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 AUTH. NAME AUTHOR AFFILIATION
 BLIND, A.A. Indiana Michigan Power Co. (formerly Indiana & Michigan Ele
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SUBJECT: Forwards performance data sheets for plant fitness for duty
 program for period Jan-June 1990, per 10CFR26.

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Indiana Michigan
Power Company
Cook Nuclear Plant
One Cook Place
Bridgman, MI 49106
616 465 5901

#2
8/20



Donald C. Cook Nuclear Plant Units 1 and 2
Docket Nos. 50-315 and 50-316
License Nos. DPR-58 and DPR-74
10 CFR Part 26, Fitness for Duty Programs

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

ATTN: T. E. Murley

August 15, 1990

Dear Dr. Murley:

In compliance with 10 CFR 26.71(d), Fitness for Duty Programs, this submittal represents the Donald C. Cook Plant Fitness for Duty Program performance data for the six month period from January 1, 1990, to June 30, 1990. Attached are performance data sheets that include statistics on the various categories of testing, the substances tested for, the cut-off levels used, and the average work force populations during the reporting period. In addition, we have included a brief summary of management actions and a summary of the one event reported in accordance with 10 CFR 26.73.

These documents have been prepared following Corporate procedures that incorporate a reasonable set of controls to ensure their accuracy and completeness prior to signature by the undersigned.

Sincerely,

A handwritten signature in cursive script, appearing to read "A. A. Blind".

A. A. Blind

cc: M. P. Alexich
D. H. Williams, Jr.
R. C. Callen
NFEM Section Chief
G. Charnoff
NRC Resident Inspector - Bridgman
A. B. Davis

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FITNESS FOR DUTY PROGRAM

Performance Data Personnel Subject to 10CFR 26

INDIANA MICHIGAN POWER COMPANY
COMPANY
DONALD C. COOK NUCLEAR PLANT
LOCATION
Louis J. Bruno / Walter M. Hodge
CONTACT NAME
June 30, 1990
6 MONTHS ENDING
(616) 465-5901
PHONE (INCLUDE AREA CODE)
CUTOFFS: SCREEN/CONFIRMATION (ng/ml) ☐ APPENDIX A TO 10CFR 26

MARIJUANA	50 / 15	AMPHETAMINES	1000 / 500	<u>BENZODIAZEPINES</u>	300 / 300
COCAINE	300 / 150	PHENCYCLIDINE	25 / 25	<u>BARBITURATES</u>	300 / 300
OPIATES	300 / 300	ALCOHOL (% BAC)	.04		/

TESTING RESULTS	LICENSEE EMPLOYEES				LONG-TERM CONTRACTOR PERSONNEL		SHORT-TERM CONTRACTOR PERSONNEL	
	AVERAGE NUMBER WITH UNESCORTED ACCESS							
CATEGORIES	# TESTED	# POSITIVE	# REFERRED TO EAP	# ACCESS RESTORED	# TESTED	# POSITIVE	# TESTED	# POSITIVE
PRE-EMPLOYMENT	31	0					0	0
PRE-BADGING	113	1					1048	17
PERIODIC	0	0					0	0
FOR CAUSE	2	2					14	5
POST ACCIDENT	0	0					0	0
RANDOM	609	3					594	2
FOLLOW-UP	4	0					7	0
OTHER	0	0					0	0
TOTAL	759	6					1663	24

RANDOM TESTING PROGRAM RESULTS

INDIVIDUALS TESTED	1989		1990		1991		1992		1993	
# POSITIVE			5							
# TESTED			1203							
% POSITIVE			.004%							
GRAPH OF % POSITIVE	5									
	4									
	3									
	2									
	1									

CONFIRMED POSITIVE TESTS FOR SPECIFIC SUBSTANCES

MARIJUANA			13 Total 6 @50 ng 7 @100ng							
COCAINE			2							
OPIATES			0							
AMPHETAMINES			1							
PHENCYCLIDINE			0							
ALCOHOL			13							
BARBITURATES			1							
BENZODIAZEPINES			0							



Donald C. Cook Nuclear Plant Units 1 and 2
Docket Nos. 50-315 and 50-316
License Nos. DPR-58 and DPR-74
10 CFR Part 26, FITNESS FOR DUTY PROGRAM

MANAGEMENT ACTIONS:

1. From the onset of the Cook Plant FFD Program it was decided to treat violations involving alcohol no differently than any other FFD violation. As a result of this approach we have identified several cases where the individual involved was in dire need of treatment.
2. The Cook Plant has made available to its contractor personnel the same Employee Assistance Program offered to its company employees. This has helped to gain the support of contractor management as well as their workers. Use of these EAP services also provides for consistency in assessment and treatment for all persons involved in our program.
3. A recent rise in the number of "for cause" incidents has spurred management to schedule meetings with individual contractor management personnel. In addition, an "in service" FFD seminar is scheduled to focus on the issue of "for cause" incidents.
4. Quarterly meetings are held to bring together the program administrators, the MRO, the Laboratory Services personnel, and the collection site personnel to discuss the state of the program and any issues or incidents of mutual interest. These meetings have resulted in changes that have significantly enhanced the overall program.
5. Quarterly meetings are also held with the Cook Plant Employee Assistance Program providers. These meetings are held to discuss the statistics on program utilization, aftercare services, and any problems or special cases that occurred during the quarter.
6. After a recent tragic accident that occurred at the plant, the EAP mobilized a team to offer "Critical Incident Stress Management". This team was available at the plant on four days following the accident offering counselling to those needing assistance to cope with the tragedy.

FITNESS FOR Y SUMMARY REPORT

NAME: S.N. 781638

JOB: ENGINEERING TECHNOLOGIST

DEPARTMENT: TPS - R.P.

FFD INCIDENT AND DATE:

The employee was randomly selected for FFD testing on February 26, 1990. On March 1, 1990, the Human Resources Supervisor was informed by the program M.R.O. that this individual needed a FFD clinical exam. The Human Resources Supervisor summoned the individual, apprised him of the situation, and per our policy, referred him to our M.R.O. The individual refused discussion with the M.R.O. stating that it might "incriminate him". He was suspended and his access revoked, pending further evaluation.

FOLLOW-UP ACTION TAKEN:

The TPS Superintendent and the H.R. Supervisor met with the individual on March 2, 1990. The individual was fully cooperative during the session and admitted to using marijuana on a recent vacation. He admitted that this was a recreational use and that he had not used it in quite some time. The TPS Superintendent presented the individual with the re-entry memo. On March 2, 1990, the employee was evaluated by the Company psychologist and the EAP counselor. Intensive out-patient treatment was recommended. On March 15, 1990, the employee began out-patient counseling. The EAP counselor confirmed on March 20 that the employee had begun treatment on 3/15/90. Aftercare assessment was conducted by the Company psychologist on 3-26-90. He was administered a re-entry drug screen on 4/2/90.

The employee was recommended for unescorted access with the condition that he attend one aftercare counseling session weekly until released by the treating professional. A reevaluation with the Company psychologist is to take place approximately 90 days after re-entry into the workforce.

FFD EXAM(S)	DATE(S)	RESULTS
Random Drug Screen	2/26/90	Positive
Clinical Interview	3/02/90	Abnormal
Clinical Interview	3/26/90	Normal
Drug Screen	4/02/90	Normal

TYPE OF MONITORING PROGRAM ESTABLISHED -- Behavioral Observation and/or FFD Exam(s). Explain.

1. Be evaluated by Company psychologist approximately 90 days after re-entry into workforce.
2. Report to EAP and adhere to all recommendations.
3. Be subject to random FFD examinations for a period of 3 years.
4. Participate in aftercare meetings as outlined by the treating professional.

