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 MECREDY, R.C. Rochester Gas & Electric Corp.
 RECIP. NAME RECIPIENT AFFILIATION
 BUSH, L. Reactor Safeguards Branch

SUBJECT: Forwards performance data for personnel subject to 10CFR26
 for six months ending 910630. Summary of specific mgt actions
 encl.

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 TITLE: "Semiannual Fitness for Duty Program Performance Rept/Data" 10CFR26.7

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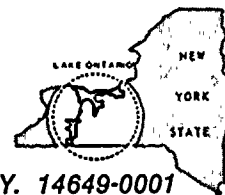
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ROCHESTER GAS AND ELECTRIC CORPORATION • 89 EAST AVENUE, ROCHESTER, N.Y. 14649-0001

TELEPHONE
AREA CODE 716 546-2700

July 25, 1991

Mr. Loren Bush
Reactor Safeguards Branch
Division of Reactor Inspection and Safeguards
Office of Nuclear Reactor Regulation
U. S. Nuclear Regulatory Commission
Washington, D.C. 20555

Dear Mr. Bush:

In accordance with the provisions of NRC Rule 10CFR Parts 2 and 26, enclosed is the Performance Data, Personnel Subject to 10CFR26 report for the six months ending June 30, 1991. Attached to the Performance Data form is a summary of specific management actions. During the reporting period, there were no reportable events under 10CFR 26.73.

If you have any questions or comments, please feel free to contact us.

Very truly yours,

Jeffrey W. Peters
Department Manager
Employee Relations

Robert C. Mecredy
Vice President
Ginna Nuclear Production

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FITNESS FOR DUTY PROGRAM

Performance Data Personnel Subject to 10CFR 26

Rochester Gas and Electric Corporation

COMPANY

89 East Avenue, Rochester, NY

LOCATION

Lynn I. Hauck

CONTACT NAME

June 30, 1991

6 MONTHS ENDING

(716) 546-2700, ext. 4023

PHONE (INCLUDE AREA CODE)

 CUTOFFS: SCREEN/CONFIRMATION (ng/ml) ☐ APPENDIX A TO 10CFR 26 ⁽¹⁾

MARIJUANA	/	AMPHETAMINES	/	_____	/
COCAINE	/	PHENCYCLIDINE	/	_____	/
OPIATES	/	ALCOHOL (% BAC)	/	_____	/

TESTING RESULTS	LICENSEE EMPLOYEES				LONG-TERM CONTRACTOR PERSONNEL		SHORT-TERM CONTRACTOR PERSONNEL	
AVERAGE NUMBER WITH UNESCORTED ACCESS	965				N/A		291	
CATEGORIES	# TESTED	# POSITIVE	# REFERRED TO EAP	# ACCESS RESTORED	# TESTED	# POSITIVE	# TESTED	# POSITIVE
PRE-EMPLOYMENT	26	0						
PRE-BADGING	53	0					910	6
PERIODIC	0							
FOR CAUSE	0						2	0
POST ACCIDENT	0							
RANDOM	436	2	2	2			168	2
FOLLOW-UP	15	1	0	0				
OTHER	0							
TOTAL	530	3	2	2			1080	8



E - Employee
C - Contractor

RANDOM TESTING PROGRAM RESULTS

INDIVIDUALS TESTED	1989		1990		1991		1992		1993	
# POSITIVE			4E 0C	2E 1C	2E 2C					
# TESTED			503E 142C	472E 115C	530E 168C					
% POSITIVE										
GRAPH OF % POSITIVE	5									
	4									
	3									
	2									
	1									
			E C	E C	EC					

CONFIRMED POSITIVE TESTS FOR SPECIFIC SUBSTANCES

MARIJUANA			1E 8C		1E 7C					
COCAINE			2E 2C	1E 1C	1E					
OPIATES										
AMPHETAMINES					1C					
PHENCYCLIDINE										
ALCOHOL			2E 5C	1E 1C	1E					

(1) Cutoffs: Screen/Confirmation (ng/ml)

NOTE: RG&E and all contractors specifically included in RG&E's Fitness For Duty Program adhere to Appendix A to 10CFR26. RG&E has approved the Fitness For Duty programs of three contracting organizations as being in compliance with 10CFR26. The companies (listed below as A, B, C) further utilize either different cutoff scores for some of the drugs and/or test for additional drugs.

Of the 910 contractor pre-badge tests, 805 tests or 88% were conducted at a laboratory using the NRC/NIDA five drug panel and cutoff scores, while 105 tests or 12% were performed at companies with an expanded drug panel or more conservative cutoff scores. There were no positive drug test results in those companies whose program varied from the 10CFR26 guidelines.

CONTRACTOR

<u>Drug or Drug Class</u>	<u>A</u>		<u>B</u>		<u>C</u>	
	<u>Screen</u>	<u>Conf</u>	<u>Screen</u>	<u>Conf</u>	<u>Screen</u>	<u>Conf</u>
Marijuana	NRC	NRC	50	NRC	20	NRC
Cocaine	NRC	NRC	NRC	NRC	NRC	NRC
Opiates	NRC	NRC	NRC	NRC	NRC	NRC
Amphetamines	NRC	NRC	NRC	300	300	300
Phencyclidine	NRC	NRC	NRC	NRC	NRC	NRC
Barbiturates	300	300	300	300	300	300
Benzodiazepines	300	150	300	300	300	300
Methadone	300	300	300	300	300	300
Methaqualone	300	300	300	300	300	300
Propoxyphene	300	300	300	300	N/A	N/A
Number tested (pre-access)	31		46		28	
Number positive	0		0		0	

July 1991

PERFORMANCE DATA FORM
SEMI-ANNUAL REPORT
Six Months Ending June 30, 1991

SUMMARY OF MANAGEMENT ACTIONS

DRUG TESTING

As indicated on the Performance Data Form, a total of 1610 drug and alcohol tests were conducted during the reporting period. Of this total, 11 or approximately .7% were confirmed positive tests. The following is a breakdown of the random drug and alcohol tests and the positive test rate.

	<u>Number of Random Drug/Alcohol Tests</u>	<u>Number Positive</u>	<u>Percent Positive</u>
Employees	436	2	.5%
Contractors	168	2	1.2%
Total	604	4	.7%

Three (3) random tests or .5% of the total were confirmed positive for illegal drugs. RG&E's random test rate is 100%.

MANAGEMENT ACTIONS

In accordance with the RG&E Fitness For Duty (FFD) Program and Drug and Alcohol Abuse Policy, all employees are automatically referred to the Company's EAP whenever there is a violation of the policy, except in cases where the employee is terminated. During the reporting period, two employees tested positive under the random testing program; one for an illegal drug and one for alcohol. Two employees were referred to the Employee Assistance Program, and upon successful completion of recommended actions, their access restored in accordance with the provisions of 10CFR26. Additionally, one employee was terminated under the Company's progressive discipline policy due to a confirmed positive follow-up test. Two contractor employees tested positive for an illegal drug, their photo identification badge deleted, and were referred to the contractor's Employee Assistance Program. Unescorted access for the two contractor employees has not been reinstated.

During the reporting period, there were no reportable events under 10CFR Part 26.73.

MANAGEMENT ACTIONS (cont.)

The Nuclear Regulatory Commission (NRC) conducted an inspection of the Fitness For Duty (FFD) Program on January 23-25, 1991. Inspection Report No. 50-244/91-04 identified one violation, a Severity Level IV, and one unresolved item (UNR 50-244/91-04-01). A summary of the violation and unresolved item follows.

We received a violation because we did not have a permanently bound record book in which identifying data on each specimen collected at a collection site is required to be permanently recorded in the sequence of collection. The permanently bound record book was purchased and the process for entering the required information began on January 24, 1991.

The unresolved item concerned the lack of a procedure for testing non-RG&E personnel with infrequent site access. We have developed an interim practice which is in place for a trial period to assist us in determining the best method for reaching these individuals.

July 1991

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