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 FITZPATRICK, E. Indiana Michigan Power Co.
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SUBJECT: Forwards FFD Program Performance data for six-month period
 from 970101-0630.

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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



August 22, 1997

AEP:NRC:1103L
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 January 1, 1997, to June 30, 1997. Attached are performance data sheets that include statistics on the various categories of testing, substances tested for, average work force population during the reporting period, and a brief summary of management actions.

Sincerely,

A handwritten signature in dark ink, appearing to read 'E. E. Fitzpatrick', written over the typed name.
E. E. Fitzpatrick
Vice President

jen

Attachment

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



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PDR ADOCK 05000315
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ATTACHMENT TO AEP:NRC:1103L

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>June 30, 1997</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		1159		89		489	
Categories		# Tested	# Positive	# Tested	# Positive	# Tested	# Positive
Pre-Access		82	0	1	0	900	14
For Cause	Post Accident	0	0	0	0	0	0
	Observed Behavior	5	1	1	1	3	0
Random		364	4	15	0	113	1
Follow-Up		20	0	0	0	41	3
Other		8	0	3	0	3	0
Total		479	5	20	1	1060	18

Breakdown of Confirmed Positive Tests for Specific Substances

	Marijuana	Cocaine	Opiates	Amphetamines	Phencyclidine	Alcohol	Refusal to Test	Marijuana Suspect Specimen					
Licensee Employees	0 1	1				2		1					
Long-Term Contractors						1							
Short-Term Contractors	3 1	1				4		9					
Total	5	2				7		10					24

10 - THC (Submitted as suspect)

2 - THC @ 50ng

3 - THC @ 100ng

MANAGEMENT ACTIONS:

Meetings and surveillances are conducted with laboratory, collection site, medical review officer(s) (MRO), 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 and other community organizations. During this reporting period, the canine unit visited five schools in the community. The canine unit additionally responded to local law enforcement requests for assistance in eight drug related incidents.

APPEALS:

Two appeals were received during this reporting period. The first was associated with a random test, reported as positive for cocaine. The second was a pre-access test, reported as positive for THC. The appeals for these individuals were denied based on failure to provide sufficient mitigating circumstances or evidence showing why the test results were incorrect.

EVENTS:

Three events were identified as reportable in accordance with 10 CFR 26.73 during this reporting period.

1. A contract security administrative supervisor reported to work in an office area outside the protected area. At approximately 1 hour and 55 minutes into the shift, the odor of alcohol was detected by a co-worker and reported to licensee management. A for-cause test was conducted and extrapolation was performed based on the employee's reporting time. The results confirmed the employee's BAC was .043% at the time of reporting for work.

The employee's unescorted access was immediately suspended and it was verified this person had not entered the protected area. A determination was made that no impact on safety related equipment or systems existed. The NRC operations center was notified of the incident. The employee was subsequently terminated by the employer.

2. A non-licensed, licensee supervisor reported to work in an office area outside the protected area. The supervisor had been at work approximately 1 hour and 45 minutes, and reported to the collection site for random drug testing. The results indicated the presence of alcohol and extrapolation was performed based on the employee's reporting time. The results confirmed the employee's BAC was .058% at the time of reporting to work.

The employee's unescorted access was immediately suspended. The protected area had been accessed the day of the incident for approximately a 30 minute period. This access was for attendance at an administrative meeting. It was determined no impact on safety related equipment or systems existed. The NRC operations center was notified. The employee was referred to the employee assistance program and upon completion of all requirements, unescorted access was reinstated.

3. A non-licensed, licensee supervisor reported to work in an office area outside the protected area. The employee was selected for random drug

testing and reported to the collection site. Confirmed positive test results for THC were reported by the MRO.

The employee had not accessed the protected area the day of the incident. The employee's unescorted access was immediately suspended and a review determined no impact on safety related equipment or systems existed. The NRC operations center was notified. The employee was referred to the employee assistance program and upon completion of all requirements, unescorted access was reinstated.

TEMPORARY SUSPENSIONS:

No temporary suspensions or administrative actions were taken against individuals based on on-site presumptive positive for THC and/or cocaine.

