

UNITED STATES OF AMERICA
NUCLEAR REGULATORY COMMISSION

DOCKETED
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BEFORE THE ATOMIC SAFETY AND LICENSING BOARD

OFFICE OF SECRETARY
DOCKETING & SERVICE
BRANCH

In the Matter of)
)
CAROLINA POWER & LIGHT COMPANY)
and NORTH CAROLINA EASTERN) Docket No. 50-400 OL
MUNICIPAL POWER AGENCY)
)
(Shearon Harris Nuclear Power)
Plant))

AFFIDAVIT OF A. REID PANNILL AND GARRY W. FLOWERS

County of Wake) County of Greenville)
) ss.) ss.
State of North Carolina) State of South Carolina)

A. REID PANNILL and GARRY W. FLOWERS, being duly sworn according to law, depose and say as follows:

1. My name is A. Reid Pannill. My business address is P.O. Box 105, New Hill, North Carolina 27562. I am employed by Daniel Construction Company as Personnel Manager at the Shearon Harris Nuclear Power Plant. Daniel is the constructor of the plant. I have been employed by Daniel in this position at the Harris site since December, 1982. Previously, I worked for nearly seven years for Daniel at the V.C. Summer Nuclear Station. I have a B.A. degree from Lander College, and extensive training in supervision and management, including drug awareness. I am currently responsible for management of Daniel's

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Personnel and Industrial Relations Departments at Harris, and for implementing and administering Daniel's personnel policies. The Industrial Relations Department's responsibilities include administering and enforcing the Daniel/Shearon Harris drug policy. My specific involvement with that effort has included recommendations on drug prevention measures, participation in active and confidential drug investigations, conducting searches, and determining whether or not probable cause exists to conduct searches or to perform urinalysis drug screen testing. A complete statement of my education, training and experience is provided as Attachment A to this affidavit.

2. My name is Garry W. Flowers. My business address is Daniel Building, Greenville, South Carolina 29602. I am employed by Daniel International Corporation as Manager of Corporate Security in the Industrial Relations Department. I have been employed by Daniel since 1978. My current responsibilities include assuring that Daniel projects have effective security programs, providing assistance to special investigations, and maintaining working relationships with law enforcement agencies. I have a B.A. degree from Furman University and took various courses in Criminology and Criminal Justice from Greenville Technical College in association with the University of South Carolina Criminal Justice Program. I have three years of law enforcement experience, including work as an undercover operative for several narcotic investigations. I have also been responsible for drug training and the drug

deterrent program for a county school system. As a part of my law enforcement training, I have attended seminars and workshops, presented by various law enforcement agencies, on drug abuse, drug identification and drug trafficking. A complete statement of my education, training and experience is provided as Attachment B to this affidavit. With respect to drug use by Daniel employees, my personal role has included the preparation of a corporate drug policy that has been implemented throughout DIC, and the establishment of a drug awareness training program for Daniel supervisors. I have trained Daniel supervisors in both construction and in the Technical Services Division at the Shearon Harris site.

3. The purpose of our affidavit is to respond in part to the allegations in CCNC Contention WB-3 that Applicants' management has failed to control drug use during the construction of the Shearon Harris plant. We will discuss the pre-employment screening of applicants to work for Daniel at the Harris site, Daniel's drug policy and its communication to the employees, the drug awareness training provided to supervisors, and the means employed to identify drug activity among our employees.

4. All prospective Daniel employees at the Harris site are subjected to pre-employment background verification, which includes, with respect to previous employment, confirmation of the dates of employment, job classification, performance rating and the reason(s) for termination. Any criminal records listed

on the employment application are reviewed, and incidents involving drug-related activity in the applicant's background are viewed as grounds for denial of employment.

5. Daniel's drug policy at the Shearon Harris site is governed by two procedures: one which applies to the Technical Services Division (employees involved in quality confirmation roles in Quality Control or Construction Inspection) and another for all other employees. Procedure TSD-SH-207, "Security Actions/Illegal Drugs and Other Contraband Materials," provides that employees are forbidden to use, sell, possess or be under the influence of illegal drugs while on Daniel or CP&L property and that violation of this prohibition is cause for immediate discharge. The procedure states that Daniel may take any of the following steps while employees are on Daniel/CP&L property: observe actions of employees; counsel employees; search employees' personal items, automobiles or persons; require searches with canines; require drug screen urinalysis testing. If the employee refuses a search, he/she is immediately discharged. The procedure prescribes the steps to be taken, and the action responsibilities, to implement the policy. A copy of this Technical Services Division procedure is provided as Attachment C to this affidavit. Procedure DCC-PE-510, "Security Actions/Illegal Drugs and Other Contraband Materials," governs other Daniel employees and has provisions similar to the TSD procedure just described. A copy of DCC-PE-510 is provided as Attachment D. In addition, by memorandum of December 26,

1984, to all Daniel/Davis employees from C.C. Wagoner, Project General Manager, the drug policy was restated and supplemented to provide that "[e]ffective January 10, 1985, the consent to search provisions will include urinalysis testing at the discretion of senior project management when probable cause has been established that an employee has violated the site drug and alcohol abuse policy." A copy of Mr. Wagoner's memorandum is provided as Attachment E to this affidavit.

6. Daniel employees are introduced to its drug policy for the Harris site in several ways. All new employees and all employees transferring from other Daniel worksites are introduced to the drug and alcohol policy through an employee orientation. During this orientation, the drug and alcohol policies are reinforced in the following ways:

- ° The presentor reads and reviews the drug policy letter of the Daniel Construction Company and re-emphasizes the company's commitment to the enforcement of this policy, including searches, inspection of the employee and his/her property, and the right to require a urinalysis of an employee for "probable cause." The searches are re-emphasized and the employees are advised that dogs may be onsite which would be used to locate drugs.

- ° During a video orientation, which includes a general discussion of the project itself and also acts as a visual orientation to the overall work procedures at the site, there is a clear and specific discussion of the drug

and alcohol policy. The video expressly notes that one can "lose one's job" for violating safety or security rules or possessing or using beer, liquor, or unlawful drugs, or performing unsafe acts because of the use of beer, liquor, or unlawful drugs. In addition, the video discusses the Quality Check program, wherein employees are encouraged to make any observations on the worksite regarding the safety of the worksite, the procedures at the worksite or anything else that might be identified as a problem which other programs may have missed.

° Each employee is given an employee handbook to read during the orientation period and before he/she begins the job. The handbook states that incapacitation through alcohol, drugs or other substances, and the possession of dangerous weapons, alcohol or illegal substances on company property, are offenses which can lead to an immediate involuntary termination. After the employee has read the employee handbook, he/she is required to fill out an affidavit certifying that he/she has received a copy of the handbook, has read it, and will abide by all of its rules and regulations. This certification becomes a part of the employees' personnel file at the site.

In addition, employees are reminded of the drug and alcohol policy through posters and bulletin board items throughout the worksite. Supervisory emphasis is also given to this topic at

weekly safety meetings or other meetings during which the supervisors may be meeting with their employees. Mr. Wagoner's memorandum, discussed above, also served as an important reminder to employees of the drug policy.

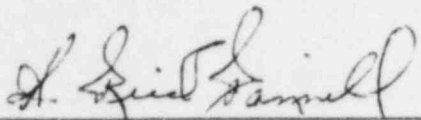
7. Since Daniel supervisors are responsible for reporting suspected drug activity and for taking immediate action if drug activity is observed, the supervisors receive special training on drug awareness and Daniel's policy. Supervisors are given the written drug policy which appears in a Personnel-prepared Supervisor's Handbook. The drug awareness training provided to supervisors familiarizes the participants with Daniel's drug policy and how to implement it. We also teach the supervisors how to recognize drugs with high abuse rates (e.g., marijuana, cocaine and different forms of speed), how to recognize the symptoms of drug abuse in an employee, and the supervisor's role in carrying out the policy. This training program was developed from information provided by Federal and local law enforcement agencies, medical doctors and pathologists, and the training content has been reviewed for accuracy by law enforcement experts and medical doctors. The presentation is made by an instructor on site using slides, static displays of drug paraphernalia, and a drug display kit which was commercially purchased. A general outline of the information presented in the Supervisory Drug Awareness Program is provided as Attachment F to this affidavit. In addition, a copy of "Controlled Substances: Use, Abuse and Effects,"

prepared by the U.S. Drug Enforcement Administration and provided to the supervisors, is Attachment G.

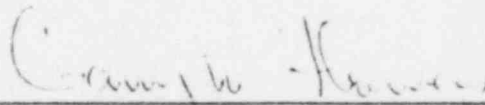
8. The project-wide means for identifying drug use/activity, described in Mr. King's affidavit, apply as well to Daniel employees. In addition, Daniel site Industrial Relations representatives conduct active surveillance for visible drug activity, and receive reports from employees on known or suspected drug activity. Daniel provides any information it receives or develops on known or suspected drug activity to Mr. Hindman of CP&L. Daniel employees may also use the project Quality Check program and Daniel's open door policy to report drug information. Daniel employees have received instruction on the use and availability of the Quality Check program as an avenue for reporting any alleged problem on a confidential, or even an anonymous, basis. The employees are also encouraged to use the Daniel Open Door Policy, which is discussed with each new hire and is the subject of posters throughout the project, to raise problems with their supervision and, if not satisfied, to contact further levels of management.

9. Consistent with CP&L's practice for its employees involved in quality confirmation roles, Daniel personnel in such positions (QC or CI) undergo urinalysis drug screen testing whenever information on suspected drug use or other drug activity is provided to Daniel. Urinalysis testing is performed on other Daniel employees when probable cause, through other means of drug detection, has been established to suspect drug

activity. Daniel utilizes CompuChem laboratories, as does CP&L, to perform the urinalysis drug screens. These tests are described by Mr. Ferguson in his affidavit.

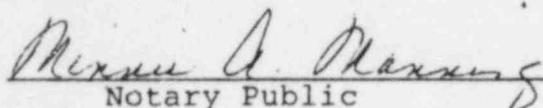


A. Reid Pannill

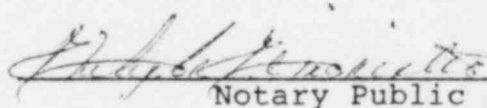


Garry W. Flowers

Sworn to and subscribed before
me this 7 day of July, 1985.


Notary Public

Sworn to and subscribed before
me this 7th day of July, 1985.


Notary Public

My commission expires: 4/25/87

EVELYN C. EDMINISTER
Notary Public of South Carolina
My Commission Expires January 17, 1993
My commission expires: _____

ATTACHMENTS TO AFFIDAVIT OF A. REID PANNILL AND GARRY W. FLOWERS

Attachment A: Resume of A. Reid Pannill

Attachment B: Resume of Garry W. Flowers

Attachment C: Procedure TSD-SH-207, Security Actions/Illegal
Drugs and Other Contraband Materials

Attachment D: Procedure DCC-PE-510, Security Actions/Illegal
Drugs and Other Contraband Materials

Attachment E: Daniel memorandum, Drug and Alcohol Abuse Policy

Attachment F: Supervisory Drug Awareness Program, General
Outline

Attachment G: Controlled Substances: Use, Abuse and Effects

DOB: November 27, 1952

EDUCATION:

Seven (7) years supervision and records maintenance experience.
Five (5) years Personnel Administration including two (2) years training experience.

SPECIAL TRAINING:

200 hours Seminar Training in Supervision and Management plus additional training in Labor Relations, Drug Awareness, and Employee Training Programs.

EMPLOYMENT HISTORY:

12/83 - Present Personnel Manager II
12/82 - 12/83 Personnel Manager I
Daniel Construction Company
Shearon Harris Nuclear Power Plant (CP&L)
New Hill, North Carolina

Specific responsibilities: Responsible for implementing and administering Company personnel policies. Responsible for management of Personnel and Industrial Relations Departments. Responsibilities also include all recruitment, employment practices, discharge, wage and salary administration, record maintenance, preventative labor relation activities, plus company insurance and benefit programs. Responsible for assistance in EEO, AAP, and NLRB and preventative litigation matters. Responsible for reviewing site training programs. Also responsible for providing employee counseling out-placement and career guidance. Responsible for the administration of Company's Craft Certification Program. Responsible for maintaining working relationship with site and corporate Industrial Relations Representatives.

7/82 - 12/82
Educational Leave

6/81 - 7/82
Personnel Manager I
Daniel Construction Company
V.C. Summer Nuclear Station
Jenkinsville, South Carolina

Specific responsibilities: Responsible for administering personnel policies and procedures as approved by the Vice President Personnel Management. Responsible for managing Personnel Department. Responsibilities also include: Administering wage and salary program, employment, terminations, preventative labor relation activities, EEO program, monitoring and assisting managers in personnel policy administration, placement of salaried and craft employees upon release, company insurance and benefit programs, providing employee counseling and development, administering of Craft Certification Program, handle any complaints filed by appropriate State agencies.

EMPLOYMENT HISTORY: (cont.)

11/80 - 6/81

Personnel Supervisor
Daniel Construction Company
V.C. Summer Nuclear Station
Jenkinsville, South Carolina

Specific responsibilities: Responsible for administering the personnel policies and procedures as approved by the Vice President, Personnel Management. Includes, but is not limited to recruitment, employment, benefits, wage and salary administration, preventative labor relations activities, personnel data maintenance and statistics, equal opportunity programs and other related employee/employer relations programs.

5/79 - 11/80

Personnel Representative I, II
Daniel Construction Company
V.C. Summer Nuclear Station
Jenkinsville, South Carolina

Specific responsibilities: Interview salaried and hourly overhead applicant for employment and process application forms. Assist Personnel Manager in administering the personnel policies and procedures as approved by the Vice President. Assist in recruiting, employment, wage and salary administration, personnel records maintenance and statistics, group and Workmen's Compensation insurance programs, EEO and AAP program and employee relation programs.

4/78 - 5/79

Document Control Supervisor
Daniel Construction Company
V.C. Summer Nuclear Station
Jenkinsville, South Carolina

Specific responsibilities: Responsible for the distribution and control of all on-site design documents and procedures. Administered a department comprised of twenty-three employees which included interviewing, training, and evaluating. Interacted with outside vendors regarding the use cost and sale of reproduction equipment. Corresponded with the Nuclear Regulatory Commission regarding procedural compliance.

10/77 - 4/78

Assistant Document Control Supervisor
Daniel Construction Company
V.C. Summer Nuclear Station
Jenkinsville, South Carolina

Specific responsibilities: Assisted the Document Control Supervisor with the aforementioned duties. Maintained supply inventories and interfaced with Department Managers regarding distribution problems and the transfer of personnel.

EMPLOYMENT HISTORY: (cont.)

5/77 - 10/77

Document Control Technician
Daniel Construction Company
V.C. Summer Nuclear Station
Jenkinsville, South Carolina

Specific responsibilities: Responsible for the efficient operation of the site print room. Determined the daily work schedule for responsible personnel. Operated and occasionally repaired all reproduction equipment as needed. Maintained file of all safety and non-safety design documents. Performed field audits of documents.

1/76 - 5/77

Document Control Clerk
Daniel Construction Company
V.C. Summer Nuclear Station
Jenkinsville, South Carolina

Specific responsibilities: Operated all reproduction equipment. Performed regular preventative maintenance of equipment. Ordered needed supplies. Took requests for drawings. Filed drawings.

10/75 - 1/76

Laborer
Daniel Construction Company
V.C. Summer Nuclear Station
Jenkinsville, South Carolina

Specific responsibilities: Performed, under direct supervision, all the basic activities required for the Labor Craft.

GARRY W. FLOWERS
Senior Industrial Relations Representative
September 20, 1951

EDUCATION

New York State Regents High School - 1969
Ulster County Community College, A.A.S. - 1971
Furman University, B.A. - 1973

SUMMARY OF EXPERIENCE

Three years related experience in law enforcement work including investigations of major crimes and preparing criminal cases for both grand jury and jury trials. Attended training for new officers at South Carolina Law Enforcement Division in Columbia. Received additional training and first hand experience in crowd control, relating to union activity. Assisted the IR function in setting up security plan for Nissan Plant groundbreaking. Involved in executing the Daniel IR plan at three major scenes of union picketing against Daniel employees. Assisted in setting up three security subcontract jobs on Daniel construction sites and helped put together security manuals for all three sites. Assisted in setting up total self-perform security force on major Daniel jobs along with training manuals and course and security manuals. Assisted in setting up seminar for Union Camp security guards.

SPECIAL TRAINING

Practical Law and The Security Manager - 1982
Drug Abuse and Drug Traffic Prevention - 1977
Drug Abuse and the Criminal Justice System - 1977
SLED School of Defensive Driving - 1976

TECHNICAL/PROFESSIONAL SOCIETIES

American Society For Industrial Security

EMPLOYMENT HISTORY

11/80-Present
Senior Industrial Relations Representative
Daniel International Corporation
Corporate Offices
Greenville, SC

Specific Responsibilities:

Ensure that projects in sensitive areas have an effective security program. Provide assistance with special investigations as required. Assist in setting up security programs for new jobs and monitor jobs to ensure they meet IR standards. Responsible for establishing and maintaining criteria for security standards to be used in this company. Assist in handling any union related unrest on any Daniel project. Establish and maintain good working relationship with law enforcement agencies.

4/80-11/80

Industrial Relations Representative
Daniel International Company
Corporate Office
Greenville, SC

Specific Responsibilities:

Responsible for doing area labor marketing analysis surveys. This consisted of visiting areas of the country that might be the site of Daniel work and gathering information to be used in determining the labor posture for that specific work. Information was gathered from such agencies as the Chamber of Commerce, Associated General Contractors and various other construction support groups.

11/78-4/80

Representative, Power Group
Daniel Construction Company
Corporate Office
Greenville, SC

Specific Responsibilities:

Assistant to the Power Group Division Personnel Manager. Responsible for recruiting for the eleven power group facilities. Processed all salary changes for the projects in the field. Liaison between corporate personnel and site personnel.



DESCRIPTION:

SECURITY ACTIONS/ILLEGAL DRUGS
AND OTHER CONTRABAND MATERIALS

PROCEDURE NUMBER

TSD-SH-207

DATE

2/20/85

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1.0 SCOPE

- 1.1 This procedure describes the policy exercised by Technical Services Division at the Shearon Harris Nuclear Project to prevent the possession or use of firearms or weapons on Company or Client property. The Company also forbids employees from using, possessing, or being under the influence of alcohol, illegal drugs/substances, or drugs for which they do not have a prescription while the employee is on Company or Client property. Because the primary concern for Technical Services Division is the safety of its employees, their working environment, and that our personnel are performing in a manner commensurate with required performance standards, the Company does not intend to seek prosecution in matters involving contraband. However, the Company will deal with all situations in a just and secure manner. The Technical Services Division Project Manager or Project Quality Manager is responsible for enforcing this policy.

2.0 REFERENCES

- 2.1 DCC Standard Practice/Procedure, DCC-PE-510
- 2.2 Project Contractual Provisions

3.0 GENERAL

- 3.1 The sale, possession, use or purchase of contraband or being under the influence of contraband (reference para 1.1) on Company or Client property is cause for immediate discharge from the Project. The only exception will apply to alcoholic beverages at Company sponsored social functions; such exceptions must be authorized specifically by Company Management.
- 3.2 Prior to beginning work at the Project, employees will receive orientation on the Company's policy and requirements. The Company will inform employees orally and in writing. Each employee will be required to sign a policy statement signifying that they understand the policy and will cooperate with Technical Services Division in enforcing this policy.
- 3.3 To insure that such contraband does not enter or affect the workplace, the Company may take any or all of the following steps while employees are on Company/Client property,
1. observe actions of employees
 2. counsel employees
 3. search employees personal items



DESCRIPTION:

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4. search employees' automobiles
5. search employees' persons
6. require searches with canines.

3.4 The Company will undertake specific searches of employees only with reasonable cause; searches of employees' personal property will take place only in the employees presence. Searches under this policy should occur with the utmost discretion and consideration for the employee(s) involved.

3.5 Chemical screening, such as urinalysis is required when there is reasonable or probable cause to suspect that an employee may be under the influence of illegal drugs/substances or drugs for which the employee does not have a prescription while the employee is on Company or Client property.

3.6 Employees reasonably suspected of possession, use, sale, purchase or being under the influence of illegal drugs/substances will be suspended without pay pending an investigation. The Company will endeavor to complete investigations within a 72-hour period. Once the investigation is complete and the results are negative, the employee will be reinstated and receive backpay not to exceed three (3) days. If the results are positive, the employee will be discharged.

4.0 PROCEDURE

4.1 The following procedural steps shall be implemented at initial hire or transfer of Technical Services Division personnel to the Project.

RESPONSIBLE POSITIONACTIONTSD Project Quality Manager

1. Upon initial hire or transfer of an employee, issue the employee a TSD Drug, Alcohol and Other Contraband Material Statement of Understanding (Exhibit A) and verbally explain the policy to the employee.
2. Have the employee sign the form (Exhibit A) in the space provided, indicating that he/she has read and understands the policy.
3. Maintain a copy of the form (Exhibit A) signed by the employee in the project file.



DESCRIPTION:

SECURITY ACTIONS/ILLEGAL DRUGS
AND OTHER CONTRABAND MATERIALS

PROCEDURE NUMBER

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- 4.2 The following procedure shall be implemented when Project Supervision has reasonable cause to believe that an employee(s) is selling, possesses, has purchased on site, or is under the influence of contraband.

TSD SUPERVISOR

1. Contact the Project Quality Manager or his designee. Take no further action unless instructed to do so.

PROJECT QUALITY MANAGER OR DESIGNEE

2. Contact Industrial Relations and Project Security and review the situation before proceeding. Determine if reasonable cause exists.

TSD SUPERVISOR OR PROJECT QUALITY MANAGER

3. With a witness and Security Officer present, conduct a search of the employee, the employee's personal items, automobile and work area as appropriate.
4. If the employee refuses the search, immediately discharge the employee.
5. If the search produces suspicious drugs or substances of any kind request the employee to provide a prescription. If no prescription can be provided, confiscate the drugs or substances and have them analyzed.
6. If the analysis shows the drugs or substances to be illegal or controlled drugs for which the employee can not substantiate that they have been prescribed, then the employee will be immediately discharged from the Project. The Company will turn over all confiscated contraband to local authorities for proper disposal.

NOTE: Assure that a receipt is obtained for any contraband turned over to the authorities.

7. After the search, inform the employee that he/she will be required to submit to a urinalysis examination. Any employee refusing to submit to the urinalysis examination shall be immediately discharged.
8. Make arrangements with the site Safety Department or with a licensed physician off site for collection of a urine specimen. Escort employee to the arranged facility for the urine collection.



DESCRIPTION:

SECURITY ACTIONS/ILLEGAL DRUGS
AND OTHER CONTRABAND MATERIALS

PROCEDURE NUMBER

TSD-SH-207

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9. Meet with the onsite safety officer or offsite physician and provide a sealed urine sample container, a Drug Information Form, (Exhibit B) and a Urine Sample Custody Document, (Exhibit C).
Note: The Drug Information Form and the Urine Sample Custody Document will be completed by the physician or registered nurse during sample collection.
10. After sample collection assure that Exhibits B and C have been properly filled out and that custody of the urine sample has been released to you by authorized signature on Exhibit C. Accept sealed urine sample and sign for receipt custody on Exhibit C.
11. Place employee on suspension pending results of urinalysis.
12. Deliver urine specimen and a copy of the Drug Information Form to a qualified laboratory for analysis. Request analysis by completing the Drugs of Abuse - Order Entry Form, Exhibit D. Upon Acceptance of the urine specimen by the Laboratory sign over custody of the specimen by completing the applicable blocks on the Urine Sample Custody Document. Assure that the authorized laboratory representative accepts custody by signing the form.
13. Place and maintain a copy of completed Exhibits B, C and D in the Project file.
14. Upon receipt of the results of the laboratory results terminate the employee if the drug confirmation test is positive or reinstate the employee if the drug confirmation test is negative. Maintain a copy of the lab results in the Project file.

5.0 RETAINED DOCUMENTATION

- 5.1 Copies of Exhibits A, B, C, and D will be maintained in the project file.

6.0 EXHIBITS AND APPENDICES

- | | |
|--|--------|
| 6.1 Exhibit A - Statement of Understanding | Rev. 2 |
| 6.2 Exhibit B - Drug Information Form | Rev. 2 |
| 6.3 Exhibit C - Urine Sample Custody Document | Rev. 2 |
| 6.4 Exhibit D - Drugs of Abuse Order Entry Form | Rev. 2 |
| 6.5 Appendix 1 - Urine Specimen Positive/Negative Criteria | Rev. 2 |



STANDARD PRACTICE/PROCEDURE

SUBJECT: SECURITY ACTIONS/ILLEGAL DRUGS AND OTHER CONTRABAND MATERIALS

GENERAL

Employees are not permitted to possess firearms or weapons, illegal (nonprescription) drugs, or alcoholic beverages on company property. Such possession, sale, or purchase is cause for immediate termination. Authorized exceptions will be subject to specific company facilities rules relating to company sponsored social functions, mancamps, etc.

NOTE: Project contractual provisions will prevail over this standard practice/procedure should there be any discrepancies.

Employees suspected of possession of these items may be placed on suspension pending investigation. Employees will not receive pay while on suspension. Every effort should be made to complete this investigation within a 72-hour period.

RESPONSIBILITY AND AUTHORITY

While it is not the responsibility of Daniel to seek prosecution for possession, it is the company's desire to deal with such situations in a just and secure manner. This responsibility and authority rests with the Project Manager/department head or his designee. During working hours, searches of an employee's vehicle and personal items may be conducted in his/her presence to confiscate any contraband. Physical searches or clothing searches will be conducted only as outlined below. Searches are to be performed with discretion and consideration for the employee. Employees refusing such searches will be terminated.

PROCEDURE

Employee Possession/Suspicion of Contraband

Supervisor

1. Contact the Security Manager and Project Manager and take no further action unless instructed to do so.

Security Officer/
Project Manager/
Department Head

2. Contact the Security department, Industrial Relations, for discussion and review prior to further action.
3. With a witness, confiscate the contraband from the employee. If the contraband is drugs, advise the employee verbally and in writing that he/she will be placed on suspension pending the outcome of the drug test results.

Employees who refuse to allow their belongings to be searched or who refuse to voluntarily surrender contraband material will be terminated.

Project Manager/
Department Head

4. Suspicious drugs should be tested to verify if the confiscated substance is actually contraband.



Project Manager/
Department Head (Continued)

NOTE: If the employee is in possession of prescription drugs that cannot be readily identified, that person should be asked to provide a prescription or to identify the drug, its source, and the name of the physician who prescribed it.

5. Advise the Security department, Industrial Relations of the situation.
6. If the drug is found to be illegal, terminate the employee.
7. All illegal contraband that is confiscated will be turned over to the local authorities for proper disposal.



Form 16-99-3 (9-78)

INTER-OFFICE COMMUNICATION

SHEARON HARRIS NUCLEAR POWER PLANT
NEW HILL, N.C. 27562

TO: ALL DANIEL/DAVIS EMPLOYEES

DATE: December 26, 1984

FROM: C. C. Wagoner

SUBJECT: Drug and Alcohol Abuse Policy

It is the policy of this project that employees are prohibited from possessing, using, selling or being under the influence of narcotics, hallucinogens, depressants, stimulants, marijuana or other controlled substance on the Owner's property or in pursuit of the Owner's business. Unauthorized consumption of alcohol on the Owner's property is also prohibited. Medication prescribed by a licensed physician and taken in accordance with such prescription is excepted as long as the influence of the medication does not jeopardize the safety of the employee or his fellow workers.

Entry onto the Owner's premises constitutes consent to a search or inspection of the employee and his or her property, including vehicles, at any time when on the Owner's premises. Any employee found in violation of the policy, or who refuses to permit a search or inspection, may be removed and barred from the Owner's property at the discretion of the Owner.

Effective January 10, 1985, the consent to search provisions will include urinalysis testing at the discretion of senior project management when probable cause has been established that an employee has violated the site drug and alcohol abuse policy.

A handwritten signature in cursive script, appearing to read 'C. C. Wagoner'.

C. C. Wagoner
Project General Manager

CCW/JPK/cp

cc: R. A. Watson
W. J. Hindman, Jr.
R. M. Parsons

SUPERVISORY DRUG AWARENESS PROGRAM

General Outline

I. Opening

- A. Potential hazards of drug use on the job
 - 1. Accidents
 - 2. Poor productivity
 - 3. High absenteeism
 - 4. Fatalities
- B. Who is the drug/user dealer
 - 1. Exploiting the common stereo types
 - 2. Drug user/dealers of the 80's are a very diverse group
 - a. Lawyers
 - b. Doctors
 - c. Athletes
 - d. Film/music, stars
 - e. School teachers
 - f. Construction workers
- C. Seriousness of the drug problem
 - 1. Drug problem in our society - illegal drug industry is a \$100 billion a year industry
 - 2. Drug problem in the workplace - \$5.8 billion loss in industry attributed to drug/alcohol abuse on the job
 - 3. Drug problem in Daniel

II. What Daniel is doing

- A. Daniel Drug/Alcohol Policy - DCC-PE-510 thorough explanation of our policy
- B. Daniel search policy
 - 1. Routine lunch box search
 - 2. Vehicle search
 - 3. Canine drug detection services
- C. Rights of the employer - how to handle a search properly and legally
- D. Good Employee Relations

III. Drug Identification

A. Recognizing the major drugs of abuse

1. Marijuana and hashish
2. Amphetamines
 - a. Speed, cocaine and caffeine pills (pocket rockets)
3. Depressants
 - a. Barbiturates, Qualudes, valium, etc.
4. Narcotics
 - a. Demerol, morphine, heroin
5. Hallucinogencis
 - a. LSD, acid, etc.

B. How to recognize the real drug from a counterfeit

IV. Simulations

- Audience participation in handling simulated drug problems that have come up on Daniel jobs

V. Questions and Answers

VI. Summary

- A. Good safe job vs. police state
- B. Supervisor's responsibility in preventing drug use on the job.



Controlled Substances : Use, Abuse and Effects

Commonly misused drugs, their uses,
abuses, effects, and the symptoms they produce.

DEFINITIONS

Drug: A substance which by its chemical nature alters the structure or function of the living organism. (For the purpose of this bulletin, a drug is any chemical substance that alters mood, perception, or consciousness, and is misused to the apparent injury of the individual or society.)

Tolerance: A state in which the body's tissue cells adjust to the presence of a drug. The term "Tolerance" refers to a state in which the body becomes used to the presence of a drug in given amounts and eventually fails to respond to ordinarily effective dosages. Hence, increasingly larger doses are necessary to produce desired effects.

Habituation (psychological dependence): The result of repeated consumption of a drug which produces psychological but no physical dependence. The psychological dependence produces a desire (not a compulsion) to continue taking drugs for the sense of improved well-being.

Physical Dependence (addiction): This occurs when a person cannot function normally without the repeated use of a drug. If the drug is withdrawn, the person has severe physical and psychic disturbance.

Harmful Drugs: Are all drugs harmful? Every drug is harmful when taken in excess, e.g., even aspirin and, of course, alcohol. Some drugs can also be harmful if taken in dangerous combinations or by hyper-sensitive people in ordinary amounts.

IDENTIFYING THE DRUG USER

A drug user will do everything possible to conceal his habit. So it is important to be able to recognize the outward signs and symptoms of drug misuse. One should be alert to these symptoms, but it is important to realize that the drug problem is so complex that even experts sometimes have difficulty

making accurate diagnoses. Therefore, it is important not to act on your own for it could lead to falsely accusing an innocent person. Seek professional advice and help from the experts, such as various agencies specializing in drug problems, and physicians.

It should also be remembered that a person may have a legitimate reason for possessing a syringe and needle (he may be a diabetic) or having tablets and capsules (they may be prescribed by a doctor). Having the sniffles and running eyes may be due to a head cold or an allergy. Unusual or odd behavior may not be connected in any way with drug use.

Drugs other than narcotics can become addicting. Some people have acquired an addiction to sedatives and certain tranquilizers. Stimulants in very large doses are addictive.

NOTE: Never taste an unknown substance.

COMMON SIGNS OF DRUG MISUSE

1. Changes in attendance at work or school.
2. Change from normal capabilities (work habits, efficiency, etc.).
3. Poor physical appearance, including inattention to dress and personal hygiene.
4. Wearing sunglasses constantly at inappropriate times (indoors or at night, for instance) not only to hide dilated or constricted pupils but also to compensate for the eye's inability to adjust to sunlight. Marijuana causes blood shot eyes.
5. Unusual effort made to cover arms in order to hide needle marks.
6. Association with known drug users.
7. Stealing items which can be readily sold for cash (to support a drug habit).

(Continued on back page.)



CONTROLLED SUBS

	Drugs	Schedule	Trade or Other Names	Medical Uses	Physical Depen- dence
NARCOTICS	Opium	II, III, V	Dover's Powder, Paregoric, Parepectolin	Analgesic, antidiarrheal	High
	Morphine	II, III	Morphine, Pectoral Syrup	Analgesic, antitussive	
	Codeine	II, III, V	Codeine, Empirin Compound with Codeine, Robitussin A-C	Analgesic, antitussive	Moderate
	Heroin	I	Diacetylmorphine, Horse, Smack	Under investigation	
	Hydromorphone		Dilaudid	Analgesic	High
	Meperidine (Pethidine)	II	Demerol, Pethadol	Analgesic	
	Methadone		Dolophine, Methadone, Methadose	Analgesic, heroin substitute	
	Other Narcotics	I, II, III, IV, V	LAAM, Leritine, Levo-Dromoran, Percodan, Tussionex, Fentanyl, Darvon*, Talwin*, Lomotil	Analgesic, anti-diarrheal, antitussive	High-Low
	Chloral Hydrate	IV	Noctec, Somnos	Hypnotic	Moderate
	Barbiturates	II, III, IV	Amobarbital, Phenobarbital, Butisol, Phenobarbital, Secobarbital, Tuinal	Anesthetic, anticonvulsant, sedative, hypnotic	High-Moderate
	Glutethimide	III	Doriden		
DEPRESSANTS	Methaqualone	II	Optimil, Parest, Quaalude, Somnafac, Sopor	Sedative, hypnotic	High
	Benzodiazepines	IV	Ativan, Azene, Clonopin, Dalmane, Diazepam, Librium, Serax, Tranxene, Valium, Verstran	Anti-anxiety, anti-convulsant, sedative, hypnotic	Low
	Other Depressants	III, IV	Equanil, Miltown, Noludar, Placidyl, Valmid	Anti-anxiety, sedative, hypnotic	Moderate
	Cocaine†	II	Coke, Flake, Snow	Local anesthetic	
STIMULANTS	Amphetamines	II, III	Biphetamine, Delcobese, Desoxyn, Dexedrine, Mediatric		
	Phenmetrazine		Preludin		
	Methylphenidate	II	Ritalin	Hyperkinesis, narcolepsy, weight control	Possible
	Other Stimulants	III, IV	Adipex, Bacarate, Cylert, Diredex, Ionamin, Plegine, Pre-Sate, Sanorex, Tenuate, Tepanil, Voranil		
HALLUCINOGENS	LSD		Acid, Microdot		None
	Mescaline and Peyote	I	Mesc, Buttons, Cactus	None	None
	Amphetamine Variants		2,5-DMA, PMA, STP, MDA, MDMA, TMA, DOM, DOB		Unknown
	Phencyclidine	II	PCP, Angel Dust, Hog	Veterinary anesthetic	Degree unknown
	Phencyclidine Analogs		PCE, PCPy, TCP		
	Other Hallucinogens	I	Bufotenine, Ibogaine, DMT, DET, Psilocybin, Psilocyn	None	None
CANNABIS	Marihuana		Pot, Acapulco Gold, Grass, Reefer, Sinsemilla, Thai Sticks	Under Investigation	Degree unknown
	Tetrahydrocannabinol	I	THC		
	Hashish		Hash		
	Hashish Oil		Hash Oil	None	

STANCES: USES & EFFECTS

Psychological Dependence	Tol-erance	Duration of Effects (in hours)	Usual Methods of Administration	Possible Effects	Effects of Overdose	Withdrawal Syndrome
High	Yes	3 - 6	Oral, smoked	Euphoria, drowsiness, respiratory depression, constricted pupils, nausea	Slow and shallow breathing, clammy skin, convulsions, coma, possible death	Watery eyes, runny nose, yawning, loss of appetite, irritability, tremors, panic, chills and sweating, cramps, nausea
Moderate			Oral, injected, smoked			
High			Oral, injected			
			Injected, smoked, smoked			
High-Low		12-24	Oral, injected			
		Variable				
Moderate	Possible	5 - 8	Oral			
High-Moderate	Yes	1 - 16	Oral, injected	Slurred speech, disorientation, drunken behavior without odor of alcohol	Shallow respiration, cold and clammy skin, dilated pupils, weak and rapid pulse, coma, possible death	Anxiety, insomnia, tremors, delirium, convulsions, possible death
High		4 - 8				
Low						
Moderate						
High	Possible	1 - 2	Sniffed, injected	Increased alertness, excitation, euphoria, increased pulse rate and blood pressure, insomnia, loss of appetite	Agitation, increase in body temperature, hallucinations, convulsions, possible death	Apathy, long periods of sleep, irritability, depression, disorientation
	Yes	2 - 4	Oral, injected			
			Oral			
Degree unknown	Yes	8 - 12	Oral	Illusions and hallucinations, poor perception of time and distance	Longer, more intense "trip" episodes, psychosis, possible death	Withdrawal syndrome not reported
		Up to days	Oral, injected			
High						
Degree unknown	Possible	Variable	Oral, Injected, smoked, sniffed			
Moderate	Yes	2 - 4	Smoked, oral	Euphoria, relaxed inhibitions, increased appetite, disoriented behavior	Fatigue, paranoia, possible psychosis	Insomnia, hyperactivity, and decreased appetite occasionally reported

* Not designated a narcotic under the CSA

† Designated a narcotic under the CSA

INDICATIONS OF POSSIBLE MISUSE

DEPRESSANTS e.g., Quaalude, Doriden (*Barbiturates*)

- A. Behavior like that of alcohol intoxication, but without the odor of alcohol on breath.
- B. Staggering, stumbling, or apparent drunkenness without odor or use of alcohol.
- C. Falling asleep while at work.
- D. Slurred speech.
- E. Pupils dilated.
- F. Difficulty concentrating.

STIMULANTS (*Amphetamines*)

- A. The user may be excessively active, irritable, argumentative, or nervous.
- B. Excitation, euphoria, and talkativeness.
- C. Pupils dilated.
- D. Long periods without eating or sleeping.
- E. Increased blood pressure or pulse rates.

NARCOTICS

- A. Scars ("tracks") on the arms or on the backs of hands, caused by injecting drugs.
- B. Pupils constricted and fixed; possibly dilated during withdrawal.
- C. Scratches self frequently.
- D. Loss of appetite. Frequently eats candy, cookies, and drinks sweet liquids.
- E. May have sniffles, red, watering eyes and a cough which disappears when he gets a "fix". During withdrawal the addict may be nauseated and vomiting. Flushed skin, frequent yawning, and muscular twitching are common. These symptoms also disappear when the addict gets a "fix".
- F. Users often leave syringes, bent spoons, cotton, needles, metal bottle caps, medicine droppers, and glassine bags in locker or desk drawers.
- G. The user is lethargic, drowsy, and may go on the "nod" (i.e., an alternating cycle of dozing and awakening.)
- H. Anyone dissolving tablets for injection runs a great risk and danger of lung impairment due to deposits of talcum (part of the tablet) obstructing or occluding the lung through the blood stream.

MARIJUANA

- A. In the early stages of marijuana usage, the person may appear animated with rapid, loud talking and bursts of laughter. In later stages, he may be sleepy.
 - B. Pupils may be dilated and the eyes bloodshot.
 - C. May have distortions of perception and hallucinations.
- The marijuana user is difficult to recognize unless he is actually under the influence of the drug, and even then, he may be able to work reasonably well. The drug may distort his depth and time perception, making driving or the operation of machinery hazardous. Long continued use of marijuana has been associated with mental deterioration.

OTHER HALLUCINOGENS

- A. Behavior and mood vary widely. The user may sit or recline quietly in a trance-like state or may appear fearful or even terrified.
- B. In some cases, dilated pupils.
- C. Increase in blood pressure, heart rate, and blood sugar.
- D. May experience nausea, chills, flushes, irregular breathing, sweating and trembling of hands.
- E. There may be changes in sense of sight, hearing, touch, smell, and time.

It is unlikely that a person who uses LSD, for instance, would do so at work, since a controlled environment, often involving a friend to provide care and supervision of the user, is generally desired.

GLUE OR HYDROCARBON (*Gasoline*) SNIFFING

- A. Odor of substance inhaled on breath and clothes.
- B. Excessive nasal secretion and watering of the eyes.
- C. Poor muscular control (staggering) within five minutes of exposure.
- D. Drowsiness or unconsciousness.
- E. Presence of plastic or paper bags or rags containing dry plastic cement.
- F. Slurred speech.
- G. Bad breath.

Phencyclidine (PCP)

Phencyclidine, developed in the 1950's, is now licitly manufactured as a veterinary anesthetic under the trade name Sernylan. Since 1967 it has also been produced in clandestine laboratories, frequently in dangerously contaminated forms. The prevailing patterns of street-level abuse are by oral ingestion of tablets or capsules, containing the drug in powder form both alone and in combination with other drugs, and by smoking the drug after it has been sprinkled on parsley, marijuana, or some form of tobacco. It is sometimes sold to unsuspecting consumers as LSD, THC, or mescaline. Reported experiences under the influence of phencyclidine are mainly nondescript or unpleasant. In low doses the experience usually proceeds in three successive stages: changes in body image, sometimes accompanied by feelings of depersonalization; perceptual distortions, infrequently evidenced as visual or auditory hallucinations; and feelings of apathy or estrangement. The experience often includes drowsiness, inability to verbalize, and feelings of emptiness or "nothingness." Reports of difficulty in thinking, poor concentration, and preoccupation with death are common. Many users have reacted to its use with an acute psychotic episode. Common signs of phencyclidine use include flushing and profuse sweating. Analgesia, involuntary eye movements, muscular incoordination, double vision, dizziness, nausea, and vomiting may also be present.