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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
through Dec 1992, including statistics of various categories
of testing & substances tested for & cut-off levels used.

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INDIANA
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AEP:NRC:1103C
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 8, 1993

Dear Dr. Murley:

In compliance with 10 CFR 26.71(d), Fitness for Duty Programs, this submittal represents the Cook Nuclear Plant Fitness for Duty Program performance data for the six-month period from July 1 to December 31, 1992. 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.

Sincerely,

E. E. Fitzpatrick
Vice President

edg

Attachments

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

170061

AD21

Dr. T. E. Murley

-2-

AEP:NRC:1103C

bc: S. J. Brewer
D. H. Malin/K. J. Toth
W. M. Hodge - Bridgman
M. L. Horvath - Bridgman
J. B. Shinnock
W. G. Smith, Jr.
W. M. Dean, NRC - Washington, D.C.
AEP:NRC:1103C
DC-N-6015.1

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

Indiana Michigan Power Company		December 31, 1992	
Company		6 Months Ending	
D.C. Cook Nuclear Plant			
Location			
Kathleen E. Alexejun		(616) 466-3339	
Contact Name		Phone (include area code)	
Cutoffs: Screen/Confirmation (ng/ml)		<input type="checkbox"/> Appendix A to 10CFR 26	
Marijuana	50 /15	Amphetamines	1000 / 500
Cocaine	300 /150	Phencyclidine	25 / 25
Opiates	300 /300	Alcohol (% BAC)	.04
		Benzodiazepines 300/ 300	
		Barbiturates 300/ 300	

Testing Results		Licensee Employees		Long-Term Contractor Personnel		Short-Term Contractor Personnel	
Average Number with Unescorted Access		1236		131		1374	
Categories		# Tested	# Positive	# Tested	# Positive	# Tested	# Positive
Pre-Access		126	0	1	0	697	13
For Cause	Post accident	0	0	0	0	0	0
	Observed behavior	0	0	1	1	4	4
Random		714	0	69	0	885	5
Follow-up		32	1	3	0	70	0
Other		5	0	0	0	13	0
Total		877	1	74	1	1669	22

Breakdown of Confirmed Positive Tests for Specific Substances

Benzodia-
zepines

	Marijuana	Cocaine	Opiates	Amphetamines	Phencyclidine	Alcohol	Refusal to Test	1	2	3	4	5	
Licensee Employees						1							
Long-Term Contractors						1							
Short-Term Contractors	4 6	3				8		1					A
Total	10	3				10		1					24

ATTACHMENT TO AEP:NRC:

MANAGEMENT ACTIONS:

1. Effective October 1, 1992, the Cook Plant Security Department, previously responsible for contractors Fitness For Duty (FFD) programs only, assumed responsibility for administering the Cook Plant FFD program in its entirety. The new responsibilities include programs implemented by American Electric Power Service Corporation (AEPSC) and Indiana Michigan Power Company Divisions (i.e, Cook Plant, St. Joseph, MI and Fort Wayne, IN). The FFD Coordinator assigned to the Security Department is now the Cook Plant's primary FFD Program point of contact. The new responsibilities have resulted in the following changes and/or enhancements to the FFD Program:
 - * Regular meetings and surveillances are conducted with the laboratory, collection site(s), and Medical Review Officer(s) to assure consistent and effective implementation of the FFD Program.
 - * The random selection generation and notification process is now implemented in-house by the Security Department instead of off-site by a contractor.
 - * Test results are reported by AEPSC and Indiana Michigan Power Company MROs directly to the Security Department.
 - * Communication and direction relative to FFD Program implementation with collection site personnel, MROs, Employee Assistance Program (EAP), quality control provider, and psychological assessment personnel is conducted by the FFD Program Coordinator.
 - * FFD Program training is developed, required training notification is conducted, and completion dates are maintained by the Security Department for personnel required to be trained in accordance with 10CFR26 requirements.
 - * A computerized database is maintained by the Security Department for FFD Program implementation (e.g., tests collected and reported, training, FFD performance data, escalated monitoring program, etc.) including Plant, Corporate and Division personnel.
 - * Efforts are in progress to consolidate five existing FFD Program manuals into one to prevent confusion and enhance consistency in program implementation.

- 2.. Urinalysis testing for drugs is being conducted in addition to breathalyzer testing regardless of the result of the breath test.
3. The population of personnel with unescorted access remained consistent with that of the last reporting period. However, random and for-cause positive test results decreased by 50% for the same period. This decrease is considered to be a result of continued reinforcement of the FFD policy, personnel training regarding Plant FFD requirements and resulting consequences due to failure to comply with FFD requirements.
4. A highly visible canine program is a constant reminder to Plant personnel of Cook Plant's determination to maintain a drug free work environment. In addition to regular drug surveys of Plant property, the canine team provides a valuable service to the community through anti-drug presentations to local schools, other youth organizations, and participation in the annual county youth fair. The canine team is also made available to local law enforcement agencies on a regular basis at their request to assist in law enforcement efforts to curtail the influx of illegal drugs to the area.
5. The following areas, under consideration for program upgrades as addressed in the October 1992 NUMARC Conference (St. Louis, MO) are currently implemented by the Cook Plant FFD Program:
 - * Testing for pH and specific gravity is conducted at the collection site facilities.
 - * Unescorted access is denied for:
 - Refusal to provide specimen.
 - Attempting to subvert testing process.
 - * A medical/management evaluation is conducted if information is provided regarding offsite involvement with drugs and alcohol.
 - * Sanctions for alcohol positives are consistent with that for drugs.
 - * Breath tests results reported at .02% blood alcohol content (BAC) to .04% BAC are extrapolated at .016% BAC per hour from time of protected area entry or start of scheduled work shift to time of first breath test. Entry into the protected area is denied for all persons whose breath test results are .02% BAC or greater until such time the BAC level is below .02% BAC.

APPEALS:

One appeal was received during this reporting period which resulted from positive alcohol tests. The appeal for this individual was denied based on failure to provide sufficient mitigating circumstances or evidence showing why the tests were incorrect.

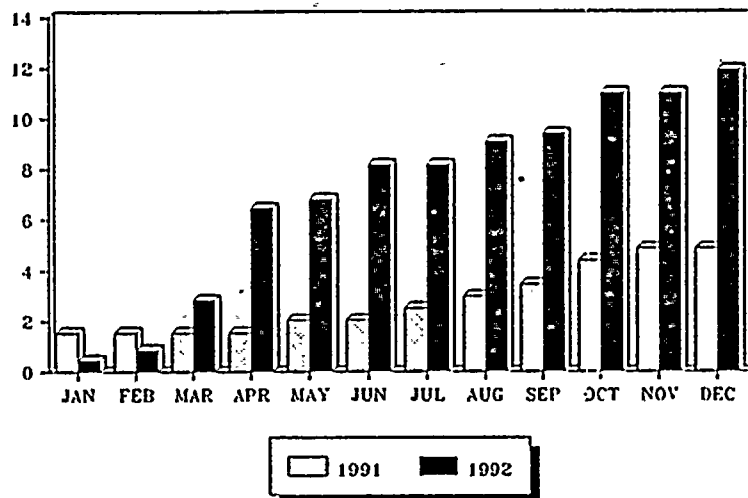
EVENTS REPORTED:

One event was reported by telephone under 10CFR26.73. On October 28, 1992, during random testing, a contractor diving supervisor tested positive for alcohol. It was determined that the individual had not worked on safety-related systems within the previous thirty days, had not entered the protected area on 10/28/92, and work activities performed on October 28th were verified. Unescorted access to the Cook Plant was denied for a minimum of 14 days and the individual was referred to the Employee Assistance Program. Documentation was provided indicating compliance with medical requirements resulting from psychological evaluations. Documentation received was provided to the Medical Review Officer who subsequently recommended reinstatement of unescorted access and inclusion into the Plant's escalated monitoring program. A management evaluation concluded unescorted access may be reinstated in accordance with the MRO recommendation. A pre-access (observed) test was collected on 12/1/92 and was reported with negative results on 12/2/92. Unescorted access to the Cook Plant was reinstated on 12/3/92 and the individual was included into the Plant's escalated monitoring program at that time.

FITNESS FOR DUTY INCIDENT SUMMARY

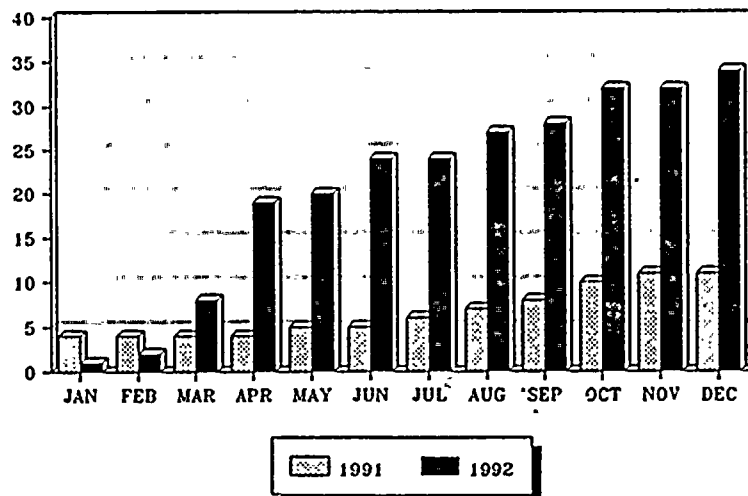
(Does Not Include Pre-Access Testing)

Rate /1000 Employees



(Cumulative Rate & Events)

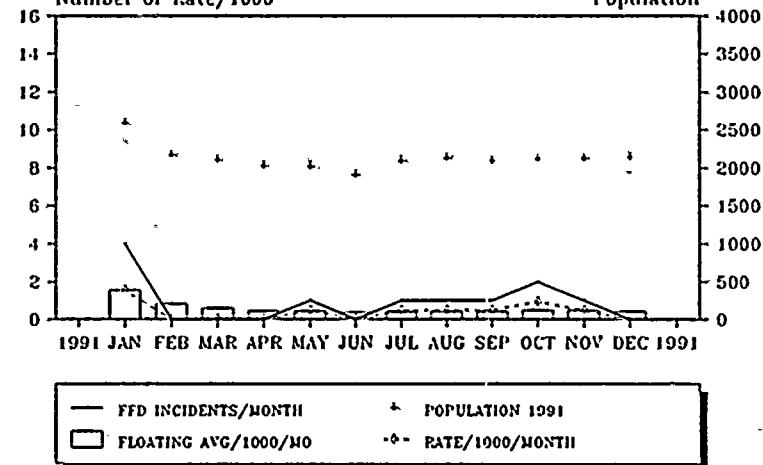
Incidents



NOTE: 1991 Non-Outage Year: 1992 Refueling Outage

Number or Rate/1000

Population



(Incidents & Rates vs. Population)

