

ENERGY NORTHWEST

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Docket No. 50-397

U.S. Nuclear Regulatory Commission
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Washington, D.C. 20555

Subject: **WNP-2 OPERATING LICENSE NPF-21
FITNESS FOR DUTY SEMIANNUAL PERFORMANCE DATA REPORT
JULY TO DECEMBER 31, 1999**

Pursuant to 10 CFR 26.71(d), enclosed is the Energy Northwest Fitness for Duty (FFD) Semiannual Performance Data Report for July 1 to December 31, 1999. The data has been analyzed and management actions have been taken to enhance the FFD program.

Should you have any questions or desire additional information regarding this matter, please call me or D. W. Martin, Manager, Security Programs at (509) 377-8628.

Respectfully,



R. L. Webring (Mail Drop PE08)
Vice President, Operations Support/PIO

Attachment: Nuclear Plant 2, Fitness for Duty Program, Performance Data Report
for July 1 to December 31, 1999.

cc: EW Merschhoff - NRC RIV
JS Cushing - NRR
NRC Sr. Resident Inspector - 927N
DL Williams - BPA/1399
TC Poindexter - Winston & Strawn

A021

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

<u>Energy Northwest</u> Company	<u>December 31, 1999</u> 6 months ending
<u>WNP-2</u> Location	
<u>D.W. Martin, Manager Security Programs</u> Contact Name	<u>(509) 377-8628</u> Phone

Appendix A to 10 CFR 26

Cutoffs: Screen/Confirmation (ng/ml)

Marijuana	50/15	Amphetamines	1000/500
Cocaine	300/150	Phencyclidine	25/25
Opiates	300/300	Alcohol (%BAC)	0.04%

Testing Results	Licensee Employees		Long Term Contractors		Short Term Contractors	
	Average Number with Unescorted Access: 1315	1061	169	85		
Categories	# Tested	# Positive	# Tested	# Positive	# Tested	# Positive
Pre-Access	145	1	75	0/1*	436	9/5*
For Cause Post-Accident	2	0	0	0	1	0
For Cause Observed Behavior	3	0	0	0	0	0
Random	271	0	58	0	27	1/1*
Follow-Up	12	1	4	0	0	0
Other	0	0	0	0	2	0
Pre-Employment	1	0	4	0	1	0
Total	434	2	141	0/1*	467	10/6*

*Top number indicates positive test result (over/) bottom number which indicates refusal to test, tampering by substitution, or adulteration of a sample.

Fitness for Duty
 Performance Data Report
 Personnel Subject to 10 CFR 26

Breakdown of Confirmed Positive Tests for Specific Substances:

	THC 50 ng/ml	THC 100 ng/ml	Cocaine	Opiates	Amphetamine	PCP	Alcohol	Refuse To Test	Nitrite Adulterant	Pyridine Adulterant	Substitute Sample
Licensee Employees	1	0	0	0	0	0	1	0	0	0	0
Long Term Contractors	0	0	0	0	0	0	0	0	0	1	0
Short Term Contractors	4	4	1	0	0	0	1	2	1	1	2
Total	5	4	1	0	0	0	2	2	1	2	2

Totals show 12 confirmed positive test results, 2 refusals to test, 1 nitrite adulteration, 2 pyridine adulterations and 2 sample substitutions.
 Note: The two individuals submitting sample substitutions resulted in 2nd collections under observed conditions which confirmed positive for marijuana.

**NUCLEAR PLANT NO. 2
SIX MONTH PERFORMANCE DATA REPORT
July 1 to December 31, 1999**

FITNESS FOR DUTY PROGRAM SUMMARY:

During the reporting period July 1 to December 31, 1999, the number of random tests performed was equivalent to the number required to test approximately 27.07 percent of the average eligible population. The rate of positive from random testing was 0.28 percent.

During the calendar year January 1 to December 31, 1999, the number of random tests performed was equivalent to the number required to test approximately 55.18 percent of the average eligible population. The annual rate of positive from random testing was 0.41 percent.

POSITIVE RESULTS:

Twelve chemical tests yielded positive results during this reporting period. Calculated from the positives recorded from January 1990 until December 1999, marijuana is the drug of preference, accounting for 63 percent of all the positive results; cocaine is second, yielding 19 percent of positive results.

MANAGEMENT ACTIONS:

Pre-Access

Access was denied for nine short-term contractor employees and one licensee employee who tested positive on pre-access analysis. Management was notified and the individuals' files were annotated of the positive result and management's actions. One short-term contractor quit prior to MRO notification of a confirmed test. His access was denied for three years and was recorded as a termination for cause.

Random

Access was removed as a result of one random drug test. One short-term contractor employee who tested positive during random testing had their access removed for a minimum of three years. The individual provided a substitute sample with a temperature of 86°F on the first random collection. The individual remained under observation in the collection facility until another sample could be provided under observed conditions. The suspect sample was rejected by the Health and Human Services (HHS) certified laboratory as specimen not suitable for testing. The observed sample confirmed positive for marijuana. Access was terminated for a minimum of three years in accordance with the fitness-for-duty (FFD) policy concerning substitution. The individual's file was annotated of the positive result and management's actions.

Follow-up

Access was terminated for three years for one individual participating in the follow-up test program. The temporary licensee employee working the R-14 outage, who initially tested positive in 1998, had been in the follow-up program for 12 months. The individual's file was annotated of the result and management's actions. Presently, there is one licensee employee participating in the follow-up program.

For Cause/Behavior

There were no positive test results for cause due to observable behavior testing during this reporting period. There were three tests administered for cause due to observable behavior with negative results. Observable behavior included sleeping or appearing to sleep, behavior disrupting workflow, and mispositioning a control rod during start up of the reactor.

For Cause/Post Accident

There were no positive test results for cause due to post accident testing during this reporting period. There were three tests administered for-cause due to post-events/accidents with negative results. The events/accidents included a vehicle accident between a company owned and privately owned vehicle on private property, a motor damaged beyond use during delivery due to failure in securing load to the truck bed, and a tripped breaker alarm/smoke alarm due to an inappropriately installed welding machine.

Other

Two other chemical tests were administered as a result of two short-term contractors being granted unescorted access but were not subject to the next random selection. The individuals' names were not entered into the pool in time for them to be subject to selection. On discovery, the individuals' names were immediately entered into the random test selection pool, and they were chemically tested under the category other, with negative results.

Refuse to Test

Two short-term contractor employees refused to provide a sample for testing on pre-access chemical tests. Access was denied for a minimum of three years as required by Energy Northwest's FFD policy. Management was notified, and the individuals' files were annotated of the refusal to test and access denial. It was recorded as a termination for cause.

Tampering by Substitution or Adulteration

Access was denied for four short-term contractor employees and one long-term contractor employee due to tampering by substitution or adulteration of a sample. One short-term contractor substituted the first sample given for pre-access testing by providing a urine sample temperature of 93°F. This

temperature was below the FFD program's more stringent cutoff of 94°F. This suspect sample tested negative at the HHS-certified laboratory. The individual remained at the collection facility, under observation, until another sample could be collected. The second sample provided, under direct observation, confirmed positive for marijuana.

One short-term contractor employee substituted the first sample provided on a random test as noted earlier in this report.

One short-term contractor employee and one long-term contractor employee submitted samples for pre-access testing that were adulterated with pyridine. One short-term contractor employee submitted a sample that was adulterated with nitrites. All three samples were sent to the HHS laboratory for testing. The HHS certified laboratory report to the Medical Review Officer (MRO) confirmed adulteration with pyridinium chlorochromate on the first two samples and nitrites on the third sample.

All five individuals that tampered by substitution or adulteration were denied access for a minimum of three years as required by Energy Northwest's FFD policy. Management was notified, and the individuals' files were annotated of the access denial due to sample tampering by substitution or adulteration. All five were recorded as a termination for cause.

ADMINISTRATIVE ACTIONS:

There were no administrative actions taken during this reporting period.

EVENTS REPORTED TO THE NRC:

During this reporting period, there were no violations of the FFD program that were reportable.

PROGRAM WEAKNESSES:

During this reporting period, no program weaknesses were identified.

PROGRAM CHANGES:

During this reporting period, the FFD general informational policy was incorporated into a site-wide procedure. A change management was issued citing procedural guidance for reporting nonjob-related injuries to supervision. Physical injuries that occur off the job should be reported to a supervisor or manager prior to the start of work or training activities when such injuries would, or be likely to, impair the ability to safely perform job assignments. If there is a potential for impairment, a supervisory determination of fitness will be required. It could include accommodating the person in the work place, reassigning jobs, assigning a work partner, or home convalescence.