

**North  
Atlantic**

North Atlantic Energy Service Corporation  
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Seabrook, NH 03874  
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The Northeast Utilities System

February 16, 2001

Docket No. 50-443

NYN-01015

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 July 1, 2000 through December 31, 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 Region I Administrator  
V. Nerses, NRC Project Manager, Project Directorate I-2  
R. K. Lorson, NRC Senior Resident Inspector

A021

**ENCLOSURE TO NYN-01015**

**North Atlantic Energy Service Corporation**

**Semi-Annual Fitness-for-Duty Report**

**July 01, 2000, through December 31, 2000**

North Atlantic Energy Service Corporation  
Semi-Annual Fitness-for-Duty Report  
for period ending December 31, 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: 31-Dec-00

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		786		2		502	
Categories		# Tested	# Positive	# Tested	# Positive	# Tested	# Positive
Pre-Access		11	0	0	0	672	14
Post Accident or Observed Behavior	For Cause	0	0	0	0	0	0
		0	0	0	0	7	4
Random		195	0	1	0	161	1
Follow-up		18	0	0	0	45	3
Other		3	0	0	0	12	0
Total		227	0	1	0	897	22

## Breakdown of Confirmed Positive Tests for Specific Substances

	Marijuana		Cocaine	Opiates	Amphetamines	Phencyclidine	Alcohol	Refusal to Test	Nitrite	Low pH	3	4	
	NRC	NAESCO											
	Cutoff Level												
	100 ng	50 ng											
Licensee Employees													
Long-Term Contractors													
Short-Term Contrators	4	8	1	1			7	1		1			A
Total	4	8	1	1	0	0	7	1	0	1	0	0	23

### PROGRAM EFFECTIVENESS

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

In the second half of 2000 North Atlantic Energy Service Corporation (NAESCO) conducted 1,125 tests. There were 22 positive tests, resulting in an overall positive test rate of 2%. In the next two paragraphs these figures are broken down into two categories – outage contractors, and stable workforce.

During this period NAESCO processed approximately 860 short-term contractors to work a refueling outage. Approximately 735 tests were conducted on these individuals, resulting in 19 positive tests and a positive test rate of 2.6%. There were 10 marijuana failures, 5 alcohol failures (including one which was later overturned due to a negative blood test), one marijuana/cocaine failure and 1 opiate (codeine) failure. In addition there were 2 administrative failures (one refusal to test for cause, and one adulteration of a pre-access test). The adulteration was determined by a low pH reading.

At the same time there were approximately 390 tests conducted on the stable workforce. Three positive tests resulted. One was for cause (for alcohol) and the others were follow-up (one for alcohol and one for marijuana at 50ng). The positive test rate for the stable workforce was 0.8%.

In August the NAESCO Oversight Department conducted an audit of the laboratory, Quest Diagnostics Incorporated, in Teterboro, New Jersey. The surveillance report noted that all activities observed were satisfactory, no issues or recommendations.

In December the Oversight Department conducted an internal audit of the NAESCO FFD program. There were no findings. The audit team brought in a technical specialist qualified to examine the Medical Review Officer (MRO) function in depth. The specialist described NAESCO's FFD program as well defined and effective, with overall performance in the top quartile and noted the following program strengths:

- Depth of knowledge and judgement of the primary MRO
- Documentation exceeding industry standards by the MRO
- Technical competence in collection process and maintenance of instrument calibration and service records by the two FFD technicians

Monitoring of cocaine failures over time is continuing in an effort to determine if the 1999 increase was an anomaly or a trend, particularly in terms of the stable workforce at NAESCO. For 2000 the results of the monitoring are inconclusive. There was one random cocaine failure in the first half of the year (part of stable workforce), and in this reporting period there was one more cocaine failure (a pre-access test of an outage worker).

Two thirds of the marijuana failures for this period were detected because of 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. Held Fitness for Duty Committee meeting in December to consider changing the location of the demarcation line (which indicates an intention to enter the Protected Area) from the turnstile readers to the beginning of the surveillance equipment. The Committee voted to enact the change in 2001 believing it will better fulfill the intent of NAESCo's Voluntary Testing program and provide more equitable treatment of workers. The Committee then tasked the FFD staff with development of a Change Management Plan.
2. Recertified two Security Shift Supervisors for proficiency in urine specimen collection and breath alcohol measurement.
3. Updated three Office Instructions to reflect staff changes and administrative changes.
4. Began drafting revisions to policies, protocols, and procedures in anticipation of new rule (10CFR26) publication.

### 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 second half of 2000, NAESCO submitted 119 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.

#### Third Quarter of 2000

Tests Submitted: 468

Blinds Required: 47

Blinds Submitted: 50

Exceeded 10% by: 3

Negative: 40 (80%)

Positive: 10 (20%)

#### Fourth Quarter of 2000

Tests Submitted: 657

Blinds Required: 66

Blinds Submitted: 69

Exceeded 10% by: 3

Negative: 54 (78%)

Positive: 15 (22%)

#### Second Half of 2000

Tests Submitted: 1125

Blinds Required: 113

Blinds Submitted: 119

Exceeded 10% by: 6

Negative: 94 (79%)

Positive: 25 (21%)

### 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

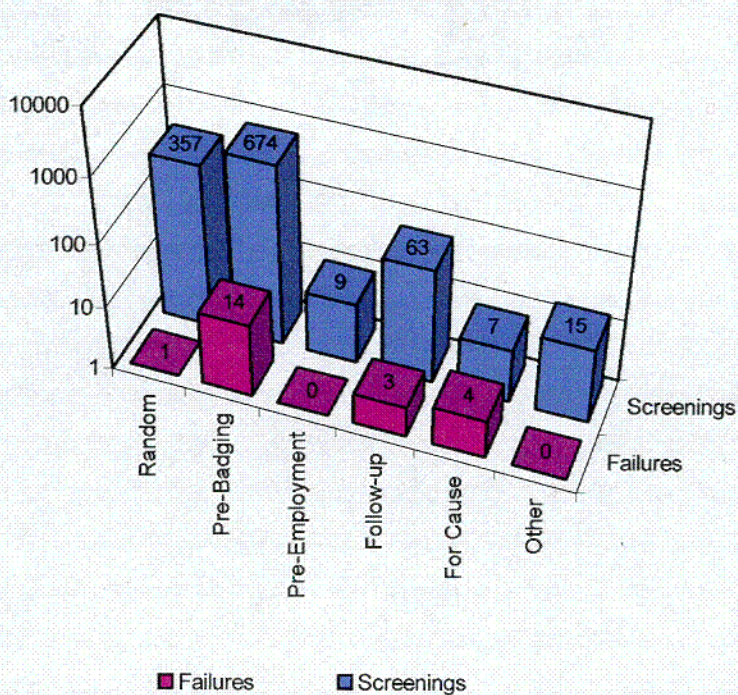
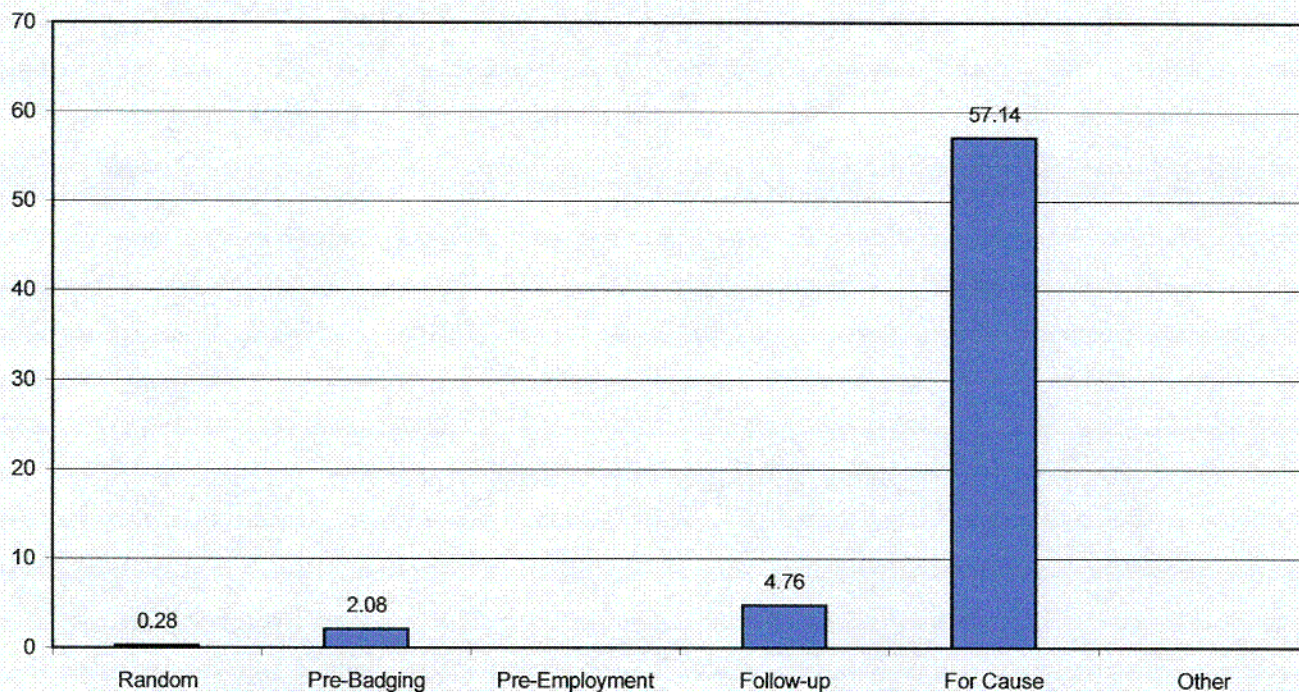
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For the Period  
July 01, 2000, through December 31, 2000  
(pages 6-9)

**Total Screenings vs. Failures by Test Type**

Total Screenings: 1125

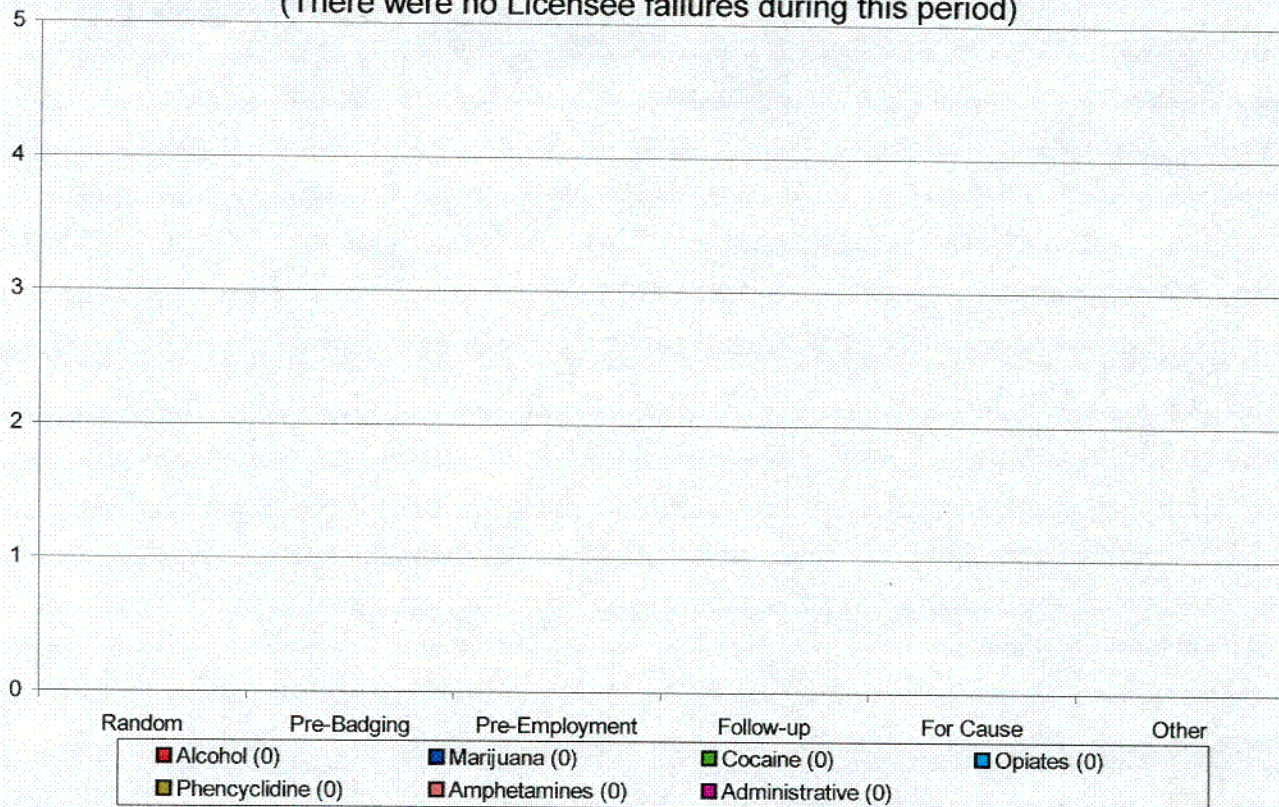
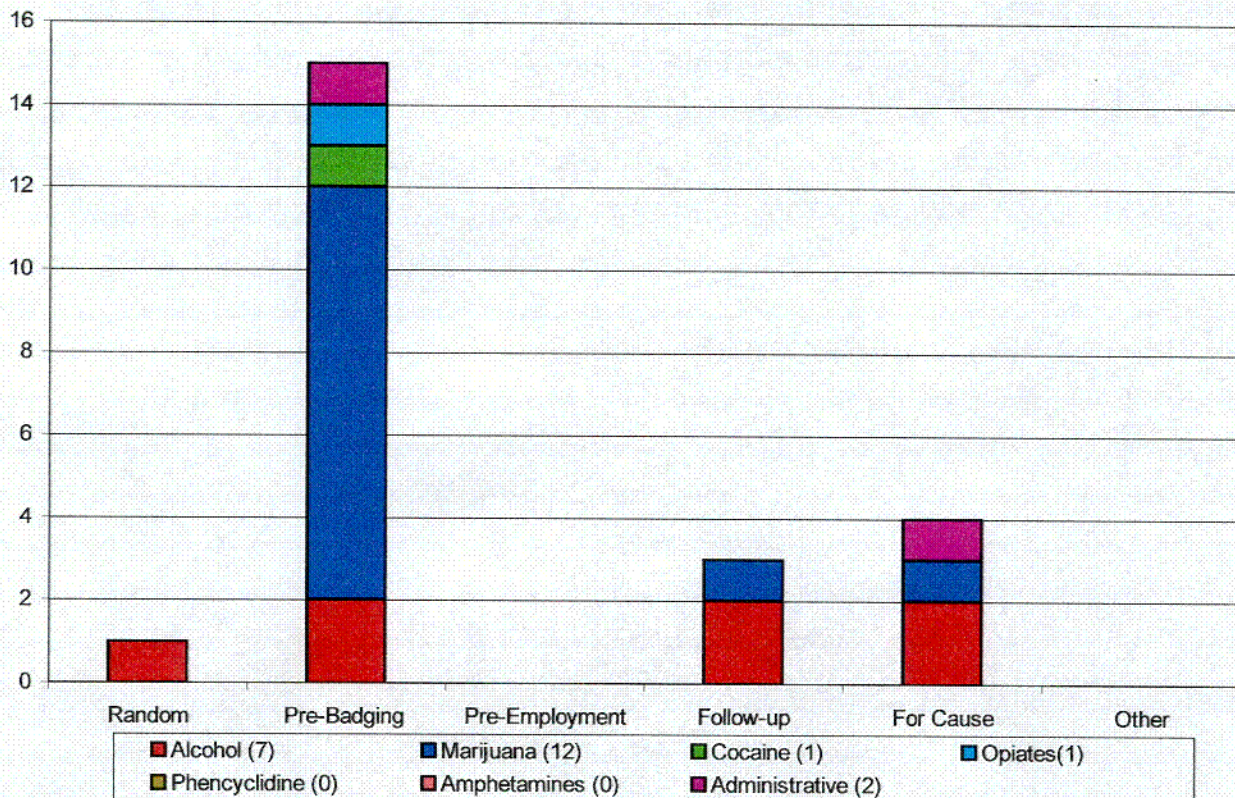
Total Failures: 22

**Percentage of Failures by Test Type**



**Licensee Failures by Substance**

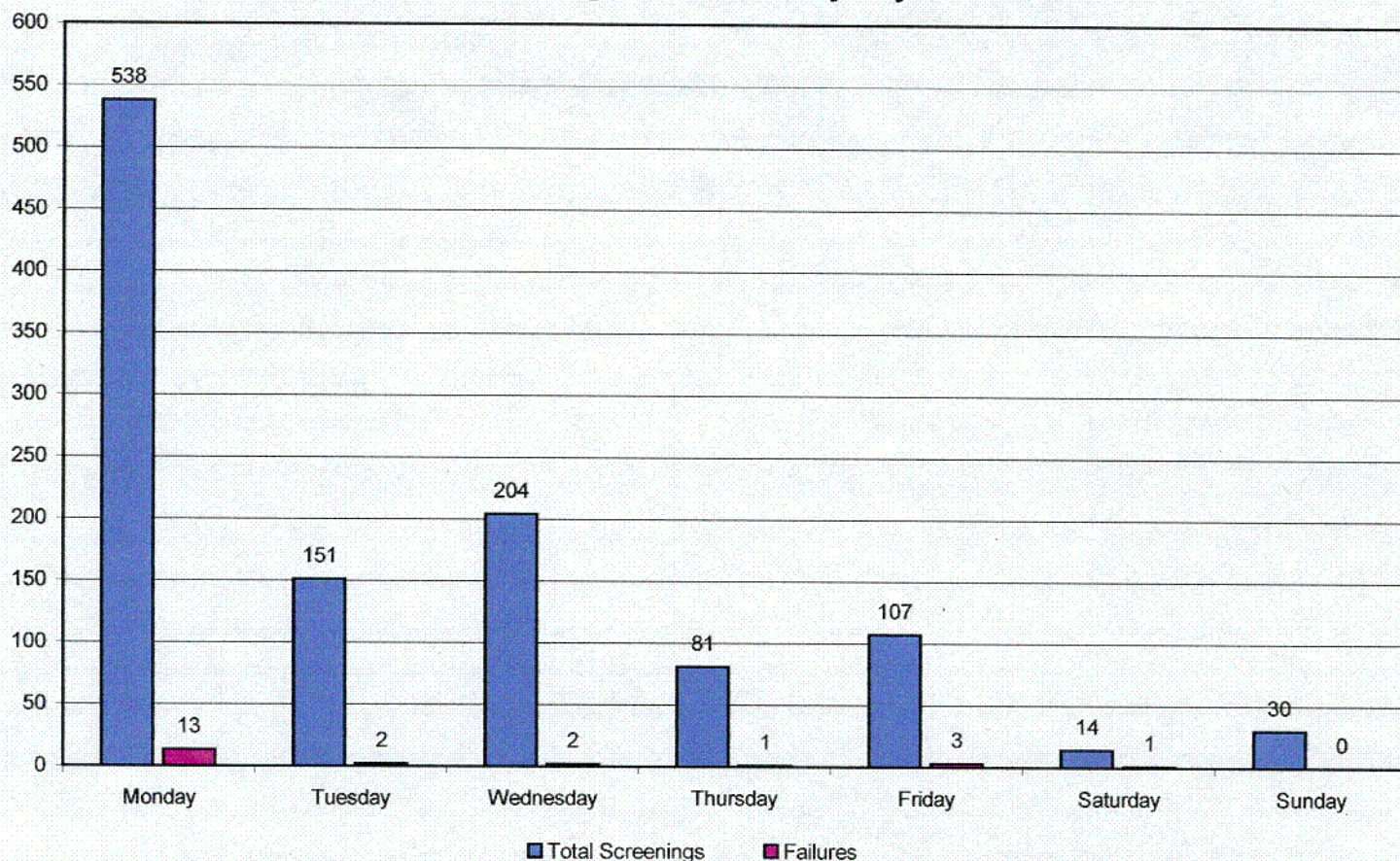
(There were no Licensee failures during this period)

**Contractor Failures by Substance**

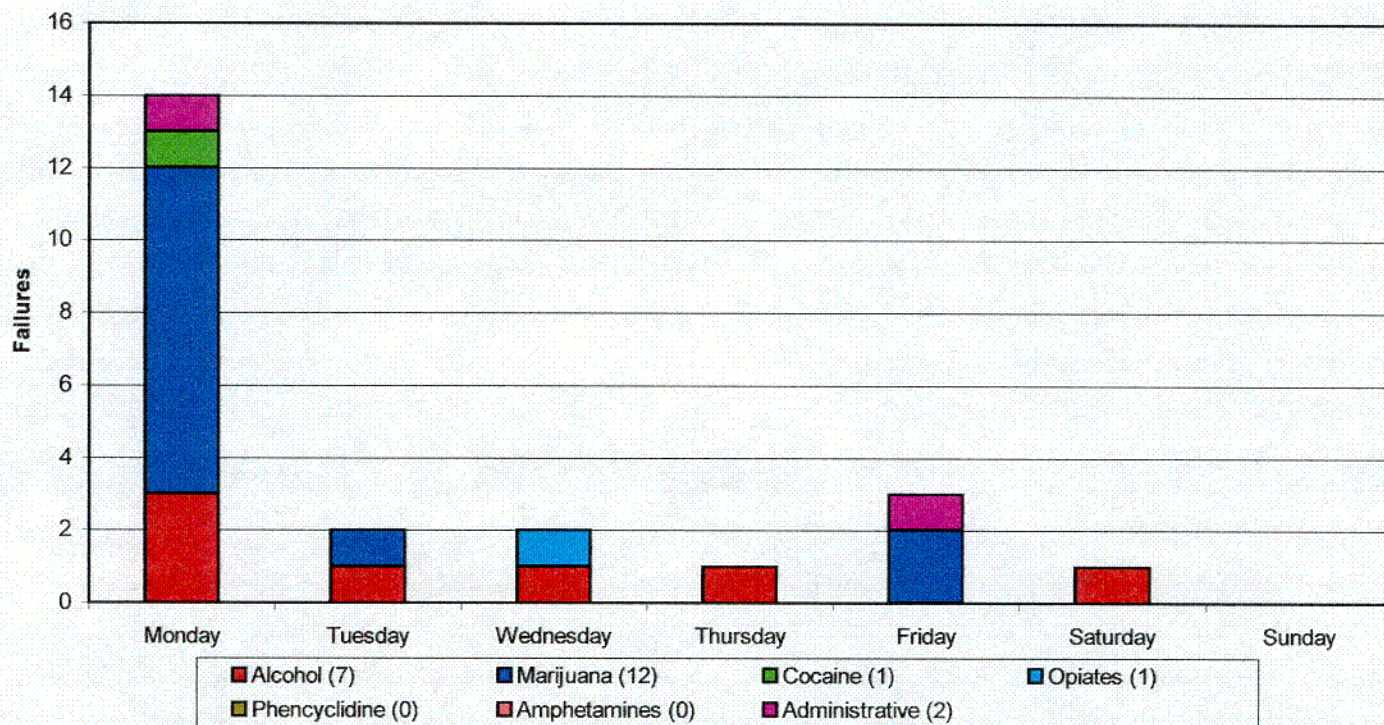
C02

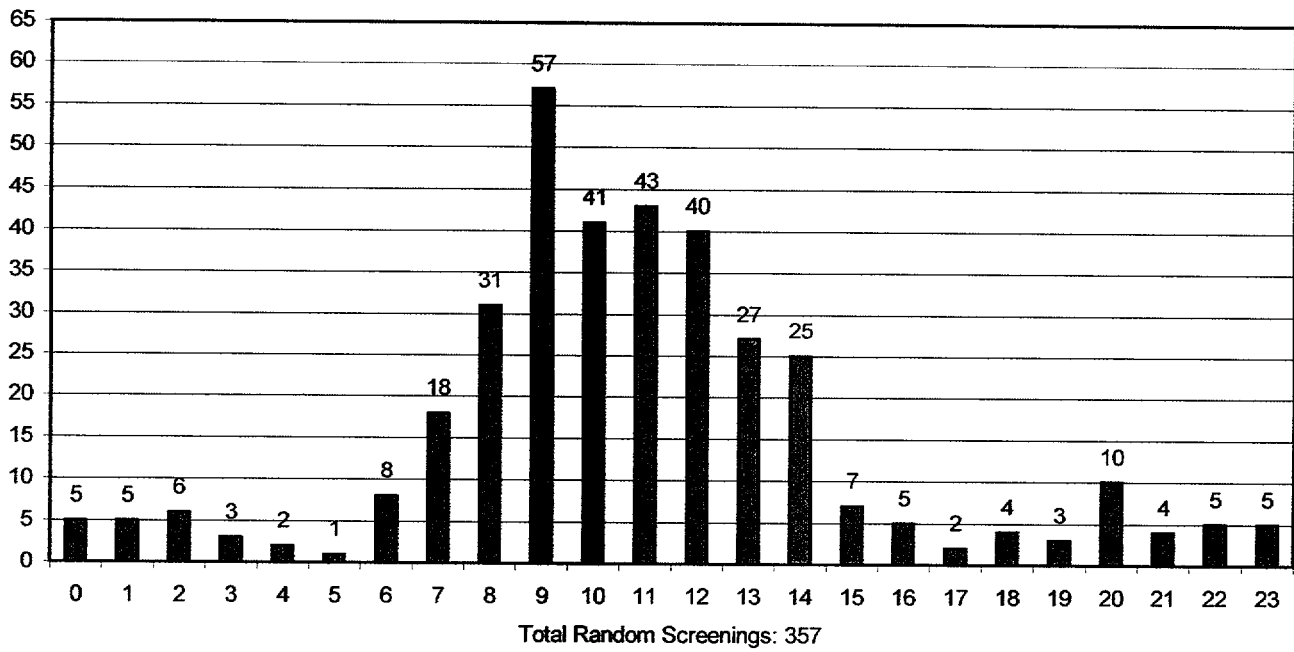
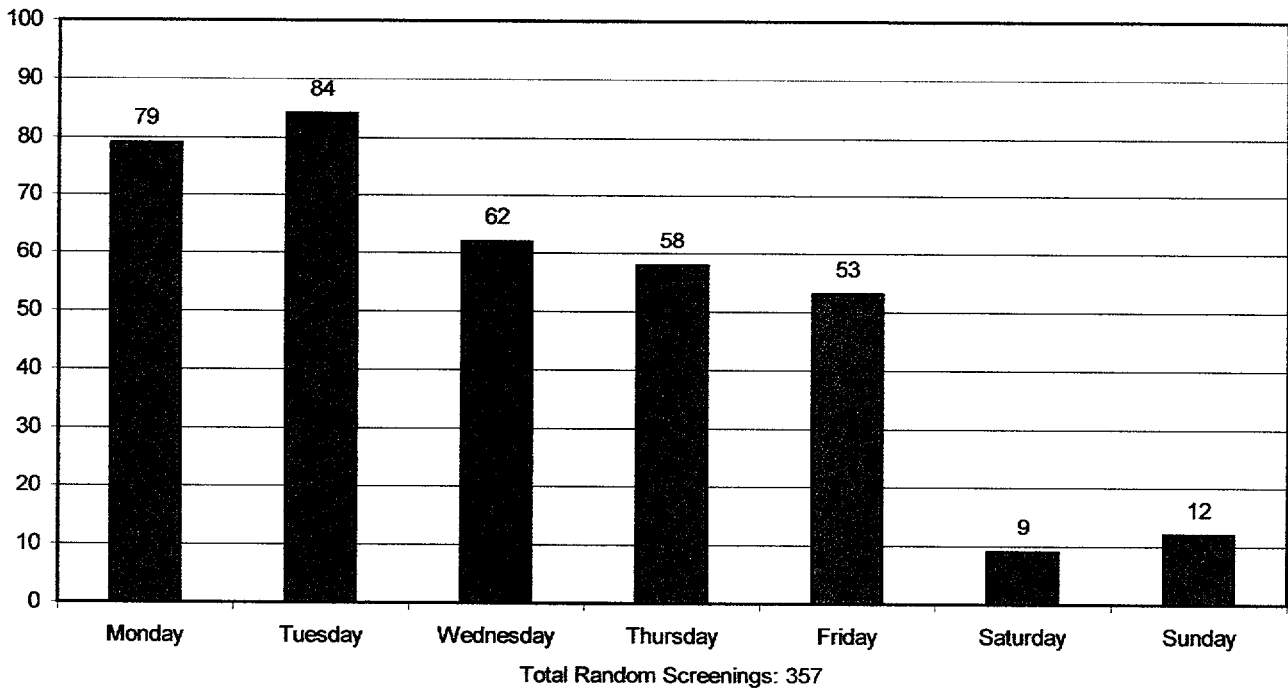


### Total Screenings vs. Failures by Day of Week



### Reason for Failure by Day of Week



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

The following is a Graphic Trend Analysis

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1999 vs. 2000  
(pages 10-17)

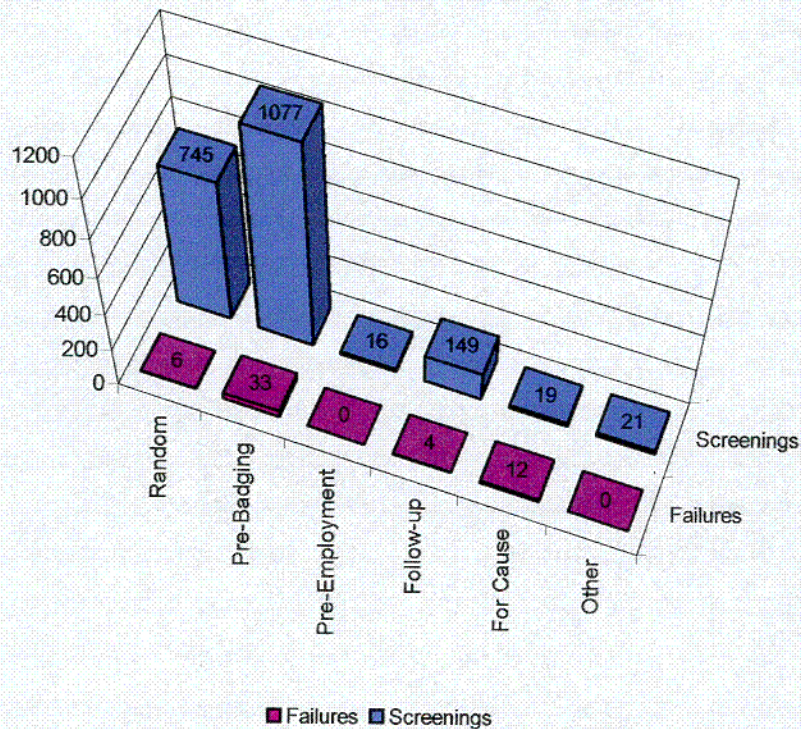


## Total Screenings vs. Failures by Test Type

**1999**

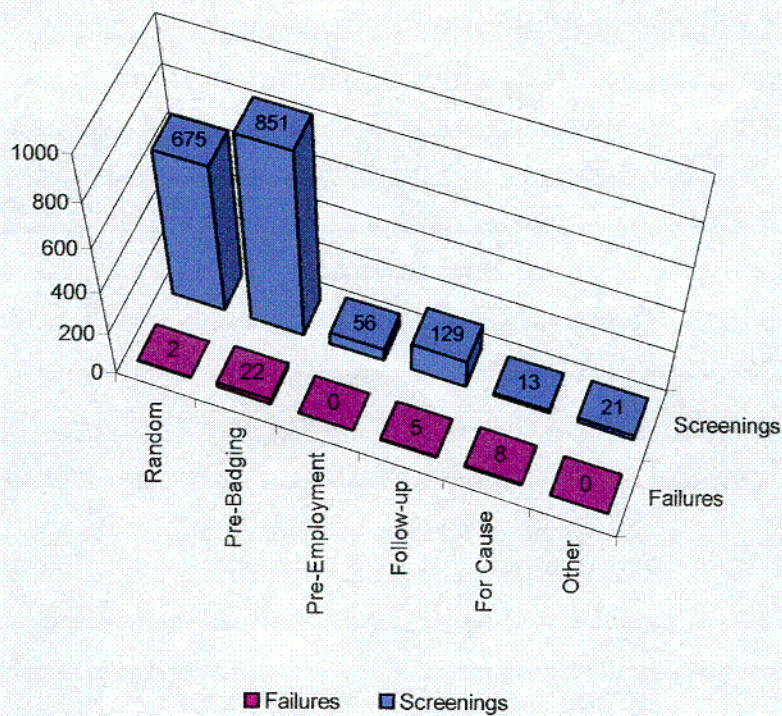
Total Screenings: 2027

Total Failures: 55

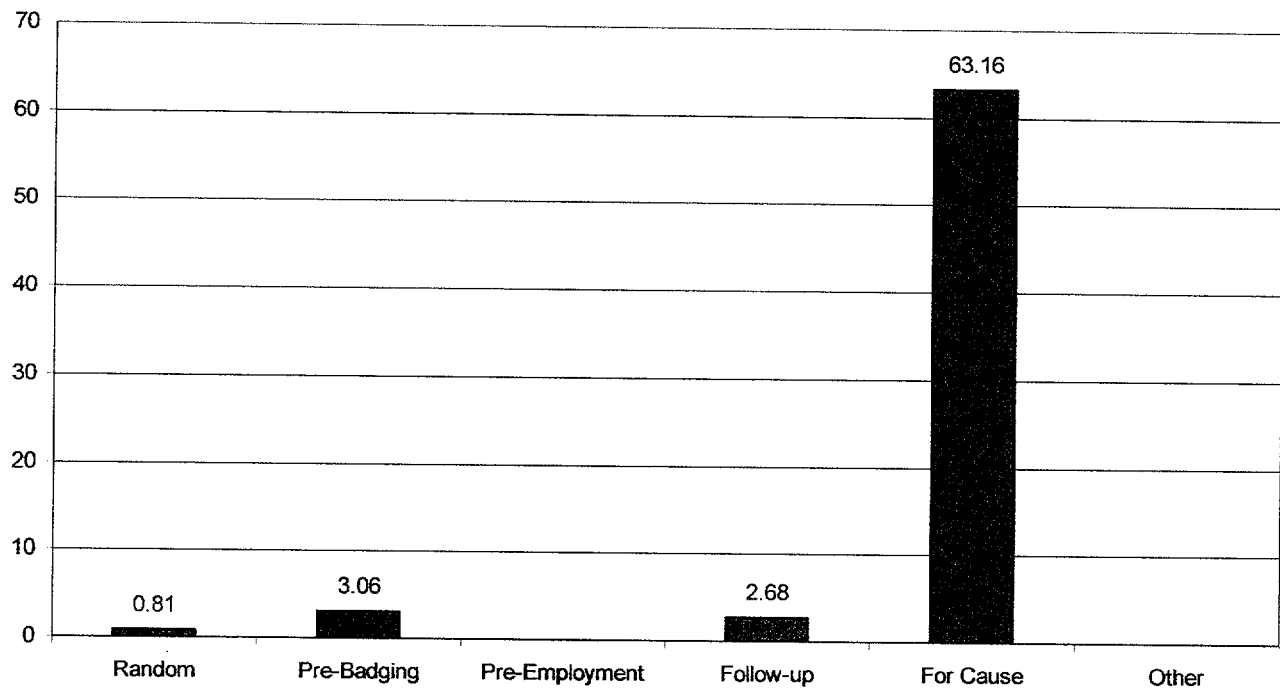
**2000**

Total Screenings: 1745

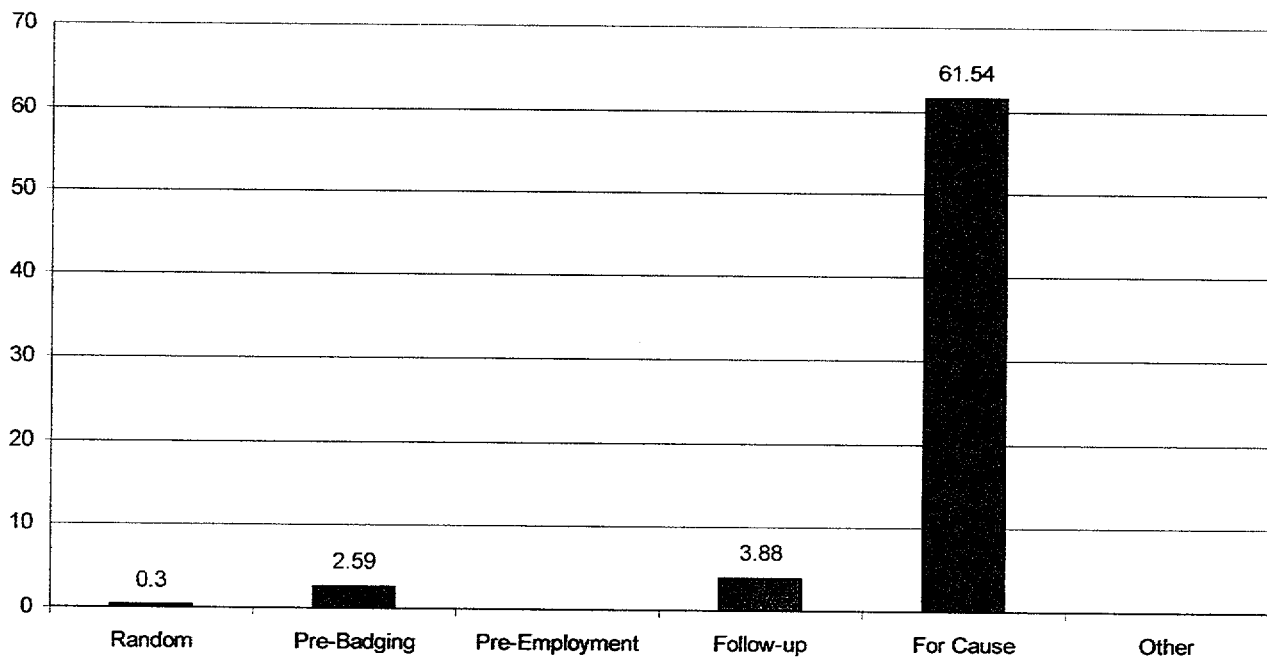
Total Failures: 37



## Percentage of Failures by Test Type 1999



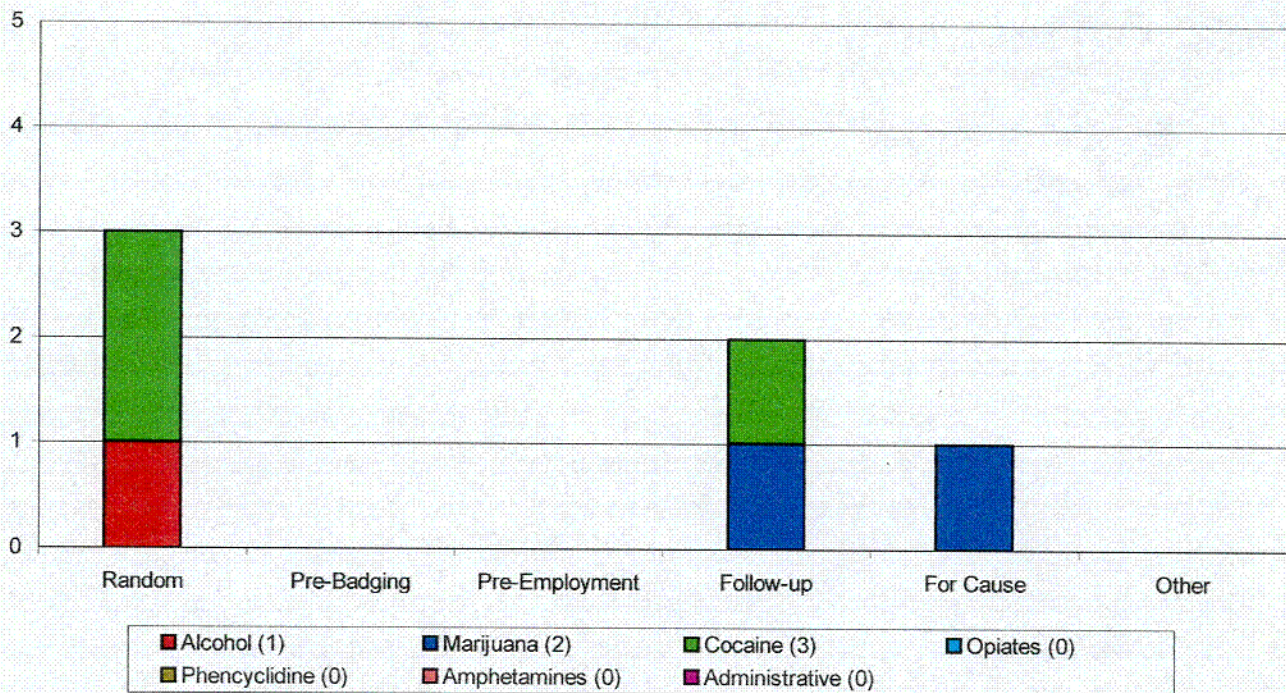
## 2000



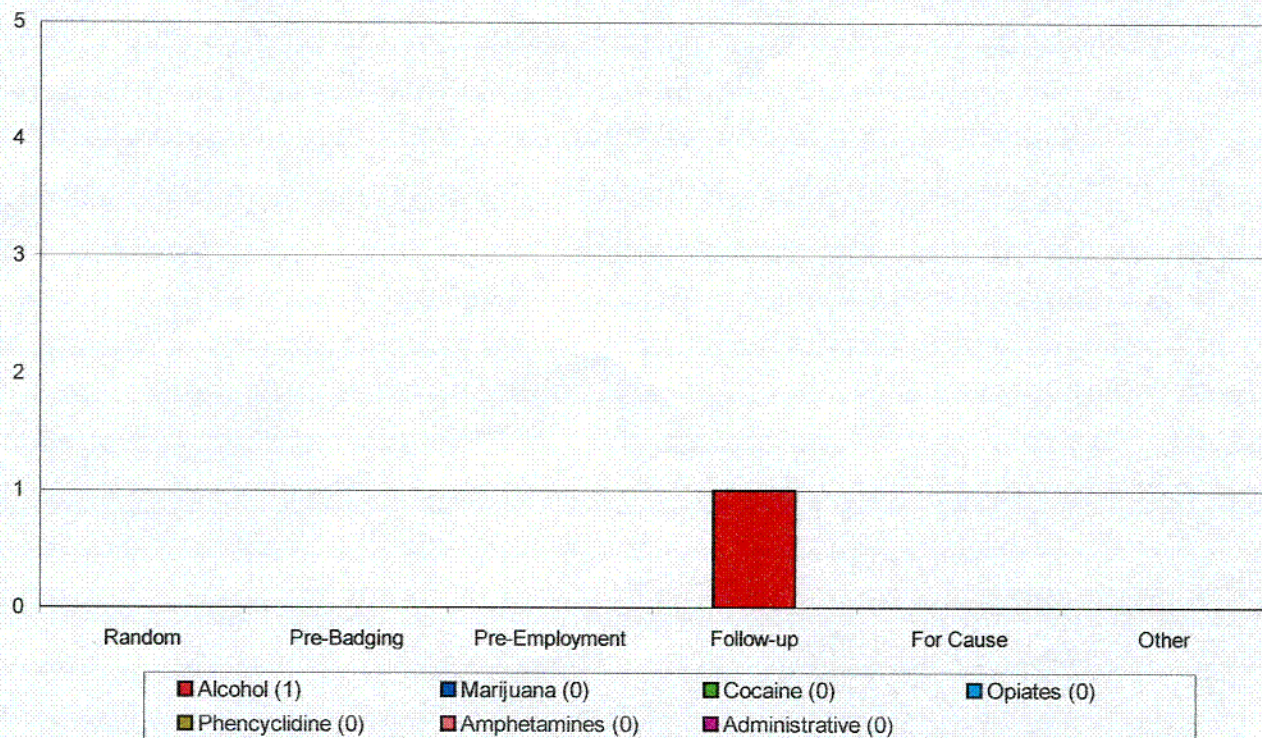


## Licensee Failures by Substance

1999



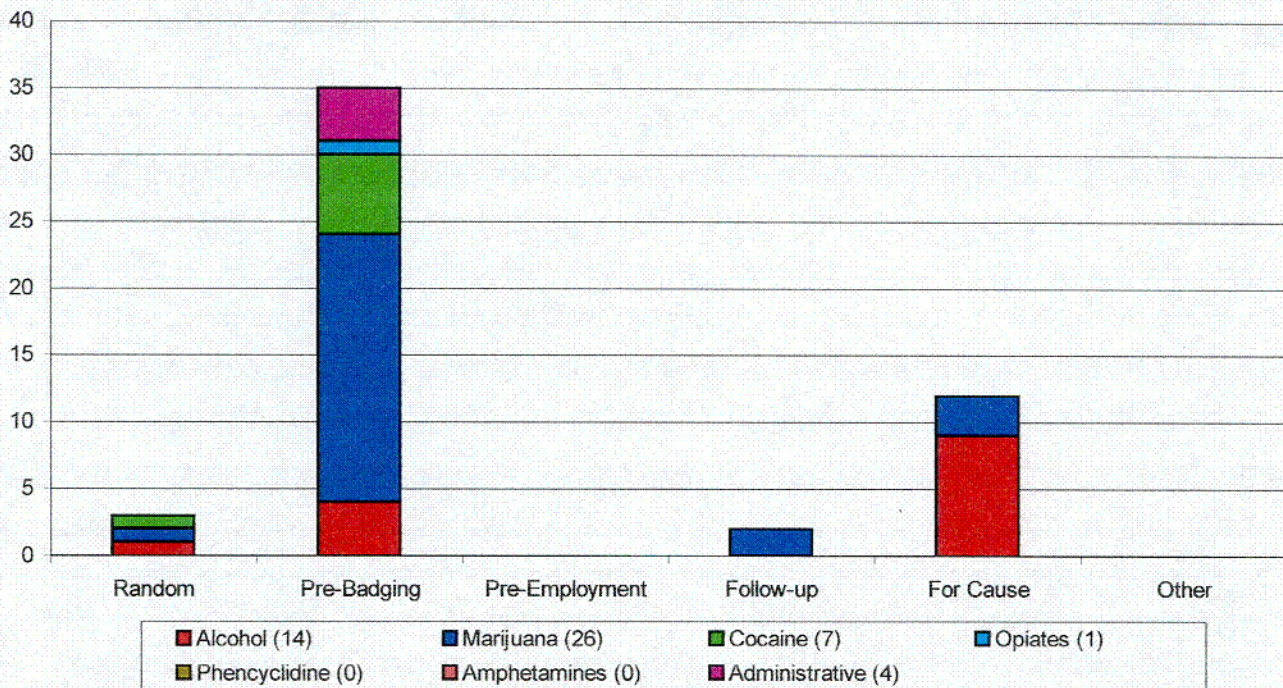
2000



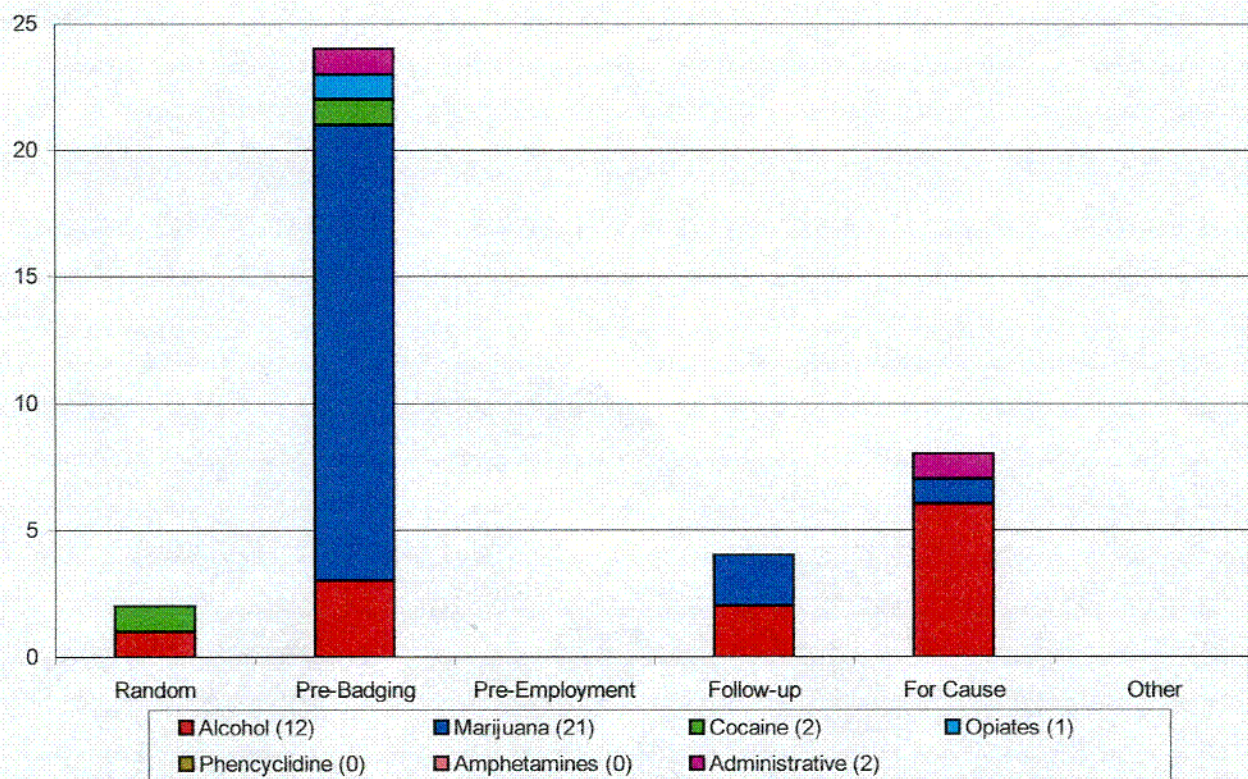
C05



## Contractor Failures by Substance 1999

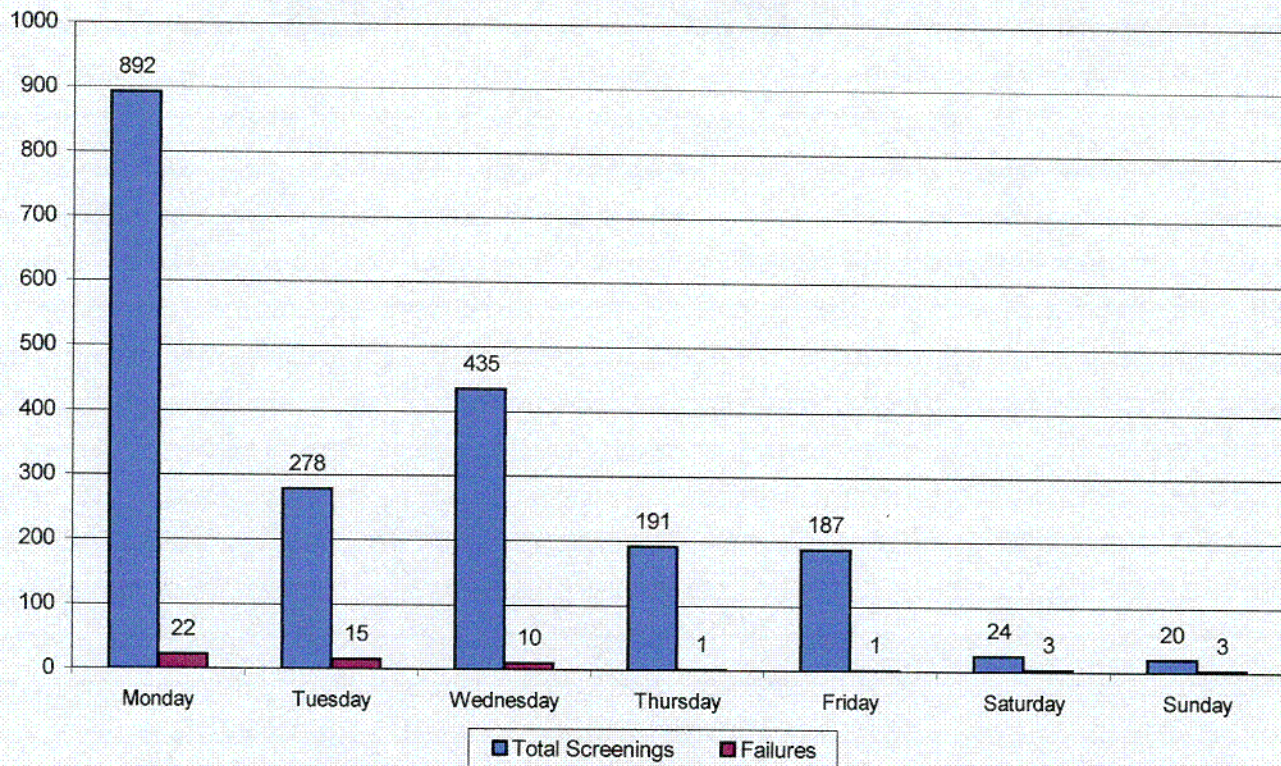


## 2000

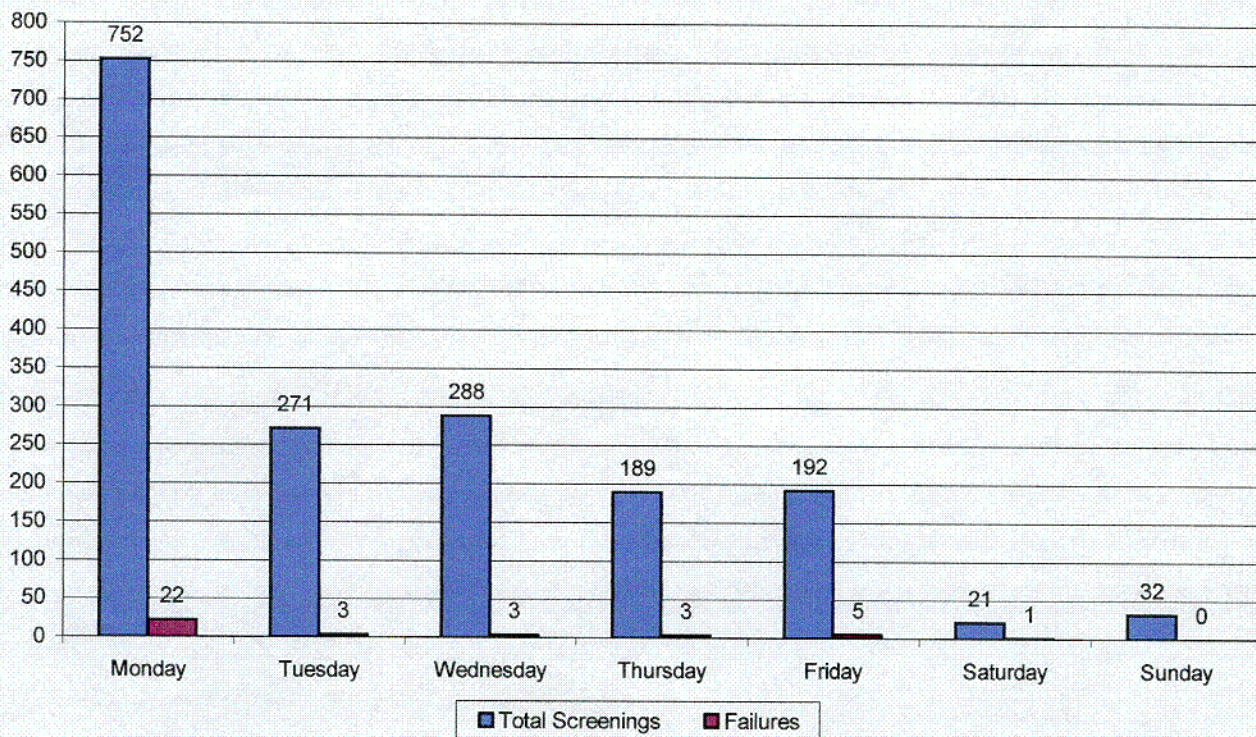




## Total Screenings vs. Failures by Day of Week 1999

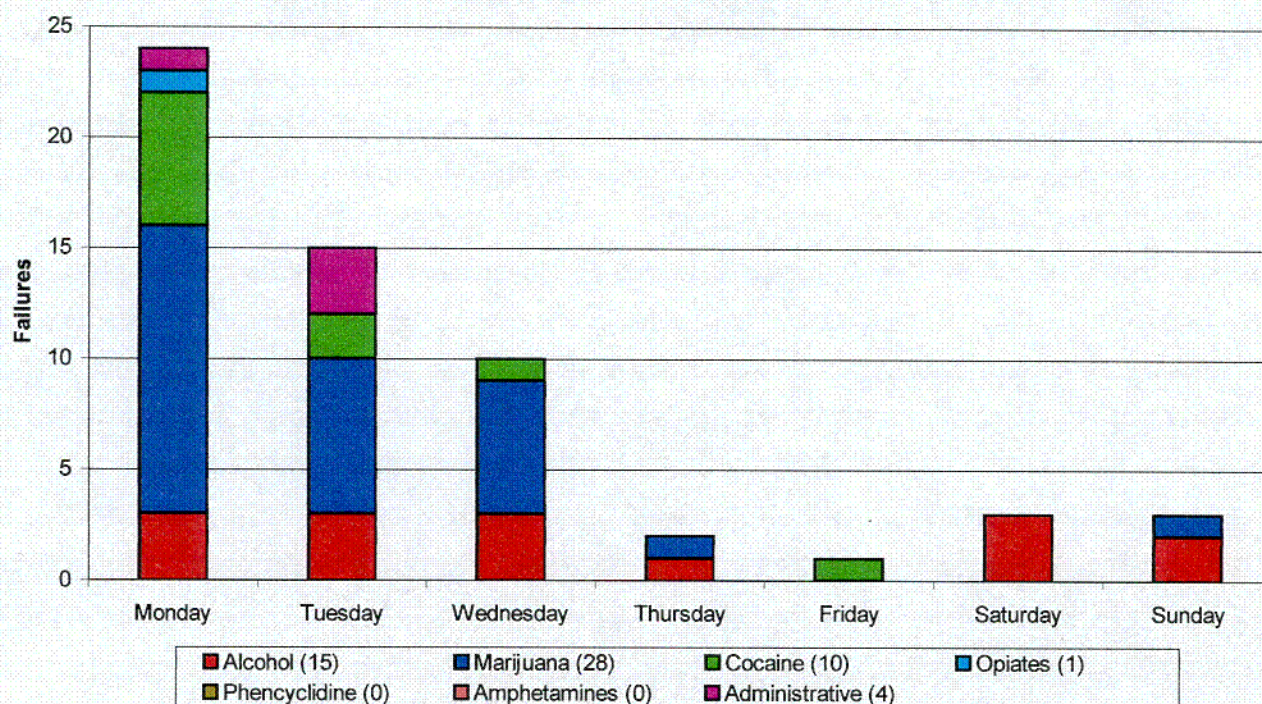


## 2000

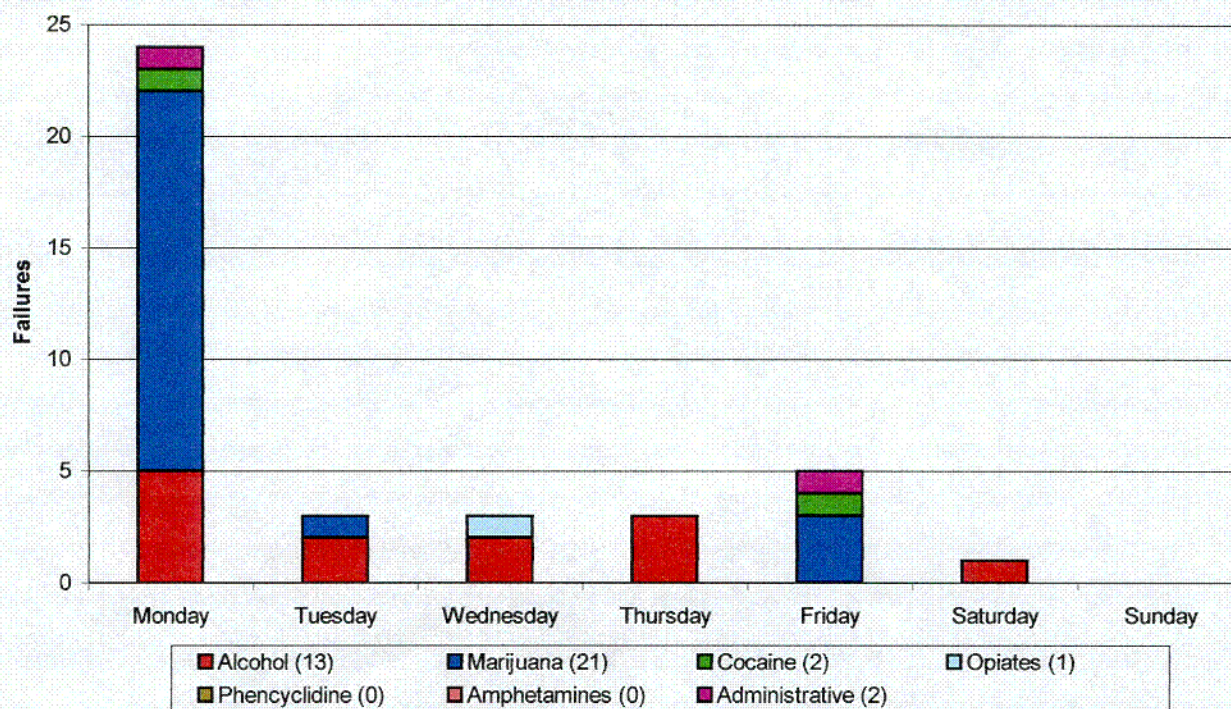




## Reason for Failure by Day of Week 1999

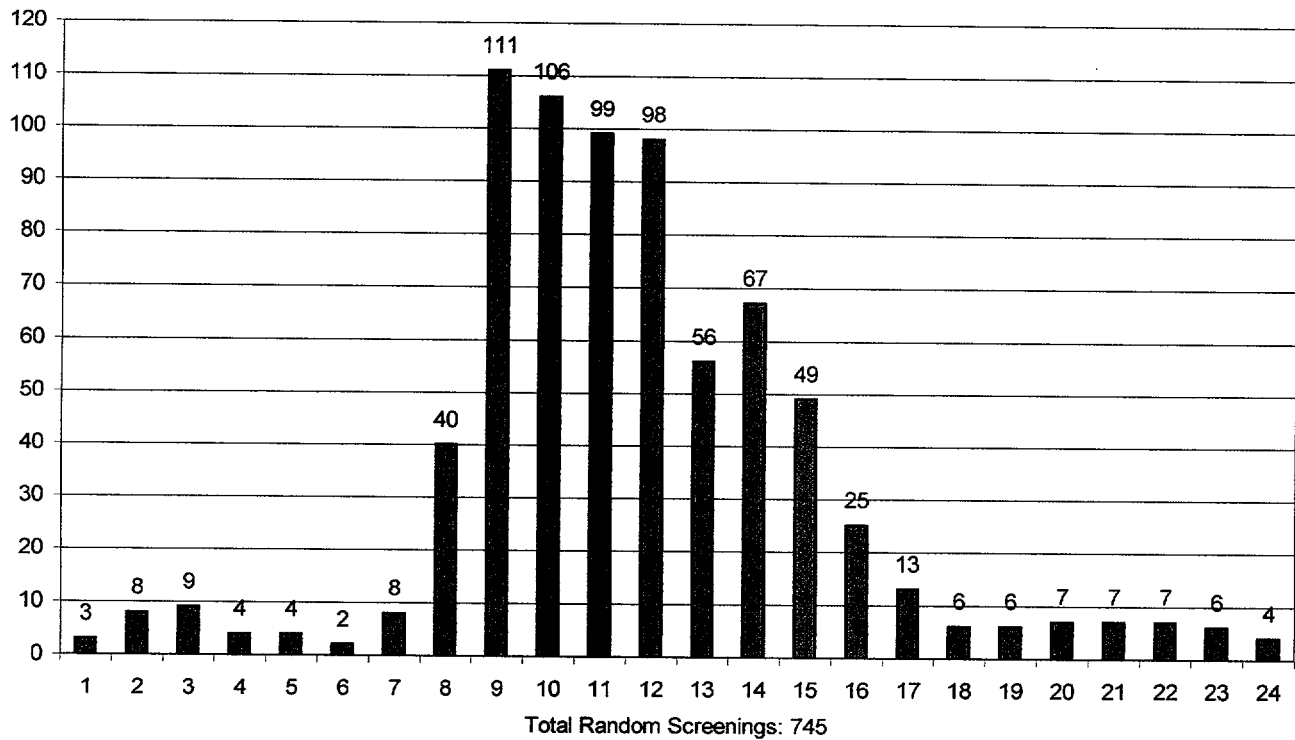


2000

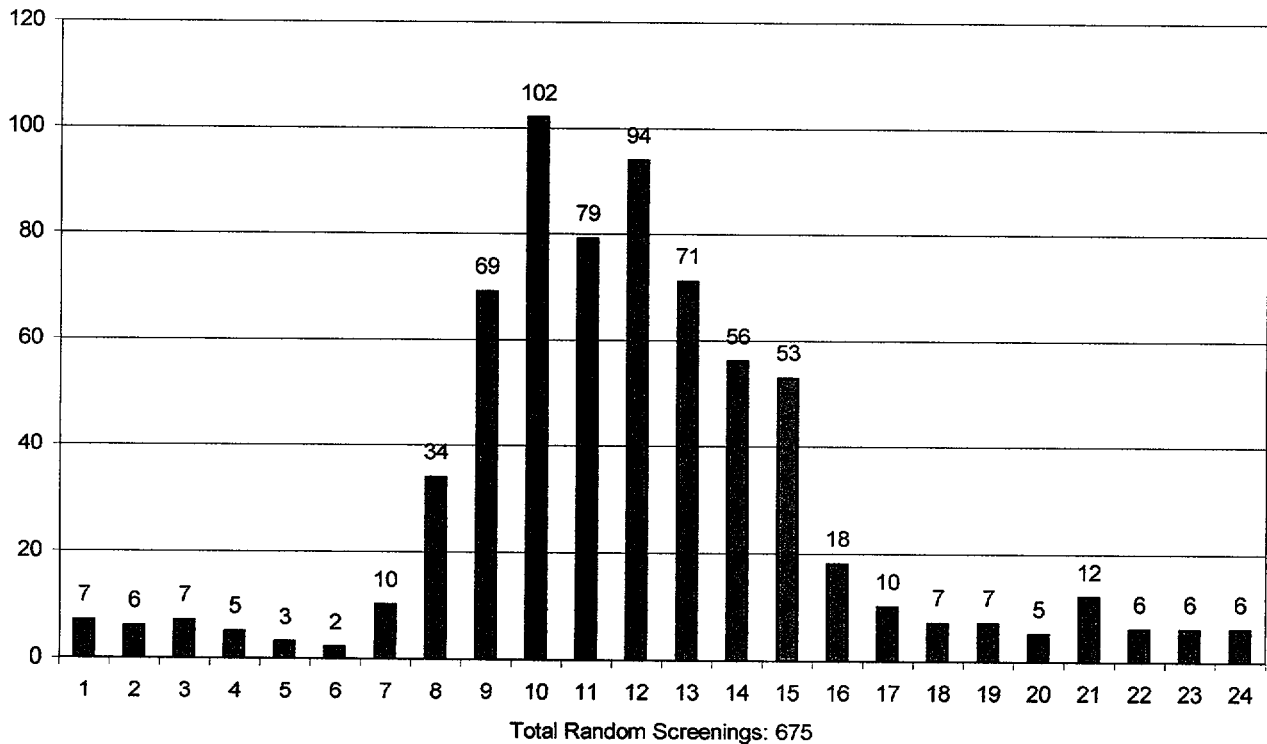


C08

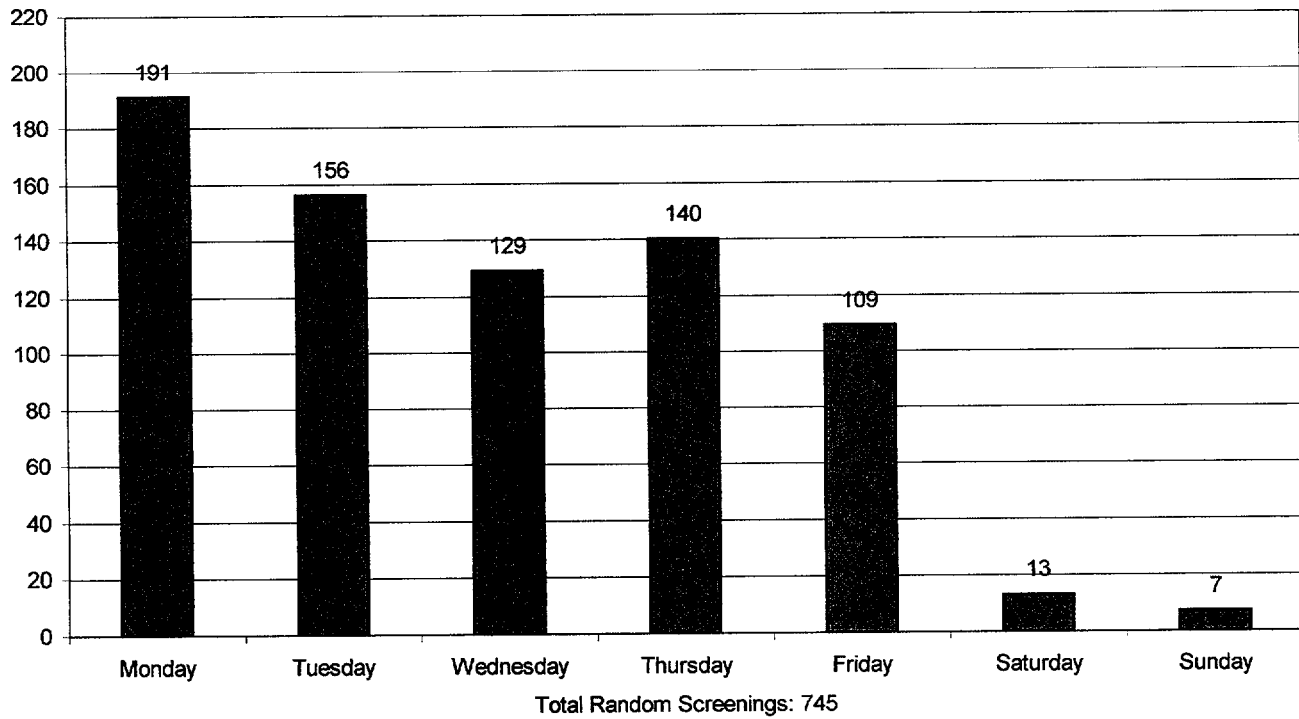
## Random Screenings by Hour of Day 1999



## 2000



## Random Screenings by Day of Week 1999



## 2000

