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RECIP. NAME      RECIPIENT AFFILIATION

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SUBJECT: Forwards fitness for duty program performance data for period from Jul-Dec 1996.

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TITLE: "Semiannual Fitness for Duty Program Performance Rept/Data" 10CFR26.7

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Indiana Michigan  
Power Company  
500 Circle Drive  
Buchanan, MI 49107 1395



February 28, 1997

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

Docket Nos. 50-315  
50-316

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

Gentlemen:

Donald C. Cook Nuclear Plant Units 1 and 2  
10 CFR PART 26, FITNESS FOR DUTY PROGRAMS

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, 1996, to December 31, 1996. Attached are performance data sheets that include statistics on the various categories of testing, substances tested for, cut-off levels used, average work force population during the reporting period, and a brief summary of management actions.

Sincerely,

E. E. Fitzpatrick  
Vice President

jen

Attachment

cc: A. A. Blind  
A. B. Beach  
MDEQ DW & RPD  
NRC Resident Inspector  
J. R. Padgett

9703070203 970228  
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ATTACHMENT TO AEP:NRC:1103K

DONALD C. COOK NUCLEAR PLANT UNITS 1 AND 2  
10 CFR Part 26  
Fitness for Duty Programs

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

<u>Indiana Michigan Power Co.</u> Company	<u>December 31, 1996</u> 6 Months Ending
<u>Cook Nuclear Plant, Bridgman, Michigan</u> Location	
<u>Larry Smead</u> Contact Name	<u>(616) 466-3339</u> Phone (include area code)
Cutoffs: Screen/Confirmation (ng/ml) <input type="checkbox"/> Appendix A to 10 CFR 26	
Marijuana      50 / 15	Amphetamines      1000 / 500      _____ /
Cocaine      300 / 150	Phencyclidine      25 / 25      _____ /
Opiates      300 / 300	Alcohol (% BAC)      .04%      _____ /

Testing Results		Licensed Employees		Long-Term Contractor Personnel		Short-Term Contractor Personnel	
Average Number with Unescorted Access		1178		101		278	
Categories		# Tested	# Positive	# Tested	# Positive	# Tested	# Positive
Pre-Access		46	0	1	0	216	3
For Cause	Post Accident	0	0	0	0	0	0
	Observed Behavior	0	0	0	0	0	0
Random		340	1	21	0	55	1
Follow-Up		1	0	1	0	14	0
Other		4	0	4	0	2	0
Total		391	1	27	0	287	4

# Breakdown of Confirmed Positive Tests for Specific Substances

	Marijuana	Cocaine	Opiates	Amphe- tamines	Phency- clidine	Alcohol	Refusal to Test	Marijuana Suspect Specimen					
Licensee Employees						1							
Long-Term Contractors													
Short-Term Contractors	1 1							2					A
Total	2					1		2					5

2 - THC (Submitted as suspect)

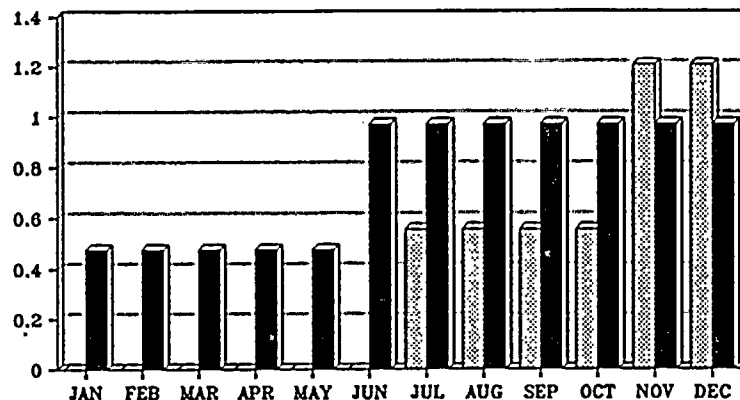
1 - THC @ 50ng

1 - THC @ 100ng

# FITNESS FOR DUTY INCIDENT SUMMARY

(Does Not Include Pre-Access Testing)

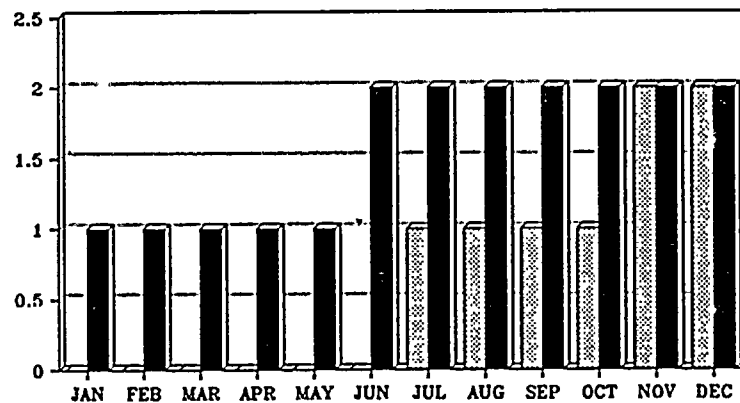
Rate /1000 Employees



1996 1995

(Cumulative Rate & Events)

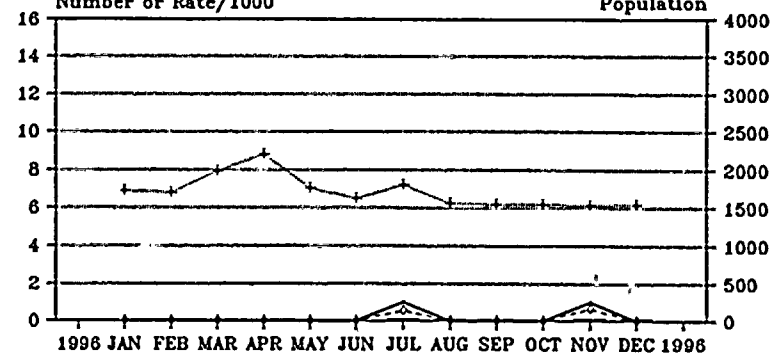
Incidents



1996 1995

Number or Rate/1000

Population

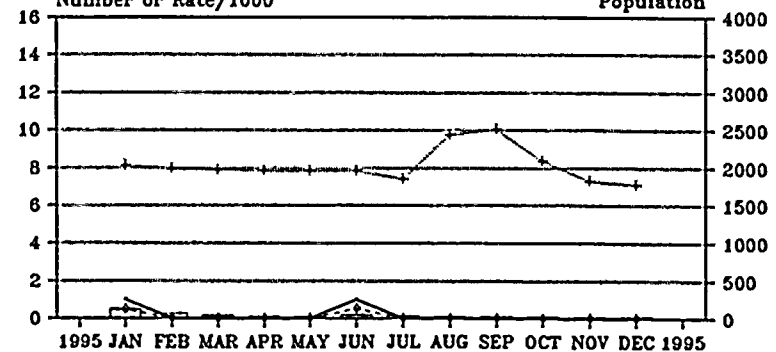


FFD INCIDENTS/MONTH POPULATION 1996  
FLOATING AVG/1000/MO RATE/1000/MONTH

(Incidents & Rates vs. Population)

Number or Rate/1000

Population



FFD INCIDENTS/MONTH POPULATION 1995  
FLOATING AVG/1000/MO RATE/1000/MONTH

MANAGEMENT ACTIONS:

Meetings and surveillances 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 canine program continues to be a constant reminder to plant personnel of our determination to maintain a drug free work environment. Regular surveys of plant property are conducted by the canine unit, in addition to anti-drug presentations at local schools, other community organizations, and participation in the local youth fair. During this reporting period, the canine unit attended 18 schools in the community, presenting its drug awareness message to 1,244 students. The canine unit additionally attended the youth fair, along with local law enforcement agencies, where a combined presentation of drug awareness was communicated to some 800 in attendance. The canine unit additionally responded to local law enforcement requests for assistance in seven drug related incidents to perform searches.

APPEALS:

One appeal was received during this reporting period associated with a random test, first time positive for THC. 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 positive for THC and/or cocaine.