



**Northeast
Nuclear Energy**

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Millstone Nuclear Power Station
Northeast Nuclear Energy Company
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The Northeast Utilities System

08-28-2000

Docket Nos. 50-245

50-336

50-423

B18197

Re: 10CFR26.71(d)

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

**Millstone Nuclear Power Station, Unit Nos. 1, 2, and 3
Semiannual Fitness-for-Duty Performance Data
for January 2000 through June 2000**

The provisions of 10CFR26.71(d) require power reactor licensees to collect and compile fitness-for-duty program performance data on a standard form and submit the data to the Commission within 60 days of the end of each 6-month reporting period (January through June and July through December). Accordingly, Attachments 1 through 5 contain fitness-for-duty program performance data for January 2000 through June 2000.

The regulations allow flexibility in how to submit the data. For example, corporate and other support staff locations may be separately reported, but require that the following data be included: random testing rate; drugs tested for and cutoff levels, including results of tests using lower cutoff levels and tests for other drugs; work force populations tested; numbers of tests and results by population and type of test (i.e., pre-access, random, for-cause, etc.); substances identified; summary of management actions; and a list of events reported. Attachment 1 to this letter contains an explanation of the performance data form, a summary of the performance data, a summary of management actions and other significant fitness-for-duty events. Attachments 2 and 3 are separate compilations of data collected at Millstone Nuclear Power Station and Northeast Utilities' corporate office, respectively. Attachment 4 is a compilation of the aforementioned sites in one data sheet. We believe that it is useful to submit separate and total data sheets to the NRC Staff to aid in the data collection and analysis process.

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The drug and alcohol testing data for this testing period has been analyzed and any necessary corrective actions taken. Supporting information is on file at the Millstone Nuclear Power Station.

Also, included as Attachment 5, is data collected by Westinghouse Electric who conducts pre-access drug and alcohol testing for individuals who require unescorted access to the Millstone Nuclear Power Station. Westinghouse Electric Corporation has a fitness-for-duty program that has been audited and accepted by Northeast Utilities.

There are no regulatory commitments contained within this letter.

If you have any questions regarding this submittal, please contact Mr. Paul Willoughby at (860) 447-1791 ext. 3655.

Very truly yours,

NORTHEAST NUCLEAR ENERGY COMPANY

A handwritten signature in black ink, appearing to read 'F. C. Rothen', written over a horizontal line.

F. C. Rothen
Vice President - Nuclear Work Services

Attachments (5)

cc: H. J. Miller, Region I Administrator
J. B. Hickman, NRC Project Manager, Millstone Unit No. 1
P. C. Cataldo, Resident Inspector, Millstone Unit No. 1
J. I. Zimmerman, NRC Project Manager, Millstone Unit No. 2
S. R. Jones, Senior Resident Inspector, Millstone Unit No. 2
V. Nerses, NRC Senior Project Manager, Millstone Unit No. 3
A. C. Cerne, Senior Resident Inspector, Millstone Unit No. 3

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Attachment 1

Millstone Nuclear Power Station, Unit Nos. 1, 2, and 3

Performance Data Form Explanation

Summary of Performance Data/Management Actions

Significant Fitness-for-Duty Events

Millstone Nuclear Power Station, Unit Nos. 1, 2, and 3

**Performance Data Form Explanation
Summary of Performance Data/Management Actions
Significant Fitness-for-Duty Events**

Performance Data Form Explanation

- Cutoffs

Northeast Utilities' cutoff levels differ from NRC standard cutoff levels in the marijuana category only. Northeast Utilities uses a 50 ng/ml screening cutoff level which is more conservative than the regulatory standard.

- Substances

Northeast Utilities testing program includes the National Institute of Drug Abuse (NIDA) 5 substances and all specimens are tested for Nitrites.

- Contractor Personnel

Northeast Utilities does not maintain records for separate categories of contractors. Consequently, all contractor data is recorded under the short-term contractor personnel category.

- Average Number of Unescorted Access Vs. Random Testing Results

The average number of corporate support personnel with unescorted access to Millstone Nuclear Power Station (see Attachment 3) includes employees from a variety of support locations; some at the corporate office, others at or near the plant site.

The data reported in the random test results category reflects the number of tests actually performed at both of Northeast Utilities' collection locations.

Although random selection of the corporate support personnel is performed in conjunction with the corporate office pool, specimen collection is actually done at the collection site nearest the individual's work location or current assignment, frequently at the plant site. As a result, the number tested in the random category for the corporate office is less than anticipated, while the number tested in the same category for Millstone Nuclear Power Station is higher than expected. However, the aggregate data for total program performance (Attachment 4) demonstrates that the number of random tests performed is on target and has met the minimum required 50 percent testing rate.

- Confirmed Positive Tests for Specific Substances

This section contains the number of confirmed positive tests, recorded by substance, during the reporting period. Please note that there may be no direct correlation between the sum of these numbers and the number of positives entered on the front of the form. Positive tests for multiple substances per individual are recorded as separate items in this table.

- Regulatory and Northeast Utilities Cutoff Levels

Since Northeast Utilities uses a cutoff level for marijuana which is more conservative than 10CFR26, the "positive" column for that substance only is split; the left side indicates confirmed positives based on NRC cutoff levels and the right side indicates the confirmed positives based on Northeast Utilities' more conservative cutoff levels.

- Other

This category is used to record "supplemental" tests performed during the report period. Supplemental tests are re-collections of specimens which, for technical reasons, could not be processed by the NIDA laboratory. Examples of reasons for not processing include specimen leakage and insufficient specimen.

Summary of Performance Data

- 1854 tests performed.
- 859 tests were random.
 - Average population = 3315
 - Annual 50 percent minimum random testing rate achieved ($859/3315 = 25.9\% \times 2$ (because this report is done *semi-annually*) = 52 %).
- Percent confirmed positive rates:
 - Pre-access = 3.8 percent. (76 percent of confirmed positives were in this category)
 - Random = 0.23 percent.
 - Overall = 2.3 percent.

- There were 45 confirmed positive tests from 43 individuals. Two individuals tested positive for two substances. Six individuals refused an opportunity to meet with the Medical Review Officer (MRO) and two presented substituted specimens. These individuals are included in the breakdown below under "Administrative."

Breakdown:

-	Marijuana	21	(48 percent)
-	Cocaine	8	(18 percent)
-	Opiates (Heroin)	1	(2 percent)
-	Alcohol	3	(6 percent)
-	Refusal to test	1	(2 percent)
-	Administrative	8	(18 percent)
-	Nitrites	3	(6 percent)

There were no verified confirmed positive tests for any other substance.

- Regulatory vs. Northeast Utilities Cutoff Levels (Marijuana)

A total of 21 individuals tested confirmed positive for marijuana. Of the 21 samples, 14 screened at a level of 100 ng/ml or greater (NRC limit) and seven screened at 50ng/ml. (NU limit)

Management Actions

Forty contractor personnel tested confirmed positive for drugs or alcohol. Thirty-two were during the pre-badging process, two were random, three were for-cause and two were infrequent visitors, all were denied unescorted access. Of the 40, 31 were verified confirmed positives, eight were administrative positives, and one was a refusal to test. All of these individuals will not be considered for unescorted access for a period of one year. One individual tested positive for the second time on a follow-up test and will be denied access for three years.

No candidate for employment with Northeast Utilities tested confirmed positive in a pre-employment test.

One Northeast Utilities employee tested confirmed positive for the first time. Consistent with company policy, the following actions were taken:

- Unescorted access was revoked for a minimum of 14 days.
- The employee was referred to the Employee Assistance Program.
- The individual was placed on paid medical leave for a minimum of 14 days (paid status contingent upon cooperation with the medical program and having sufficient sick time accrued).

Two Northeast Utilities employees tested confirmed positive for the second time. Consistent with Northeast Utilities policy, employment has been terminated for these individuals. These individuals are not eligible for unescorted access for a period of three years.

Follow-up Program

Corrective action was taken from the last reporting period. No program deficiencies are noted. All follow-up tests are in accordance with company policy and procedures.

Significant Fitness-for-Duty Events

There was one Significant Fitness-for Duty Event during this reporting period.⁽¹⁾

Proficiency Testing

A total of 240 blind proficiency specimens were processed for this 6-month period. There were no false negatives and no false positives. All data regarding proficiency testing is on file with the Fitness for Duty Administrator.

⁽¹⁾ S. E. Scace letter to H. J. Miller, "Additional Information Concerning Licensed Operator Arrested Offsite," dated May 10, 2000.

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Attachment 2

Millstone Nuclear Power Station, Unit Nos. 1, 2, and 3

Semiannual Fitness-for-Duty
Performance Data

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

Millstone Nuclear Power Station		June 30, 2000	
Company		6 Months Ending	
156 Rope Ferry Rd, Waterford, CT. 06385			
Location			
Cora Quinn-Ross		(860) 437-5914	
Contact Name		Area code and Phone #	
Cutoffs: Screen/Confirmation (ng/ml)		<input type="checkbox"/> Appendix A to 10CFR26	
Marijuana:	50/15	Amphetamines:	1000/500 _____ : /
Cocaine:	300/150	Phencyclidines:	25/25 _____ : /
Opiates:	300/300	Alcohol (%BAC):	0.040 _____ : /

TESTING RESULTS	Licensee Employee		Contractor Personnel	
Average Number with Unescorted Access	1918		1287	
CATEGORIES	# Tested	# Positive	# Tested	# Positive
Pre-Access	20	1	829	32
Pre-Employment	8	0	0	0
For Cause	2	0	8	3
Random	493	0	332	2
Follow-Up	17	2	10	1
Infrequent Visitor	0	0	48	2
Other	0	0	0	0
TOTAL	540	3	1227	40

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

BREAKDOWN OF CONFIRMED POSITIVE TEST FOR SPECIFIC SUBSTANCES						
Categories	Licensee Employees		Contractor Personnel		Sub Total	
	NRC Limits	NU Limits	NRC Limits	NU Limits	NRC Limits	NU Limits
Marijuana	0	0	14	21	14	21
Cocaine	2		6		8	
Opiates	0		1		1	
Amphetamines	0		0		0	
Phencyclidine	0		0		0	
Alcohol	1		2		3	
Refusal to Test	0		1		1	
Administrative Positive	0		6		6	
Nitrite Positive	0		3		3	
Substituted Urine	0		2		2	
Sub Total	3		42		Total 45	

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Attachment 3
Northeast Utilities Corporate Office
Semiannual Fitness-for-Duty
Performance Data

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

Northeast Utilities - Corporate Office		June 30, 2000	
Company		6 Months Ending	
107 Seldon St. Berlin, CT. 06037			
Location			
Kathy Michalski		(860) 665-6224	
Contact Name		Area code and Phone #	
Cutoffs: Screen/Confirmation (ng/ml)		<input type="checkbox"/> Appendix A to 10CFR26	
Marijuana:	50/15	Amphetamines:	1000/500 _____ : /
Cocaine:	300/150	Phencyclidines:	25/25 _____ : /
Opiates:	300/300	Alcohol (%BAC):	0.040 _____ : /

TESTING RESULTS	Licensee Employee		Contractor Personnel	
Average Number with Unescorted Access	110		0	
CATEGORIES	# Tested	# Positive	# Tested	# Positive
Pre-Access	17	0	0	0
Pre-Employment	36	0	0	0
For Cause	0	0	0	0
Random	32	0	2	0
Follow-Up	0	0	0	0
Infrequent Visitor	0	0	0	0
Other	0	0	0	0
TOTAL	85	0	2	0

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

BREAKDOWN OF CONFIRMED POSITIVE TEST FOR SPECIFIC SUBSTANCES						
Categories	Licensee Employees		Contractor Personnel		Sub Total	
	NRC Limits	NU Limits	NRC Limits	NU Limits	NRC Limits	NU Limits
Marijuana	0	0	0	0	0	0
Cocaine	0		0		0	
Opiates	0		0		0	
Amphetamines	0		0		0	
Phencyclidine	0		0		0	
Alcohol	0		0		0	
Refusal to Test	0		0		0	
Administrative Positive	0		0		0	
Sub Total	0		0		Total 0	

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Attachment 4

Northeast Utilities

**Semiannual Fitness-for-Duty
Performance Data Compilation**

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

Northeast Utilities		June 30, 2000	
Company		6 Months Ending	
Compilation of Sites			
Location			
Cora Quinn-Ross		(860) 437-5914	
Contact Name		Area code and Phone #	
Cutoffs: Screen/Confirmation (ng/ml)		<input type="checkbox"/> Appendix A to 10CFR26	
Marijuana:	50/15	Amphetamines:	1000/500 _____ : /
Cocaine:	300/150	Phencyclidines:	25/25 _____ : /
Opiates:	300/300	Alcohol (%BAC):	0.040 _____ : /

TESTING RESULTS	Licensee Employee		Contractor Personnel	
Average Number with Unescorted Access	2028		1287	
CATEGORIES	# Tested	# Positive	# Tested	# Positive
Pre-Access	37	1	829	32
Pre-Employment	44	0	0	0
For Cause	2	0	8	3
Random	525	0	334	2
Follow-Up	17	2	10	1
Infrequent Visitor	0	0	48	2
Other	0	0	0	0
TOTAL	625	3	1229	40

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

BREAKDOWN OF CONFIRMED POSITIVE TEST FOR SPECIFIC SUBSTANCES						
Categories	Licensee Employees		Contractor Personnel		Sub Total	
	NRC Limits	NU Limits	NRC Limits	NU Limits	NRC Limits	NU Limits
Marijuana	0	0	14	21	14	21
Cocaine	2		6		8	
Opiates	0		1		1	
Amphetamines	0		0		0	
Phencyclidine	0		0		0	
Alcohol	1		2		3	
Refusal to Test	0		1		1	
Administrative Positive	0		6		6	
Nitrite Positive	0		3		3	
Substituted Urine	0		2		2	
Sub Total	3		42		Total 45	

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Attachment 5

Westinghouse Electric Corporation

Semiannual Fitness-for-Duty
Performance Data Compilation

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

Westinghouse Electric Company <small>Company</small>				June 30, 2000 <small>6 Months Ending</small>	
P.O. Box 158, BIN 38, Madison, PA 15663 <small>Location</small>					
Peter J. Defillippi/Betty L. Engle <small>Contact Name</small>				(724) 722-5719 <small>Area code and Phone #</small>	

Cutoffs: Screen/Confirmation (ng/ml) ☐ Appendix A to 10CFR26

Marijuana:	20/15	Amphetamines:	300/300	Barbiturates	300/300
Cocaine:	300/150	Phencyclidines:	25/25	Benzodiazepines	300/300
Opiates:	300/300	Alcohol (%BAC):	0.04	Methadone	300/300
				Methaqualone	300/300

Testing Results	Westinghouse Employees		Long-Term Contractor Personnel		Short-Term Contractor Personnel	
Average Number with Unescorted Access	1500		180		150	
Categories	# Tested	# Positive	# Tested	# Positive	# Tested	# Positive
Pre-Access	2	0	0	0	1	0
For Cause	Post Accident	0	0	0	0	0
	Observed behavior	0	0	0	0	0
Random	0	0	0	0	0	0
Follow-up	0	0	0	0	0	0
Other	0	0	0	0	0	0
Total	2	0	0	0	0	0

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	Marijuana	Cocaine	Opiates	Amphe- tamines	Phency- clidine	Alcohol	Refusal to Test	Adulterants	1	2	3	4
Employees	0	0	0	0	0	0	0	0	0	0	0	0
Long-Term Contractors	0	0	0	0	0	0	0	0	0	0	0	0
Short-Term Contractors	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	0	0	0	0	0	0	0	0	0	0	0	0

LEGEND

- 1 = Barbiturates
- 2 = Benzodiazepines
- 3 = Methadone
- 4 = Methaqualone