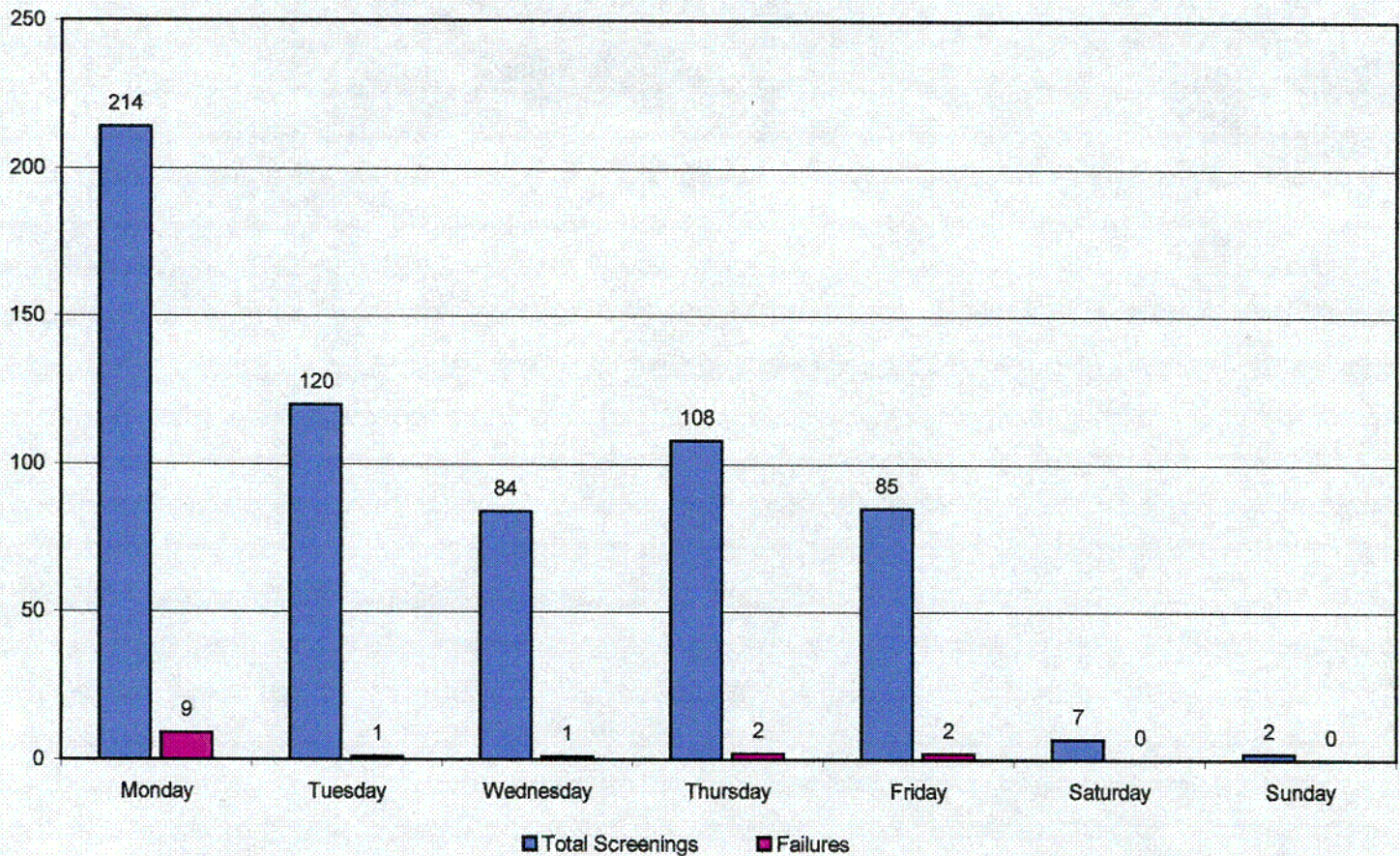
Total Screenings: 620
Total Failures: 15

**Percentage of Failures by Test Type**

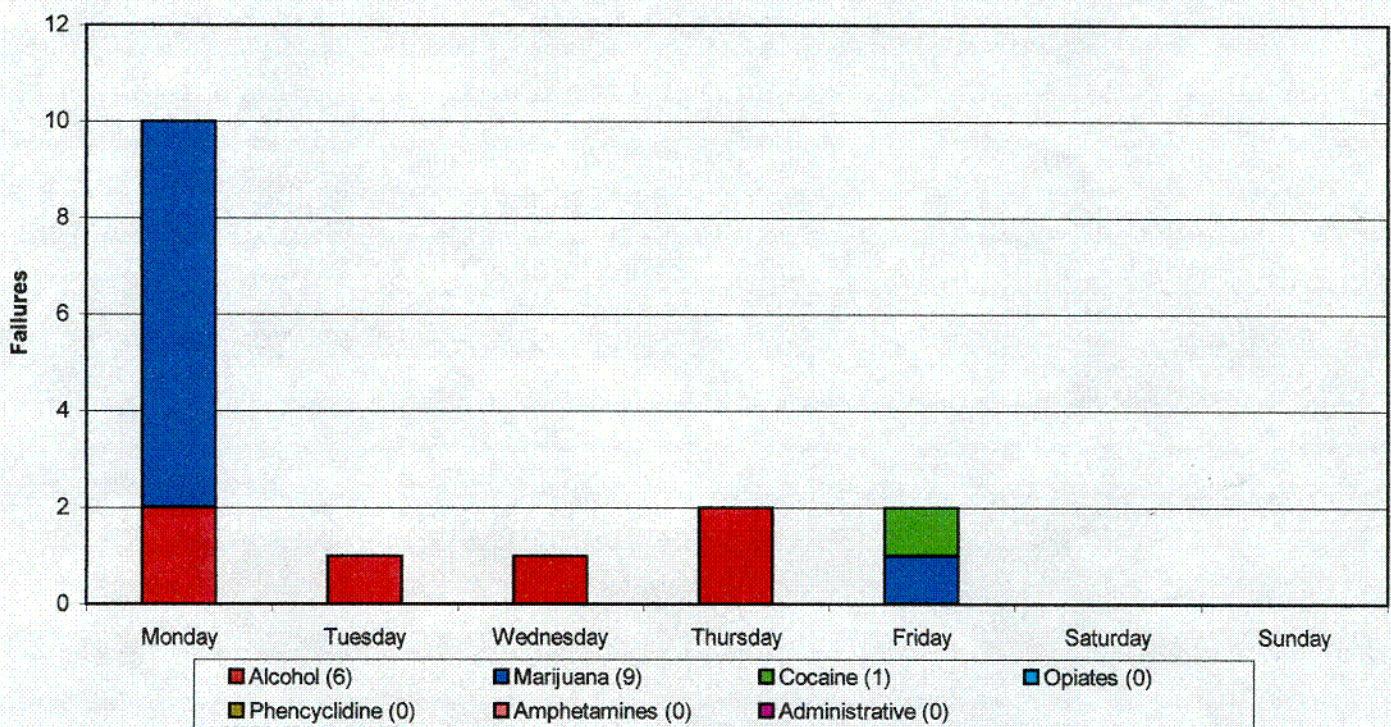
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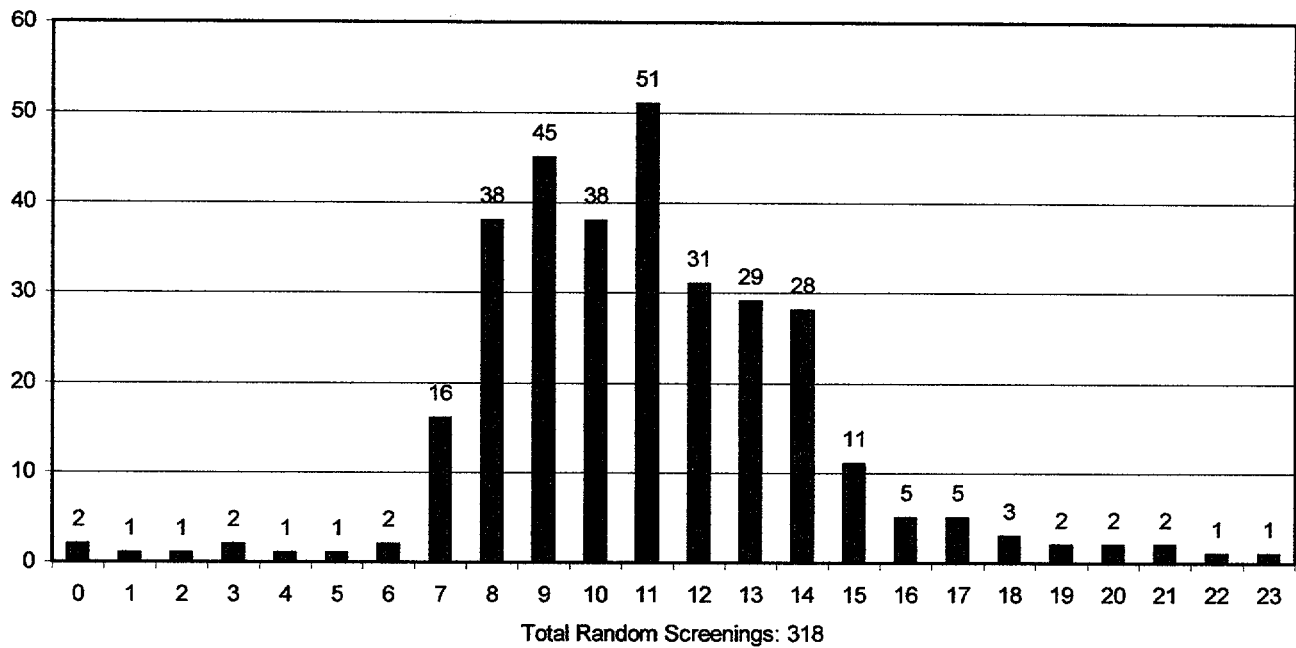
Licensee Failures by Substance**Contractor Failures by Substance**

Total Screenings vs. Failures by Day of Week



Reason for Failure by Day of Week



Random Screenings by Hour of Day**Random Screenings by Day of Week**