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SUBJECT: Forwards Fitness for Duty Semiannual Performance Data Rept
 for 920701-1231.

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February 24, 1993
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Docket No. 50-397

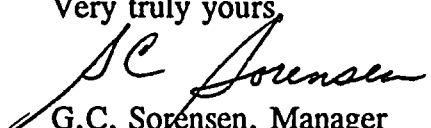
U.S. Nuclear Regulatory Commission
Attn: Document Control Desk
Washington, D.C. 20555

Subject: **WNP-2 OPERATING LICENSE NPF-21
FITNESS FOR DUTY SEMIANNUAL PERFORMANCE DATA REPORT
JULY 1 TO DECEMBER 31, 1992**

Pursuant to 10 CFR 26.71(d), enclosed is the Supply System's Fitness for Duty Semiannual Performance Data Report for July 1 to December 31, 1992. The performance data has been compiled on forms similar to the standard forms developed by NUMARC. The data has been analyzed and indicates that for the calendar year 1992, 104.8% of the average population eligible for random selection was tested. Charts and graphs that summarize Program data are attached to the report.

Questions regarding the information in this report should be directed to M.M. (Matt) Monopoli, Manager, Support Services, (509) 372-5599.

Very truly yours,


G.C. Sorensen, Manager
Regulatory Programs (Mail Drop PE20)

GCS:mo

Enclosure (1) Nuclear Plant 2, Fitness for Duty Program, Performance Data Report
for July 1 to December 31, 1992.

cc: Mr. R.C. Barr, NRC Resident Inspector/901A
Mr. J. B. Martin, NRC - Region V
Mr. N. S. Reynolds, Winston and Strawn
Mr. R. J. Pate, NRC - Region V
Mr. L. Norderhaug, NRC - Region V
Mr. J.W. Clifford, NRC
Mr. D. L. Williams - BPA/399

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

Washington Public Power Supply System, WNP-2	6 Months Ending: December 31, 1992
3000 George Washington Way	Richland, WA 99352
Contact Name: M.M. Monopoli	Phone: (509) 372-5599

Cutoffs:	Screen /	Confirmation	<input checked="" type="checkbox"/> Appendix A to 10CFR26		
Marijuana	100	15	Amphetamines	1000	500
Cocaine	300	150	Phencyclidine	25	25
Opiates	300	300	Alcohol (%BAC)	.04	
Others:					
Barbiturates	300	200	Benzodiazepines	300	200

Testing Results	Licensee Employees		Long-Term Contractors		Short Term Contractors	
Average # Unescorted Access:	1317		317		103	

Category	# Tested	# Positive	# Tested	# Positive	# Tested	#Positive
Pre-Access	152	1	39	0	66	0
Post-Accident	0	0	0	0	0	0
Observed Behavior	0	0	0	0	0	0
Random	771	2	123	0	25	0
Follow-Up	13	2	0	0	0	0
Other	0	0	0	0	0	0
Total	936	5	162	0	91	0

Breakdown of Confirmed Positive Tests for Specific Substances:

	THC	Cocaine	Opiates	Amphe tamines	PCP	Alcohol	Refuse to Test
Licensee Employees	1	4	0	0	0	0	0
Long-Term Contractors	0	0	0	0	0	0	0
Short-Term Contractors	0	0	0	0	0	0	0
Total	1	4	0	0	0	0	0

	Barbiturates	Benzodiazepines	3	4	5
Licensee Employees	0	0			
Long-Term Contractors	0	0			
Short-Term Contractors	0	0			
Total	0	0			

NUCLEAR PLANT NO. 2

PERFORMANCE DATA REPORT

JULY 1, 1992 - DECEMBER 31, 1992

Introduction

As required by 10CFR26.71(d), WNP-2 is submitting the attached Fitness for Duty Performance Data Report for the July 1 to December 31, 1992 reporting period. The data has been analyzed and management actions have been taken to enhance the program.

The Supply System continues to demonstrate that the Fitness for Duty Program is successful in working towards achieving a drug free workplace. During the calendar year 1992, the Supply System performed 1957 random drug and alcohol tests. This represents a testing rate of 104.8% of the average population of 1866 with unescorted access for 1992, which exceeds the requirements of 10CFR26.

The incidence of confirmed positive random drug and alcohol tests during the calendar year 1992 is 0.02%.

Program Result Analysis

Pre-Access

The Medical Review Officer (MRO) confirmed positive drug and alcohol test results in the Pre-Access category for the semi-annual July 1 to December 31, 1992 period are as follows:

1 Pre-Access Positive Cocaine

During the same July-December reporting period in 1991 there was one Pre-Access short term contractor positive for marijuana. The current positive was a Supply System applicant.

For Cause

There were no for cause drug or alcohol tests administered during the calendar year 1992. For Cause would include behavioral observation testing and post-accident testing.

To date, there have been no chemical tests administered for barbiturates or benzodiazepines. The ability to test for barbiturates and benzodiazepines was added to the testing panel in "for cause" cases in the Fall of 1992.

Random

The MRO confirmed 2 random positive chemical test results. Those 2 are as follows:

1	Random Positive	Marijuana
1	Random Positive	Cocaine

2 Total Random Positives

The Supply System randomly tested 919 individuals during the reporting period July 1 to December 31, 1992. The average population of those eligible for random selection during this reporting period was composed of 1737 individuals. Of those 1737, 1317 were Supply System employees, 317 were long term contractors and 103 were short term contractors. Out of the 919 randomly tested during this reporting period, the MRO confirmed 2 chemical tests positive. This resulted in .2 percent positive rate for the reporting period. The two MRO confirmed positive random tests involved Supply System employees. Both of these employees were denied access to the Protected Area of WNP-2 for 14 days, were referred to the Employee Assistance Program (EAP) and placed on 14 days administrative leave. Both subsequently returned to work inside the Protected Area and began a follow-up program.

Follow-Up

The MRO confirmed positive 2 follow-up chemical test results. The results are as follows:

2	Follow-Up Positives	Cocaine
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2 Total Follow-Up Positives

Under the Supply System Follow-Up Program 13 drug and alcohol tests were administered during this reporting period. There were two confirmed positive follow-up tests for cocaine during the July - December 1992 reporting period as a result of this program. One confirmed positive follow-up test for cocaine occurred 9 months after the initial confirmed random test which was for marijuana. The other follow-up positive test followed 17 months after the initial positive result for cocaine. Both confirmed positive tests resulted in termination of employment and denial of access to the protected area of WNP-2 for a period of three years.

Other

There were no drug or alcohol tests administered as a result of other causes during the 1992 calendar year.

It should be noted that the Supply System has experienced 20 consecutive months without a positive breath alcohol test. The last recorded positive breath alcohol test was administered April 12, 1991.

Reportable Events

There were no 24 hour reportable Significant Fitness for Duty Events during the 1992 calendar year.

Blind Sample Program

During the calendar year the Supply System submitted 46 blind sample specimens to the HHS-certified laboratory for testing. For purposes of Part 26 the Supply System is submitting 40 blind samples per calendar year. Of these 40 blind samples, 75% (30) are negative/normal and 25% (10) are spiked. The additional blind samples are considered supplemental. In addition to these Blind Samples, once every six months the Supply System submits blind samples for barbiturates and benzodiazepines. These specimens are outside the rule requirements and are submitted in addition to the rule requirements.

Program Review

In November 1992 a Quality Assurance audit was conducted. The consulting group of Bensinger, DuPont and Associates was utilized to provide technical guidance during the audit. The result of the audit indicated that the Supply System has a comprehensive Fitness for Duty Program that meets the requirements of 10 CFR 26.

Since implementation of the Fitness for Duty Program in January 1990, the Supply System has experienced a decline in the overall positive rate by 38%. There were 26 MRO confirmed positives in the overall testing program during 1990 dropping to 16 MRO confirmed positives for the overall testing program during 1992. To date, no licensed operators or supervisors have tested positive and there have been no notifications by telephone required under 10 CFR 26.

Program Changes

The following changes have been made to the Fitness for Duty Program in an effort to improve overall program effectiveness:

- * The Fitness for Duty Program has changed organizations from Plant Services to Occupational Health, Safety and Fire Protection.
- * A new collection facility is located outside the Protected Area in a central location. The new location serves to focus attention on the Fitness for Duty Program through daily awareness of its presence.
- * Permanent additional staff enhancements have been made. The FFD staff now has a supervisor, analyst and administrative specialist. These three new positions have improved the overall effectiveness of the program through a more leveled workload and additional management oversight.
- * Two additional drugs have been added to the "for cause" panel. The Supply System now has the ability to test for barbiturates and benzodiazepines in a "for cause" situation. This addition is viewed as an enhancement to the program and will be done in addition to the rule requirements.
- * Fitness for Duty Training has incorporated Continued Behavioral Observation training for supervisors into the Escort and Awareness training Program. All phases of FFD training are given to all employees and contractors who hold unescorted access. The addition of CBO training to all employees is viewed as an enhancement to the training and increases the awareness level for Fitness For Duty.
- * The Supply System implemented a policy change for MRO review concerning required confirmation of positives by two HHS-certified laboratories to requiring confirmation by one HHS-certified laboratory prior to MRO interview and confirmation.

Performance Summary

Chart Summary:

- Chart 1, Tests by Employee Type. This chart shows the total population in each of the reporting categories making up the random test pool administered by the Fitness for Duty Program from July 1 to December 31, 1992.
- Chart 2, Chemical Tests by Type. This chart shows the breakdown of drug and alcohol tests by category for the July 1 to December 31, 1992 reporting period. In this report, the categories Pre-employment and Pre-Badging were combined to make up the category Pre-Access, as required by the new report format.
- Chart 3, Total Tests by Employee Type. This chart shows a comparison of all tests administered by employee type during the years 1991 and 1992. The FFD Program administered a total of 447 more tests during the calendar year 1992 than 1991.
- Chart 4, FFD Off Shift & Weekend Testing 1992. This chart shows that 17.4% of the FFD Chemical testing program was administered during off shifts.

Graph Summary:

- Graph 1, Random Test Failures. This graph shows the total number of random test failures by substance for each of the 5 reporting periods. The current report period shows that cocaine and marijuana were the cause of confirmed random failures during this reporting period in contrast to marijuana only for the two previous July to December reporting periods, 1990 and 1991.
- Graph 2, 1992 MRO Confirmed Positive Tests, Pre-Access, Random and Follow-Up. This graph shows the overall confirmed positive chemical test results by employee type. All contractor positives were short term contractors. 44% of the MRO confirmed positives occurred during the pre-outage and outage months of March, April and May 1992.

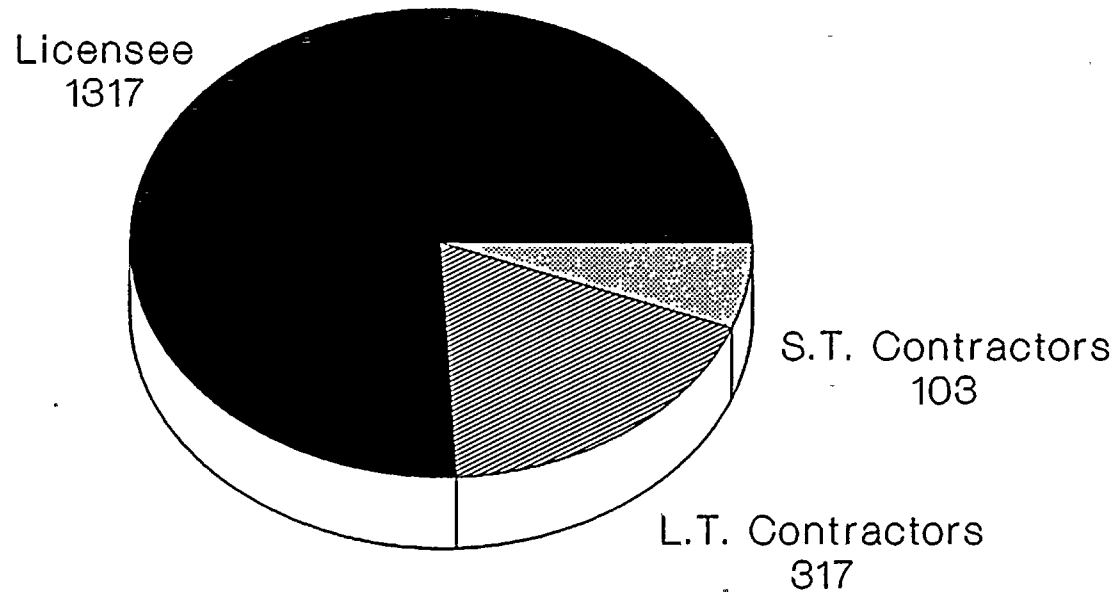
- Graph 3, 1990-1991-1992 Random Positive Test Comparison by Employee Type. This graph shows a decline in MRO confirmed random positives from 1991 to 1992. The contractors have experienced no MRO confirmed random positives in the last two years.
- Graph 4, Percent of Individuals Per Times Selected, Available for all 223 Runs (January 1, 1990 to December 31, 1992). This graph shows that the percentage of participants who have not been selected and were available for all 223 random runs has declined from 4.1% at the end of the previous reporting period (ending June 30, 1992) to 2.6% as of December 31, 1992.
- Graph 5, Percent of Individuals Per Times Selected, Movement Over Time (January 1, 1990 to December 31, 1992). This graph shows the movement of the random selection curve over all six reporting periods. The percentage of those who have not been selected has dropped from 6.6% on December 31, 1991 to 2.6% by December 31, 1992.

Conclusion

The Supply System continues to demonstrate that the Fitness for Duty Program is successful toward it's goal of achieving a drug-free workplace.

Supply System FFD Program

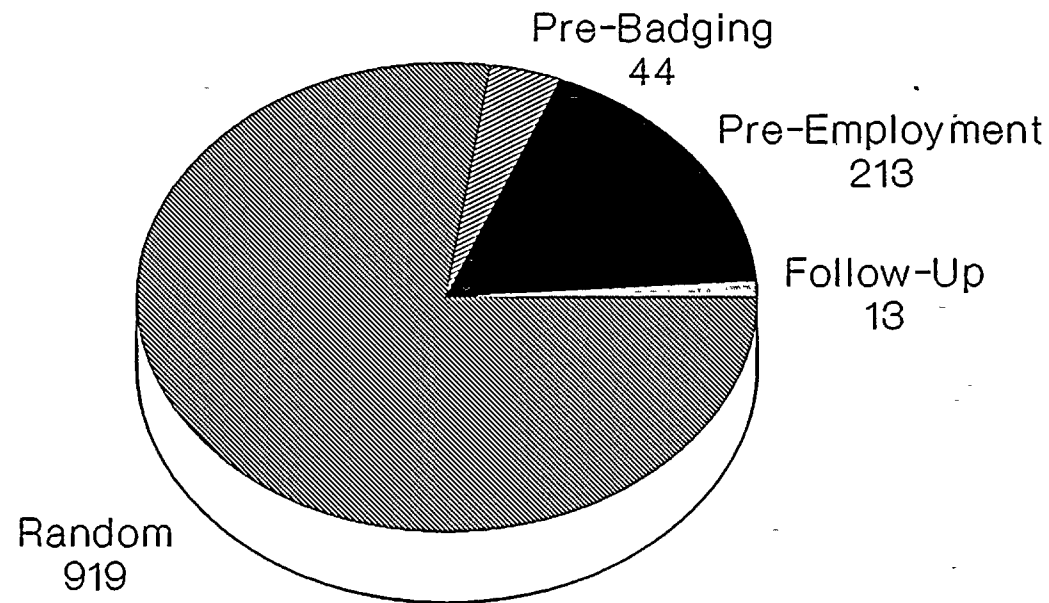
Tests by Employee Type



July 1 - December 31, 1992
Chart 1

Supply System FFD Program

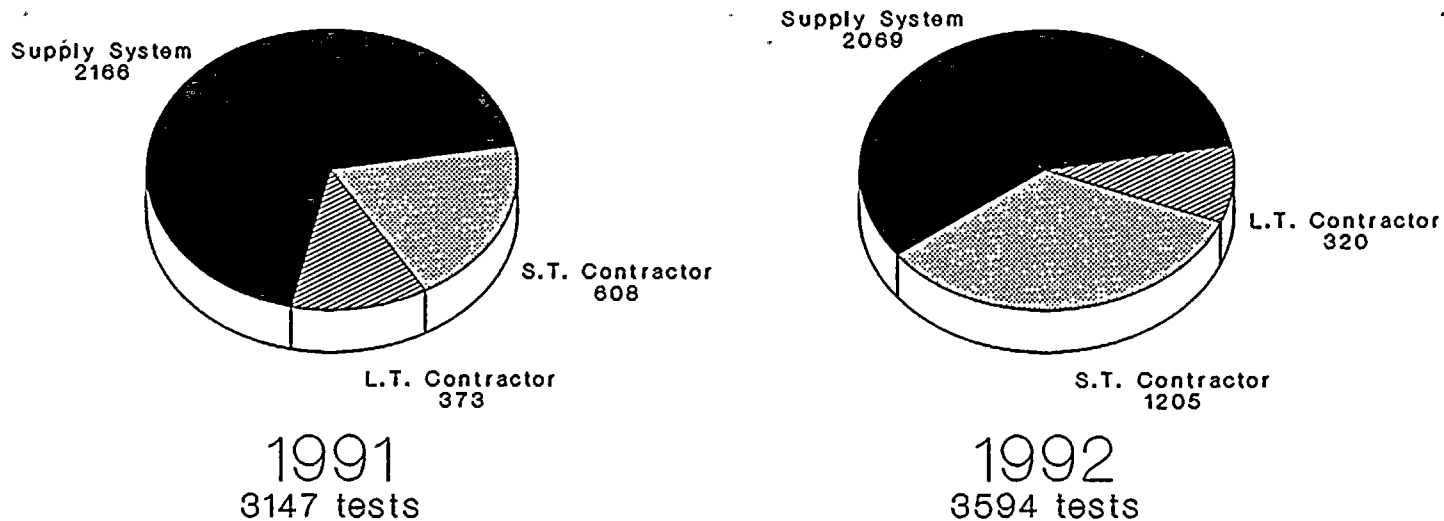
Chemical Tests By Type



July 1 to December 31, 1992
Chart 2

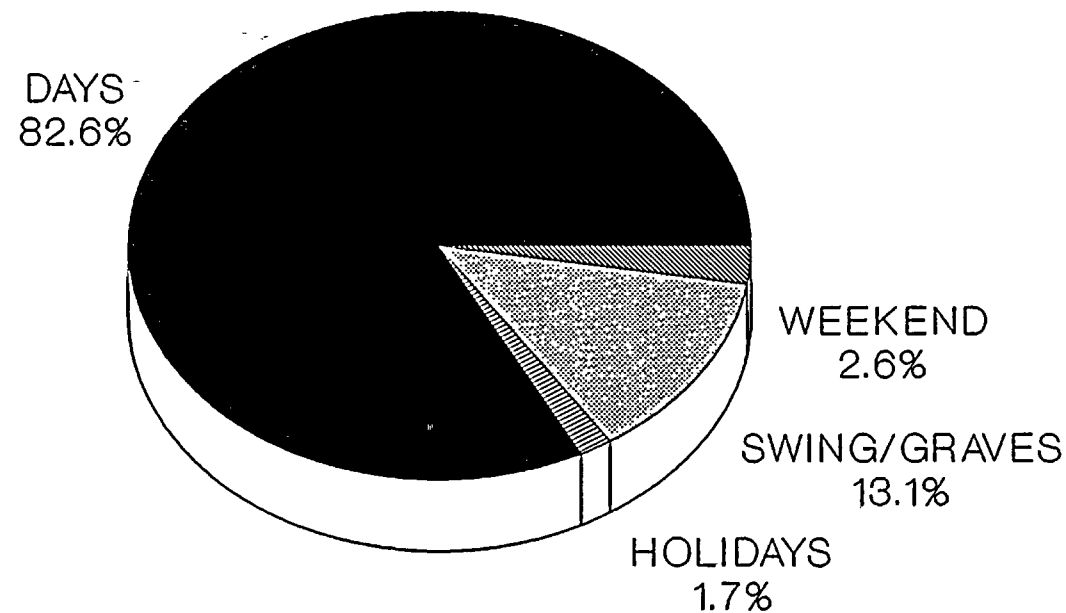
Supply System FFD Program

Total Tests By Employee Type



January 1 - December 31, 1992
Chart 3

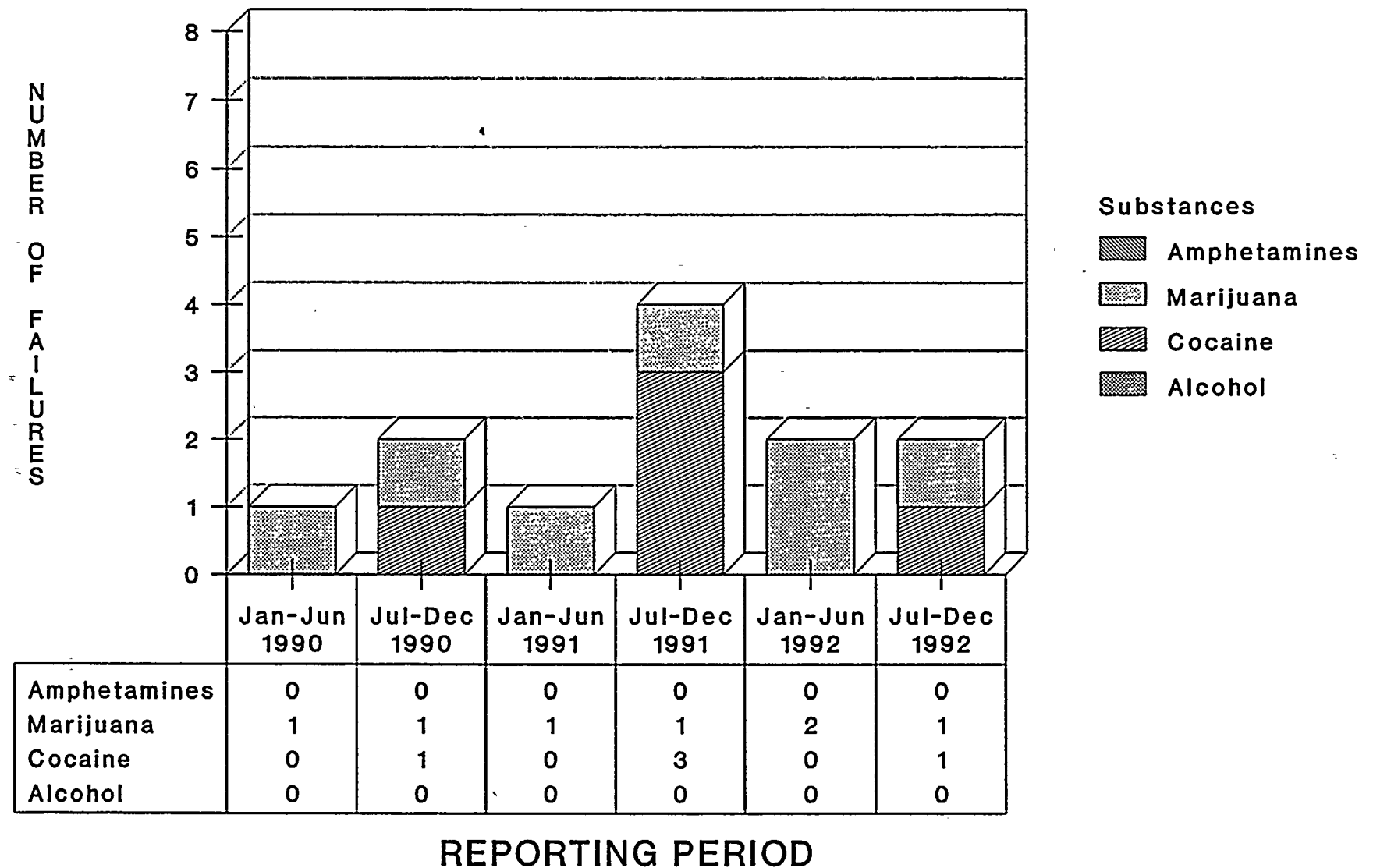
FFD Off Shift & Weekend Testing 1992



January 1 - December 31, 1992
Chart 4

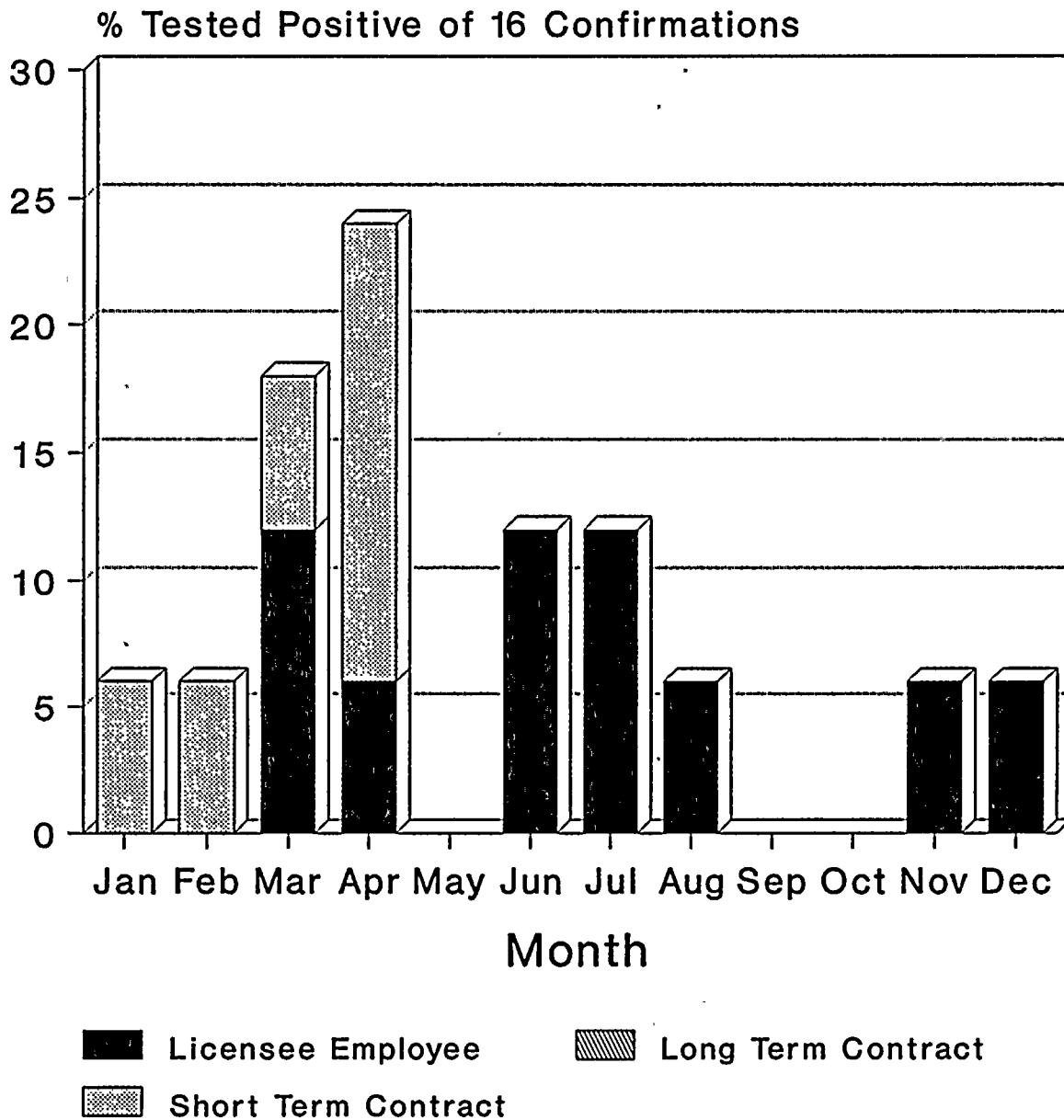
Random Test Failures

Reporting Periods 1/1/90 to 12/31/92



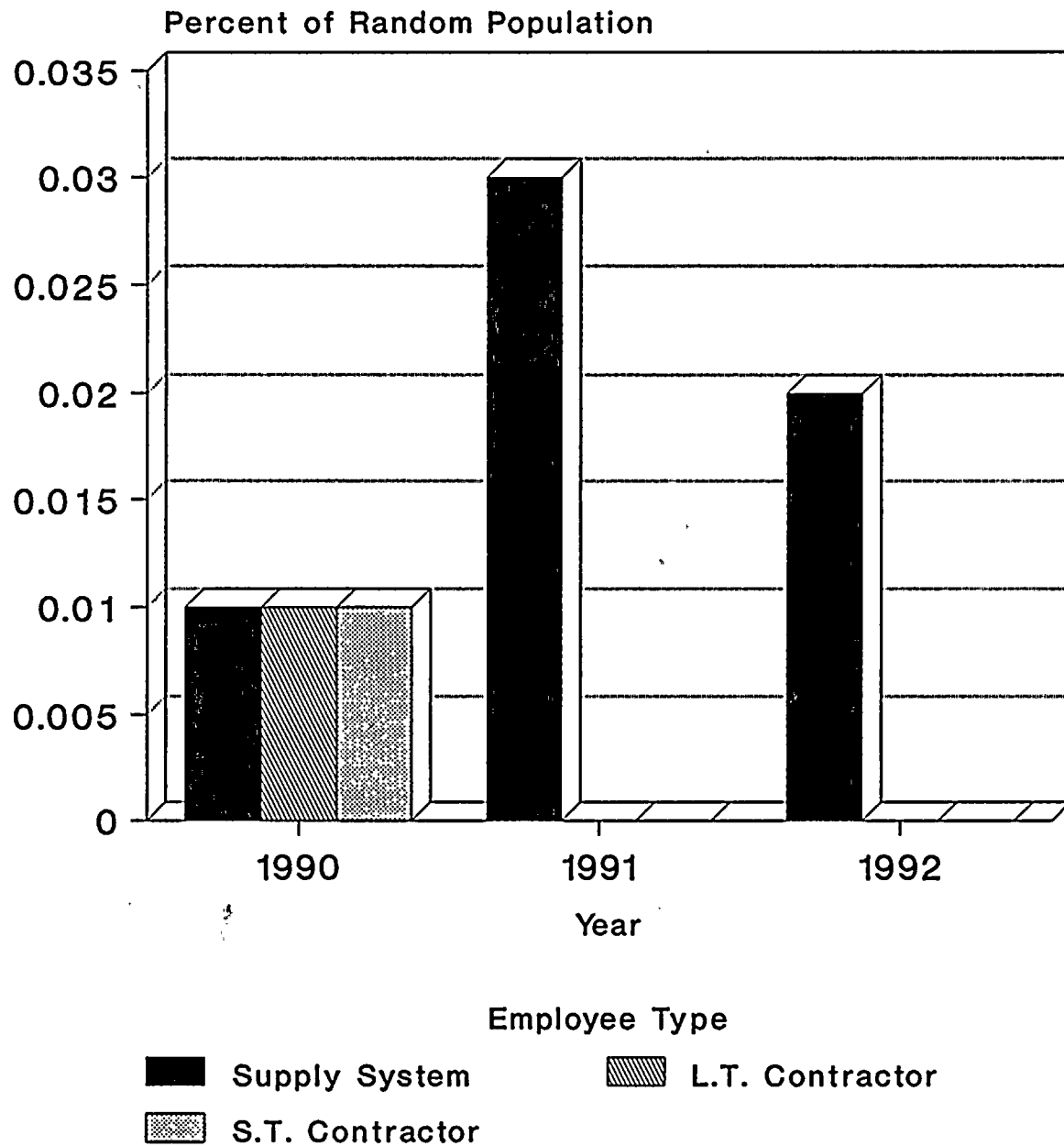
Graph 1

1992 MRO Confirmed Positive Tests By Employee Type January 1 to December 31, 1992



Graph 2

1990-1991-1992 Random Positive Test Comparison by Employee Type

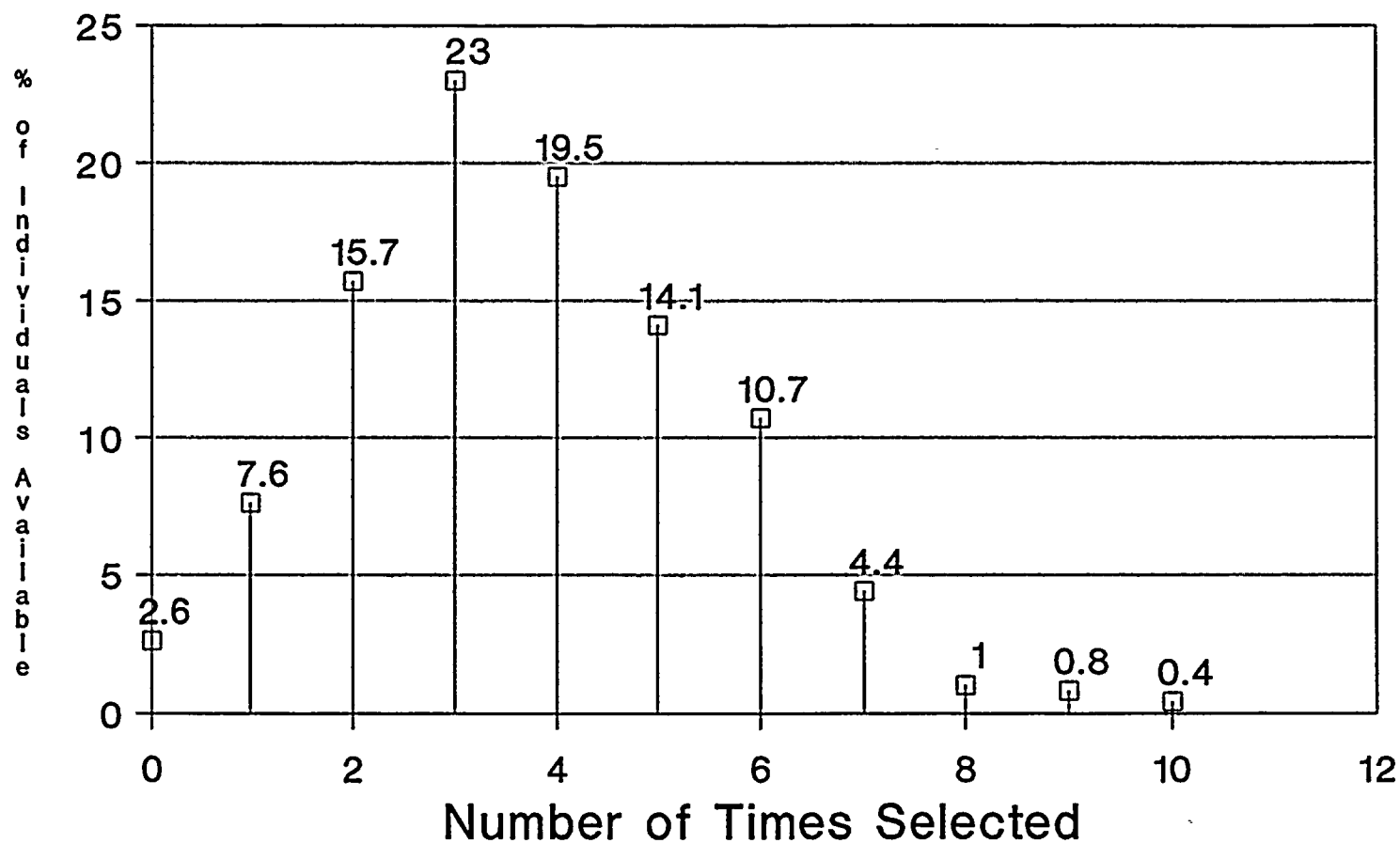


Graph 3

Percent/Individuals Per Times Selected

(Available for all 223 runs)

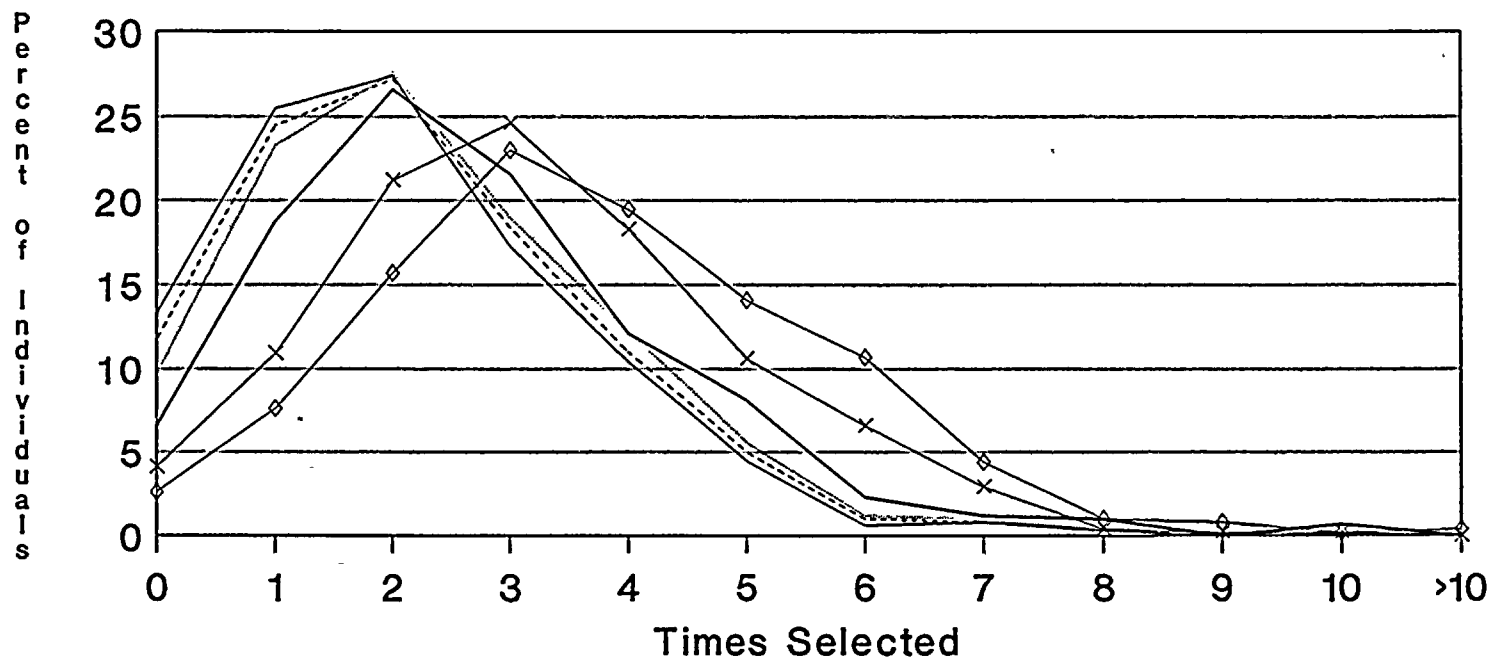
January 1, 1990 to December 31, 1992



Graph 4

Percent of Individuals Per Times Select

-Movement Over Time-(1/1/90 TO 12/31/92)



Numeric

— 60 runs (06/90) 88 runs (12/90)	— 127 runs (06/91)
— 161 runs (12/91)	—* 194 runs (06/92)	—◇ 223 runs (12/92)

Graph 5