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SUBJECT: Forwards fitness-for-duty program performance data for
 period of 990101-0630 for DC Cook Nuclear Plants, Units 1 &
 2, per 10CFR26.71(d).

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August 23, 1999

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10 CFR 26.71(d)

Docket Nos: 50-315
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U. S. Nuclear Regulatory Commission
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Donald C. Cook Nuclear Plant Units 1 and 2
10 CFR PART 26, FITNESS FOR DUTY PROGRAM

In accordance with 10 CFR 26.71(d), Fitness for Duty Program, this submittal represents the Donald C. Cook Nuclear Plant fitness for duty program performance data for the six-month period from January 1, 1999, to June 30, 1999. Attached are performance data sheets that include statistics on the various categories of testing, substances for which testing is conducted and a summary of management actions.

Sincerely,

A handwritten signature in dark ink, appearing to read 'A. C. Bakken, III'.

A. C. Bakken, III
Site Vice President

/dms

Attachment

c: J. E. Dyer, w/attachment
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TESTING CATEGORIES AND SUBSTANCES

The following is offered as an explanation for information outlined in the performance data report regarding the various categories of testing and the substances for which testing is conducted:

Long-term contractor personnel - plant protection contractors

Short-term contractor personnel - all contractor personnel other than plant protection

Marijuana confirmed positives noted on page two of the performance data report are reported as:

- five positives for short-term contractor personnel at Donald C. Cook Nuclear Plant's (CNP) more conservative cut-off level (50 ng/ml), and
- four positives for short-term contractor personnel and one positive for long-term contractor at CNP's suspect level (20 ng/ml).

Of the total positive tests reported, seventeen were the result of pre-access applicant tests (sixteen with positive results and one deemed positive based on an adulterated sample), six for-cause tests, and one follow-up test.

A total of 24 tests were reported as positive on the "Breakdown of Confirmed Positive Tests for Specific Substances."

**FITNESS FOR DUTY PROGRAM
PERFORMANCE DATA
PERSONNEL SUBJECT TO 10CFR26**

<u>Indiana Michigan Power Co.</u>	<u>6/30/99</u>
<u>Company</u>	<u>6 Month Ending</u>
<u>Cook Nuclear Plant, Bridgman, Michigan</u>	
<u>Location</u>	
<u>K.E. Burkett</u>	<u>(616)466-3335</u>
<u>Contact Name</u>	<u>Phone</u>
Cutoffs: Screen/Confirmation (ng/ml) <input checked="" type="checkbox"/> Appendix A to 10CFR26	
Marijuana 50/15	Amphetamine 1000/500 <u>N/A</u> <u>N/A</u>
Cocaine 300/150	Phencyclidine 25/25 <u>N/A</u> <u>N/A</u>
Opiates 300/300	Alcohol (%BAC) 0.04% <u>N/A</u> <u>N/A</u>

Testing Results	Licensee Employees		Long-Term Contractor Personnel		Short-Term Contractor Personnel	
Average Number with Unescorted Access	1168		130		1298	
Categories	# Tested	# Positive	# Tested	# Positive	# Tested	# Positive
Pre-Access	87	0	35	1	1121	16
For-Cause Post Accident	0	0	0	0	0	0
For-Cause Observed Behavior	2	2	0	0	9	4
Random	350	0	41	0	353	0
Follow-Up	25	0	0	0	82	1
Other	14	0	3	0	6	0
Total	478	2	79	1	1571	21

BREAKDOWN OF CONFIRMED POSITIVE TESTS FOR SPECIFIC SUBSTANCES

	Marijuana 50 100		Cocaine	Opistes	Amphetamines	Phencyclidene	Alcohol	Refusal To Test	Marijuana Suspect Specimen	Adulterated Specimen
Licensee Employee	0	0	0	0	0	0	2	0	0	0
Long-Term Contractors	0	0	0	0	0	0	0	0	1	0
Short-Term Contractors	5	0	1	0	0	0	10	0	4	1
Total	5	0	1	0	0	0	12	0	5	1

Total Confirmed Positive Tests For All Specific Substances, Refusals to Test and Adulterated Specimens: . 24

MANAGEMENT ACTIONS:

Meetings are conducted with laboratory, collection site, Medical Review Officer(s), Employee Assistance Program staff, and psychological assessment personnel to assure consistent and effective implementation of the fitness for duty (FFD) program.

The high number of pre-access positive results is attributed to the CNP's "suspect specimen" process, and the large number of contractor personnel in-processing. Specimens collected and deemed "suspect specimens" are tested at a lower cut-off level. Observed behavior in the collection facility, specimen temperature out of range, and collection site specific gravity test results out of range are some of the bases for identifying a "suspect specimen" and considering whether a particular individual may have altered or substituted a urine specimen. A second specimen is obtained under direct observation, as applicable, and both specimens are tested at the "suspect specimen" cut-off level. Actions and sanctions taken as a result of positive test results are performed in accordance with FFD regulatory requirements.

The canine program continues to be a constant reminder to plant personnel of CNP's commitment to maintain a drug free work environment. The canine unit provides anti-drug presentations to local schools and other community organizations in addition to regular tours of CNP property. The canine unit is also made available to local law enforcement agencies, upon request.

APPEALS:

Four appeals were received during this reporting period. The appeal process at CNP provides notice and an opportunity to provide additional information for an impartial management review. The appeals for these individuals were denied based on failure to provide sufficient mitigating circumstances or evidence showing why the denial determination was incorrect.

EVENTS:

There were no events identified as reportable in accordance with 10 CFR 26.73 during this reporting period.

TEMPORARY SUSPENSIONS:

No temporary suspensions or administrative actions were taken against individuals based on on-site presumptive positive drug results.

Indiana Michigan Power Company continues to perform annual random testing at a rate equal to or exceeding fifty percent of the total population.

