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**SUBJECT: Forwards fitness for duty (FFD) semiannual performance data
rept for Jan-June 1999, per 10CFR26.71(d) .**

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NORTHWEST**

P.O. Box 968 □ Richland, Washington 99352-0968

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Docket No. 50-397

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

Subject: **WNP-2 OPERATING LICENSE NPF-21
FITNESS FOR DUTY SEMIANNUAL PERFORMANCE DATA REPORT
JANUARY 1 TO JUNE 30, 1999**

Pursuant to 10 CFR 26.71(d), enclosed is the Energy Northwest Fitness for Duty (FFD) Semiannual Performance Data Report for January 1 to June 30, 1999. The data has been analyzed and management actions have been taken to enhance the FFD program.

Should you have any questions or desire additional information regarding this matter, please call me or D. W. Martin, Manager, Security Programs at (509) 377-8628.

Respectfully,

R. L. Webring

R. L. Webring (Mail Drop PE08)
Vice President, Operations Support/PIO

Attachment: Nuclear Plant 2, Fitness for Duty Program, Performance Data Report
for January 1 to June 30, 1999.

cc: EW Merschoff - NRC RIV
JS Cushing - NRR
NRC Sr. Resident Inspector - 927N
DL Williams - BPA/1399
PD Robinson - Winston & Strawn

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

Company: WNP-2	Report Range: From: January 1, 1999 To: June 30, 1999
PO Box 968	Richland, WA 99352
Contact Name: D.W. Martin	Phone: (509) 377-8628

[] Appendix A to 10CFR26

Cutoffs:	Screen/Confirmation (ng/ml)	Screen/Confirmation (ng/ml)	
Marijuana	50/15	Amphetamines	1000/500
Cocaine	300/150	Phencyclidine	25/25
Opiates	300/300	Alcohol (%BAC)	0.04

Testing Results	Licensee Employees		Long-Term Contractors		Short-Term Contractors	
Average # Unescorted Access:	1065		176		58	
Categories	# Tested	# Positive	# Tested	# Positive	# Tested	# Positive
Pre-Access	103	0/1*	156	2	252	1/1*
Post-Accident	1	0	0	0	0	0
Observed Behavior	0	0	1	1	0	0
Random	298	2	44	0	23	0
Follow Up	16	0	3	0	0	0
Pre-Employ	1	0	9	0	2	0
Total	419	2/1*	213	3	277	1/1*

* Top number indicates positive test result (over /) bottom number which indicates refusal to test or tampering by substitution or adulteration of a sample.

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

Breakdown of Confirmed Positive Tests for Specific Substances:

	THC 50ng	THC 100ng	Cocaine	Opiates	Amphetamine	PCP	Alcohol	Substitute/ Adulterate/Refuse To Test
Licensee Employees	2	0	0	0	0	0	0	1 Refuse
Long-Term Contractors	0	2	0	0	0	0	1	0 Refuse 0 Adulteration
Short-Term Contractors	0	0	0	0	0	0	1	1 Adulteration
Total	2	2	0	0	0	0	2	1 Refuse 1 Adulteration 0 Substitution

* Totals show 6 confirmed positive test results, 1 refusal to test and 1 adulteration.

NUCLEAR PLANT NO. 2
SIX-MONTH PERFORMANCE DATA REPORT
January 1 to June 30, 1999

FITNESS FOR DUTY PROGRAM SUMMARY:

During the reporting period January 1 to June 30, 1999, the number of random tests performed was equivalent to the number required to test approximately 28.02 percent of the average eligible population. The rate of positive from random testing was 0.54 percent.

POSITIVE RESULTS:

Five chemical tests yielded positive results during this reporting period. Calculated from the positive recorded from January 1990 until June 1999, marijuana is the drug of preference, accounting for 62.56 percent of all the positive results; cocaine is second, yielding 19.48 percent of positive results.

MANAGEMENT ACTIONS:

Pre-Access

Access was denied for two long-term contractor employees and one short-term contractor employee that tested positive on pre-access analysis. Management was notified and the individuals' files were annotated of the positive result and management's actions.

Random

Access was removed as a result of two random drug tests. Two licensee employees who tested positive during random testing had their access removed for a minimum of fourteen days. Both individuals' files were annotated of the positive result and management's actions. Both individuals were referred to the Employee Assistance Program for evaluation and treatment. One individual did not return to work, and employment was subsequently terminated.

The other licensee employee held a Senior Reactor Operator License at the time of the positive test result. The license was "inactive", and the individual had worked outside the Operations department and had not performed licensed duties for greater than one year. The positive test result was considered a reportable event. The Nuclear Regulatory Commission (NRC) was notified on discovery of the event.



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Following treatment, the individual returned to work, unescorted access was reinstated, and the individual was enrolled in the follow-up testing program.

Follow-up

There were no positive drug or alcohol results in the follow-up program for this reporting period. Presently, there are three licensee employees participating in the follow-up program.

For Cause/Behavior

There was one positive test result for cause due to observable behavior during this reporting period. One short-term contractor employee tested positive for alcohol on a drug/alcohol test for cause. The test for cause was due to a strong odor of alcohol observed in the field and reported to management. The individual observed was working at the pump house outside the Protected Area of WNP-2. Access was denied for a minimum of fourteen days, and the short-term contractor employee was referred to treatment. Management was notified, and the individual's file was annotated of the positive result and management's actions. The individual's employment was subsequently terminated, and the short-term contractor employee did not return to work.

Refuse to Test

One licensee employee refused to provide a sample for testing on a pre-access chemical test. Access was denied for a minimum of three years as required by Energy Northwest's FFD policy. Management was notified, and the individual's file was annotated of the refusal to test and access denial. It was recorded as a termination for cause.

Tampering by Substitution or Adulteration

Access was denied for one short-term contractor due to tampering by substitution and adulteration of a sample. The short-term contractor attempted to substitute the first sample given for pre-access testing by providing a urine sample with a temperature of 88°F. The individual remained at the collection facility, under observation, until another sample could be collected. The second sample provided under direct observation screened positive for marijuana by EMIT at the on-site laboratory. The adulteration/integrity check performed on site on the second specimen showed positive for nitrite adulteration. Both samples were sent to the Health and Human Services (HHS) laboratory for confirmation testing. The HHS certified laboratory reported to the Medical Review Officer (MRO) that the first specimen was not suitable for testing due to temperature out of range. Adulteration testing of the second sample confirmed positive for nitrite adulteration. The individual's access was denied for a minimum of three years, as required by Energy Northwest's FFD policy. Management was notified, and the individual's file was annotated of the access denial due to sample tampering by adulteration. It was recorded as a termination for cause.

ADMINISTRATIVE ACTIONS:

There were no administrative actions taken during this reporting period.

EVENTS REPORTED TO THE NRC:

During this reporting period, there was one violation of the FFD program that was reportable. One licensee employee with a Senior Reactor Operator License tested positive on a random drug test. At the time of the test, the license was "inactive", and the individual had worked outside the Operations department and had not performed licensed duties for greater than one year. The NRC was notified upon discovery of the event.

PROGRAM WEAKNESSES:

During this reporting period, no program weaknesses were identified.

PROGRAM CHANGES:

In response to current issues and trends in adulteration of drug test specimens, the FFD program authorized the addition of two compounds to routine adulteration screening panels performed by our contracted HHS laboratory, Medtox Laboratories. Effective January 1, 1999, all specimens sent to Medtox will be tested for the presence of nitrites and pyridine. Each specimen that is presumptive positive for nitrites or pyridine will immediately undergo confirmation analysis for nitrites by liquid chromatography with conductivity detection (ion chromatography) and chromium confirmation by atomic absorption spectrophotometry (AA) or chromate confirmation by ion chromatography for confirmation of pyridinium chlorochromate.

Organizational changes were made within Security Programs due to the retirement of Safeguards & Investigations supervisor, Fred Dehart. Effective February 22, 1999, the staff of Investigations and Fitness for Duty & Security Training was combined into one section named Access Authorization and Security Training. Jeff A. Gloyn was named supervisor of Access Authorization and Security Training.