

An Analysis of Fitness for Duty Events at
Nuclear Power Plants in the United States
(2008 – 2013)



Are Nuclear Power Plant Fitness For Duty Programs Successful?

What is Fitness For Duty (FFD), who implements Fitness For Duty, and why is FFD critical to safe nuclear operations?

FFD is a program that nuclear reactor owners are required to implement to assure that all personnel who have access to their power plants are drug and alcohol free and have no psychological impairments that might comprise the safe operation of any United States Nuclear Power Plant.

In the aftermath of accidents like those at Three Mile Island and Chernobyl, which were definitely caused and influenced by operator error, and with terrorism around the globe at an all time high, the question of *who is operating our nuclear power plants* is one that must be answered and evaluated. Fairewinds Energy Education has analyzed the following data in order to assess the effectiveness of Fitness For Duty programs at nuclear power plants in the United States.

History of the Fitness For Duty Policy

Beginning in 1989, United States Nuclear Power Plants (NPP) licensees have been required to implement a Fitness For Duty program that satisfies safety requirements created in the Federal Code of Regulations 10 CFR Part 26. This Fitness For Duty Policy codified in federal statute was created in order to ensure that individuals granted access to nuclear power plants are trustworthy, reliable, not under the influence of any substance, whether legal or illegal, and not mentally or physically impaired. Accordingly, an individual deemed fit for duty by the nuclear licensee is believed to be capable of competently performing his or her duties and believed to be trustworthy and reliable as demonstrated by abstaining from any substance abuse.

Fitness For Duty tests are administered by the licensee either randomly, in a lottery-style system where *the winners* get to report to the medical office for testing, or for-cause, which are administrated when supervisors note aberrant behaviors¹ and then also order follow-up testing to ensure compliance with the federal Fitness For Duty (FFD) statutory requirements. Possible aberrant behaviors discovered and examined by supervisors include a wide range of actions from staggering or making simple mistakes (such as turning the wrong switch) to acting belligerently or out of character, among a multitude of overall deviations from normal employee behavior for that individual.

¹ *Aberrant Behavior* - Behavior which deviates from the normal behavior for the individual. (FITNESS FOR DUTY - CONTINUAL BEHAVIOR OBSERVATION PROGRAM - Page 3)

Fairewinds Conclusions

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During the past five years, reported Fitness For Duty violations in the United States have more than doubled, led by alcohol related events which have nearly quadrupled during the same time period.

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Most Fitness For Duty events are not reported to the Nuclear Regulatory Commission through the event notification system

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The majority of Fitness For Duty violations occur in the southeast portion of the United States

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There is a large discrepancy between the causes of Fitness For Duty events between licensee employees and temporary contract workers at nuclear power plants across the United States.

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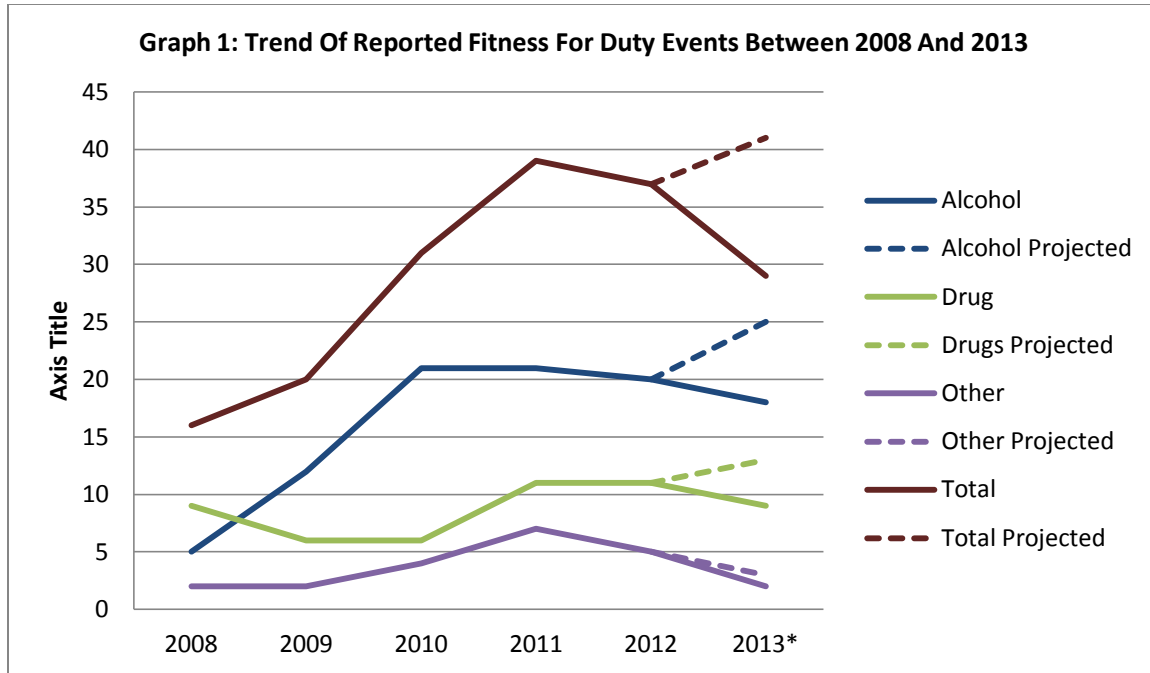
Recent trends indicate that licensee's Fitness For Duty program is not completely effective, as a significant fraction of violations are caught offsite by national, state, and local law enforcement agencies.

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5-year trends indicate that Fitness For Duty programs are deficient, as the data demonstrates that workers including licensed reactor operators are increasingly impaired by drug and alcohol dependencies, and a significant number of violations are caught offsite by national, state, and local law enforcement agencies.

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Trend Of Reported Fitness For Duty Events Between 2008 And 2013

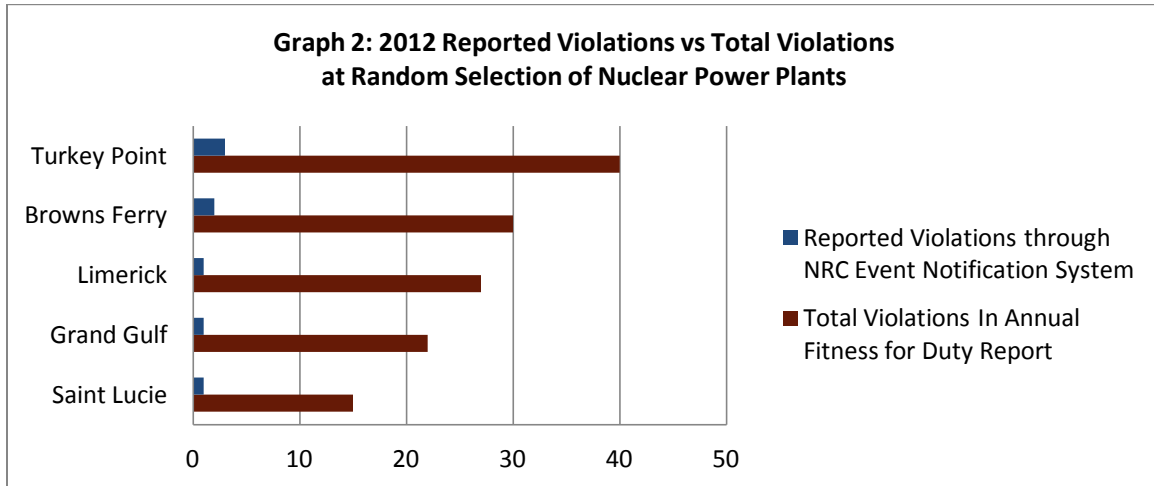


*2013 projections based on trend of event reports through September 15th, 2013.

Year	Alcohol	Drug	Other	Total
2008	5	9	2	16
2009	12	6	2	20
2010	21	6	4	31
2011	21	11	7	39
2012	20	11	5	37
2013* (Actual Through September 15 th , 2013)	18	9	2	29
2013* (Projected)	25	13	3	41

Led by alcohol related events that have nearly quadrupled during the last five years, reported Fitness For Duty violations in the United States have more than doubled during the past five years.

Finding: Fairewinds Analysis Shows That The Majority Of Fitness For Duty Events Are Not Reported To The Nuclear Regulatory Commission Through The Event Notification System



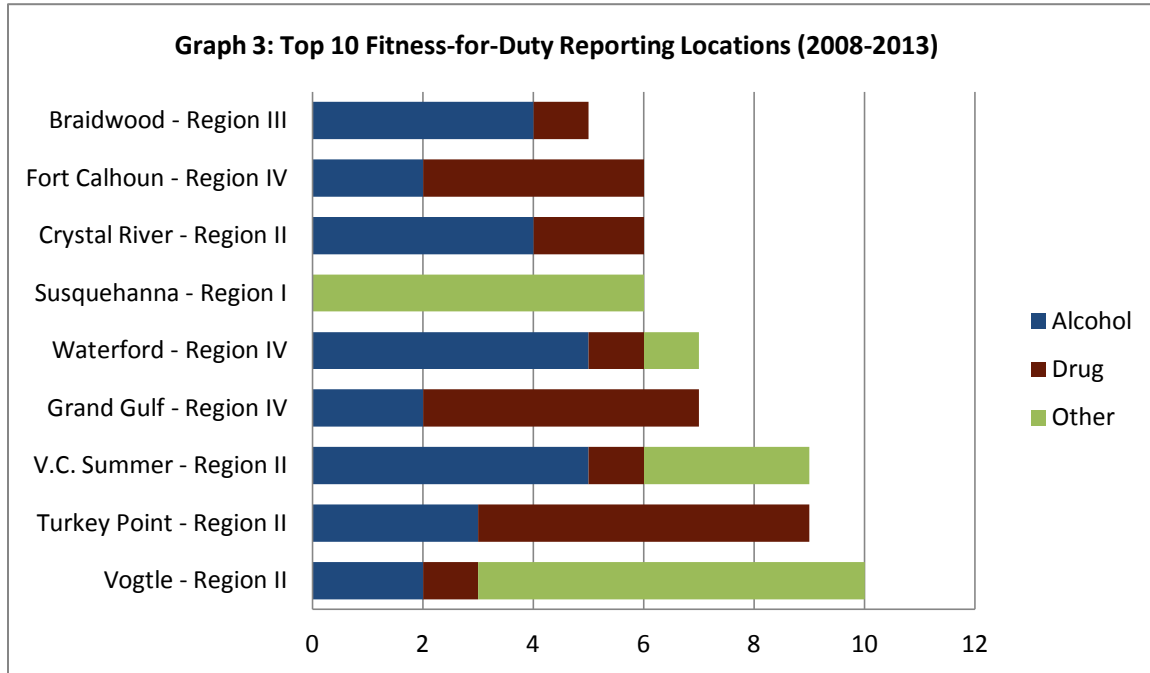
Fairewinds compared Fitness For Duty violations reported through the event notification system against total violations documented in a sample of annual Fitness For Duty reports. Based on a random sample of 5 reactors (presented above), the data shows that less than 10% of Fitness For Duty events are promptly reported to the Nuclear Regulatory Commission through the event notification system. Additionally, Fairewinds notes that annual Fitness for Duty reports are not standardized among licensees, and that not all licensees are currently submitting annual Fitness For Duty reports to the Nuclear Regulatory Commission’s public database.²

Licensees are only required to report “Significant violations of the Fitness For Duty policy” to the Nuclear Regulatory Commission through the event reporting system. According to 10 CFR Part 26.71, the following significant Fitness For Duty violations must be reported to the Nuclear Regulatory Commission within 24 hours after the licensee or other entity discovers the violation:

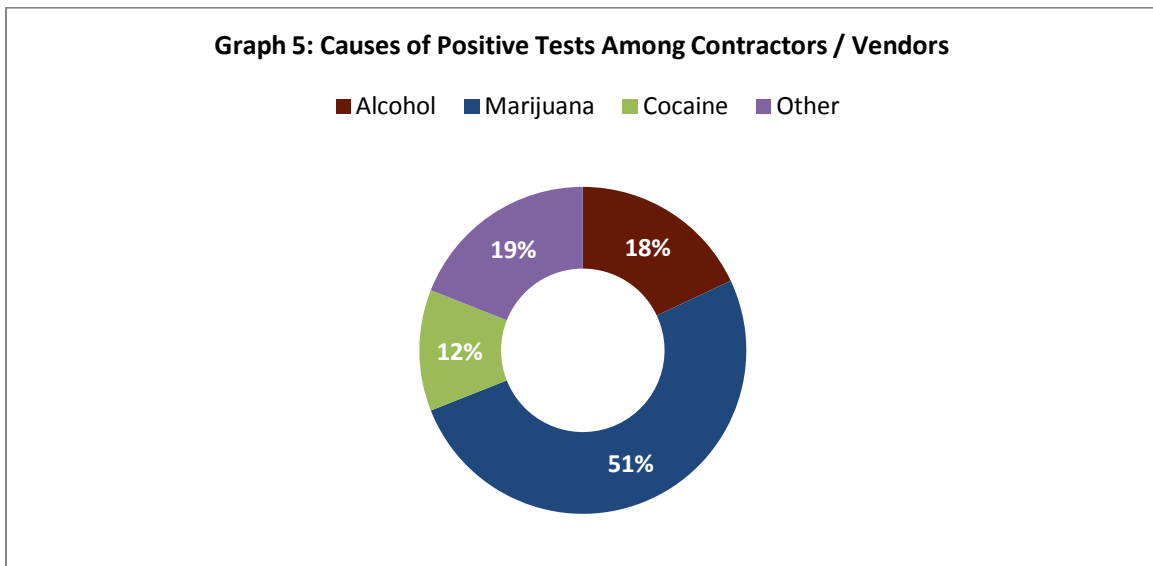
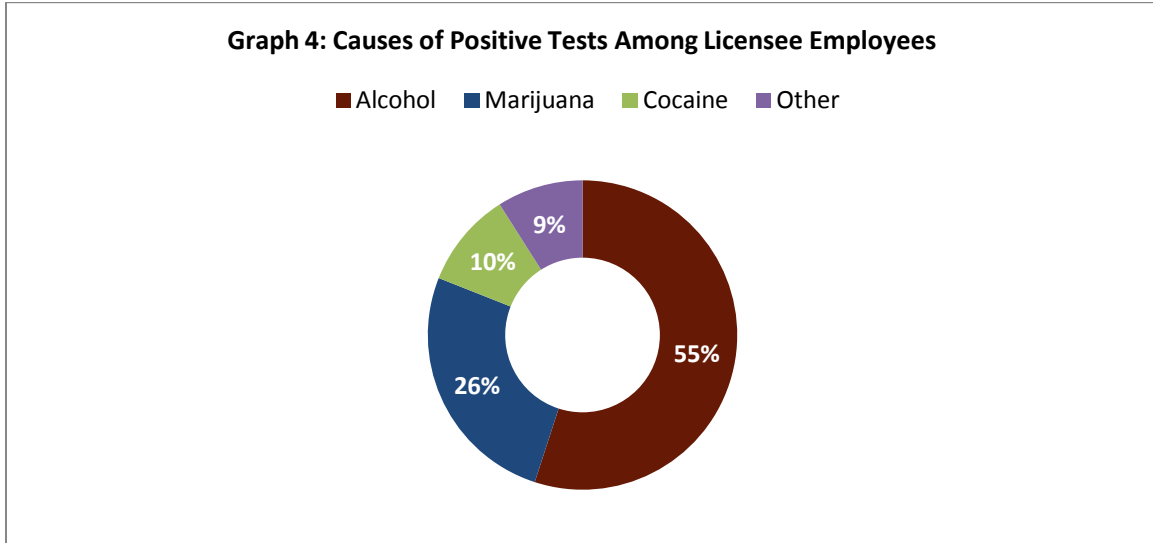
1. The use, sale, distribution, possession, or presence of illegal drugs, or the consumption or presence of alcohol within a protected area;
2. Any acts by any person licensed under 10 CFR part 55 to operate a power reactor, as well as any acts by SSNM transporters, FFD program personnel, or any supervisory personnel who are authorized under this part, if such acts—
 - a. Involve the use, sale, or possession of a controlled substance;
 - b. Result in a determination that the individual has violated the licensee's or other entity's FFD policy (including subversion as defined in § 26.5); or
 - c. Involve the consumption of alcohol within a protected area or while performing the duties that require the individual to be subject to the FFD program;
3. Any intentional act that casts doubt on the integrity of the FFD program; and
4. Any programmatic failure, degradation, or discovered vulnerability of the FFD program that may permit undetected drug or alcohol use or abuse by individuals within a protected area, or by individuals who are assigned to perform duties that require them to be subject to the FFD program.

²Annual Fitness For Duty Reports referred to in Graph 2: Violations (Turkey Point Annual Fitness For Duty Report - 2012) (Browns Ferry Annual Fitness For Duty Report - 2012) (Grand Gulf Annual Fitness For Duty Report - 2012) (Limerick Annual Fitness For Duty Report - 2012) (Saint Lucie Annual Fitness For Duty Report - 2012)

Finding: According to the data reviewed by Fairewinds, the majority of Fitness For Duty violations occur in the southeast portion of the United States, predominantly in NRC Region II.



Finding: There Is A Large Discrepancy Between The Causes Of Fitness For Duty Events Between Licensee Employees And Temporary Contract Workers At Nuclear Power Plants Across The United States.



NRC Fitness For Duty Report - <http://pbadupws.nrc.gov/docs/ML1322/ML13225A131.pdf>

There is a large discrepancy between the causes of Fitness For Duty events between licensee employees and temporary contract workers at nuclear power plants across the United States. 55% of licensee violations involve alcohol, 26% involving marijuana. 51% of temporary contract worker violations involved marijuana, and 18% involved alcohol. Cocaine violations are approximately the same; 10% licensee violations and 12% contractor violations.

Finding: 5-Year Trends Indicate That Fitness For Duty Programs Are Deficient, As The Data Demonstrates That Workers Including Licensed Reactor Operators Are Increasingly Impaired By Drug And Alcohol Dependencies, And A Significant Number Of Violations Are Caught Offsite By National, State, And Local Law Enforcement Agencies.

The data unequivocally demonstrates that workforce personnel and licensed reactor operators are under the influence of alcohol and illegal drugs while on-duty, despite the knowledge that such actions when caught can end careers, and that programs are in place that have been designed to identify those who are under the influence, indicating serious addictive issues not occasional social consumption of alcohol and drugs. Not only are workers under the influence of alcohol and/or drugs while on the job, they are also bringing that same contraband into work with them, in some cases with documented evidence to determine there was intent to distribute.

This level of disregard for the safety of operations indicates a clear lack of concern about the detection or resulting punishment for such actions as taken by the licensees. The data examined shows that Fitness For Duty programs are not very effective at identifying workers who are impaired by drugs and alcohol, therefore why should these programs be credited with finding workers contemplating sabotage?

For instance in 2012, while on-duty at the Dresden NNP in Illinois, nuclear power plant licensed reactor operator Michael Buhrman – *allegedly* attempted to recruit other workers at the Dresden plant to join in him committing criminal acts. The then-employee of Exelon ultimately succeeded in recruiting at least one other licensed reactor operator named Landon Brittain to join him in this criminal escapade. These two nuclear power plant reactor operators then proceeded to commit a felony by pointing a semi-automatic 45-caliber handgun at a young woman in a department store parking lot, and hijacking her car. Both licensed reactor operators are now facing felony charges for the hijacking.

Michael Buhrman is still unaccounted for, and reportedly living in Venezuela. Landon Brittain also fled the country, likely in the company of Michael Buhrman, and was later found in Venezuela where he was arrested and deported back to the United States. He is in custody while awaiting trial. Surprisingly, no event reports were ever made to the Nuclear Regulatory Commission through the event notification system regarding Landon Brittain or Michael Buhrman. Lack of reporting is clearly a violation of federal law as delineated in the Federal Code of Regulations. Evidently, the licensee (Exelon), the regulator (NRC), and the industry as a whole did not want the media to report that such a violent incident was created by two slightly bored or very emotionally disturbed nuclear power reactor operators allegedly certified to strict safety standards.

These serious offenses cast a dark shadow of doubt on the very security process used to screen persons who have a high-level of responsibility in nuclear power plant operations, and who may have an adverse effect on public health and safety. To begin with, each reactor operator is given a battery of psychological tests and is also screened by a psychologist prior to enrollment in supervisory programs. Employees also receive multiple continuing education behavioral programs, on-going

screenings, and tests that were designed and expected to catch such aberrant behaviors prior to any crimes actually taking occurring.

It should be more concerning to the general public, regulators, and law enforcement that Buhrman also successfully plotted these crimes with a co-worker, allegedly while working inside a nuclear power plant, instead of paying attention to reactor operation. While these two miscreants were employed as reactor operators at a nuclear power plant, no one at the plant detected their emotional and behavioral abnormalities or pulled them from duty due to their unstable behavioral patterns.

According to a former senior licensed reactor operator who spoke with Fairewinds in response to this story, “reactor operators keep track of multiple overlapping tasks and processes that require constant vigil to ensure that no vital safety components are compromised. These responsibilities are challenging during normal operations, so it is difficult to understand how an appreciable lack of performance was not be noted because supervising operators are immersed in power plant operations.”

Fairewinds is concerned and believes that nuclear regulators, Congressional and State Legislators, public officials, law enforcement, emergency workers, and the public as a whole should be equally concerned with who is really operating our nuclear power plants. More than 30-years ago when the accident at Three Mile Island (TMI) occurred in 1979, it involved operator error. The 1986 Chernobyl disaster was also blamed on operator error.

The aging nuclear fleet in the United States requires increased operator attention but the data shows that just the opposite is occurring. The United States cannot afford a Fukushima Daiichi meltdown or another TMI. Nuclear reactor operators need to meet the highest standard of Fitness For Duty, strict operational standards and training, and rigorous supervision. Fairewinds asks, who is operating and what oversight exists at the nuclear plant nearest you?

Appendix

Reported Fitness For Duty Events (2008- September 2013)

Date	Reactor	Title	Summary
1/24/2008	LaSalle	CONFIRMED POSITIVE FITNESS FOR DUTY TEST ON A CONTRACT SUPERVISOR	A non-licensed contract employee supervisor had a confirmed positive for illegal drugs during a Fitness For Duty test. The employee's access to the plant has been suspended. Contact the Headquarters Operations Officer for additional details.
2/20/2008	Indian Point	FITNESS FOR DUTY REPORT INVOLVING A CONTRACTOR SUPERVISOR	A non-licensed contract employee supervisor tested positive for alcohol during a random Fitness For Duty test. The contractor's access to the plant has been terminated. Contact the Headquarters Operations Officer for additional details.
3/14/2008	Fermi	FITNESS FOR DUTY REPORT	A non-licensed employee supervisor had a confirmed positive for an illegal substance during a random Fitness For Duty test. The employee's access to the protected areas was suspended. Contact the Headquarters Operations Officer for additional details.
3/20/2008	Cook	FITNESS FOR DUTY - NON-LICENSED SUPERVISOR	A non licensed supervisor had a confirmed positive for illegal drugs during a pre-access Fitness For Duty test. The employee's access to the plant has been terminated. Contact the Headquarters Operations Officer for additional details.
4/8/2008	Palo Verde	FITNESS FOR DUTY - NON-LICENSED SUPERVISOR	At approximately 1100 Mountain Standard Time on April 8, 2008 at the Palo Verde Nuclear Generating Station, a non-licensed supervisor tested positive for alcohol during a random 'Fitness For Duty' test. The person's access authorization has been placed on hold in accordance with station procedures. This event is being reported pursuant to 10 CFR 26.73(a)(2)(ii).
4/10/2008	Wolf Creek	FITNESS FOR DUTY NON-LICENSED SUPERVISOR	A non-licensed employee supervisor had a confirmed positive for alcohol during a for cause Fitness For Duty test. The employees access to the plant has been terminated.
6/13/2008	Brunswick	10 CFR 26.719 FITNESS FOR DUTY - UNLICENSED CONTRACT SUPERVISOR FAILED RANDOM DRUG TEST	A non-licensed contract employee supervisor had a confirmed positive for illegal drugs during a random Fitness For Duty test. The employee's access to the plant has been terminated. Contact the Headquarters Operations Officer for additional details.
6/26/2008	Point Beach	10 CFR 26.719 FITNESS FOR DUTY - SITE ACCESS SUSPENDED	A random FFD drug and alcohol test on a licensee supervisor indicated the presence of alcohol, although the blood alcohol content was below the limit of a positive test. As a

			prudent measure the Medical Review Officer recommended that the individual be further evaluated. The individual's site access to the plant has been suspended pending completion of that evaluation. Contact the Headquarters Operations Officer for additional details.
8/19/2008	Diablo Canyon	FITNESS FOR DUTY	A non-licensed PG&E employee was inattentive to his responsibilities, and was relieved of his duties. Contact the Headquarters Operations Officer for additional details.
10/1/2008	Nuclear Fuel Services	POSITIVE RANDOM FITNESS FOR DUTY TEST	A non-licensed employee supervisor had a confirmed positive for illegal drugs during a random Fitness For Duty test. The employee's access for the plant has been terminated. Contact the Headquarters Operations Officer for additional details.
10/11/2008	Grand Gulf	CONTROLLED SUBSTANCE FOUND IN THE PROTECTED AREA	Licensee personnel found an unattended controlled substance inside the protected area. Contact the Headquarters Operations Officer for additional details.
10/20/2008	Turkey Point	24 HOUR FITNESS FOR DUTY REPORT	A non-licensed employee supervisor had a confirmed positive for alcohol during a For-Cause Fitness For Duty test. The employee's access to the plant has been terminated. Contact the Headquarters Operations Officer for additional details.
11/7/2008	Sequoyah	FITNESS FOR DUTY	A licensed employee supervisor had a confirmed positive for illegal drugs during a random Fitness For Duty test. The employee's access to the plant has been terminated. Contact the Headquarters Operations Officer for additional details.
12/2/2008	Turkey Point	FITNESS FOR DUTY	A non-licensed employee supervisor had a confirmed positive for illegal drugs during a follow-up Fitness For Duty test. The employee's access to the plant has been denied. Contact the Headquarters' Operations Officer for additional details.
12/15/2008	Watts Bar	FITNESS FOR DUTY REPORT	A non-licensed employee supervisor had a confirmed positive for illegal drugs during a random Fitness For Duty test. The employee's access to the plant has been terminated. Contact the Headquarters Operations Officer for additional details.
12/17/2008	Turkey Point	FITNESS FOR DUTY	A non-licensed employee supervisor had a confirmed positive for illegal drugs during a random Fitness For Duty test. The employee's access to the plant has been terminated. Contact the Headquarters Operations Officer for additional details.
1/5/2009	Watts Bar	FITNESS FOR DUTY INVOLVING UNIT 2	A non-licensed contract employee was discovered to be in possession of an illegal

		CONSTRUCTION EMPLOYEE	substance inside the Unit 2 side of the common protected area following a for cause investigation. The contract employee was working in the construction of Unit 2. The contract employee's badge and access to the plant has been revoked. Contact the Headquarters Operations Officer for additional details.
2/13/2009	Crystal River	FITNESS FOR DUTY	A non-licensed employee supervisor had a confirmed positive for illegal drugs during a follow-up Fitness For Duty test. The employee's access to the plant has been terminated. Contact the Headquarters Operations Officer for additional details.
2/25/2009	Calvert Cliffs	FITNESS FOR DUTY - CONTROLLED SUBSTANCE FOUND IN PROTECTED AREA	Actual introduction of contraband into a vital area. The licensee notified the NRC Resident Inspector. Contact the Headquarters Operations Officer for additional details.
2/25/2009	Summer	LICENSED EMPLOYEE TESTS POSITIVE FOR ALCOHOL	A licensed employee had a confirmed positive test for alcohol during a for-cause Fitness For Duty test. The employees access to the plant has been suspended. Contact the Headquarters Operations Officer for details. The licensee will inform state/local agencies and has informed the NRC Resident Inspector. * * * UPDATE PROVIDED BY JASON WEATHERSBY TO JASON KOZAL ON 03/06/09 AT 1511 * * *
4/27/2009	Vogle	FITNESS FOR DUTY INVOLVING A NON-LICENSED CONTRACT SUPERVISOR	The licensed employee's for-cause Fitness For Duty test also confirmed positive for marijuana. The employee's access to the plant has been revoked. A non-licensed contract supervisor had a confirmed positive for a controlled substance during a random Fitness For Duty test. The employee's access to the plant has been terminated. Contact the Headquarters Operations Officer for additional details.
5/14/2009	Cooper	FITNESS FOR DUTY INVOLVING A NON-LICENSED SUPERVISOR	A non-licensed employee supervisor had a confirmed positive test for alcohol during a For-Cause Fitness For Duty test. The employee's access to the plant has been temporarily suspended. Contact the Headquarters Operations Officer for additional details.
6/17/2009	San Onofre	FITNESS FOR DUTY INVOLVING A NON-LICENSED SUPERVISOR	A non-licensed employee supervisor had a confirmed positive for alcohol during a random Fitness For Duty test. The employee's access to the plant has been

			revoked. Contact the Headquarters Operations Officer for additional details.
7/20/2009	San Onofre	FITNESS FOR DUTY REPORT - CONFIRMED POSITIVE FOR ALCOHOL	A non-licensed supervisory employee had a confirmed positive for alcohol during a random Fitness For Duty test. The employee's access has been revoked. Contact the Headquarters Operations Officer for additional details.
8/17/2009	Quad Cities	FITNESS FOR DUTY - SUPERVISOR TESTED POSITIVE FOR ALCOHOL	A licensed employee supervisor had a confirmed positive for alcohol during a random Fitness For Duty test. The employee's unescorted access to the plant has been denied. Contact the Headquarters Operations Officer for additional details.
8/27/2009	Palo Verde	CONFIRMED POSITIVE FITNESS FOR DUTY TEST BY NON-LICENSED SUPERVISOR	A non-licensed employee supervisor had a confirmed positive for illegal drugs during a random Fitness For Duty test. The employee's access to the plant has been terminated. Contact the Headquarters Operations Officer for additional details.
8/31/2009	Byron	FITNESS FOR DUTY - LICENSED EMPLOYEE CONFIRMED POSITIVE FOR ALCOHOL	A licensed employee had a confirmed positive for alcohol during a Fitness For Duty test. The employee's access to the plant has been suspended. Contact the Headquarters Operations Officer for additional details.
8/31/2009	Vermont Yankee	FITNESS FOR DUTY - SUPERVISOR TESTED POSITIVE FOR ALCOHOL	A non-licensed employee supervisor had a confirmed positive for alcohol during a random Fitness For Duty test. The employee's unescorted access to the plant has been revoked. Contact the Headquarters Operations Officer for additional details.
9/4/2009	Point Beach	FITNESS FOR DUTY - LICENSED EMPLOYEE CONFIRMED POSITIVE FOR ALCOHOL	A licensed employee had a confirmed positive for alcohol during for-cause Fitness For Duty test. The employee's access to the plant has been suspended. Contact the Headquarters Operations Officer for additional details.
9/14/2009	Wolf Creek	FITNESS FOR DUTY - LICENSED EMPLOYEE TESTED POSITIVE FOR ALCOHOL	A licensed employee had a confirmed positive for alcohol during a random Fitness For Duty test. The employee's unescorted access to the plant has been suspended. Contact the Headquarters Operations Officer for additional details.
10/8/2009	Monticello	FITNESS FOR DUTY - REPORT OF FAILURE OF RANDOM DRUG TEST NON-LICENSED CONTRACTOR	A non-licensed contractor had confirmed positive for illegal drugs a random Fitness For Duty test. The contractors access to the plant has been terminated. Contact the Headquarters Operations Officer for additional details.
10/16/2009	Vogle	FITNESS FOR DUTY REPORT INVOLVING A	A non-licensed contract employee supervisor failed to disclose derogatory information as required by the Fitness For Duty program.

		NON-LICENSED CONTRACT SUPERVISOR	The employee's access to the plant has been terminated. Contact the Headquarters Operations Officer for additional details.
11/3/2009	Waterford	FITNESS FOR DUTY - EMPLOYEE TESTED POSITIVE FOR ALCOHOL.	An employee had a confirmed positive for alcohol during a random Fitness For Duty test. The employee's unescorted access to the plant has been suspended. Contact the Headquarters Operations Officer for additional details.
12/1/2009	Watts Bar	FITNESS FOR DUTY NON-LICENSED SUPERVISOR	A non-licensed contractor supervisor had a confirmed positive for illegal drugs during a random Fitness For Duty test. The employee's access to the plant has been terminated. Contact the Headquarters Operations Officer for additional details.
12/15/2009	B&W NUCLEAR OPERATING GROUP, INC.	FITNESS FOR DUTY - SUPERVISOR TESTED POSITIVE FOR ALCOHOL	An employee supervisor had a confirmed positive for alcohol during a random Fitness For Duty test. The employee's access to the site has been denied.
12/16/2009	Palo Verde	FITNESS FOR DUTY - LICENSED OPERATOR	A licensed operator supervisor had a confirmed positive for alcohol during a "for cause" test. The employee's access to the plant has been terminated. Contact the Headquarters Operations Officer for additional details.
			The licensee notified the NRC Resident Inspector.
			*** UPDATE FROM ELKINTON TO ABRAMOVITZ AT 1637 ON 12/17/2009 ***
1/4/2010	Braidwood	POSSESSION OF ALCOHOLIC BEVERAGE IN PROTECTED AREA	The licensed operator was not a supervisor. At approximately 0930 on January 4, 2010 a gift package was brought into the protected area that contained a bottle of an alcoholic beverage. The individual that brought the package into the protected area was unaware that a bottle of an alcoholic beverage was in the gift package. The gift package was delivered to the intended individual. As the individual was reviewing the contents of the package, the bottle of alcoholic beverage was identified as part of the package. Security was immediately contacted and took possession of the bottle. The bottle was still sealed with the original seal. The gift package was always attended while inside the protected area. A Fitness For Duty evaluation of the personnel involved was conducted with no concerns identified.
2/1/2010	Waterford	FITNESS FOR DUTY TEST FOR AN	A contract supervisor had a confirmed positive for illegal drugs during a random

		ILLEGAL SUBSTANCE	Fitness For Duty test. The employee's access to the plant has been terminated. Contact the Headquarters Operations Officer for additional details.
2/8/2010	Browns Ferry	FITNESS FOR DUTY - CONFIRMED POSITIVE ALCOHOL TEST FOR A NON- LICENSED SUPERVISOR	A non-licensed employee supervisor had a confirmed positive for alcohol during a random Fitness For Duty test. The employee's access has been suspended. Contact the Headquarters Operations Officer for additional details.
2/15/2010	Davis Besse	FITNESS FOR DUTY EVENT - CONFIRMED POSITIVE FOR CONTROLLED SUBSTANCE USE	A non-licensed, contract supervisor had a confirmed positive for a controlled substance during a random Fitness For Duty test. The employee's access to the plant has been terminated. Contact the Headquarters Operations Officer for additional details.
2/15/2010	Peach Bottom	FITNESS FOR DUTY EVENT - POSSESSION OF ALCOHOL INSIDE THE PROTECTED AREA	A non-licensed, non-supervisory employee was found in possession of alcohol inside the protected area. For-cause Fitness For Duty testing was conducted with negative results. The individual's unescorted access has been prohibited pending further investigation. Contact the Headquarters Operations Officer for additional details.
2/16/2010	Crystal River	FITNESS FOR DUTY EVENT - CONFIRMED POSITIVE FFD TEST	A licensed, non-supervisory employee had a confirmed positive for alcohol during a random Fitness For Duty test. The employee's unescorted access to the facility has been suspended. Contact the Headquarters Operations Officer for additional details.
3/8/2010	San Onofre	FITNESS FOR DUTY REPORT	A non-licensed employee supervisor had a confirmed positive for alcohol during a follow-up Fitness For Duty test. The employee's access to the plant has been terminated. Contact the Headquarters Operations Officer for additional details.
3/10/2010	Turkey Point	FITNESS FOR DUTY REPORT	A contract supervisor tested positive for alcohol on a for-cause Fitness For Duty test. The contractor's access to the facility has been terminated. Contact the Headquarters Operations Officer for further details.
3/22/2010	Palo Verde	FITNESS FOR DUTY REPORT - CONTRACT SUPERVISOR	A contract supervisor had a confirmed positive for drugs as a result of a pre-access Fitness For Duty test. The individual's access to the plant has been terminated. Contact the Headquarters Operations Officer for additional details.
4/7/2010	Saint Lucie	FITNESS FOR DUTY REPORT	A non-licensed contract employee had a confirmed positive for alcohol during a Fitness For Duty test. The contractor's access to the facility has been terminated. Contact the Headquarters Operations Officer

			for further details.
4/12/2010	Comanche Peak	FITNESS FOR DUTY REPORT	A licensed employee supervisor had a confirmed positive for alcohol during a random Fitness For Duty test. The employee's access to the plant has been terminated. Contact the Headquarters Operations Officer for additional details.
5/28/2010	Nine Mile Point	NON-LICENSED CONTRACTOR SUPERVISOR TESTED POSITIVE FOR ALCOHOL	A non-licensed contract supervisor tested positive for alcohol on a random Fitness For Duty test. The employee's access to the plant has been terminated. Contact the Headquarters Operations Officer for additional details.
6/4/2010	Three Mile Island	FITNESS FOR DUTY - NON-LICENSED SUPERVISOR	A non-licensed employee supervisor had a confirmed positive for alcohol during a random Fitness For Duty test. The employee's access to the plant has been terminated. Contact the Headquarters Operations Officer for additional details.
6/15/2010	Tennessee Valley Authority	NON-LICENSED SUPERVISOR FITNESS FOR DUTY	A non-licensed employee supervisor had a confirmed positive for alcohol during a follow-up Fitness For Duty test. The employee's access to TVA nuclear plants has been terminated. Contact the Headquarters Operations Officer for additional details.
6/24/2010	Exelon Nuclear Corporate	EXELON DRUG TESTING CONTRACTOR TESTED POSITIVE DURING RANDOM FITNESS FOR DUTY TEST	A contractor used by Exelon Corporate for drug testing at six Exelon nuclear sites tested positive for an illegal substance during a random Fitness For Duty test. The individual has been denied unescorted access to Exelon facilities. Contact HOO for details.
6/24/2010	Fermi	FITNESS FOR DUTY - SUPERVISOR TESTED POSITIVE DURING RANDOM DRUG/ALCOHOL TEST	A non-licensed employee supervisor had a confirmed positive for alcohol during a random drug/alcohol test. Unescorted access has been suspended. Contact the HOO for further details.
6/29/2010	Point Beach	FITNESS FOR DUTY - LICENSED EMPLOYEE CONFIRMED POSITIVE FOR ALCOHOL	A non-supervisory licensed employee had a confirmed positive test for alcohol during a random Fitness For Duty test. The employee's access to the plant has been denied. The individual had not entered the protected area and had not performed any licensed duties prior to the event.
7/2/2010	Vogle	FITNESS FOR DUTY PROGRAMMATIC ISSUE APPLICABLE TO CONSTRUCTION UNITS 3 AND 4	"An internal audit of a contractors Fitness For Duty program revealed potential non-compliances with elements of 10 CFR 26.61 related to self disclosure requirements. The investigation into the extent of the potential noncompliance continues including whether associated elements of 10 CFR 26.63 are in compliance. Safety related construction activities will be suspended pending

7/8/2010	Waterford	ADMINISTRATIVE REVIEW REVEALED FITNESS FOR DUTY PROGRAM ISSUES	<p>resolution and completion of corrective actions. Southern Nuclear Operating Company (SNC) is providing this notification under the provisions of 10 CFR26.719(b)(4)."</p> <p>"Pursuant to Fitness For Duty and Fatigue Rule reporting requirements of 10CFR26.719(b)(2)(ii), Entergy is making this notification associated with violation of Waterford 3 working hour policy. This is a conservative report to proactively document the identified working hour issues.</p> <p>"The site assembled a team for the purpose of reviewing working hours within the Waterford 3 Security Department to determine if the department is in compliance with procedure EN-OM-123 (Fatigue Management Program) and 10 CFR 26 Subpart I (Managing Fatigue). While this comprehensive review is still in progress, two examples have been identified associated with supervisory violations of the Fatigue Rule 'Working Hours.' This report is intended to capture these examples and to encompass any other examples that may be identified during this review process.</p> <p>"The two examples of procedural violations are:</p> <p>"Security supervisor had exceeded the 26 hours maximum in any 48 hour period by working 16 hours on 6/1/2010 and 11.5 hours on 6/2/2010 with no waiver in effect [10CFR26(d)(1)(ii)].</p> <p>"Security supervisor had exceeded a 9 day period without a 34 hour break during the period of 5/16/2010 to 5/24/2010 with no waiver in effect [10CFR26(d)(2)(ii)].</p> <p>"Security has verified the current watch bill meets the procedural and regulatory requirements. Security has implemented interim measures for the supervisors to perform a documented validation of work hour management system (PQ&S) data. Condition Report CR-WF3-2010-4156 has been initiated and entered into the Waterford 3 corrective action program. The ongoing comprehensive review will be completed.</p>
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			<p>"Waterford 3 has communicated this issue with the Waterford 3 NRC Senior Resident [Inspector], the NRC Region IV Security Branch Chief, and the NRC NRR Project Manager.</p> <p>"[During] the week of July 26, a follow up call is planned with NRC Region IV associated with the working hour issues."</p>
7/15/2010	Vogle	FITNESS FOR DUTY PROGRAMMATIC ISSUE APPLICABLE TO CONSTRUCTION UNITS 3 AND 4	<p>"On July 2, 2010, Southern Nuclear Operating Company (SNC) provided a non-emergency event notification (EN# 46067) for an apparent non-compliance with 10 CFR 26.61 relating to self-disclosure requirements. During implementation of corrective actions for that event, Shaw Nuclear Services Inc. (Primary Construction Contractor for Vogtle 3&4) personnel identified that several of the self-disclosure forms received from a sub-contractor had very similar handwriting. An incident investigation was initiated to ascertain the relevant facts. During that investigation, Shaw identified two supervisory personnel from the sub-contractor organization who apparently provided the suspect self-disclosure documents for other employees from their company. Unescorted access for the two supervisory personnel was suspended and they were removed from the site pending completion of the investigation. All suspect self-disclosure forms were removed from the files, and the affected individuals have completed and submitted new self-disclosure forms. No other evidence of policy violations has been identified during this process. The investigation into the FFD event continues. On July 14, 2010, Shaw notified SNC that sufficient indication exists that the actions of the sub-contractor supervisory personnel may have violated the Shaw FFD policy. As such, this issue is reportable in accordance with 10 CFR 26.719(b)(2)(ii), which requires a non-emergency event notification."</p> <p>The licensee notified the NRC Resident Inspector.</p> <p>* * * UPDATE AT 1446 ON 10/12/2010 FROM JIM DAVIS TO CHARLES TEAL * * *</p> <p>"On July 15, 2010, Southern Nuclear Operating Company (SNC) provided a non-</p>

emergency event notification (EN# 46096) for an apparent violation of the Shaw Fitness For Duty (FFD) policy by two subcontractor supervisory personnel who provided suspect self-disclosure documents for other employees from their company. On October 11, 2010, SNC was notified by Shaw that a third sub-contractor supervisory individual was identified as being involved in the original event reported on July 15, 2010. This supervisory individual has been relieved of duty and removed from Vogtle 3&4 site. The documents affected by this individual were part of the documents identified in the original notification (EN# 46096) made on July 15, 2010. As part of the corrective actions from the root cause investigation into the previously reported events, Shaw has verified that a self-disclosure form has been completed by each individual as required by 10 CFR 26. This notification is being made as an update to EN# 46096 to identify that a third individual was involved in violating the Shaw FFD policy."

7/15/2010	Vogle	FITNESS FOR DUTY PROGRAMMATIC ISSUE APPLICABLE TO CONSTRUCTION UNITS 3 AND 4	<p>On July 2, 2010, Southern Nuclear Operating Company (SNC) provided a non-emergency event notification (EN# 46067) for an apparent non-compliance with 10 CFR 26.61 relating to self-disclosure requirements. During implementation of corrective actions for that event, Shaw Nuclear Services Inc. (Primary Construction Contractor for Vogtle 3&4) personnel identified that several of the self-disclosure forms received from a sub-contractor had very similar handwriting. An incident investigation was initiated to ascertain the relevant facts. During that investigation, Shaw identified two supervisory personnel from the sub-contractor organization who apparently provided the suspect self-disclosure documents for other employees from their company. Unescorted access for the two supervisory personnel was suspended and they were removed from the site pending completion of the investigation. All suspect self-disclosure forms were removed from the files, and the affected individuals have completed and submitted new self-disclosure forms. No other evidence of policy violations has been identified during this process. The investigation into the FFD event continues. On July 14, 2010,</p>
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			Shaw notified SNC that sufficient indication exists that the actions of the sub-contractor supervisory personnel may have violated the Shaw FFD policy. As such, this issue is reportable in accordance with 10 CFR 26.719(b)(2)(ii), which requires a non-emergency event notification.
7/26/2010	Hatch	24-HOUR FITNESS FOR DUTY REPORT	A licensed (not active) employee supervisor had a confirmed positive during a random Fitness For Duty test. The employee's unescorted access has been suspended. Contact the Headquarters Operations Officer for additional details.
7/29/2010	Fitzpatrick	24 HOUR FITNESS FOR DUTY REPORT	A non-licensed contract foreman had a confirmed positive during a follow-up fitness-for duty test. The contract employee's unescorted access has been terminated. Contact the Headquarters Operation Officer for additional details.
8/17/2010	McGuire	EMPTY BEER CAN FOUND INSIDE THE PROTECTED AREA	On August 17, 2010, an empty beer can was discovered in a recycle container inside the Protected Area (PA). The can has been removed from the PA. Further investigation as to how the can was introduced into the PA is in progress. No personnel Fitness For Duty issues related to the consumption of alcohol have been identified. The presence of alcohol with the PA is being reported in accordance with 10CFR26.719(b)(1).
8/27/2010	Prairie Island	24 HOUR FITNESS FOR DUTY REPORT	A supervisor had a positive for alcohol during a follow-up fitness-for duty test. The employee's access to the facility has been suspended. Contact the Headquarters Operation Officer for further details.
8/31/2010	Clinton	FITNESS FOR DUTY REPORT - DISCOVERY OF A POTENTIAL PROHIBITED SUBSTANCE IN THE PROTECTED AREA	The licensee discovered a potential prohibited substance in the protected area. The substance has been removed from the facility. The licensee has notified the NRC Resident Inspector, the Illinois Emergency Management Agency and the DeWitt County Sheriff Office. Contact the Headquarters Operations Officer for additional details.
10/19/2010	Summer	FITNESS FOR DUTY - POSITIVE TEST FOR ALCOHOL OF CONTRACT SUPERVISOR.	A non-licensed contract employee supervisor had a confirmed positive for alcohol during a random Fitness For Duty test. The employee's access to the plant has been terminated. Contact the Headquarters Operations Officer for additional details.
10/25/2010	Beaver Valley	CONTRACT NON-LICENSED SUPERVISOR TESTED POSITIVE FOR A CONTROLLED	A non-licensed contract employee supervisor had a confirmed positive for a controlled substance during a random Fitness For Duty test. The employee's unescorted access to the plant has been terminated. Contact the Headquarters Operations Officer for

		SUBSTANCE	additional details.
10/27/2010	Turkey Point	FITNESS FOR DUTY REPORT INVOLVING A SUPERVISOR	A licensed employee supervisor had a confirmed positive for alcohol during a random Fitness For Duty test. The employee's access to the plant has been denied. Contact the Headquarters Operations Officer for additional details.
11/8/2010	INPO	FITNESS FOR DUTY - SUPERVISOR AT INSTITUTE OF NUCLEAR POWER OPERATIONS TESTED POSITIVE FOR ALCOHOL	A supervisor at the Institute of Nuclear Power Operations (INPO) had a confirmed positive for alcohol during a random Fitness For Duty test. The individual functioned as a supervisor at the Institute of Nuclear Power Operations. The employee's unescorted access has been suspended. Contact the Headquarters Operations Officer for further details.
12/21/2010	Oyster Creek	PROHIBITIVE SUBSTANCE LOCATED INSIDE THE PROTECTED AREA	<p>"At 1007 EST a prohibitive substance (unopened alcohol container) was discovered in the protected area. The non-supervisory individual involved is being evaluated under the behavior observation program and the prohibitive substance (alcohol) has been confiscated.</p> <p>"This report is being made in accordance Significant Fitness For Duty Events SEC 1.10, 10 CFR 26.719 (b) Significant FFD policy violations or programmatic failures. The following significant FFD policy violations and programmatic failures must be reported to the NRC Operations Center by telephone within 24 hours after the licensee or other entity discovers the violation:</p> <p>"(1) The use, sale, distribution, possession, or presence of illegal drugs, or the consumption or presence of alcohol within a protected area;</p> <p>"The following are considered significant Fitness For Duty events and must be reported by nuclear stations to the NRC Operations Center by telephone within 24 hours of discovery of the event by the licensee;</p> <p>"Alcoholic beverages and illegal drugs within the protected area, even if no person is in possession of the items."</p>
1/3/2011	Fort Calhoun	SUPERVISOR FAILS RANDOM FITNESS FOR DUTY CHECK	A non-licensed employee supervisor had a confirmed positive for alcohol on a random Fitness For Duty test. The individual did not and does not have access to the protected

			area. Contact the Headquarters Operations Officer for additional details.
1/10/2011	Dresden	FITNESS FOR DUTY - CONTRACTOR CUSTODIAN FOUND WITH ALCOHOL INSIDE THE PROTECTED AREA	Alcohol was found in the possession of a contractor inside the protected area. The individuals access to the plant has been terminated. Contact the Headquarters Operations Officer for additional information.
1/18/2011	Braidwood	CONFIRMED POSITIVE TEST FOR ILLEGAL DRUG	A non-licensed employee supervisor has a confirmed positive test for an illegal drug during a random Fitness For Duty test. The employees access to the plant has been cancelled. Contact the Headquarters Operations Officer for more details.
1/20/2011	Vogle	FITNESS FOR DUTY REPORT INVOLVING FFD PROGRAM VULNERABILITY	A discovered vulnerability in the Fitness For Duty (FFD) program has resulted in contractor personnel being granted unescorted access to Vogle 3&4 construction site without meeting all the requirements of the FFD Program. Contact the Headquarters Operations Officer for more details.
1/25/2011	Summer	FITNESS FOR DUTY	A licensed employee had a confirmed positive for a controlled substance during a Fitness For Duty test. The employee's access to the plant has been terminated. Contact the Headquarters Operations Officer for additional details.
1/26/2011	Arkansas Nuclear	FITNESS FOR DUTY REPORT INVOLVING A NON-LICENSED CONTRACT SUPERVISOR	A non-licensed contract employee supervisor had a confirmed positive for a controlled substance during a random Fitness For Duty test. The subject individual has been terminated. Contact the Headquarters Operations Officer for additional details.
2/14/2011	Byron	FITNESS FOR DUTY REPORT INVOLVING A NON-LICENSED SUPERVISOR	A non-licensed employee supervisor had a confirmed positive for alcohol during a random Fitness For Duty test. The employee's access to the plant has been suspended. Contact the Headquarters Operations Officer for additional details.
2/24/2011	LaSalle	FITNESS FOR DUTY REPORT INVOLVING A NON-LICENSED CONTRACTOR SUPERVISOR	A non-licensed employee supervisor had a confirmed positive for alcohol during a random Fitness For Duty test. The employee's access to the plant has been suspended. Contact the Headquarters Operations Officer for additional details.
3/9/2011	McGuire	FITNESS FOR DUTY	A non-licensed employee failed to meet Fitness For Duty criteria. The employee's access to the plant has been terminated. Contact the NRC Headquarters Operations Officer for additional details.

* * * UPDATE FROM MARK S. MCNEELY

TO JOHN SHOEMAKER AT 1025 EST ON
03/14/11 * * *

An update to this report has been provided by the licensee. Contact the NRC Headquarters Operations Officer for additional details.

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3/31/2011	Fort Calhoun	CONTRABAND FOUND INSIDE THE PROTECTED AREA	While cleaning out portable toilets being used at the site, the waste disposal vendor employee discovered a two ounce (shot sized) liquor bottle in one of the units. The unit had been on-site since 2/25/11 and was staged in the Protected Area. The waste disposal vendor indicated that it is unlikely the bottle was in the portable toilet prior to delivery to the site.
4/13/2011	Vogle	FITNESS FOR DUTY REPORT INVOLVING A NON-LICENSED EMPLOYEE	A non-licensed employee had a confirmed positive for alcohol during a for-cause Fitness For Duty test. The employee's unescorted access has been terminated. Contact the Headquarters Operations Officer for additional details.
4/22/2011	Point Beach	FITNESS FOR DUTY REPORT INVOLVING A NON-LICENSED CONTRACTOR SUPERVISOR	A non-licensed contractor supervisor tested positive for alcohol during a follow-up Fitness For Duty test. The employee's access to the plant has been suspended. Contact the Headquarters Operations Officer for additional details.
5/3/2011	Watts Bar	CONTRACT SUPERVISOR TESTED POSITIVE FOR ILLEGAL DRUG	A contract supervisor had a confirmed positive for an illegal drug during a random Fitness For Duty test. The employee's access to the plant has been terminated. The licensee has notified the NRC Resident Inspector.
5/12/2011	Fort Calhoun	CONTRACT EMPLOYEE ADMITTED TO USING ILLEGAL SUBSTANCE	A contract employee was questioned and admitted to using an illegal substance. The employee's access to the plant been suspended. Local law enforcement has custody of the individual. The licensee has notified the NRC Resident Inspector.
5/24/2011	San Onofre	FITNESS FOR DUTY REPORT INVOLVING A MAINTENANCE SUPERVISOR	A maintenance supervisor had a confirmed positive for alcohol during a for cause Fitness For Duty test. The employee's access has been revoked. Contact the Headquarters Operations Officer for additional details.
6/2/2011	Grand Gulf	FITNESS FOR DUTY REPORT INVOLVING A CONTRACTOR SUPERVISOR	A contractor supervisor had a confirmed positive for alcohol during a random Fitness For Duty test. The employee's access has been revoked. Contact the Headquarters Operations Officer for additional details.
6/3/2011	Columbia	CONTRACTOR SUPERVISOR	A non-licensed supervisory contractor admitted to attempting to subvert a Fitness

		ATTEMPTS TO SUBVERT FITNESS FOR DUTY TEST	For Duty test. The contractor's access to the site has been suspended. The NRC Resident Inspector was notified.
6/6/2011	Kewaunee	FITNESS FOR DUTY REPORT INVOLVING A CONTRACTOR SUPERVISOR	A contractor supervisor had a confirmed positive for an illegal substance during a random Fitness For Duty test. The employee's access has been suspended. Contact the Headquarters Operations Officer for additional details.
6/6/2011	Kewaunee	FITNESS FOR DUTY REPORT INVOLVING A CONTRACTOR SUPERVISOR	A contractor supervisor had a confirmed positive for an illegal substance during a random Fitness For Duty test. The employee's access has been suspended. Contact the Headquarters Operations Officer for additional details.
7/6/2011	Crystal River	SUPERVISORY EMPLOYEE TESTED POSITIVE FOR ALCOHOL	A non-licensed employee supervisor had a confirmed positive for alcohol during a for-cause Fitness For Duty test. The employee's unescorted access has been terminated. Contact the NRC Headquarters Operations Officer for additional details.
7/20/2011	Oconee	FITNESS FOR DUTY REPORT INVOLVING A CONTRACTOR SUPERVISOR	A contractor supervisor had a confirmed positive for alcohol during a random Fitness For Duty test. The contractor's access to the plant has been terminated. Contact the Headquarters Operations Officer for additional details.
8/2/2011	Hope Creek	FITNESS FOR DUTY REPORT INVOLVING AN EMPLOYEE SUPERVISOR	A utility non-licensed supervisor had a confirmed positive for alcohol during a random Fitness For Duty test. The individual's access to the site has been terminated. Contact the Headquarters Operations Officer for additional details.
8/3/2011	Prairie Island	24-HOUR FITNESS FOR DUTY REPORT	"A non-licensed supervisor tested positive for alcohol during a random Fitness For Duty test. The employee's access to the facility has been suspended. Contact the Headquarters Operations Officer for further details.
8/4/2011	Kewaunee	24-HOUR FITNESS FOR DUTY REPORT	A non-licensed, non-supervisory employee was in possession of and had used a prescription drug for which the employee did not have a valid prescription. The employee's access to the facility has been suspended. Contact the Headquarters Operations Officer for further details.
8/5/2011	Monticello	24-HOUR FITNESS FOR DUTY REPORT	A non-licensed contract supervisor had a confirmed positive for alcohol during a random Fitness For Duty test. The employee's access to the plant has been terminated. Contact the Headquarters Operations Officer for additional details.
8/18/2011	Crystal River	FITNESS FOR DUTY - PRESENCE OF	A non-licensed contract employee was determined to have alcohol in his possession

		ALCOHOL IN THE PROTECTED AREA	while in the Protected Area. The contractor's access to the plant has been terminated. Contact the Headquarters Operations Officer for additional details.
8/30/2011	Susquehanna	PROGRAMMATIC DEFICIENCY IDENTIFIED IN FITNESS FOR DUTY PROGRAM	<p>"At 1319 [hrs. EDT on] 8/29/2011, a programmatic deficiency was reported involving the SSES [Susquehanna Steam Electric Station] Fitness For Duty (FFD) program and compliance with 10CFR26. Current contractual agreement with PPL vendor to perform Employee Assistance Program (EAP) counseling and treatment for self referrals does not require appropriate reporting to the utility as mandated by 10CFR26.</p> <p>"This event is reportable under 10CFR26.719(b)4, 'Any programmatic failure, degradation, or discovered vulnerability of the FFD program that may permit undetected drug or alcohol use or abuse by individuals within a protected area, or by individuals who are assigned to perform duties that require them to be subject to the FFD program."</p> <p>The licensee has obtained an informal agreement by the vendor to report appropriate information until the contract can be amended.</p>
9/1/2011	Saint Lucie	FITNESS FOR DUTY REPORT INVOLVING AN EMPLOYEE SUPERVISOR	A non-licensed employee supervisor had a confirmed positive for alcohol during a random Fitness For Duty test. The employee's access to the plant has been terminated. Contact the Headquarters Operations Officer for additional details.
9/1/2011	Susquehanna	FITNESS FOR DUTY (FFD) REPORT INVOLVING A FFD PROGRAM DEFICIENCY	<p>"At 1600 on 9/1/11 the control room was notified that the 10CFR Part 26 requirement for the Medical Review Officer (MRO) and Substance Abuse Expert (SAE) to be subject to the FFD Rule has not been met.</p> <p>"10CFR 26.4 (g), 'FFD program applicability to categories of individuals', states that 'All FFD program personnel who are involved in the day-to-day operations of the program, as defined by the procedures of the licensees and other entities in 26.3(a) through (c), and, as applicable, (d), and whose duties require them to have the following types of access or perform the following activities shall be subject to an FFD program that meets all of the requirements of this part, except subparts I and K of this part, and, at</p>

the licensee's or other entity's discretion, subpart C of this part:

(1) All persons who can link test results with the individual who was tested before an FFD policy violation determination is made, including, but not limited to the MRO;

(2) All persons who make determinations of fitness;'

"Contrary to the above, the SSES MRO (who is also an SSES SAE) is not included in the SSES random drug testing program as required by the regulation. This individual is also not included in the documented Behavior Observation Program.

"This event is reportable under 10CFR26.719(b)4 requiring a 24 hour ENS notification."

This deficiency has existed since December of last year and was identified during a routine on-going QA Audit.

The licensee informed the NRC Resident Inspector.

9/7/2011	B&W NUCLEAR OPERATING GROUP, INC.	FITNESS FOR DUTY REPORT RELATED TO INTRODUCTION OF ALCOHOL INTO PROTECTED AREA	The licensee reported a Fitness For Duty violation due to an employee who inadvertently brought alcohol into the protected area. The violation was self-reported by the individual involved. The employee is being tested under the FFD program and his access has been denied pending outcome of an investigation. Contact the HOO for additional details
10/10/2011	LaSalle	FITNESS FOR DUTY - NON-LICENSED EMPLOYEE HAS A POSITIVE CONFIRMED TEST FOR AN ILLEGAL DRUG	A non-licensed employee supervisor had a confirmed positive test for illegal drugs during a random Fitness For Duty test. The employee's access to the plant has been suspended. Contact the Headquarters Operations Officer for additional details.
10/18/2011	Monticello	RANDOM FITNESS FOR DUTY TEST FAILURE	A non-licensed employee had a confirmed positive for alcohol during a random Fitness For Duty test. The employee's access to the plant has been terminated. Contact the Headquarters Operations Officer for additional details.
10/19/2011	Kewaunee	OPENED ALCOHOLIC BEVERAGE CONTAINER IN	At 1244 CST a prohibited substance (can of beer) was discovered open in the protected area. The non-supervisory, non-licensed individual involved did not consume any

		PROTECTED AREA	<p>alcohol and was tested under the FFD program. The prohibited substance (alcohol) has been confiscated and FFD test results were negative for consumption. The can of beer was inadvertently brought in the person's lunch box and opened before the individual realized the error.</p> <p>This report is being made in accordance Significant Fitness-Far-Duty Events 10 CFR 26.719 (b) Significant FFD policy violations or programmatic failures. The following significant FFD policy violations and programmatic failures must be reported to the NRC Operations Center by telephone within 24 hours after the licensee or other entity discovers the violation: '(1) The use, sale, distribution, possession, or presence of illegal drugs, or the consumption or presence of alcohol within a protected area.'</p>
10/22/2011	Susquehanna	FITNESS FOR DUTY RULE NOT MET	<p>"At 0857 on 10/21/2011 a condition was reported identifying that 10CFR Part 26 requirement for the FFD Lab Director to be subject to the FFD Rule was not met for the period of 12/12/2010 to 4/28/2011.</p> <p>"10CFR 26.4(g), 'FFD program applicability to categories of individuals,' provides specific requirements for FFD program personnel.</p> <p>"Contrary to the above, the FFD Lab Director was not included in the [licensee's] random drug testing program as required by the regulation.</p> <p>"This event is reportable under 10CFR26.719(b)4 requiring a 24 hour ENS notification."</p>
10/27/2011	Oconee	FITNESS FOR DUTY - NON-SUPERVISORY TECHNICIAN TESTED POSITIVE FOR ALCOHOL	<p>A non-supervisory technician (vendor) had a confirmed positive test for alcohol during a random Fitness For Duty test. Plant access for the individual involved has been terminated. Contact the Headquarters Operations Officer for additional details.</p>
10/28/2011	Watts Bar	FITNESS FOR DUTY INVOLVING A EMPLOYEE SUPERVISOR	<p>A non-licensed supervisor was arrested for possession of a controlled substance with the intent to distribute. The employee's access to the plant has been terminated. Contact the Headquarters Operations Officer for additional details.</p>
11/8/2011	Surry	FITNESS FOR DUTY REPORT INVOLVING A	<p>A non-licensed supervisor (contractor) tested positive for alcohol. The contractor had not entered the protected area after</p>

		NON-LICENSED SUPERVISOR	reporting to work. The contractor had his badge pulled and his access to the site was terminated.
11/11/2011	Farley	SUPERVISOR ATTEMPTED TO SUBVERT THE FITNESS FOR DUTY PROCESS	This event is being reported because a non-licensed contractor employee's direct supervisor authorized the individual to return home instead of initiating a for cause Fitness For Duty test. Both the direct supervisor and the contractor employee had their unescorted access to the protected area terminated. Contact the Headquarters Operations Officer for additional details.
12/2/2011	Grand Gulf	FITNESS FOR DUTY REPORT INVOLVING A NON-LICENSED EMPLOYEE SUPERVISOR	A non-licensed employee supervisor had a confirmed positive drug test during random testing. The employee's access to the plant has been terminated. Contact the Headquarters Operations Officer for additional details.
1/18/2012	Palo Verde	FITNESS FOR DUTY REPORT INVOLVING A CONTRACT EMPLOYEE SUPERVISOR	A non-licensed contract employee supervisor had a confirmed positive for an illegal substance taken during a pre-access Fitness For Duty test. The contract employee's access to the plant has been terminated. Contact the Headquarters Operations Officer for additional details.
1/20/2012	Nine Mile Point	FITNESS FOR DUTY - CONFIRMED POSITIVE ALCOHOL TEST	A non-licensed, employee supervisor had a confirmed positive test for alcohol. The individual's unescorted access has been administratively withdrawn. Contact the Headquarters Operations Officer for additional details.
2/9/2012	Waterford	FITNESS FOR DUTY REPORT INVOLVING A NON-LICENSED EMPLOYEE SUPERVISOR	A non-licensed employee supervisor had a confirmed positive for alcohol during random testing. The employee's access to the plant has been terminated and his badge deactivated. Contact the Headquarters Operations Officer for additional details.
3/7/2012	Vogle	FAILURE TO FOLLOW SITE FITNESS FOR DUTY PROCEDURES	"On March 01, 2012, it was discovered that a [Contractor] program manager intentionally failed to implement a procedure change as instructed by management. An initial investigation has determined that interim compensatory actions were in place prior to this pending procedural change. The involved manager's access authorization has been revoked. Southern Nuclear Operating Company, Inc. (SNC) was notified by [the Contractor] of this discovery on March 06, 2012 at 19:00 EST. "SNC is providing this notification under the provisions of 10 CFR 26.719(b)(3) as an intentional act that casts doubt on the integrity of the FFD program.

3/23/2012	Vogle	FITNESS FOR DUTY [FFD] REPORT INVOLVING PROGRAMMATIC VULNERABILITY	"At the time of this report, no regulatory barriers for individuals assigned to perform duties that require them to be subject to the FFD program have been breached regarding this event."
			"On March 9, 2012, Shaw's Vogle 3&4 Construction Contractor FFD program manager notified SNC [Southern Nuclear Operating Company] FFD program manager of his discovery of anomalies in their random pool while preparing to perform the weekly random pool generation. At that time, approximately 20 people were identified as not being in the pool that had active badges. Corrective actions were implemented to update the pool and provide additional verification of any changes made to the pool. Subsequently discussions with licensing resulted in the conclusion that there was not an indication that there was a programmatic issue and thus was reportable under a 30 day report to the NRC. The NRC was informed of this decision and has been at Vogle collecting data regarding this event.
			"Since that time, Shaw has been checking past months to determine the extent of condition. On March 22, at 21:01, Shaw notified SNC that the October - December results of personnel who had active badges but was not in the pool was significantly higher than the January through March results, developed earlier. On the basis of this information, SNC has determined that this now rises to the level of a programmatic vulnerability and is subject to a 24-hour report to the NRC.
			"SNC is providing this notification under the provisions of 10 CFR 26.719(b)(4) and 26.417(b)(1) as a discovered vulnerability of the FFD program."
			The licensee informed the NRC Resident Inspectors.
			* * * UPDATE FROM MAHAN TO HUFFMAN AT 1700 EDT ON 3/26/12 * * *
			The licensee noted that this event is also being reported under 10 CFR 26.417(b)(1).
4/12/2012	Turkey Point	FITNESS FOR DUTY	A non-licensed contract supervisor tested

		- A CONTRACT SUPERVISOR TESTED POSITIVE ON A DRUG TEST	positive for illegal drugs on a random Fitness For Duty test. The individual's access has been terminated. Contact the Headquarters Operations Officer for additional details.
4/18/2012	Kewaunee	FITNESS FOR DUTY	A non-supervisor licensed operator had a confirmed positive result for alcohol during a random Fitness For Duty test. The operator's access to the plant has been suspended. Contact the Headquarter Operations Officer for additional details.
4/27/2012	Fort Calhoun	FITNESS FOR DUTY - NON-LICENSED SUPERVISOR TESTED POSITIVE FOR ILLEGAL DRUGS	A non-licensed supervisory employee was determined to be under the influence of illegal drugs during a random test. The employee's access to the plant has been terminated. Contact the Headquarters Operations Officer for additional details.
4/27/2012	Turkey Point	FITNESS FOR DUTY - NON-LICENSED CONTRACT SUPERVISOR TESTED POSITIVE FOR DRUGS	A non- licensee contract supervisor tested positive for illegal drugs during a random Fitness For Duty test. The employee's access to the plant has been terminated. Contact the Headquarters Operations Officer for additional details.
5/7/2012	Harris	VIOLATION OF FITNESS FOR DUTY PROGRAM	A non-licensed contractor employee supervisor was found in violation of the Fitness For Duty Program. The individual's access to the plant has been terminated. Contact the Headquarters Operations Officer for additional details.
5/18/2012	Browns Ferry	FITNESS FOR DUTY	A licensed operator employee had a confirmed positive for alcohol during a random Fitness For Duty test. The employee's unescorted access has been suspended. Contact the Headquarters Operations Officer for additional details.
5/23/2012	Dresden	FITNESS FOR DUTY - PERSONNEL ACCESS DENIED	"On May 22, 2012, at approximately 1013 hours CDT, access was denied to an individual who is licensed under Part 10 CFR Part 55 to operate a power reactor. The denial was due to the individual violating the company's Fitness For Duty policy.
5/24/2012	Waterford	CONTRABAND FOUND INSIDE THE PROTECTED AREA	"This condition is being reported pursuant to 10 CFR 26.719(b)(2)(ii)." "On May 23, 2012, at approximately 1700 hours, a beer bottle was discovered in a trash can inside the protected area. The bottle was discovered during trash collection by housekeeping personnel who reported the discovery to their supervision. The bottle was determined to contain remnants of moisture and had an odor of beer, constituting the potential presence of alcohol. This report is submitted pursuant to

			<p>10 CFR 26.719 (b)(1) based on the presence of alcohol in the protected area. The NRC Senior Resident Inspector has been notified.</p> <p>"We do not know if it was consumed in the Protected Area. It was found in the Construction Support Building, not in a Vital Area. This has been entered into the Corrective Action Program and investigation has been in progress".</p>
5/27/2012	Susquehanna	FITNESS FOR DUTY RULE NOT MET	<p>"At 2130 EDT on 5/26/2012, a condition was reported identifying that the 10 CFR Part 26 requirement for performing waiver evaluations was not met for three security officers held over for compensatory measures after lightning strikes impacted security equipment at PPL Susquehanna, LLC.</p> <p>"Granting a waiver under Subpart I, 'Managing Fatigue,' of Title 10 of the Code of Federal Regulations (10 CFR) Part 26, 'Fitness For Duty Programs,' involves a process that, once completed, allows individuals who are subject to the Subpart I work hour controls to not meet one of the work hour requirements.</p> <p>"Contrary to the above, waivers were not processed for three security officers as required by the regulation and the officers worked hours exceeding the 16 hour limit.</p> <p>"This event is reportable under 10 CFR 26.719(b)(4) requiring a 24-hour ENS notification."</p>
6/8/2012	Summer	VIOLATION OF THE FITNESS FOR DUTY PROGRAM	<p>A non-licensed, contract employee supervisor had a confirmed positive for alcohol during a "for cause" Fitness For Duty test. The individual's site access was revoked, and he was removed from the site. Contact the Headquarters Operations Officer for additional details.</p>
6/11/2012	Nine Mile Point	FITNESS FOR DUTY	<p>A non-licensed contractor refused a random Fitness For Duty test. The individual's access to the site has been terminated. Contact the Headquarters Operations Officer for additional details.</p>
6/20/2012	Turkey Point	FITNESS FOR DUTY EVENT	<p>A non-licensed contract employee supervisor had a confirmed positive for illegal drugs during a random Fitness For Duty test. The employee's access to the plant has been terminated. Contact the Headquarters Operations Officer for additional details.</p>

7/14/2012	Limerick	FITNESS FOR DUTY	A licensed operator employee had a confirmed positive during a random Fitness For Duty test. The employee's unescorted access has been suspended. Contact the Headquarters Operations Officer for additional details.
7/26/2012	Vogle	CONFIRMED POSITIVE ON A FITNESS FOR DUTY TEST	A non-licensed employee supervisor had a confirmed positive for alcohol during a follow-up Fitness For Duty test. The employee's unescorted access to the plant has been terminated. Contact the Headquarters Operations Officer for additional details.
7/30/2012	B&W NUCLEAR OPERATING GROUP, INC.	FAILED PRE-ACCESS FITNESS FOR DUTY TEST	A non-licensed employee supervisor had a confirmed positive for alcohol during a pre-access Fitness For Duty test. The employee was not granted access to the site. Contact the Headquarters Operations Officer for additional details.
8/3/2012	Fermi	CONFIRMED POSITIVE ON A FITNESS FOR DUTY TEST	A non-licensed employee supervisor had a confirmed positive for alcohol during a for cause Fitness For Duty test. The employee's unescorted access has been terminated. Contact the Headquarters Operations Officer for additional details.
8/9/2012	Quad Cities	CONFIRMED POSITIVE FITNESS FOR DUTY TEST	A non-licensed employee supervisor had a confirmed positive for alcohol during a follow-up Fitness For Duty test. The employee's unescorted access to the plant has been denied. Contact the Headquarters Operations Officer for additional details.
8/15/2012	Waterford	CONFIRMED POSITIVE FITNESS FOR DUTY TEST	A licensed employee supervisor had a confirmed positive for alcohol during a random Fitness For Duty test. The employee's unescorted access to the plant has been terminated. Contact the Headquarters Operations Officer for additional details.
8/21/2012	Summer	FITNESS FOR DUTY POLICY VIOLATION	A non-licensed contract employee supervisor and a non-licensed contract employee committed a Fitness For Duty policy violation. Construction area access for both contract employees have been suspended, and the licensee has initiated an investigation. Contact the Headquarters Operations Officer for additional details.
8/31/2012	Grand Gulf	CONFIRMED POSITIVE FITNESS FOR DUTY TEST	A non-licensed employee supervisor had a confirmed positive for illegal drugs during a follow-up Fitness For Duty test. The employee's access to the plant has been terminated. Contact the Headquarters Operations Officer for additional details.
9/14/2012	Saint Lucie	FITNESS FOR DUTY - CONTRACT	A non-licensed contract employee supervisor had a confirmed positive for alcohol during a

		SUPERVISOR TESTED POSITIVE FOR ALCOHOL	random Fitness For Duty test. The employee's access to the plant has been terminated. Contact the Headquarters Operations Officer for additional details.
9/27/2012	Braidwood	FITNESS FOR DUTY - CONTRABAND MATERIAL IDENTIFIED IN THE PROTECTED AREA	A licensee contractor discovered contraband material concealed above ceiling tiles in a locker room during a renovation of the area. Contact the Headquarters Operations Officer for details.
10/5/2012	Sequoyah	CONFIRMED POSITIVE FITNESS FOR DUTY TEST	A non-licensed employee supervisor had a confirmed positive for alcohol during a random Fitness For Duty test. The employee's access to the plant has been terminated. Contact the Headquarters Operations Officer for additional details.
10/10/2012	Harris	POTENTIAL FITNESS FOR DUTY VIOLATION	A non-licensed employee supervisor was administered a for-cause chemical test. The employee's access to the plant has been terminated. Contact the Headquarters Operations Officer for additional details.
10/17/2012	Vermont Yankee	CONFIRMED POSITIVE FITNESS FOR DUTY TEST	A non-licensed employee supervisor had a confirmed positive during a for-cause Fitness For Duty test. The employee's access to the plant has been terminated. Contact the Headquarters Operations Officer for additional details.
10/18/2012	Browns Ferry	CONFIRMED POSITIVE FITNESS FOR DUTY TEST	A non-licensed contract supervisor had a confirmed positive for alcohol during a for-cause Fitness For Duty test. The contractor's access to the plant has been suspended. Contact the Headquarters Operations Officer for additional details.
10/25/2012	Calvert Cliffs	CONFIRMED POSITIVE FITNESS FOR DUTY	A non-licensed employee supervisor had a confirmed positive for alcohol during a random Fitness For Duty test. The employee's access to the plant has been terminated. Contact the Headquarters Operations Officer for additional details.
11/2/2012	Crystal River	FITNESS FOR DUTY - CONTRACT SUPERVISOR FOUND IN POSSESSION OF PROHIBITED SUBSTANCE	A non-licensed contract supervisor was found to have in his possession a prohibited substance prior to entry into the plant protected area. The contractor's access to the plant has been terminated. This event has been re-posted after additional discussions with the licensee. Contact the Headquarters Operations Officer for additional details.
11/20/2012	Crystal River	NON-LICENSED CONTRACTOR SUPERVISOR TESTS POSITIVE FOR ALCOHOL	A non-licensed contract acting supervisor tested positive for alcohol on a random Fitness For Duty test. The contractor's access to the plant has been terminated.
12/7/2012	Byron	FITNESS FOR DUTY - EMPLOYEE HAD A	A non-licensed, non-supervisory employee had a confirmed positive for alcohol during a

		CONFIRMED POSITIVE FOR ALCOHOL	for-cause Fitness For Duty test. The employee's access to the plant has been suspended.
12/28/2012	Dresden	FITNESS FOR DUTY - ACCESS DENIED	<p>On December 28, 2012, at approximately 1410 hours CDT, Dresden Station was informed by Station Security that a Contract Supervisory (non-licensed) individual had a confirmed positive Fitness For Duty test for a controlled substance.</p> <p>This event affects both Dresden and Braidwood Stations. The individuals access to both Dresden and Braidwood Stations has been terminated.</p>
12/29/2012	Susquehanna	COMPUTER PROGRAM ERROR IDENTIFIED IN THE FITNESS FOR DUTY PROGRAM	<p>"On December 28, 2012 at approximately 1100 [EST], Susquehanna discovered a computer program error that affected the Susquehanna Fitness For Duty (FFD) program. Specifically, thirty-nine Behavioral Observation Program (BOP) inquiries were without proper documentation of the required need to continue unescorted access (UA) and without verification of an actual observation within the required thirty day timeframe. The computer error resulted in answers for two of the three questions on the Behavior Observation Inquiry form not being recorded when the form was submitted by the supervisor. This resulted in the thirty-nine security accounts being re-zeroed and allowing UA for an additional thirty days. All thirty-nine BOP supervisors were contacted, and it was determined that thirty-six of the individuals were intended to continue with UA. The remaining three accounts should have terminated to prevent UA; however, none of these three individuals gained unauthorized access to the Protected Area after their UA should have been terminated. Seven of the thirty-six intended to continue with UA did access the Protected Area, but per follow-up with the Behavior Observation Supervisors, these individuals were in compliance with the BOP. In accordance with 10 CFR 26.719(b)(4), this report is being made based on being a potential programmatic failure, degradation, or discovered vulnerability of the FFD program that may permit undetected drug or alcohol use or abuse by individuals within a protected area, or by individuals who are assigned to perform duties that require them to be subject to the FFD program. The [NRC] Resident Inspector and the Branch</p>

			Chief for the Region I Division of Reactor Safety were briefed."
1/11/2013	Fort Calhoun	FITNESS FOR DUTY - ACCESS TERMINATED	During a random screening, a non-licensed contract supervisor tested positive for a controlled substance. The individual's unescorted access has been terminated.
2/11/2013	Clinton	FITNESS FOR DUTY - CONFIRMED POSITIVE FFD TEST	A non-licensed, supervisory employee had a confirmed positive for alcohol during a random Fitness For Duty test. The employee's access to the plant has been restricted.
2/22/2013	Susquehanna	COMPUTER PROGRAM ERROR IDENTIFIED IN THE FITNESS FOR DUTY PROGRAM	<p>"On February 22, 2013 at approximately 1430 [EST], Susquehanna identified a computer program error that affected the Susquehanna Fitness For Duty (FFD) program. Specifically, two Behavioral Observation Program (BOP) inquiries were accepted without proper documentation of the required need to continue unescorted access authorization (UAA) and without verification of an actual observation within the required thirty day timeframe. The computer error resulted in answers for two of the three questions on the Behavior Observation Inquiry form not being recorded when the form was submitted by the supervisor. This resulted in the two security accounts being re-zeroed and allowing UAA for an additional 15 days. The BOP supervisor was contacted and verified that these individuals were intended to continue with UAA. At no time were these individuals removed from the FFD or Behavior Observation Program.</p> <p>"In accordance with 10 CFR 26.719(b)(4), this report is being made based on being a potential programmatic failure, degradation, or discovered vulnerability of the FFD program that may permit undetected drug or alcohol use or abuse by individuals within a protected area, or by individuals who are assigned to perform duties that require them to be subject to the FFD program. The [NRC Resident Inspector] and the Branch Chief for the Region I Division of Reactor Safety were notified."</p>
4/2/2013	Braidwood	FITNESS FOR DUTY REPORT INVOLVING DISCOVERY OF AN ALCOHOL CONTAINER INSIDE THE	During remodeling of a bathroom on the third floor of the Administrative Building which is located inside the Protective Area, workers discovered a very old container of gin after removing the ceiling tiles. This item will be entered into the licensee corrective actions program for follow up.

		PROTECTED AREA	
4/3/2013	Braidwood	FITNESS FOR DUTY REPORT INVOLVING DISCOVERY OF AN ALCOHOL CONTAINER INSIDE THE PROTECTED AREA	During remodeling of a bathroom on the third floor of the Administrative Building which is located inside the Protective Area, workers discovered two very old containers of blackberry brandy after removing the ceiling tiles. This item will be entered into the licensee corrective actions program for follow up.
4/3/2013	Nine Mile Point	FITNESS FOR DUTY REPORT - LICENSED EMPLOYEE SUPERVISOR TESTED POSITIVE FOR ALCOHOL	A licensed employee supervisor had a confirmed positive for alcohol during a random Fitness For Duty test. The employee's unescorted access to the plant has been terminated.
4/3/2013	Saint Lucie	FITNESS FOR DUTY REPORT - LICENSED EMPLOYEE ARRESTED FOR POSSESSION OF A CONTROLLED SUBSTANCE	A licensed employee was arrested for possession of a controlled substance while off-duty. The employee's access to the plant has been terminated.
4/16/2013	Millstone	FITNESS FOR DUTY REPORT - LICENSED OPERATOR HAD A CONFIRMED POSITIVE FOR ALCOHOL	A licensed operator had a confirmed positive for alcohol during a for cause Fitness For Duty test. The employee's plant access has been revoked.
4/24/2013	Limerick	NON-LICENSED EMPLOYEE SUPERVISOR CONFIRMED POSITIVE FOR ALCOHOL	A non-licensed, supervisory employee had a confirmed positive for alcohol during a random Fitness For Duty test. The employee's access to the plant has been restricted.
4/26/2013	Grand Gulf	FITNESS FOR DUTY REPORT - LICENSED OPERATOR HAD A CONFIRMED POSITIVE FOR ILLEGAL DRUGS	A licensed operator had a confirmed positive test for illegal drugs during a random Fitness For Duty test. The licensed operator's plant access has been terminated.
5/2/2013	Summer	VIOLATION OF THE FITNESS FOR DUTY PROGRAM	On May 2, 2013, a non-licensed employee supervisor tested positive for alcohol on a random Fitness For Duty test. The individuals site access has been terminated.
5/10/2013	Limerick	FITNESS FOR DUTY REPORT INVOLVING A NON-LICENSED SUPERVISOR TESTING POSITIVE	A Non-licensed, Supervisory employee had a confirmed positive alcohol test during a random Fitness For Duty test. The employee's access to the Plant has been removed.

		FOR ALCOHOL	
5/10/2013	Monticello	FITNESS FOR DUTY REPORT INVOLVING DISCOVERY OF ALCOHOL CONTAINER INSIDE THE PROTECTED AREA	[The licensee] discovered a small bottle of alcohol within the Protected Area. The 50ml bottle was approximately 2/3 full. The seal ring had been broken. The clear liquid smells of alcohol as the label of the bottle indicates. The bottle was discovered beneath a deck structure to a temporary trailer that workers were demolishing.
5/14/2013	Grand Gulf	FAILED FITNESS FOR DUTY TEST	A licensed operator had a confirmed positive for alcohol during a for cause Fitness For Duty test. The employee's access to the plant has been terminated.
5/21/2013	Fort Calhoun	FITNESS FOR DUTY REPORT INVOLVING A NON-LICENSED CONTRACT SUPERVISOR	A non-licensed, contract supervisory employee failed a random Fitness For Duty test. The employee's access to the plant has been revoked.
5/23/2013	Wolf Creek	FITNESS FOR DUTY REPORT INVOLVING A NON-LICENSED SUPERVISOR TESTING POSITIVE FOR ALCOHOL	A non-licensed, supervisory employee had a confirmed positive for alcohol during a random Fitness For Duty test. The employee's access to the plant has been terminated.
6/6/2013	Turkey Point	FITNESS FOR DUTY REPORT INVOLVING A CONTRACT SUPERVISOR ARRESTED OFFSITE	At approximately 0800 hours on June 6, 2013, it was determined that a non-licensed contract supervisor had been arrested offsite for possession of a controlled substance. Access has been terminated and additional information documented in the Personnel Access Data System (PADS).
7/11/2013	Pilgrim	FITNESS FOR DUTY REPORT INVOLVING A NON-LICENSED SUPERVISOR	A non-licensed employee supervisor had a confirmed positive for a banned substance during a random Fitness For Duty test. The employee's access to the plant has been terminated pending an ongoing investigation.
7/22/2013	Grand Gulf	FITNESS FOR DUTY REPORT INVOLVING A LICENSED EMPLOYEE	A licensed employee had a confirmed positive test for illegal drugs during a random Fitness For Duty test. The employee's access to the plant has been terminated.
7/24/2013	Summer	PROGRAMMATIC FAILURE TO TEST PERSONNEL RETURNING TO THE SITE	"On July 23, 2013 at 1345 [EDT], the Fitness For Duty Snapshot Self-Assessment team identified an anomaly with the Employee Plant Access Control Tracking (EMPACT) program used to randomly select V.C. Summer employees for daily Fitness For Duty (FFD) screenings. More specifically, when an employee terminates employment at the station, Access Control personnel select 'Exclude from Random' feature in the EMPACT program to remove their name

from the program code that randomly selects current employees for daily FFD screenings. When a former employee returns to the station for re-employment, Access Control personnel select 'New Request' within the EMPACT program. The 'New Request' feature is supposed to automatically deselect the 'Exclude from Random' feature, which adds the employee back to the randomly selected population. This feature of the EMPACT program was determined not to be functional.

"In accordance with 10 CFR 26.719(b)(4), this program flaw constitutes: 'Any programmatic discovered vulnerability of the FFD program that may permit the undetected drug or alcohol use or abuse by individuals within a protected area, or by individuals who are assigned to perform duties that require them to be subject to the FFD program.'

"This event has been entered into the station's corrective action program under CR-13-03066. The issue is limited to 53 employees (2.9% of the randomly selected population) that have returned to V.C. Summer for employment in the previous six years. Immediate corrective actions consist of contacting the program vendor, conducting an Access Control Program standdown, and contacting the 53 employees to report for Fitness For Duty screening.

"The NRC Resident Inspector has been notified.

"Other utilities known to use the EMPACT software have been contacted."

This issue does not affect units 2 or 3 since they use a different system.

7/24/2013

Summer

PROGRAMMATIC
FAILURE TO TEST
PERSONNEL
RETURNING TO
THE SITE

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"The NRC Resident Inspector has been notified.

"Other utilities known to use the EMPACT software have been contacted."

This issue does not affect units 2 or 3 since they use a different system.

7/29/2013	Oyster Creek	FITNESS FOR DUTY - CONFIRMED POSITIVE FFD TEST	A non-licensed, supervisory employee had a confirmed positive for alcohol during a random Fitness For Duty test. The employee's access to the plant has been restricted.
8/8/2013	Waterford	OFF-DUTY LICENSED OPERATOR WAS ARRESTED FOR DRIVING UNDER THE INFLUENCE	A off-duty licensed operator was arrested while driving a vehicle under the influence of alcohol. This was determined to violate the Waterford Fitness For Duty program. The individual has been administratively removed from performing licensed duties

			pending investigation.
8/9/2013	Summer	VIOLATION OF THE FITNESS FOR DUTY PROGRAM	A contractor supervisor tested positive for alcohol on a follow-up Fitness For Duty screening. The individual's construction site access was revoked.
8/20/2013	Oconee	NON-LICENSED CONTRACT SUPERVISOR HAD A CONFIRMED POSITIVE FITNESS FOR DUTY TEST	A non-licensed contract supervisor had a confirmed positive Fitness For Duty test. Plant access for the individual has been terminated. The licensee has notified the NRC Resident Inspector.
8/22/2013	Palisades	VIOLATION OF THE FITNESS FOR DUTY PROGRAM	A licensed employee had a confirmed positive for alcohol during a random Fitness For Duty test. The employee's access to the plant has been terminated. The licensee informed the NRC Resident Inspector and will inform stakeholders at their scheduled meeting.
8/23/2013	Zion	ALCOHOL FOUND IN THE RESTRICTED AREA	"The following significant FFD policy violations and programmatic failures must be reported to the NRC Ops Center within 24 hours by telephone after the licensee or other entity discover the violation. "(1) The use, sale, distribution possession or presence of illegal drugs, or the consumption or presence of alcohol within a protected area. "Ours [licensee] is a conservative decision to notify due to the fact that the contraband was found in the restricted area and NOT in the protected area. "On 8/22/13 at approximately 1300 hours, an employee conducting demolition work on the 542 level of the Auxiliary Building discovered an old dust covered pint glass bottle of Jim Beam Bourbon Whiskey containing approximately 1 inch of brown liquid which, when opened, smelled of alcohol. The bottle was located in bus trays 12 to 15 feet above the floor. The employees retrieved the bottle and handed it to an individual on the ground. Radiation Protection [RP] personnel bagged the bottled due to it being in a contaminated area. The bottle was surveyed by RP and released to Security. The bottle was removed to the FFD Office and the liquid was disposed of in the toilet. The glass bottle was then disposed of offsite."

			The licensee will notify the NRC Resident Inspector.
9/5/2013	Quad Cities	CONFIRMED POSITIVE FITNESS FOR DUTY TEST	A licensed employee had a confirmed positive during a random Fitness For Duty test. The employee's access to the plant has been terminated.
			The NRC Resident Inspector has been notified.
9/10/2013	Summer	FITNESS FOR DUTY - CONFIRMED POSITIVE FFD TEST	A non-licensed, contract, supervisory employee had a confirmed positive for alcohol during a for-cause Fitness For Duty test. The employee's access to the plant has been terminated.
			The licensee notified the NRC Resident Inspector.
