

Supervisory Brief

Date: November 25, 2024

From: Corporate Nuclear Security, Access & Fitness for Duty

INSTRUCTIONS: *This message is being shared with all Nuclear supervisors. Please review and share key information with your teams.*

Negative Trend in Positive Fitness for Duty Results

Constellation Access Authorization and Fitness for Duty (FFD) has identified an increase in positive drug/alcohol test results across our entire fleet. It is critical that every nuclear worker understand the requirements of the FFD policy and regulation. Below are some key facts. For more detailed information please review SY-AA-102, Constellation's Fitness for Duty Program and 10CFR Part 26 Fitness for Duty Program.

- All individuals maintaining Unescorted Access Authorization (UAA) / Unescorted Access (UA) or subject to applicable NRC regulations are subject to random FFD testing.
- Every worker maintaining UAA/UA or subject to applicable NRC regulations must remain fit for duty during work hours. This includes individuals working remotely.
- All individuals must abstain from alcohol at least 5 hours prior to being in a work status. This time may need to be longer depending on your size and amount of alcohol consumed. In addition, you must not consume alcohol during work periods.
- All individuals must ensure that they are not under the influence of any substance, legal or illegal, which in any way could adversely affect their ability to perform duties safely and competently.
- Marijuana is Federally illegal and NOT allowed under the Constellation program regardless if an individual may have obtained marijuana in a state that has legalized the possession of marijuana or from the issuance of a valid marijuana prescription.
- The use of CBD supplements or products is not authorized because these products may contain varying amounts of Tetrahydrocannabinol (THC) even if labeled "Does Not contain THC." The Medical Review Officer (MRO) may not consider consumption of food products, supplements or other preparations containing substances that may result in a positive confirmatory drug test result, including but not limited to, supplements containing hemp products as a legitimate medical explanation for the presence of drugs or drug metabolites (10 CFR 26.185).
- All FFD violations result in an immediate Denial of Unescorted Access and potential termination from employment.

Any questions regarding the above should be directed to the Corporate Security Access/FFD: Sondra Massey, 779-231-6106 or Cole Wolpert, 267-533-5248