

H. L. Sumner, Jr.  
Vice President  
Hatch Project

**Southern Nuclear  
Operating Company, Inc.**  
Post Office Box 1295  
Birmingham, Alabama 35201  
Tel 205.992.7279



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50-366 50-364 50-425

NL-06-0332

U. S. Nuclear Regulatory Commission  
ATTN: Document Control Desk  
Washington, D. C. 20555-0001

Edwin I. Hatch Nuclear Plant  
Joseph M. Farley Nuclear Plant  
Vogtle Electric Generating Plant  
Fitness For Duty Performance Data

Gentlemen:

Southern Nuclear Operating Company (SNC) hereby submits the Fitness For Duty (FFD) Performance Data for the six-month reporting period, July 2005 through December 2005, as required by 10 CFR 26.71(d). The data reflected in this report covers the employees specified in the respective enclosures.

As indicated in the August 18, 2005 letter (NL-05-1442), SNC implemented a change to the FFD program whereby for-cause, follow-up, and suspect specimens would be tested at the Limits of Detection (LOD), rather than at the regular screening and confirmation cutoff levels. Due to Hurricane Katrina and the subsequent unavailability of Kroll Laboratory to do those tests, SNC suspended the LOD testing until a contract with an appropriate substitute laboratory could be established. During this period, those tests were screened and confirmed at the required NRC cutoff levels rather than the LOD.

Sincerely,

A handwritten signature in black ink that reads "H. L. Sumner, Jr." in a cursive style.

H. L. Sumner, Jr.

HLS/JMG/daj

- Enclosures:
1. Edwin I. Hatch Nuclear Plant FFD Performance Data
  2. Joseph M. Farley Nuclear Plant FFD Performance Data
  3. Vogtle Electric Generating Plant FFD Performance Data
  4. SNC Corporate Headquarters FFD Performance Data

cc: Southern Nuclear Operating Company  
Mr. J. T. Gasser, Executive Vice President  
Mr. L. M. Stinson, Vice President – Plant Farley  
Mr. D. E. Grissette, Vice President – Plant Vogtle  
Mr. J. R. Johnson, General Manager – Plant Farley  
Mr. D. R. Madison, General Manager – Plant Hatch  
Mr. T. E. Tynan, General Manager – Plant Vogtle  
RType: CFA04.054; CHA02.004; CVC7000; LC# 14399

U. S. Nuclear Regulatory Commission  
Dr. W. D. Travers, Regional Administrator  
Mr. R. E. Martin, NRR Project Manager – Farley  
Mr. C. Gratton, NRR Project Manager – Hatch  
Mr. C. Gratton, NRR Project Manager – Vogtle  
Mr. C. A. Patterson, Senior Resident Inspector – Farley  
Mr. D. S. Simpkins, Senior Resident Inspector – Hatch  
Mr. G. J. McCoy, Senior Resident Inspector – Vogtle

### **Management Summary**

The data generated under the Fitness for Duty (FFD) program from July 2005 through December 2005 has been reviewed and analyzed. The data reflected in this report covers workers, including contract personnel, of the Edwin I. Hatch Nuclear Plant.

The random pool contains not only those badged for unescorted access, but also those employees who may, in an emergency condition, be called upon to work at the site and may require unescorted access. Contractors without approved programs are included in the testing pool while on site. Testing during this time period was performed on a nominal weekly basis to include swing shifts, weekends, and holidays. All for-cause, follow-up, and suspect specimens are tested at the Limits of Detection (LOD) as noted. During this testing period, the rate of testing was equal to 50% yearly of the total population. Weekly quality control checks of the FFD random pool revealed, at most, minor discrepancies during this reporting period.

In summarizing management actions associated with the FFD program, it should be emphasized that the incidence of confirming positive tests was very low. Consequently, management actions relative to determination of FFD have been limited. The following actions were taken relative to the confirmed positive tests during this reporting period:

**Short-term Contractors** – Of the four pre-access positives, three individuals screened as positive and were denied access. One individual provided a pre-access specimen not in accordance with 10 CFR 26 (low temperature), and refused to provide a witnessed retest. Both specimens were ruled positive by the MRO for refusal to provide a specimen in accordance with 10 CFR 26 and access was denied. One individual tested positive on a random test and access was terminated. One other individual tested positive for alcohol on a for-cause test and access was terminated. The individual was acting in a supervisory capacity and notification was made in accordance with 10 CFR 26.73(2).

**Long-term Contractors** – None

**Employees** – Two licensee employees tested positive while in the follow-up program, one of which was at the LOD. Both employees were terminated.

Employees who report a substance abuse-related arrest or any custodial arrest submit to FFD testing and are referred for an Employee Assistance Program evaluation by a mental health professional to determine if there is a substance abuse or other problem. For this reporting period, there were no employees referred for evaluation.

Company: <b>Southern Nuclear Operating Company</b>		6 Months Ending <b>12/31/2005</b>
Location <b>E. I. Hatch Nuclear Plant, Baxley, GA</b>		
Contact Name <b>April Brockson</b>		Phone <b>205-992-5270</b>
Cutoffs: Screen/Confirmation (ng/ml) <input checked="" type="checkbox"/> Appendix A to 10CFR 26 except for Marijuana 50 / 15		
Cutoffs: Screen/Confirmation (ng/ml) <input checked="" type="checkbox"/> Limits of Detection (LOD)		
Marijuana	20 / 1.5	Amphetamines 300 / 100
Cocaine	150 / 60	Phencyclidine 20 / 10
Opiates	300 / 150	Alcohol (% BAC) $\geq 0.02\%$ if at work for at least 2 hours $\geq 0.03\%$ if at work for at least 1 hour

Testing Results		Licensee Employees		Long Term Contractor Personnel		Short Term Contractor Personnel	
<b>Average Number with unescorted access</b>		840		84		123	
Categories		# Tested	# Positive	# Tested	# Positive	# Tested	# Positive
Pre-Access		11	0	0	0	371	4
For Cause	Post accident	9	0	0	0	0	0
	Observed Behavior	0	0	0	0	1	1
Random		218	0	25	0	39	1
Follow-up		25	2 * <sup>1</sup>	0	0	9	0
Other: Safety & Health, Re-test, Return to work		12	0	0	0	7	1
Total		275	2	25	0	427	7

\* Note: # of tests in this category that tested positive at LOD level

**Breakdown of Confirmed Positive Tests for Specific Substances**

	Marijuana	Cocaine	Opiates	Amphetamine	Phencyclidine	Alcohol	Refusal to Test	
Licensee Employees	0	1 <sup>*1</sup>	0	0	0	1	0	
Long-Term Contractors	0	0	0	0	0	0	0	
Short-Term Contractors	1	2	0	1 <sup>**</sup>	0	1	2	
Total	1	3	0	1	0	2	2	9

\* Note: # of tests in this category that tested positive at LOD level

\*\* Amphetamine also positive for methamphetamine

### **Management Summary**

The data generated under the Fitness for Duty (FFD) program from July 2005 through December 2005 has been reviewed and analyzed. The data reflected in this report covers workers, including contract personnel, of the Joseph M. Farley Nuclear Plant.

The random pool contains not only those badged for unescorted access, but also those employees who may, in an emergency condition, be called upon to work at the site and may require unescorted access. Contractors without approved programs are included in the testing pool while on site. Testing during this time period was performed on a nominal weekly basis to include swing shifts, weekends, and holidays. All for-cause, follow-up, and suspect specimens are tested at the Limits of Detection (LOD) as noted. During this testing period, the rate of testing was equal to 50% yearly of the total population. Weekly quality control checks of the FFD random pool revealed, at most, minor discrepancies during this reporting period.

In summarizing management actions associated with the FFD program, it should be emphasized that the incidence of confirming positive tests was very low. Consequently, management actions relative to determination of FFD have been limited. The following actions were taken relative to the confirmed positive tests during this reporting period:

**Short-term Contractors** – Of the 10 pre-access positives, five individuals screened as positive and were denied access. Three individual presented pre-access specimens not in accordance with 10 CFR 26 (low temperature), and refused to provide witnessed retests. (Due to these tests, SNC Security initiated an investigation to determine whether a new contractor test subversion pattern existed. No evidence was found to support this concern.) One individual provided a pre-access specimen that was positive for nitrites on-site and an immediate retest was performed. Both of these tests confirmed positive for cocaine.

Following credible information regarding a possible test subversion, SNC management requested a for-cause test be given to a short term contractor. The test was positive and the individual admitted to submitting a subverted sample for his pre-access test. The final pre-access positive was this successfully subverted test that was ultimately ruled as positive by the MRO following the admission by the individual. This individual's access was terminated.

One individual tested positive on a follow-up test and access was terminated. One other individual tested positive on a for-cause test and access was terminated. One individual provided a specimen with a low temperature on a for-cause test, refused a witnessed retest and access was terminated.

**Long-term Contractors** – None

**Employees** – None

Employees who report a substance abuse-related arrest or any custodial arrest submit to FFD testing and are referred for an Employee Assistance Program evaluation by a mental health professional to determine if there is a substance abuse or other problem. For this reporting period, there were no employees referred for evaluation.

Company: <b>Southern Nuclear Operating Company</b>		6 Months Ending <b>12/31/2005</b>
Location <b>Joseph M. Farley Nuclear Plant</b>		
Contact Name <b>April Brockson</b>		Phone <b>205-992-5270</b>
Cutoffs: Screen/Confirmation (ng/ml) <input checked="" type="checkbox"/> Appendix A to 10CFR 26 except for: Marijuana 50 / 15		
Cutoffs: Screen/Confirmation (ng/ml) <input checked="" type="checkbox"/> Limits of Detection (LOD)		
Marijuana	20 / 1.5	Amphetamines 300 / 100
Cocaine	150 / 60	Phencyclidine 20 / 10
Opiates	300 / 150	Alcohol (% BAC) $\geq 0.02\%$ if at work for at least 2 hours $\geq 0.03\%$ if at work for at least 1 hour

Testing Results		Licensee Employees		Long Term Contractor Personnel		Short Term Contractor Personnel	
<b>Average Number with unescorted access</b>		864		70		241	
Categories		# Tested	# Positive	# Tested	# Positive	# Tested	# Positive
Pre-Access		32	0	0	0	612	10
For Cause	Post accident	6	0	0	0	3	0
	Observed Behavior	5	0	0	0	10	3
Random		242	0	23	0	64	0
Follow-up		16	0	0	0	17	1
Other: Safety & Health, Re-test, Return to work		20	0	0	0	9	5
Total		310	0	23	0	715	19

**Breakdown of Confirmed Positive Tests for Specific Substances**

	Marijuana	Cocaine	Opiates	Amphe- tamines	Phency- clidine	Alcohol	Refusal to Test	
Licensee Employees	0	0	0	0	0	0	0	
Long-Term Contractors	0	0	0	0	0	0	0	
Short-Term Contractors	4	3	0	2 <sup>*1</sup>	0	1	9	
Total	4	3	0	2	0	1	9	19

\* Note: # of tests in this category that also tested positive for methamphetamine



### **Management Summary**

The data generated under the Fitness for Duty (FFD) program from July 2005 through December 2005 has been reviewed and analyzed. The data reflected in this report covers workers, including contract personnel, of the Vogtle Electric Generating Plant.

The random pool contains not only those badged for unescorted access, but also those employees who may, in an emergency condition, be called upon to work at the site and may require unescorted access. Contractors without approved programs are included in the testing pool while on site. Testing during this time period was performed on a nominal weekly basis to include swing shifts, weekends, and holidays. All for-cause, follow-up, and suspect specimens are tested at the Limits of Detection (LOD) as noted. During this testing period, the rate of testing was equal to 50% yearly of the total population. Weekly quality control checks of the FFD random pool revealed, at most, minor discrepancies during this reporting period.

In summarizing management actions associated with the FFD program, it should be emphasized that the incidence of confirming positive tests was very low. Consequently, management actions relative to determination of FFD have been limited. The following actions were taken relative to the confirmed positive tests during this reporting period:

Short-term Contractors – Of the seventeen pre-access positives, fourteen individuals screened as positive and were denied access. One individual provided a pre-access specimen not in accordance with 10 CFR 26, and refused to provide a witnessed retest. One individual tested positive for alcohol and refused to provide a specimen in accordance with 10 CFR 26. The other individual provided a pre-access specimen that was positive for nitrites on-site and an immediate retest was performed. Both of the tests on this individual confirmed positive for cocaine. The final re-test was a refusal to provide a specimen in accordance with 10 CFR 26 ordered by the MRO as a result inconclusive results of the pre-access initial test.

Long-term Contractors – None

Employees – One employee screened positive on a for-cause test. He was removed from duty and remains under treatment.

Employees who report a substance abuse-related arrest or any custodial arrest submit to FFD testing and are referred for an Employee Assistance Program evaluation by a mental health professional to determine if there is a substance abuse or other problem. For this reporting period, there was one employee referred for evaluation.

Company: <b>Southern Nuclear Operating Company</b>		6 Months Ending <b>12/31/2005</b>
Location <b>Vogtle Electric Generating Plant, Waynesboro, GA</b>		
Contact Name <b>April Brockson</b>		Phone <b>205-992-5270</b>
Cutoffs: Screen/Confirmation (ng/ml) <input checked="" type="checkbox"/> Appendix A to 10CFR 26 except for Marijuana 50 / 15		
Cutoffs: Screen/Confirmation (ng/ml) <input checked="" type="checkbox"/> Limits of Detection (LOD)		
Marijuana	20 / 1.5	Amphetamines 300 / 100
Cocaine	150 / 60	Phencyclidine 20 / 10
Opiates	300 / 150	Alcohol (% BAC) $\geq 0.02\%$ if at work for at least 2 hours $\geq 0.03\%$ if at work for at least 1 hour

Testing Results		Licensee Employees		Long Term Contractor Personnel		Short Term Contractor Personnel	
<b>Average Number with unescorted access</b>		879		158		226	
Categories		# Tested	# Positive	# Tested	# Positive	# Tested	# Positive
Pre-Access		34	0	0	0	882	17
For Cause	Post accident	3	0	1	0	2	0
	Observed Behavior	5	1	0	0	4	0
Random		240	0	41	0	50	0
Follow-up		47	0	0	0	16	0
Other: Safety & Health, Re-test, Return to work		38	0	4	0	43	3
Total		367	1	46	0	997	20

**Breakdown of Confirmed Positive Tests for Specific Substances**

	Marijuana	Cocaine	Opiates	Amphe- tamines	Phency- clidine	Alcohol	Refusal to Test	
Licensee Employees	0	0	0	1	0	0	0	
Long-Term Contractors	0	0	0	0	0	0	0	
Short-Term Contractors	9	7	0	0	0	3	4	
Total	9	7	0	1	0	3	4	24

### **Management Summary**

The data generated under the Fitness for Duty (FFD) program from July 2005 through December 2005 has been reviewed and analyzed. The data reflected in this report covers workers, including contract personnel, at the Southern Nuclear Operating Company Corporate Headquarters in Birmingham, Alabama.

The random pool contains not only those badged for unescorted access at a nuclear site, but also those employees who may, in an emergency condition, be called upon to work at any of the SNC sites and may require unescorted access. Contractors without approved programs are included in the testing pool. Testing during this time period was performed on a nominal weekly basis. All for-cause, follow-up, and suspect specimens are tested at the Limits of Detection (LOD) as noted. During this testing period, the rate of testing was equal to 50% yearly of the total population. Weekly quality control checks of the FFD random pool revealed, at most, minor discrepancies during this reporting period.

In summarizing management actions associated with the FFD program, it should be emphasized that the incidence of confirming positive tests was very low. Consequently, management actions relative to determination of FFD have been limited. The following actions were taken relative to the confirmed positive tests during this reporting period:

Short-term Contractors – One individual did not provide a pre-access specimen in accordance with 10 CFR 26 (dilute), subsequently screened positive on a retest, and was terminated. One individual screened positive on a random and was terminated.

Long-term Contractors – None

Employees – None

Employees who report a substance abuse-related arrest or any custodial arrest submit to FFD testing and are referred for an Employee Assistance Program evaluation by a mental health professional to determine if there is a substance abuse or other problem. For this reporting period, there were no employees referred for evaluation.

Company: <b>Southern Nuclear Operating Company</b>		6 Months Ending <b>12/31/2005</b>
Location <b>SNC Corporate Headquarters</b>		
Contact Name <b>April Brockson</b>		Phone <b>205-992-5270</b>
Cutoffs: Screen/Confirmation (ng/ml) <input checked="" type="checkbox"/> Appendix A to 10CFR 26 except for Marijuana 50 / 15		
Cutoffs: Screen/Confirmation (ng/ml) <input checked="" type="checkbox"/> Limits of Detection (LOD)		
Marijuana	20 / 1.5	Amphetamines 300 / 100
Cocaine	150 / 60	Phencyclidine 20 / 10
Opiates	300 / 150	Alcohol (% BAC) $\geq 0.02\%$ if at work for at least 2 hours $\geq 0.03\%$ if at work for at least 1 hour

Testing Results		Licensee Employees		Long Term Contractor Personnel		Short Term Contractor Personnel	
<b>Average Number with unescorted access</b>		560		34		54	
Categories		# Tested	# Positive	# Tested	# Positive	# Tested	# Positive
Pre-Access		47	0	0	0	30	1
For Cause	Post accident	0	0	0	0	0	0
	Observed Behavior	2	0	0	0	0	0
Random		144	0	2	0	17	1
Follow-up		3	0	0	0	0	0
Other: Safety & Health, Re-test, Return to work		23	0	0	0	5	1
Total		219	0	2	0	52	3

**Breakdown of Confirmed Positive Tests for Specific Substances**

	Marijuana	Cocaine	Opiates	Amphetamine	Phencyclidine	Alcohol	Refusal to Test	
Licensee Employees	0	0	0	0	0	0	0	
Long-Term Contractors	0	0	0	0	0	0	0	
Short-Term Contractors	2	0	0	0	0	0	1	
Total	2	0	0	0	0	0	1	3