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 AUTH. NAME AUTHOR AFFILIATION
 FITZPATRICK, E. Indiana Michigan Power Co. (formerly Indiana & Michigan Ele
 RECIP. NAME RECIPIENT AFFILIATION
 MURLEY, T.E. Document Control Branch (Document Control Desk)

SUBJECT: Forwards fitness-for-duty program performance data for
 Jul-Dec 1991 including statistics on various categories of
 testing & substances tested for & cut-off levels used.

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Indiana Michigan
Power Company
P.O. Box 16631
Columbus, OH 43216



AEP:NRC:1103A
10 CFR 26.71(d)

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. 20005

ATTN: T. E. Murley

February 14, 1992

Dear Dr. Murley:

In compliance with 10 CFR 26.71(d), Fitness for Duty Programs, this submittal provides the Donald C. Cook Nuclear Plant Fitness for Duty Program performance data for the six-month period from July 1 to December 31, 1991. 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.

This document has been prepared following Corporate procedures that incorporate a reasonable set of controls to ensure its accuracy and completeness prior to signature by the undersigned.

Sincerely,

E. E. Fitzpatrick
Vice President

eh

Attachments

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PDR ADOCK 05000315
R PDR

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11

Dr. T. E. Murley

-2-

AEP:NRC:1103A

cc: D. H. Williams, Jr.
A. A. Blind - Bridgman
NFEM Section Chief
J. R. Padgett
G. Charnoff
A. B. Davis - Region III
NRC Resident Inspector - Bridgman

Performance Data Personnel Subject to 10CFR 26

Indiana Michigan Power Company

COMPANY

Cook Nuclear Plant

LOCATION

K.E. Alexejun

CONTACT NAME

12/31/91

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	1135						995	
CATEGORIES	# TESTED	# POSITIVE	# REFERRED TO EAP	# ACCESS RESTORED	# TESTED	# POSITIVE	# TESTED	# POSITIVE
PRE-EMPLOYMENT	130	0	0	0			0	0
PRE-BADGING	21	0	0	0			443	2
PERIODIC	0	0	0	0			0	0
FOR CAUSE	0	0	0	0			3	2
POST ACCIDENT	0	0	0	0			0	0
RANDOM	732	1	0	0			573	2
FOLLOW-UP	16	0	0	0			40	0
OTHER	3	0	0	0			9	1
TOTAL	902	1	1	0			1068	7

RANDOM TESTING PROGRAM RESULTS

INDIVIDUALS TESTED	1989		1990		1991		1992		1993	
# POSITIVE			5	8	0	3				
# TESTED			1203	1327	1258	1305				
% POSITIVE			.4%	.6%	.0%	.2%				
GRAPH OF % POSITIVE	5									
	4									
	3									
	2									
	1									

CONFIRMED POSITIVE TESTS FOR SPECIFIC SUBSTANCES

			13 Total 6 @50NG 7 @100NG	16 Total 11 @50NG 5 @100NG	4 Total 2 @50NG 2 @100NG	5 Total 5 @50NG				
MARIJUANA										
COCAINE			2	7	0	1				
OPIATES			0	0	0	0				
AMPHETAMINES			1	0	0	0				
PHENCYCLIDINE			0	0	0	0				
ALCOHOL			13	43	5	2				
BARBITURATES			1	1	0	0				
BENZODIAZEPINES			0	1	1	0				

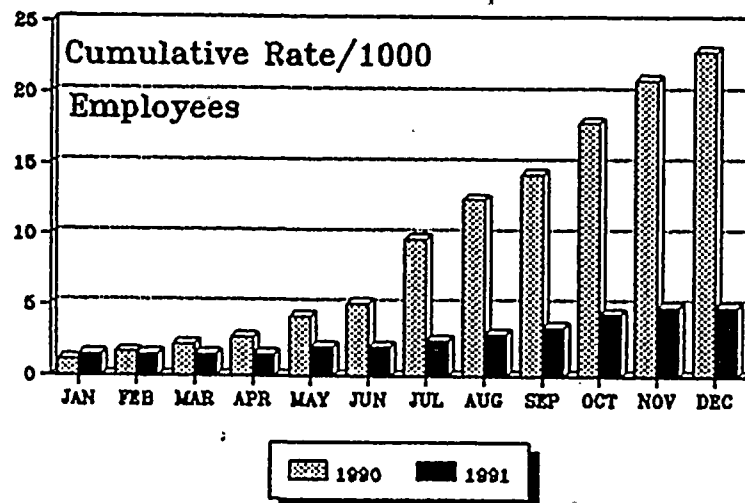
ATTACHMENT TO AEP:NRC:1103A

MANAGEMENT ACTIONS:

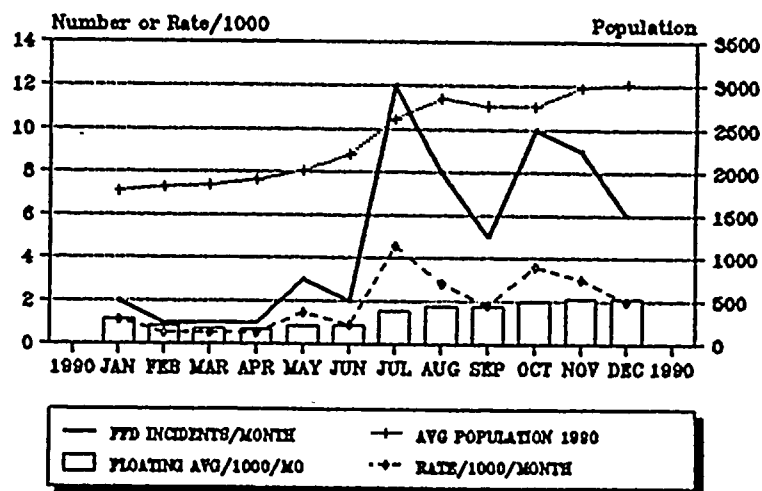
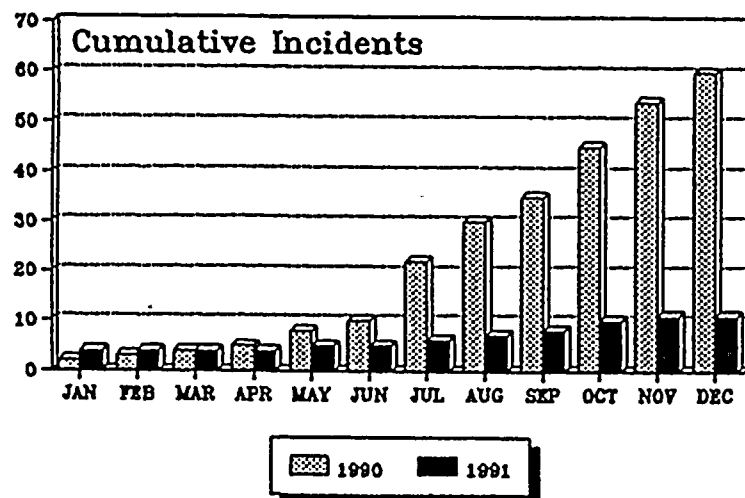
1. A Fitness For Duty (FFD) Specialist has been added to the Security Section as of July, 1991. This position provides for undivided attention to address the state of the Plant's FFD program and to ensure continued regulatory compliance.
2. A third Medical Review Officer (MRO) has been added to support the Plant's FFD Program. This addition ensures MRO coverage under all circumstances and alleviates concerns regarding vacations, illness, and other special conditions.
3. Quarterly meetings continue to be held bringing together the program administrators, the MRO, the laboratory service personnel, Employee Assistance Program personnel and the collection site supervisor to discuss the state of the program and any issues or incidents of mutual interest.
4. The number of FFD incidents in 1991 was 16% of the total incidents accrued in 1990. The FFD administrators feel this reduction was accomplished through continued reinforcement of the Plant's FFD policy, training of security officers in the area of behavior observation and odor identification and by maintaining a high visible program through the K-9 program and information supplied to company and contractor personnel. It should be noted that Plant outages were not conducted during 1991 and therefore unescorted access was not requested nor granted to increased numbers of personnel. The relatively stable number of contractor personnel contributed to the reduction of FFD incidents.
5. Drug testing dates and results are being entered into the Integrated Nuclear Data Exchange (INDEX) system to assist in determining personnel access reinstatement for the D.C. Cook Plant and other INDEX member utilities.
6. An FFD Supervisor training video tape was developed and is provided to Contractor supervisory/management personnel to enhance the Continued Behavior Observation Program of their employees during their absence from the Plant. This is in addition to the required FFD Supervisor training conducted on-site prior to granting unescorted access to those persons performing supervisory responsibilities. Further training enhancement is the continuation of the eight hour behavior observation training program offered to all supervisory personnel.
7. Computerized data bases have been established to enhance the effectiveness of program implementation in the areas of personnel monitoring programs, blind test specimen submittal statistics, chemical test result reporting and Contractor FFD manual distribution.

FITNESS FOR DUTY INCIDENT SUMMARY

(Does Not Include Pre-Access Testing)



(Cumulative Rate & Events)



(Incidents & Rates vs. Population)

