

# PRIORITY 1

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 PETERS, J.W.      Rochester Gas & Electric Corp.  
 MECREDY, R.C.      Rochester Gas & Electric Corp.  
 RECIP. NAME      RECIPIENT AFFILIATION  
 BUSH, L.      Office of Nuclear Reactor Regulation, Director (Post 870411)

SUBJECT: Forwards FFD performance data for period 940701-1231.

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

NOTES: License Exp date in accordance with 10CFR2,2.109(9/19/72).      05000244

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February 28, 1995

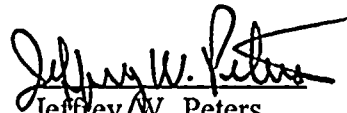
Mr. Loren Bush  
Reactor Safeguards Branch  
Division of Reactor Inspection and Safeguards  
Office of Nuclear Reactor Regulation  
U. S. Nuclear Regulatory Commission  
Washington, D.C. 20555


Dear Mr. Bush:

In accordance with the provisions of NRC Rule 10CFR Parts 2 and 26, enclosed is the Fitness For Duty Performance Data, Personnel Subject to 10CFR26 report for the six months ending December 31, 1994. Attached to the Performance Data form is a summary of specific management actions. During the reporting period, there was one reportable event under 10CFR 26.73. A summary of that event is included in the attachment.

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

Very truly yours,

  
Jeffrey W. Peters  
Group Manager  
Human Resource Services

  
Robert C. Mecredy  
Vice President  
Nuclear Operations

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

Rochester Gas and Electric Corporation		December 31, 1994
Company		6 Months Ending
Ginna Station, Ontario, NY		
Location		
Lynn I. Hauck	(716) 771-2232	
Contact Name		Phone (include area code)
Cutoffs: Screen/Confirmation (ng/ml) <input checked="" type="checkbox"/> Appendix A to 10CFR 26		
Marijuana	/	Amphetamines    /    _____    /
Cocaine	/	Phencyclidine    /    _____    /
Opiates	/	Alcohol (% BAC)    _____    /

Testing Results		Licensee Employees		Long-Term Contractor Personnel		Short-Term Contractor Personnel	
Average Number with Unescorted Access		726		80		111	
Categories		# Tested	# Positive	# Tested	# Positive	# Tested	# Positive
Pre-Access		20	0	1	0	24	0
For Cause	Post accident	0	0	0	0	0	0
	Observed behavior	0	0	0	0	0	0
Random		110	1	25	1	46	0
Follow-up		10	0	0	0	5	0
Other		1	1	1	1	0	0
Total		141	2	27	2	75	0

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

	Marijuana	Cocaine	Opiates	Amphetamine	Phencyclidine	Alcohol	Refusal to Test	1	2	3	4	5	
Licensee Employees	0	2	0	0	0	0	0						
Long-Term Contractors	1	1	0	0	0	0	0						
Short-Term Contractors	0	0	0	0	0	0	0						A
Total	1	3	0	0	0	0	0						4

(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 program of Westinghouse Electric Corporation. Westinghouse utilizes different cutoff levels for particular drugs and tests for additional drugs not required by the rule; these are listed below.

<u>Drug or Drug Class</u>	<u>Screen</u>	<u>Conf</u>
Marijuana	20	NRC
Cocaine	NRC	NRC
Opiates	NRC	NRC
Amphetamines	300	300
Phencyclidine	NRC	NRC
Barbiturates	300	300
Benzodiazepines	300	300
Methadone	300	300
Methaqualone	300	300

PERFORMANCE DATA FORM  
SEMI-ANNUAL REPORT  
Six Months Ending December 31, 1994

SUMMARY OF MANAGEMENT ACTIONS

DRUG TESTING

As indicated on the Performance Data Form, a total of 243 drug and alcohol tests were conducted during the reporting period. Of this total, four (4), or approximately 1.6%, 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	110	1	1.6%
Contractors	71	1	1.4%
Total	181	2	1.1%

Two (2) random tests were confirmed positive during the six month period; both were positive for cocaine.

RG&E reduced the random testing rate to 50%, effective March 1, 1994.

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 Employee Assistance Program (EAP) whenever there is a violation of the policy, except when an employee resigns or when employment is terminated. During the reporting period, two (2) employees tested positive for cocaine; one under the random testing program and one for a remediation test following a reportable event, summarized later in the report. Two (2) long-term contractor employees tested positive; one for cocaine and one for marijuana. One positive test was through the random testing process and one for a remediation test following a reportable event. The contractors were notified of an available Employee Assistance Program. The employees have not been reinstated for unescorted site access and the contractor employees have been terminated from the Company's contractor employment.

During the reporting period, there was one reportable event under 10 CFR Part 26.73. Following is a summary of the event.

On Friday, November 11, 1994, a security shift supervisor received a confirmed positive test for cocaine. Following our report to the NRC Operations Center, a series of conference calls took place between the NRC and RGE. A reactive inspection (50-244/94-28) was held on November 21-22, 1994. The inspection found that random testing for drugs and alcohol was not being conducted in a statistically random and unpredictable manner on backshifts, weekends and holidays. This violated NRC requirements set forth in 10 CFR 26 Section 26.24(1)(2). Also, the Company identified a number of employees and contractors in the testing groups who never had a random drug and alcohol under the program.

Corrective actions were immediately initiated to improve the random testing process on the backshifts as required by the regulations. To resolve the number of individuals who never had a random drug and alcohol test, the Company conducted remediation testing. As indicated in the data report, one employee and one long-term contractor employee had a confirmed positive test for a drug substance. To correct this situation the Company now tracks, through a computer program, all individuals selected for a random drug and alcohol test and ensures they are tested.

An enforcement conference was held on December 20, 1994 in the Region I office to discuss the apparent violation.

A Notice of Violation was received on January 13, 1995 as a result of the Inspection Report No. 50-244/94-28. The violation was categorized as a Severity Level III without a civil penalty.

