



**Northeast  
Nuclear Energy**

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Northeast Nuclear Energy Company  
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The Northeast Utilities System

FEB 22 2001

Docket Nos. 50-245

50-336

50-423

B18320

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 July 2000 through December 2000**

The provisions of 10 CFR 26.71(d) requires 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 contains fitness-for-duty program performance data for July 2000 through December 2000 for the Millstone Nuclear Power Station, Unit Nos. 1, 2, and 3.

The regulations allow flexibility in how to submit the data. For example, corporate and other support staff locations may be reported separately, but requires 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 (e.g., 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 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 have been analyzed and any necessary corrective actions taken. Supporting information is on file at the Millstone Nuclear Power Station.

Also included with this submittal, 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, extension 3655.

Very truly yours,

NORTHEAST NUCLEAR ENERGY COMPANY

  
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Raymond P. Necci  
Vice President - Nuclear Technical 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. 2  
D. S. Collins, 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

**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 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 might be less than anticipated, while the number tested in the same category for Millstone Station might be 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.

Note that on July 26, 2000, the eighty-eight employees in the corporate pool were incorporated into the Millstone employee pool. This incorporation allows the corporate office to remain a collection facility while eliminating the need for them to continue random selections. Those employees selected for random testing who

work out of the corporate office are generally collected at the corporate office. The corporate office also continues to act as a collection facility for those employees who work in other locations but may be closer to the corporate office.

- 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 the NRC, 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 level.

- Other

This category is used to record "supplemental" and/or "witnessed" tests performed during the report period. Supplemental tests are recollections 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. Witnessed tests are recollected under direct observation when the initial collection is reported as DILUTE and a requested Limits of Detection reports that an illegal substance is found in the urine.

### Summary of Performance Data

- 1488 tests performed.
- 797 tests were random.
  - Average population = 3119.
  - Annual 50 percent minimum random testing rate achieved ( $797/3119 = 25.5\% \times 2$  (because this report is done *semi-annually*) = 51 %).
- Percent Confirmed Positive Rates:
  - Pre-access = 3.4 percent. (66 percent of confirmed positives were in this category).
  - Random = 0.62 percent.
  - Overall = 2.0 percent.

- There were 31 confirmed positive tests from 30 individuals. One individual tested positive for two substances. Two individuals refused an opportunity to meet with the Medical Review Officer (MRO). These individuals are included in the breakdown below under "Administrative."

Breakdown:

-	Marijuana	10	(33 percent)
-	Cocaine	7	(23 percent)
-	Opiates (Heroin)	0	(0 percent)
-	Alcohol	12	(4 percent)
-	Refusal to test	0	(0 percent)
-	Administrative	2	(6 percent)
-	Nitrites	0	(0 percent)

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

- Regulatory vs. Northeast Utilities Cutoff Levels (Marijuana)

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

Management Actions

Twenty-eight contractor personnel tested confirmed positive for drugs or alcohol. Twenty of these were during the pre-badging process, five were random, and three were for-cause. All were denied unescorted access. Of the twenty-eight, twenty-six were verified confirmed positives and two were administrative positives. None of these individuals will be considered for unescorted access for a period of one year. One of the twenty tested during pre-badging tested positive for the second time and will be denied access for three years. One individual tested positive for two substances.

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).

One Northeast Utilities employee tested confirmed positive for the second time. Consistent with Northeast Utilities policy, employment has been terminated for this individual. This individual is not eligible for unescorted access for a period of three years.

#### Significant Fitness-for-Duty Events

There were two Significant Fitness-for Duty Events during this reporting period. The first event involved a contractor employee and was reported to the NRC Operations Center on July 5, 2000.

The second event was reported under the provisions of 10 CFR 26.73(a)(2)(iv). Notification was made to the NRC Operations Center on September 13, 2000. Additional information was submitted by letter to the NRC on December 28, 2000.<sup>(1)</sup>

Further information regarding these events is on file with the Millstone Nuclear Power Station's Senior Nuclear Department Assistant/Fitness-For-Duty (SNDA/FFD).

#### Proficiency Testing

A total of 210 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 Millstone Nuclear Power Station's SNDA/FFD.

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<sup>(1)</sup> Letter to R. J. Conte, U.S. Nuclear Regulatory Commission from R. G. Lizotte, "Response to a Request for Additional Information for a 24 Hour Fitness-for-Duty Report (Event No. 37312)," dated December 28, 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**

<b>Millstone Nuclear Power Station</b>		<b>December 31, 2000</b>	
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	1857		1246	
CATEGORIES	# Tested	# Positive	# Tested	# Positive
Pre-Access	19	0	559	20
Pre-Employment	14	0	0	0
For Cause	2	1	3	3
Random	466	0	315	5
Follow-Up	16	0	8	0
Infrequent Visitor	0	0	54	0
Other	1	1	1	0
<b>TOTAL</b>	<b>518</b>	<b>2</b>	<b>940</b>	<b>28</b>

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

<b>BREAKDOWN OF CONFIRMED POSITIVE TEST FOR SPECIFIC SUBSTANCES</b>						
Categories	Licensee Employees		Contractor Personnel		Sub Total	
	NRC Limits	NU Limits	NRC Limits	NU Limits	NRC Limits	NU Limits
Marijuana	0	1	6	3	6	4
Cocaine	0		7		7	
Opiates	0		0		0	
Amphetamines	0		0		0	
Phencyclidine	0		0		0	
Alcohol	1		11		12	
Refusal to Test	0		0		0	
Administrative Positive	0		2		2	
Nitrite Positive	0		0		0	
Substituted Urine	0		0		0	
Sub Total	2		29		Total 31	

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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**

<b>Northeast Utilities - Corporate Office</b> Company		<b>December 31, 2000</b> 6 Months Ending	
<b>107 Seldon St. Berlin, CT 06037</b> Location			
<b>Kathy Michalski</b> Contact Name		<b>(860) 665-6224</b> 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	16		0	
CATEGORIES	# Tested	# Positive	# Tested	# Positive
Pre-Access	6	0	0	0
Pre-Employment	8	0	0	0
For Cause	0	0	0	0
Random	15	0	1	0
Follow-Up	0	0	0	0
Infrequent Visitor	0	0	0	0
Other	0	0	0	0
<b>TOTAL</b>	<b>29</b>	<b>0</b>	<b>1</b>	<b>0</b>

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

<b>BREAKDOWN OF CONFIRMED POSITIVE TEST FOR SPECIFIC SUBSTANCES</b>						
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**

<p><b>Northeast Utilities</b> Company</p> <p><b>Compilation of Sites</b> Location</p> <p><b>Cora Quinn-Ross</b> Contact Name</p>	<p align="center"><b>December 31, 2000</b> 6 Months Ending</p> <p align="center"><b>(860) 437-5914</b> Area code and Phone #</p>			
<p>Cutoffs: Screen/Confirmation (ng/ml) <span style="float:right;"><input type="checkbox"/> Appendix A to 10CFR26</span></p> <p>Marijuana:      50/15                      Amphetamines:      1000/500                      :      /</p> <p>Cocaine:          300/150                      Phencyclidines:      25/25                      :      /</p> <p>Opiates:          300/300                      Alcohol (%BAC):      0.040                      :      /</p>				
<b>TESTING RESULTS</b>	<b>Licensee Employee</b>	<b>Contractor Personnel</b>		
Average Number with Unescorted Access	1873	1246		
<b>CATEGORIES</b>	<b># Tested</b>	<b># Positive</b>	<b># Tested</b>	<b># Positive</b>
Pre-Access	25	0	559	20
Pre-Employment	22	0	0	0
For Cause	2	1	3	3
Random	481	0	316	5
Follow-Up	16	0	8	0
Infrequent Visitor	0	0	54	0
Other	1	1	1	0
<b>TOTAL</b>	<b>547</b>	<b>2</b>	<b>941</b>	<b>28</b>

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

<b>BREAKDOWN OF CONFIRMED POSITIVE TEST FOR SPECIFIC SUBSTANCES</b>						
Categories	Licensee Employees		Contractor Personnel		Sub Total	
	NRC Limits	NU Limits	NRC Limits	NU Limits	NRC Limits	NU Limits
Marijuana	0	1	6	3	6	4
Cocaine	0		7		7	
Opiates	0		0		0	
Amphetamines	0		0		0	
Phencyclidine	0		0		0	
Alcohol	1		11		12	
Refusal to Test	0		0		0	
Administrative Positive	0		2		2	
Nitrite Positive	0		0		0	
Substituted Urine	0		0		0	
Sub Total	2		29		31	

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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**

<b>1</b> <u>Westinghouse Electric Company</u> <div style="text-align: center;">Company</div>	<b>2</b> <u>December 31, 2000</u> <div style="text-align: center;">6 Months Ending</div>
<b>3</b> <u>P.O. Box 158, BIN 38, Madison, PA 15663</u> <div style="text-align: center;">Location</div>	
<b>4</b> <u>Peter J. Defillippi/Betty L. Engle</u> <div style="text-align: center;">Contact Name</div>	<b>5</b> <u>(724) 722-5721/5719</u> <div style="text-align: center;">Area code and Phone #</div>
<b>6</b> Cutoffs: Screen/Confirmation (ng/ml) <input type="checkbox"/> 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 <div style="text-align: right;">Methaqualone     300/300</div>	

  

Testing Results	Westinghouse Employees	Long-Term Contractor Personnel	Short-Term Contractor Personnel
Average Number with Unescorted Access <b>7</b>	1500	180	150

  

Categories <b>8</b>	# Tested	# Positive	# Tested	# Positive	# Tested	# Positive
Pre-Access	0	0	0	0	0	0
For Cause						
Post Accident	0	0	0	0	0	0
Observed behavior	0	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	0	0	0	0	0	0

<b>9</b>	<b>Marijuana</b>	<b>Cocaine</b>	<b>Opiates</b>	<b>Amphe- tamines</b>	<b>Phency- clidine</b>	<b>Alcohol</b>	<b>Refusal to Test</b>	<b>Adulterants</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
<b>Employees</b>	0	0	0	0	0	0	0	0	0	0	0	0
<b>Long-Term Contractors</b>	0	0	0	0	0	0	0	0	0	0	0	0
<b>Short-Term Contractors</b>	0	0	0	0	0	0	0	0	0	0	0	0
<b>TOTAL</b>	0	0	0	0	0	0	0	0	0	0	0	0

**LEGEND**

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