



February 16, 2001

C0201-08  
10 CFR 26.71(d)

Docket Nos: 50-315  
50-316

U. S. Nuclear Regulatory Commission  
ATTN: Document Control Desk  
Mail Stop O-P1-17  
Washington, DC 20555-0001

Donald C. Cook Nuclear Plant Units 1 and 2  
10 CFR PART 26, FITNESS FOR DUTY PROGRAM

In accordance with 10 CFR 26.71(d), Fitness for Duty Program, this submittal represents the Donald C. Cook Nuclear Plant Fitness for Duty Program performance data for the six-month period from July 1, 2000, to December 31, 2000. Attached are performance data sheets that include statistics on the various categories of testing, substances for which testing is conducted, and a summary of management actions.

Should you have any questions, please contact Mr. Ronald W. Gaston, Manager of Regulatory Affairs, at (616) 697-5020.

Sincerely,

A handwritten signature in black ink, appearing to read 'S. A. Greenlee', followed by a long, horizontal, wavy line.

S. A. Greenlee  
Director of Design Engineering and Regulatory Affairs

/dmb

Attachment

c: J. E. Dyer  
MDEQ – DW & RPD, w/o attachment  
NRC Resident Inspector  
R. Whale, w/o attachment

A021

**FITNESS FOR DUTY PROGRAM  
PERFORMANCE DATA  
PERSONNEL SUBJECT TO 10CFR26**

<u>Indiana Michigan Power Co.</u> Company	<u>12/31/00</u> 6 Month Ending
<u>Cook Nuclear Plant, Bridgman, Michigan</u> Location	
<u>K. E. Burkett</u> Contact Name	<u>(616) 466-3335</u> Phone
Cutoffs: Screen/Confirmation (ng/ml) <span style="float: right;"><input checked="" type="checkbox"/> Appendix A to 10CFR26</span>	
Marijuana    50/15                      Amphetamine                      1000/500 <u>N/A</u> N/A	
Cocaine       300/150                      Phencyclidine                      25/25 <u>N/A</u> N/A	
Opiates        300/300                      Alcohol (%BAC)                      0.04% <u>N/A</u> N/A	

Testing Results	Licensee Employees		Long-Term Contractor Personnel		Short-Term Contractor Personnel	
Average Number with Unescorted Access	1398		172		1380	
Categories	# Tested	# Positive	# Tested	# Positive	# Tested	# Positive
Pre-Access	68	0	29	0	1149	34
For-Cause Post Accident	6	0	1	0	8	1
For-Cause Observed Behavior	8	2	0	0	16	6
Random	423	2	35	1	346	3
Follow-Up	26	0	2	0	86	3
Other	18	0	3	0	2	0
Total	549	4	70	1	1607	47

**BREAKDOWN OF CONFIRMED POSITIVE TESTS FOR SPECIFIC SUBSTANCES**

	Marijuana		Cocaine	Opiates	Amphetamines	Phencyclidene	Alcohol	Refusal To Test	Marijuana Suspect Specimen	Adulterated Specimen
	50	100								
Licensee Employee	0	0	0	0	1	0	2	1	0	0
Long-Term Contractors	0	0	0	0	0	0	0	0	1	0
Short-Term Contractors	8	13	4	0	1	0	9	2	9	2
Total	8	13	4	0	2	0	11	3	10	2

Total Confirmed Positive Tests For All Specific Substances, Refusals to Test and Adulterated Specimens: 53

#### MANAGEMENT ACTIONS:

Meetings are conducted with laboratory, collection site, Medical Review Officer(s), Employee Assistance Program staff, and psychological assessment personnel to assure consistent and effective implementation of the fitness for duty (FFD) program.

The high number of pre-access positive results is attributed to Donald C. Cook Nuclear Plant's (CNP) "suspect specimen" process, and the large number of contractor personnel in-processing due to the extended outage. Specimens collected and deemed "suspect specimens" are tested at a lower cut-off level. Observed behavior in the collection facility, specimen temperature out of range, and collection site specific gravity test results out of range are some of the bases for identifying a "suspect specimen" and considering whether a particular individual may have altered or substituted a urine specimen. A second specimen is obtained under direct observation, as applicable, and both specimens are tested at the "suspect specimen" cut-off level. Actions and sanctions taken as a result of positive test results are performed in accordance with FFD regulatory requirements.

The canine program continues to be a constant reminder to plant personnel of CNP's commitment to maintain a drug free work environment. The canine unit provides anti-drug presentations to local schools and other community organizations in addition to regular tours of CNP property. The canine unit is also made available to local law enforcement agencies, upon request.

#### APPEALS:

Seven appeals were received during this reporting period. The appeal process at CNP provides notice and an opportunity to provide additional information for an impartial management review. The appeals review board denied the appeals and determined the tests reported were accurate and the subsequent denial of access was appropriate.

#### EVENTS:

There were four events identified as 24 hour reportable in accordance with 10 CFR 26.73 during this reporting period. These events included two contractor personnel (1 alcohol, 1 THC) and two licensee personnel (1 alcohol, 1 refusal to test).

#### TEMPORARY SUSPENSIONS:

No temporary suspensions or administrative actions were taken against individuals based on on-site presumptive positive drug results.