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SUBJECT: Forwards fitness for duty program performance data for  
 period of Jul-Dec 1993, per 10CFR26.71(d).

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AEP:NRG:1103E  
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  
Document Control Desk  
Washington, D.C. 20005

Attn: T. E. Murley

February 24, 1994

Dear Dr. Murley:

In compliance with 10 CFR 26.71(d), Fitness for Duty Program, this submittal represents the Cook Nuclear Plant Fitness for Duty Program performance data for the six-month period from July 1 to December 31, 1993. Attached are performance data sheets that include statistics on the various categories of testing, substances tested for, cut-off levels used, average work force populations during the reporting period, and a brief summary of management actions.

Sincerely,

*W. E. Fitzpatrick*  
for E. E. Fitzpatrick  
Vice President

eh

Attachment

cc: A. A. Blind  
G. Charnoff  
W. G. Smith, Jr.  
J. B. Martin - Region III  
NFEM Section Chief  
NRC Resident Inspector - Bridgman  
J. R. Padgett

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Dr. T. E. Murley

-2-

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bc: S. J. Brewer  
D. H. Malin/K. J. Toth  
W. M. Hodge - Bridgman  
M. L. Horvath - Bridgman  
J. A. Kobyra/S. H. Steinhart/S. P. Hodge  
J. B. Shinnock  
D. R. Williams/D. R. Mihalik  
J. B. Hickman, NRC - Washington, D.C.  
AEP:NRC:1103E  
DC-N-6015.1



## MANAGEMENT ACTIONS:

1. Regular meetings and surveillances are conducted with the laboratory(s), collection site(s), and Medical Review Officer(s) to assure consistent and effective implementation of the Fitness For Duty (FFD) Program.
2. Testing for benzodiazepines and barbiturates was discontinued effective November 30, 1993. A review was conducted to determine the value of testing for these two substances. A total of 16,996 chemical tests were performed during the period January 1, 1990, through June 30, 1993, with eight of the tests confirmed positive for the presence of either benzodiazepines or barbiturates (a positive rate of .05%). Of the eight tests all were conducted for pre-access and three of the eight were also confirmed positive for the presence of either THC or cocaine in addition to benzodiazepines. The percent of confirmed positives for these substances over the past three and one half years does not indicate an abuse problem within our workplace and does not justify the additional expense to conduct the tests.
3. An agreement with a new Employee Assistance Program (EAP) provider with expanded staff was established for Cook Nuclear Plant workers. The EAP provider is available for counseling of Cook Nuclear Plant workers at three separate locations versus one. The new provider maintains a staff specializing in more areas of expertise than the previous provider. This change is considered an enhancement to the FFD Program and is more readily available to all personnel with unescorted access to Cook Nuclear Plant.
4. A change in psychological evaluation provider(s) was conducted during this period. The psychologist and staff are immediately available to assist in evaluating written psychological examinations, clinical interviewing and FFD concerns.
5. Three new state-of-the-art Intoximeter Alco Sensor IV breath-testing devices were obtained to replace the devices that were previously in service. The new units provide more accurate results and digital readout assistance to the user.
6. Cook Nuclear Plant began on-site initial drug screening on December 20, 1993. The program was initiated as a cost saving measure and as a means of expediting worker access to the Plant. Specimens identified with low specific gravity (at the collection site) continue to be sent to the HHS laboratory for creatinine and drug testing in addition to regulatory required presumptive positive specimens. Retests are conducted for all specimens identified with either specific gravity or creatinine levels outside the established parameters.

**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:**

No events were 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 positives for marijuana (THC) and/or cocaine.

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

Indiana Michigan Power Company		December 31, 1993	
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    _____ /

Testing Results		Licensee Employees		Long-Term Contractor Personnel		Short-Term Contractor Personnel	
Average Number with Unescorted Access		997		129		936	
Categories		# Tested	# Positive	# Tested	# Positive	# Tested	# Positive
Pre-Access		42	0	33	0	470	13
For Cause	Post accident	0	0	0	0	0	0
	Observed behavior	2	2	1	1	5	2
Random		633	0	42	0	228	0
Follow-up		35	1	3	0	31	1
Other		9	0	4	0	11	0
Total		721	3	83	1	745	16



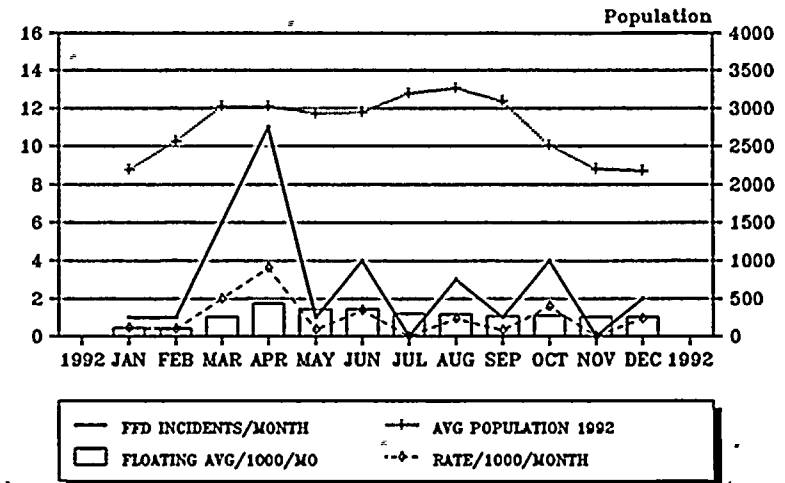
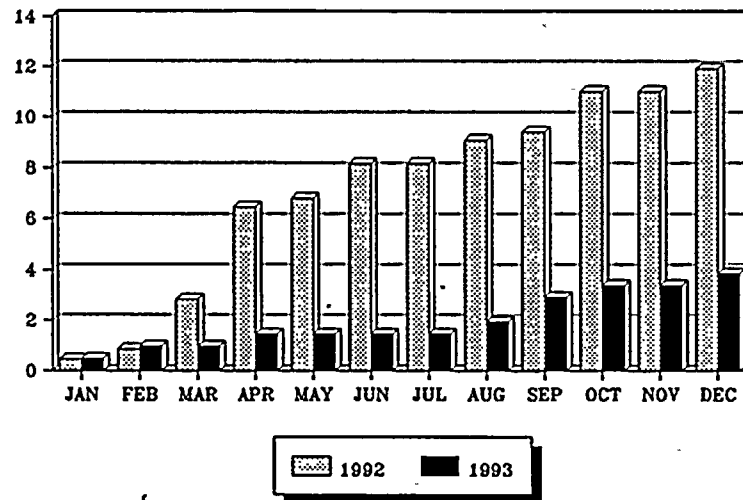
**Breakdown of Confirmed Positive Tests for Specific Substances**

	Marijuana	Cocaine	Opiates	Amphetamine	Phencyclidine	Alcohol	Refusal to Test	1	2	3	4	5	
Licensee Employees						3							
Long-Term Contractors						1							
Short-Term Contractors	4 8	2				2							A
Total	4 8	2				6							20

# FITNESS FOR DUTY INCIDENT SUMMARY

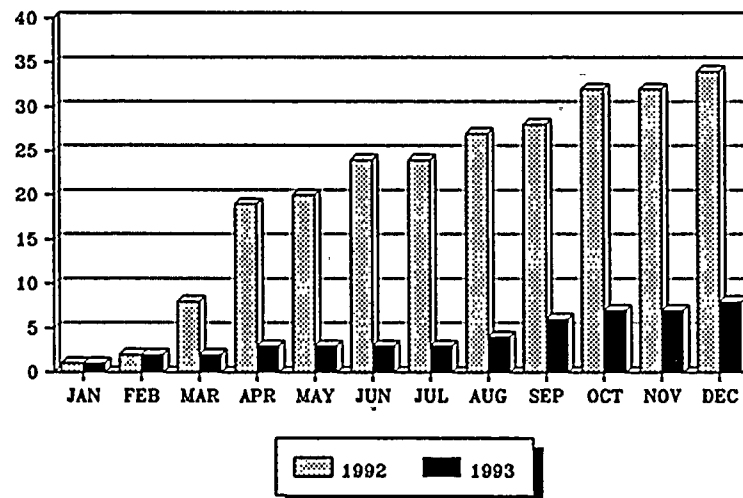
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Rate /1000 Employees

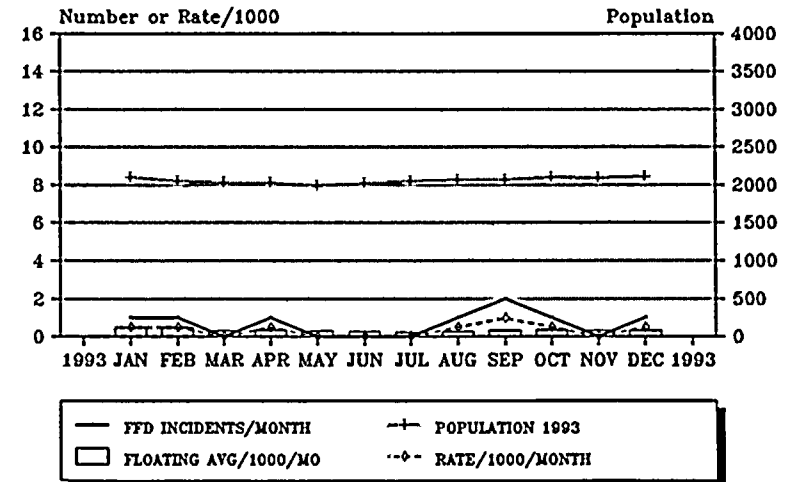


(Cumulative Rate & Events)

Incidents



(Incidents & Rates vs. Population)



NOTE: 1992 outage year 1993 projected non outage year

