

# CATEGORY 1

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SUBJECT: Forwards fitness for duty program performance data for reporting period Jul-Dec 1997.

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February 23, 1998

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

Docket Nos. 50-315  
50-316

U.S. Nuclear Regulatory Commission  
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Gentlemen:

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

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, 1997, to December 31, 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 summary of management actions.

Sincerely,

A handwritten signature in cursive script, appearing to read 'E. E. Fitzpatrick for'.

E. E. Fitzpatrick  
Vice President

/vlb

Attachment

cc: J. A. Abramson  
A. B. Beach  
MDEQ DW & RPD  
NRC Resident Inspector  
J. R. Sampson

9803030295 980223  
PDR ADDCK 05000315  
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ATTACHMENT TO AEP:NRC:1103M

DONALD C. COOK NUCLEAR PLANT UNITS 1 AND 2  
10 CFR PART 26  
FITNESS FOR DUTY PROGRAM

The following is offered as an explanation for information outlined in the performance data report.

- Long term contractor personnel - contract plant protection.
- Short term contractor personnel - all contractor personnel other than plant protection.
- Marijuana confirmed positives noted on page two of the performance data report are reported as eight positives for short term contractor personnel at the DHHS/NRC cut-off level (100 NG), six positives for short term contractor persons at Cook Nuclear Plant's more conservative cut-off level (50 NG), and twenty-four short term contractor personnel for THC at Cook Nuclear Plant's suspect level (20 NG).

Of the positive tests reported, forty-five were the result of pre-access applicant testing (forty-two positive results and three deemed positive based on the individuals' refusal to provide a specimen for testing); two were the results of random tests, and one was the result of "for cause" testing.

A total of fifty-three tests were reported as positive on the "Breakdown of Confirmed Positive Tests for Specific Substances". This number reflects five of the reported test results being positive for more than one substance, as follows: two alcohol/THC, two amphetamines/THC, and one cocaine/THC.

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

|   |   |
|---|---|
| <u>Indiana Michigan Power Co.</u>   | <u>December 31, 1997</u>                  |
| Company   | 6 Months Ending                           |
| <u>Cook Nuclear Plant, Bridgman, Michigan</u>   |   |
| Location  |   |
| <u>Kathleen Burkett</u>   | <u>(616) 466-3335</u>                     |
| Contact Name  | 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 |                   | 1168               |            | 89                             |            | 627                             |            |
| Categories                            |                   | # Tested           | # Positive | # Tested                       | # Positive | # Tested                        | # Positive |
| Pre-Access                            |                   | 57                 | 0          | 9                              | 0          | 920                             | 45         |
| For Cause                             | Post Accident     | 0                  | 0          | 0                              | 0          | 0                               | 0          |
|                                       | Observed Behavior | 1                  | 0          | 0                              | 0          | 2                               | 1          |
| Random                                |                   | 288                | 0          | 16                             | 0          | 134                             | 2          |
| Follow-Up                             |                   | 9                  | 0          | 0                              | 0          | 50                              | 0          |
| Other                                 |                   | 22                 | 0          | 2                              | 0          | 4                               | 0          |
| Total                                 |                   | 377                | 0          | 27                             | 0          | 1110                            | 48         |

## Breakdown of Confirmed Positive Tests for Specific Substances

|                           | Marijuana | Cocaine | Opiates | Amphe-<br>tamines | Phency-<br>clidine | Alcohol | Refusal<br>to Test | Marijuana<br>Suspect<br>Specimen |  |  |  |  |    |
|---------------------------|-----------|---------|---------|-------------------|--------------------|---------|--------------------|----------------------------------|--|--|--|--|----|
| Licensee<br>Employees     |           |         |         |                   |                    |         |                    |                                  |  |  |  |  |    |
| Long-Term<br>Contractors  |           |         |         |                   |                    |         |                    |                                  |  |  |  |  |    |
| Short-Term<br>Contractors | 6<br>8    | 4       | 1       | 2                 |                    | 5       | 3                  | 24                               |  |  |  |  | A  |
| Total                     | 14        | 4       | 1       | 2                 |                    | 5       | 3                  | 24                               |  |  |  |  | 53 |

24 - THC (Submitted as suspect)

6 - THC @ 50ng

8 - THC @ 100ng

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 program.

The high number of pre-access positive results were determined to be identified due to Cook Nuclear Plant's "suspect specimen" process. Specimens collected and deemed "suspect specimens" are tested at a lower cut-off level. Observed behavior in the collection facility, specimen temperature out of range, and collection site specific gravity test results out of range are some of the reasons to believe a particular individual may have altered or substituted a urine specimen. A second specimen is obtained under direct observation, as applicable, and both specimens are tested at the "suspect specimen" cut-off level.

Many contractor personnel with no previous nuclear experience were provided to Cook Nuclear Plant for outage in-processing. It appears the reported positive test results were higher during this reporting period due to worker unfamiliarity with 10 CFR Part 26 requirements and the more conservative plant cut-off levels (in comparison to industry standards).

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. The canine unit additionally responds to local law enforcement for assistance, as requested.

APPEALS

One appeal was received during this reporting period. The appeal was associated with a pre-access test, reported as positive for THC. The appeal for this individual was denied, based on failure to provide sufficient mitigating circumstances or evidence showing why the test results 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 drug results.

We continue to perform random testing at a rate equal to or exceeding 50% of the population.