

CATEGORY 1

REGULATORY INFORMATION DISTRIBUTION SYSTEM (RIDS)

ACCESSION NBR: 9905190246 DOC. DATE: 99/05/12 NOTARIZED: NO DOCKET #
 FACIL: 50-315 Donald C. Cook Nuclear Power Plant, Unit 1, Indiana M 05000315
 50-316 Donald C. Cook Nuclear Power Plant, Unit 2, Indiana M 05000316
 AUTH. NAME AUTHOR AFFILIATION
 BAKKEN, A.C. Indiana Michigan Power Co.
 RECIP. NAME RECIPIENT AFFILIATION
 Records Management Branch (Document Control Desk)

SUBJECT: Forwards DC Cook Nuclear Plant fitness for duty program performance data for six-month period of 980701-1231, IAW 10CFR26.71(d). Info was delayed due administrative error in Regulatory Affairs Dept.

DISTRIBUTION CODE: A021D COPIES RECEIVED: LTR 1 ENCL 1 SIZE: 6
 TITLE: "Semiannual Fitness for Duty Program Performance Rept/Data" 10CFR26.7

NOTES:

	RECIPIENT ID CODE/NAME	COPIES LTTR ENCL	RECIPIENT ID CODE/NAME	COPIES LTTR ENCL
	LPD3-1 PD	1 1	STANG, J	1 1
INTERNAL:	<u>FILE CENTER 01</u>	1 1	NRR/DIPM/IOLB	1 1
	NUDOCS-ABSTRACT	1 1	RGN3	1 1
EXTERNAL:	NOAC	1 1	NRC PDR	1 1

NOTE TO ALL "RIDS" RECIPIENTS:

PLEASE HELP US TO REDUCE WASTE. TO HAVE YOUR NAME OR ORGANIZATION REMOVED FROM DISTRIBUTION LISTS OR REDUCE THE NUMBER OF COPIES RECEIVED BY YOU OR YOUR ORGANIZATION, CONTACT THE DOCUMENT CONTROL DESK (DCD) ON EXTENSION 415-2083

TOTAL NUMBER OF COPIES REQUIRED: LTTR 8 ENCL 8

Indiana Michigan
Power Company
500 Circle Drive
Buchanan, MI 49107 1373



May 12, 1999

AEP:NRC:11030
10 CFR 26.71(d)

Docket Nos: 50-315
50-316

U. S. Nuclear Regulatory Commission
ATTN: Document Control Desk
Mail Stop O-P1-17
Washington, DC 20555-0001

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

Gentlemen,

In accordance with 10 CFR 26.71(d), Fitness For Duty Program, this submittal represents the Cook Nuclear Plant fitness for duty (FFD) program performance data for the six-month period from July 1, 1998, to December 31, 1998. Attached are performance data sheets that include statistics on the various categories of testing, substances for which testing is conducted and a summary of management actions.

Transmittal of this submittal was delayed due to an administrative error in the Regulatory Affairs Department. This condition has been entered into our corrective action program to ensure timely resolution. Appropriate individual accountability will take place in accordance with AEP policies.

Sincerely,

A. C. Bakken, III
Site Vice President

/gpa

Attachments

c: J. E. Dyer, w/attachments
MDEQ - DW & RPD
NRC Resident Inspector, w/attachments
R. Whale w/attachments

9905190246 990512
PDR ADDCK 05000315
R PDR

ATTACHMENT TO AEP:NRC:11030

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

TESTING CATEGORIES AND SUBSTANCES

The following is offered as an explanation for information outlined in the performance data report regarding the various categories of testing and the substances for which testing is conducted:

Long term contractor personnel - plant protection contractors

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:

- one long-term, and one short-term contractor personnel positive at the DHHS/NRC cut-off level (100 NG),
- seven positives for short term contractor personnel at Cook Nuclear Plant's more conservative cut-off level (50 NG), and
- four short-term contractor personnel were positive for marijuana at Cook Nuclear Plant's suspect level (20 NG).

Of the total positive tests reported, eighteen were the result of pre-access applicant testing (seventeen with positive results and one deemed positive based on the individual's refusal to provide a specimen for testing). These results were distributed as follows:

- three were the result of "for cause" tests,
- three were the result of random tests, and
- six were based on "follow-up tests" (five positive results and one deemed positive based on the individual's refusal to provide a specimen for testing).

A total of thirty-one tests were reported as positive on the "Breakdown of Confirmed Positive Tests for Specific Substances". This number reflects one of the reported test results being positive for more than one substance.

**FITNESS FOR DUTY PROGRAM
PERFORMANCE DATA
PERSONNEL SUBJECT TO 10CFR26**

<u>Indiana Michigan Power Co.</u>		<u>12/31/98</u>	
<u>Company</u>		<u>6 Month Ending</u>	
<u>Cook Nuclear Plant, Bridgman, Michigan</u>			
<u>Location</u>			
<u>K.E. Burkett</u>		<u>(616)466-3335</u>	
<u>Contact Name</u>		<u>Phone</u>	
Cutoffs: Screen/Confirmation (ng/ml)		<input checked="" type="checkbox"/> Appendix A to 10CFR26	
Marijuana	50/15	Amphetamine	1000/500 <u>N/A</u> <u>N/A</u>
Cocaine	300/150	Phencyclidine	25/25 <u>N/A</u> <u>N/A</u>
Opiates	300/300	Alcohol (%BAC)	0.04% <u>N/A</u> <u>N/A</u>

Testing Results	Licensee Employees		Long-Term Contractor Personnel		Short-Term Contractor Personnel	
Average Number with Unescorted Access	1159		121		894	
Categories	# Tested	# Positive	# Tested	# Positive	# Tested	# Positive
Pre-Access	43	0	31	2	1107	15
For-Cause Post Accident	0	0	0	0	0	0
For-Cause Observed Behavior	3	1	0	0	5	2
Random	342	2	35	0	256	1
Follow-Up	18	1	0	0	82	5
Other	17	0	2	0	2	1
Total	423	4	68	2	1452	24

BREAKDOWN OF CONFIRMED POSITIVE TESTS FOR SPECIFIC SUBSTANCES

	Marijuana 50 100		Cocaine	Opiates	Amphetamines	Phencyclidene	Alcohol	Refusal To Test	Marijuana Suspect Specimen			
Licensee Employee	0	0	0	0	0	0	4	0	0			
Long-Term Contractors	0	1	0	0	0	0	0	1	0			
Short-Term Contractors	7	1	1	1	0	0	10	1	4			
Total	7	2	1	1	0	0	14	2	4			

Total Confirmed Positive Tests For All Specific Substances and Refusals to Test: 31

MANAGEMENT ACTIONS:

Meetings 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 FFD program.

The high number of Pre-access positive results was due to the Cook Plant's "suspect specimen" process, in addition to the large number of contractor personnel in-processing. 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. Actions and sanctions taken as a result of positive test results are performed in accordance with Fitness For Duty Regulatory Requirements.

The Canine program continues to be a constant reminder to Plant personnel of Cook Plant's determination to maintain a drug free work environment. The Canine Unit provides anti-drug presentations to local schools and other community organizations in addition to regular tours of Cook Plant property. The Canine Unit also assists Local Law Enforcement agencies, upon request.

APPEALS:

Three appeals were received during this reporting period. The appeals for these individuals were denied based on failure to provide sufficient mitigating circumstances or evidence showing why the denial determination was incorrect.

EVENTS:

There were no events identified as reportable in accordance with 10CFR 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 annual random testing of a rate equal to or exceeding 50 percent of the total population.



May 12, 1999

AEP:NRC:11030
10 CFR 26.71(d)

Docket Nos: 50-315
50-316

U. S. Nuclear Regulatory Commission
ATTN: Document Control Desk
Mail Stop O-P1-17
Washington, DC 20555-0001

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

Gentlemen,

In accordance with 10 CFR 26.71(d), Fitness For Duty Program, this submittal represents the Cook Nuclear Plant fitness for duty (FFD) program performance data for the six-month period from July 1, 1998, to December 31, 1998. Attached are performance data sheets that include statistics on the various categories of testing, substances for which testing is conducted and a summary of management actions.

Transmittal of this submittal was delayed due to an administrative error in the Regulatory Affairs Department. This condition has been entered into our corrective action program to ensure timely resolution. Appropriate individual accountability will take place in accordance with AEP policies.

Sincerely,

A. C. Bakken, III
Site Vice President

/gpa

Attachments

- c: J. E. Dyer, w/attachments
MDEQ - DW & RPD
NRC Resident Inspector, w/attachments
R. Whale w/attachments

110030

~~9905190246~~

6PP

1/1
A021

ATTACHMENT TO AEP:NRC:11030

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

Attachment 1 to AEP:NRC:11030

Page 1

TESTING CATEGORIES AND SUBSTANCES

The following is offered as an explanation for information outlined in the performance data report regarding the various categories of testing and the substances for which testing is conducted:

Long term contractor personnel - plant protection contractors

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:

- one long-term, and one short-term contractor personnel positive at the DHHS/NRC cut-off level (100 NG),
- seven positives for short term contractor personnel at Cook Nuclear Plant's more conservative cut-off level (50 NG), and
- four short-term contractor personnel were positive for marijuana at Cook Nuclear Plant's suspect level (20 NG).

Of the total positive tests reported, eighteen were the result of pre-access applicant testing (seventeen with positive results and one deemed positive based on the individual's refusal to provide a specimen for testing). These results were distributed as follows:

- three were the result of "for cause" tests,
- three were the result of random tests, and
- six were based on "follow-up tests" (five positive results and one deemed positive based on the individual's refusal to provide a specimen for testing).

A total of thirty-one tests were reported as positive on the "Breakdown of Confirmed Positive Tests for Specific Substances". This number reflects one of the reported test results being positive for more than one substance.

**FITNESS FOR DUTY PROGRAM
PERFORMANCE DATA
PERSONNEL SUBJECT TO 10CFR26**

<u>Indiana Michigan Power Co.</u>		<u>12/31/98</u>
Company		6 Month Ending
<u>Cook Nuclear Plant, Bridgman, Michigan</u>		
Location		
<u>K.E. Burkett</u>		<u>(616)466-3335</u>
Contact Name		Phone
Cutoffs: Screen/Confirmation (ng/ml)		<input checked="" type="checkbox"/> Appendix A to 10CFR26
Marijuana	50/15	Amphetamine 1000/500 <u>N/A</u> <u>N/A</u>
Cocaine	300/150	Phencyclidine 25/25 <u>N/A</u> <u>N/A</u>
Opiates	300/300	Alcohol (%BAC) 0.04% <u>N/A</u> <u>N/A</u>

Testing Results	Licensee Employees		Long-Term Contractor Personnel		Short-Term Contractor Personnel	
Average Number with Unescorted Access	1159		121		894	
Categories	# Tested	# Positive	# Tested	# Positive	# Tested	# Positive
Pre-Access	43	0	31	2	1107	15
For-Cause Post Accident	0	0	0	0	0	0
For-Cause Observed Behavior	3	1	0	0	5	2
Random	342	2	35	0	256	1
Follow-Up	18	1	0	0	82	5
Other	17	0	2	0	2	1
Total	423	4	68	2	1452	24

Attachment 1 to AEP:NRC:11030

Page 3

BREAKDOWN OF CONFIRMED POSITIVE TESTS FOR SPECIFIC SUBSTANCES

	Marijuana 50 100		Cocaine	Opiates	Amphetamines	Phencyclidine	Alcohol	Refusal To Test	Marijuana Suspect Specimen			
Licensee Employee	0	0	0	0	0	0	4	0	0			
Long-Term Contractors	0	1	0	0	0	0	0	1	0			
Short-Term Contractors	7	1	1	1	0	0	10	1	4			
Total	7	2	1	1	0	0	14	2	4			

Total Confirmed Positive Tests For All Specific Substances and Refusals to Test: 31

Attachment 1 to AEP:NRC:11030

Page 4

MANAGEMENT ACTIONS:

Meetings 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 FFD program.

The high number of Pre-access positive results was due to the Cook Plant's "suspect specimen" process, in addition to the large number of contractor personnel in-processing. 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. Actions and sanctions taken as a result of positive test results are performed in accordance with Fitness For Duty Regulatory Requirements.

The Canine program continues to be a constant reminder to Plant personnel of Cook Plant's determination to maintain a drug free work environment. The Canine Unit provides anti-drug presentations to local schools and other community organizations in addition to regular tours of Cook Plant property. The Canine Unit also assists Local Law Enforcement agencies, upon request.

APPEALS:

Three appeals were received during this reporting period. The appeals for these individuals were denied based on failure to provide sufficient mitigating circumstances or evidence showing why the denial determination was incorrect.

EVENTS:

There were no events identified as reportable in accordance with 10CFR 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 annual random testing of a rate equal to or exceeding 50 percent of the total population.

